

INDICATORS

BOOK **Suzano** 2022



SUZANO



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#ACCESS TO EDUCATION

Suzano Education Program (PSE in Portuguese acronym)



Commitment to Renewing Life

Context

Quality education is one of Brazil's most important structural challenges. The educational context analysis highlighted, in the last decades, challenges regarding the access to public schools, students' retention and learning along the course of Basic education. Therefore, Suzano invests to improve public education quality through professional development of educators and the engagement and participation¹ of families and communities focusing on student learning. The Basic Education Development Index (IDEB in Portuguese acronym) is the reference for measuring the quality of basic education in Brazil.

Objectives

The Suzano Education Program (PSE) invests in the improvement of public education quality through educators' professional qualification and social engagement. It aims at contributing so that the public administration is able to focus on improving students' learning and resource use, while at the same time structuring a territorial education project built with and for the people. The methodology is grounded on an educational diagnosis and on the prioritization of common challenges among the groups of municipalities that comprise the Arranjos de Desenvolvimento da Educação (ADE) and which together build solutions to improve education in the territory. Thus, we expect to contribute towards the reduction of educational inequalities in the territories, ensuring proper schooling and student learning growth, with greater participation and involvement of families and communities.

Highlights and achievements throughout 2022

- Municipalities participating in PSE reached the intermediate IDEB result expected for 2021 according to the company's long-term goal projection ^{7 8}
- Signing of the Cooperation Agreement that makes official the legal constitution of the ADE of São Paulo, which is now called ADE 5+SP, as a public management instrument to ensure the right to quality education. An important achievement to foster regional educational policies
- 100% of the ADEs participating in the Program have drawn up long-term strategic plans for improving education
- Nearly 90% of municipalities that are members of the PSE carried out intersectorial actions and/or strengthened existing ones through social engagement groups, which contributed to a strengthening systemic action of the social protection network with schools focused on the all-round development of students

- Training of school administrators in aspects related to out-of-school conditions such as food insecurity, school exclusion, child labor, social exclusion and ethno-racial inequality, allowing the recognition of school's role in social protection network
- Broadening of PSE to 1 new municipality in Mato Grosso do Sul, totaling a range of 29 municipalities in five states in Brazil (SP, MA, BA, ES and MS)

Figures for 2022

- 888 Public Basic Education Schools
- 197,297 students attending the municipal school network
- 3,119 direct participants - education secretaries and technical teams, school administrators, teachers (Distance Education course) and inter-sectorial teams (education, health and social assistance)
- 205,669 people reached - students, educators and intersectorial teams

Consolidation of project results, by region¹

	2020			2021			2022		
	Number of municipalities covered	Number of participants ²	Number of benefited people ²	Number of municipalities covered	Number of participants	Number of benefited people	Number of municipalities covered	Number of participants ⁴	Number of benefited people ⁴
	overall number	overall number							
São Paulo ³	10	53	452	6	31	46,951	5	196	42,244
Mato Grosso do Sul	1	5	26	5	175	25,826	6	306	27,632
Espírito Santo	5	39	279	7	540	53,546	5	612	43,173
Bahia	3	24	181	6	1,295	58,643	5	724	34,214
Maranhão ⁵	9	71	729	12	1,725	127,373	8	1,281	58,406
Pará⁶	1	8	0	0	0	0	0	0	0
Total	29	200	1,730	36	3,766	312,339	29	3,119	205,669

1. The Suzano Education Program (PSE) considers civil society participation (families and communities) as co-responsible in the process of the territory's education development, both for territorial issues as well as for educational policy implementation. In 2021, the first PSE Assessment was carried out, to establish the baseline of the program, considering educational challenges posed by the Covid-19 pandemic to public education systems.
2. In 2020, for the calculation of the number of participants, secretaries and technical teams from the Municipal Secretariats of Education were considered, and for the calculation of the number of benefited people, it was considered the school administrators participating in the Program.
3. In 2022, the São Paulo municipalities comprising the São Paulo Education Development Arrangement (ADE) received investment from Suzano in education for the last time, taking into account that they are already consolidated municipalities that reached the proposed target for advancement in the Basic Education Development Index (IDEB).
4. As in 2021, in 2022, for the number of participants, secretaries, technical teams from the Municipal Secretariats of Education, school administrators and teachers who attended the distance learning courses were considered, and for the number of benefited people, it was considered teachers from the educational system and students attending the program.
5. In 2022, the municipalities of Angico (TO) and Dom Eliseu (PA) did not commit to the PSE, therefore temporarily ceasing to receive the investment.
6. In 2020, in addition to the work being carried out in the ADEs, the Program operated in eight schools in the Sacramento District, in Belém (PA), which was discontinued in 2021.
7. With the disclosure of the Ideb data for 2021, it was noted that the municipalities served by the PSE reached an average of 4.7, a expected outcome within the commitment's projection curve of "Increasing by 40% the Ideb in all municipalities considered as priorities - from 4.7 to 6.6 by 2030".
8. IDEB results analysis of the municipalities participating in the PSE is registered in the Technical Note produced by the Metas Sociais consultancy, also hired to set up the projection of the Compromisso para Renovar a Vida focused on education.

#WATER

Water management in forestry operations



GRI Dimension

Environmental

GRI Dimension

Material Topics

GRI Code

3-3

GRI Code

303-1

Commitment to Renewing Life

Context

Nowadays, around 75% of the world's accessible freshwater resources depend on forested watersheds. Therefore, forests are vital natural infrastructure for freshwater supply, and their management can provide "nature-based solutions" to a range of water-related social challenges.

For this reason, Suzano acknowledges water as a vital resource for ecosystem balance and for the longevity of its business, and is committed to ensure the availability of and access to quality water for all users in the watersheds where it operates, based on:

- River and spring protection;
- Water quality and quantity monitoring;
- Analysis of risks and mitigation of impacts arising from its operations;
- Management and control of water withdrawal by the forestry operational;
- Ecological restoration of degraded environments;
- Awareness and environmental education of employees and neighboring communities.

Regarding water management, guidelines are established to monitor the water resources, allowing the quality and availability of water in the bodies of water influenced by Suzano's forest stewardship to be evaluated, as well as to guide decision-making, such as the improvement and adaptation of forest stewardship and compliance with the guidelines established by the Company.

Currently, demands associated with current legislation and/or license conditions are considered in water management in the forest; forest certification requirements; international agreements (such as Sustain-

able Development Goals; UN Decade of Restoration; 20x20 Initiative, among others); sectoral and multilateral agreements (such as Forestry Forums and IBÁ); partnerships with universities (ESALQ/ USP), companies (P&G, SONOCO), government (IEF), and NGOs (TNC and Terra Institute); stakeholder demands (such as overlay for water use) and global management disclosure platforms on impact (CDP, DJSI, GRI, Water Footprint, among others).

Risks and Opportunities Management and Identification

The water use by the operational activities is regulated by the state public agency that, depending on the water availability of each resource and the volume needed by other users, establishes the maximum amount of water to be used by the company. Irregular water withdrawals, made in places without authorization from the agency or with a daily volume above the permitted one, imply environmental risks, which can affect the water availability, contaminate the soil or water and cause legal risks, with administrative or criminal responsibilities. The associated risks of water consumption are reduced downstream flow, erosion and silting, contamination due to effluent discharge, and fines at the state and federal levels due to infractions of legislation related to water resources.

Suzano's Management and Commitments

Suzano's forest base is distributed over several important hydrographic basins in Brazil, having different environmental resources, uses, occupations, and demands for water use.

Considering this diversity, Suzano seeks to increase the efficient use of water in the forest and to show solidarity with this resource. In early 2020, the company took as one of its Commitments to Renew Life "increase water availability in 100% of critical watersheds by 2030" Critical watersheds are those subject to lack of water availability due to natural characteristics (such as climate and soil type) and type of land use critical watersheds were mapped in Suzano's forest units, considering local water, climate, strategic and social aspects. Suzano is concentrating its efforts 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 in the water availability of the watersheds.

To apply technical stewardship actions in the forest, as well as understand the supply/demand of water in the watersheds, Suzano relies on a robust network of environmental monitoring. In 1990, it started the Watershed Project and now has 10 experimental watersheds equipped with sensors to compute the water balance and broaden the understanding of the relations and effects of forest management in locations that are representative of Suzano's production model, in all the company's forest units. The company has a network of 71 own meteorological stations and 63 public stations distributed in its forest base to assess the effects of climate on forest productivity and water supply in watersheds. Additionally, it has a network of five flow towers equipped with instruments that perform water and carbon balance at a very high monitoring frequency.

Suzano has also had a ten-plus year partnership with the Cooperative Program on Environmental Monitoring in Micro Watersheds (PROMAB in Portuguese acronym), coordinated by the Forest Hydrology Laboratory of the ESALQ/USP Forestry Sciences Department. This cooperative program between companies in the sector and universities plays an essential role in generating knowledge about best management practices, bringing transparency about the business through numerous scientific publications, and fostering future research for the development and sustainability of the topic.

To expand the management of water resources and solve and minimize risks, Suzano created a corpo-

rate Water Resources Management Group. Through water-related information management, the group is creating relationships and communication strategies with stakeholders to demonstrate responsible use of the natural resource and enable forest water management recommendations. An example of this strategy is the increase of its participation in local watershed committees to discuss water use with representatives of the public power, companies, and civil society.

Suzano also performs the standard operating procedure aimed at orienting and providing technical support to the operational areas for the sustainable management of the water resource. The operation is instructed as to the planning, capture, and use of water in silviculture, harvesting, and logistics. Thus, water withdrawal is monitored daily by the Company's Environment area. The monitoring includes checking where the water can be withdrawn, the capture license issued by the environmental agency, and the volume captured at each site, with its geographical location and the name of the water course, which speeds up the identification, control, and correction of any deviations.

As an internal policy, the organization has an Environmental Aspects and Impacts Management Matrix, which identifies the forest management activities that can impact water quality and availability and establishes control measures. Thus, periodic monitoring is carried out to evaluate the water quality and availability at all the Company's units, where sampling points were 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 where Suzano operates.

Therefore, proper forest management promotes several ecosystem services, such as the provision of fresh water and regulation of water quality, which benefits not only forest production but also the supply of quality water to the different users of the watersheds where we operate.

Because we understand that water is an essential natural resource for the balance of ecosystems and the sustainability of our business, the intelligent use of water is a priority in Suzano's investments. In this sense, periodic measurements are taken of qualitative and quantitative parameters of the main hydrographic basins where the company operates.

Total number of watersheds monitored for quality and availability of water resources in forestry operations

	2020	2021	2022
	overall number	overall number	overall number
São Paulo	6	4	11
Mato Grosso do Sul	6	7	7
Espírito Santo-Bahia	37	40	44
Maranhão	4	14	14
Total	53	65	76

Additional information

In 2021, there was a restructuring in the network of qualitative monitoring of water resources in Brazil. This restructuring took place with specialists and was carried out in three steps.

1. Definition of operational and experimental micro-watershed concepts:
 - Operational micro-watersheds: They have mobile monitoring points that accompany the opera-

tional activities, from felling to forest planting. Monitoring in operational watersheds is necessary to evaluate the impact of forestry operations, thus seeking to understand the relation between the cause and effect of these activities;

- Experimental micro-watersheds: The monitoring points in the micro-watersheds are fixed and monitoring is necessary to evaluate the relation between the cause and effect of forestry activities. Additionally, they detail hydrological processes, quantify water consumption, and establish reference values. With this, the new monitoring network was designed for operational watersheds, where only qualitative parameters are considered.

2. Definition of criteria for choosing the points of the new monitoring network, being:

- Sampling unit micro-watershed;
- Company occupation greater than 80%;
- Farms present in the PAC.

3. Definition of parameters and frequency for the new monitoring network:

- Parameters: turbidity, total solids, suspended solids, electrical conductivity, true color, glyphosate (AMPA) and sulfonamide.

Frequency of 2 years of monitoring, collecting twice a month samples for evaluation of the following parameters: turbidity, total solids, suspended solids, electrical conductivity, and true color, at most one year before the beginning of the operations and six months after the end of the forestry implantation operation. During the period of operations, samples for these parameters should be collected weekly. The collection of glyphosates (AMPA) should be performed on the day of application and the day of the first rain after application. For the sulfonamide parameter, the samples must be collected 20, 60, and 90 days after its application.

After these definitions, each unit proceeded to the adjustment and contracting process to implement the restructured monitoring network. The units kept points that fit the established criteria, excluded those that did not, and defined new monitoring points based on the criteria.

Water Management in Industrial Operations



SASB Dimension

Water Management

SASB Code

RR-PP-140a.1

SASB Code

RT-CP-140a.1

SASB Sector

Containers and Packaging

SASB Sector

Pulp & Paper Products

GRI Dimension

Environmental

GRI Code

303-1

GRI Code

303-3

GRI Code

303-5

Stakeholder

Planet

TCFD

Related Indicators

Context

Theme governance

In 2020, Suzano released its Commitments to Renewing Life, including a goal on water use: a 15% reduction in specific water withdrawal by 2030.

After announcing this commitment, the company defined management governance for the topic. Annual and monthly targets were established for each Industrial Unit, and the results are monitored every month by the Pulp, Engineering, and Energy Committee. The company also has an Industrial Environment Working Group (GTMAI in Portuguese acronym), which evaluates the results monthly.

Every week, the Executive Committee and Industrial Management monitor the water management in-

dicators in each industrial operation. Every month, the results are disclosed in meetings to all the unit's employees so that everyone is engaged in the topic.

In some industrial operations, consumption targets have been set per sector (a consumption limit for each stage of the production process). Sectorial performance is monitored in routine production meetings.

Water management risks associated with the abstraction, consumption, and disposal of water

Water resource management' is a material subject for Suzano, and its management provides risk analysis and scenarios to mitigate the impacts caused by water use in industrial operations.

According to the Aqueduct Water Risk Analysis tool, most of Suzano's units are located in cities with low water stress (less than 10%), such as the units in Imperatriz (MA), Jacareí (SP), Limeira (SP), Mucuri (BA) and Três Lagoas (MS). The Aracruz (ES) unit is considered an area with medium-high water stress (between 20-40%). The only unit located in a high-water stress area (between 40-80%) is in Suzano (SP), mainly due to the high urbanization rate because this city is near São Paulo. However, the unit's water withdrawal volume is considerably reduced, generating no impact related to other types of water use, and there is no risk to the operation's continuity.

The company's risk mapping indicates that the units located in Aracruz (ES), Jacareí (SP), and Mucuri (BA) are the most affected by water stress problems. But due to the low water withdrawal volume and large reservoirs at the units, the Company believes that this risk is manageable and does not have the potential to lead to reductions in operations.

The company has been facing, in recent years, very severe drought periods in São Paulo, Espírito Santo, Bahia, and Maranhão, where it operates four factories. This led to a review of the strategic actions for possible water withdrawal problems and, above all, the discharge of effluents in water bodies with restricted flow, such as the Paraíba do Sul River, which had its flow reduced by more than 50%.

As a result, Suzano seeks to make its partners aware of the issue and achieve positive results for the environment, considering that the solution, especially for the water crisis, involves several action fronts, from the efficient use and management of natural resources to the rational use and mitigation practices of potential risks.

In this regard, Suzano's participation in the river basin committees, where its Industrial Units are installed, is strategic and aims to keep its operations aligned with the management plans of each basin, contributing to the generation of positive results for all stakeholders. Based on this, through local teams and leadership, Suzano participates in the following committees:

- Upper Tietê River Basin Committee;
- Rio Doce Hydrographic Basin Committee (CBH-Doce, in Portuguese);
- North Central Coast Hydrographic Basin Committee;
- Paraíba do Sul River Basin Committee (CEIVAP, in Portuguese);
- Piracicaba, Capivari and Jundiaí Basin Committee (CPJ, in Portuguese);
- Crisis Committee of the National Water and Sanitation Agency (ANA, in Portuguese) for the Tocantins River.

Among the results already achieved, Suzano actively collaborated in defining the minimum effluent flow rates that can be practiced in the Paraíba do Sul River Basin to guarantee minimum reserve levels.

The company also contributed to setting the operating rules for the Tocantins River Basin Hydroelectric Power Plants (HPPs), aiming to maximize the water stock in the Serra da Mesa HPP reservoir, the world's largest water stock, in terms of capacity. The water stock in this reservoir will increase the basin's resilience during extended dry spells.

As a result of the risk analyses performed, Suzano made the strategic decision to acquire the Small Hydroelectric Plant (PCH) and to build a new Effluent Treatment Station at the Mucuri Unit (BA). Furthermore, it develops the "Nascentes do Mucuri" project, which encourages the preservation of the springs of the Mucuri River and its surroundings, promoting the perpetuity of this water resource, so valuable for the ecosystem services in the municipality and region maintenance.

There have been no episodes of production reduction or shutdown due to a lack of water resources with the implementation of all these preventive and adaptation actions in Suzano's industrial units.

2022 Performance

Total water withdrawal by Suzano in 2022 is in line with the volume reported in 2021. We had a 1.5% reduction in absolute capture and reached a specific capture of 25.9 m³/t, accumulating a 13% reduction since 2018. Representing an 87% achievement of our Commitment to Renewing Life, that is, 3.9 m³/t of reduction in industrial withdrawal.

Considering the specific values, the specific water consumption in the reported period was 5.6 m³/t, in line with the specific consumption of 2021 (5.5 m³/t), and meeting the target set for water consumption of up to 6.0 m³/t.

The Suzano Industrial Units operate as "Sustainable Water Reservoirs" since about 80% of the water captured is recirculated within the production process before being treated and returned to the environment. The reservoir concept comes from the process of collecting water from the environment through surface rivers, underground wells and/or rainwater (receiving bodies), passing through treatment in a water treatment station for its suitability for industrial use, distribution, and recirculation of water in the production process, and finally, treatment of effluents within the appropriate conditions provided for in Brazilian environmental legislation. The term "sustainable reservoir" refers to the recirculation capacity within the production process, where more than 80% of the captured water is reused before it is released into the environment.

This recirculation occurs due to a series of industrial reuses, among them cooling water, hot water, condensates (steam and liquor), bleaching filtrates, white water from the drying machines, and internal recirculation in the water treatment station itself. The company operates within the reference limits of the best international practices, such as IPPC - Integrated Pollution Prevention and Control and IFC - International Finance Corporation. They stipulate limits ranging from a minimum of 25 m³/t_{sa} to 50 m³/t_{sa}.

The following information is available in the tables below:

- Water withdrawal, by source in industrial operations;
- Water consumption in industrial operations.

1. The water withdrawal considered for the target considers assumptions different from the GRI 303-3 report (detailed in the Preparation Base).

Water withdrawal, by source in industrial operations¹

	2020 ²			2021 ²			2022		
	Total of water withdrawn	Total water withdrawal in water-stressed areas	Percentage of water withdrawn in water-stressed areas	Total of water withdrawn ²	Total water withdrawal in water-stressed areas	Percentage of water withdrawn in water-stressed areas	Total of water withdrawn	Total water withdrawal in water-stressed areas	Percentage of water withdrawn in water-stressed areas
	m ³	m ³	%	m ³	m ³	%	m ³	m ³	%
Surface water, including wetlands, rivers, lakes and oceans	312,706,547.21	29,406,242.17	9.40%	322,378,551.40	28,965,102.46	9.00%	315,491,634.10	28,790,518.90	9.10%
Groundwater/Water table	1,404,884.22	0.00	0.00%	1,389,042.79	0.00	0.00%	1,307,292.79	0.00	0.00%
Rainwater	767,032.36	0.00	0.00%	270,809.22	0.00	0.00%	213,659.11	0.00	0.00%
Total	314,878,463.78	29,406,242.17	9.34%	324,038,403.41	28,965,102.46	8.90%	317,020,320.87	28,790,518.90	9.10%

1. Suzano city (SP) was classified as a water stress area by the Aqueduct Water Risk Analysis therefore the values of the Suzano and Rio Verde units were classified in this category
2. The historical series was reviewed, and some values were adjusted.

Water consumption in industrial operations¹

	2020 ²	2021 ²	2022
	m ³	m ³	m ³
Total ³	65,695,483.07	61,314,420.13	63,920,477.81
Specific ⁴	6.87	5.98	6.14
In water-stressed areas ⁵	6,102,257.36	5,717,193.88	6,025,018.60

1. Water consumption is understood to be the difference between the amount of water taken from the units and the amount of water returned to the environment within the environmental parameters of the legislation in force (treated effluent) and losses (evaporation and incorporation into the product). There were no changes in water storage in megaliters.
2. The historical series was reviewed, and some values were adjusted.
3. Total consumption is the sum of consumption of all units.
4. Specific consumption is the ratio of total consumption to saleable production
5. Suzano city (SP) was classified as a water stress area by the Aqueduct Water Risk Analysis therefore the values of the Suzano and Rio Verde units were classified in this category.

Water Management Risks Description and Strategy and Practice Debate to Mitigate these Risks



SASB Dimension

Water Management

SASB Code

RR-PP-140a.2

SASB Code

RR-CP-140a.2

SASB Sector

Pulp & Paper Products

SASB Sector

Containers and Packaging

GRI Dimension

Environmental

GRI Code

303-1

Context

Efforts are urgently required to minimize the risks of water shortages in watersheds, which have been intensified by climate change. Suzano's eucalyptus plantations, native forests and factories are all directly dependent on water. As such, it is necessary to understand, systematize, improve and expand water use management in the field, in the industry and in the vicinity of the operations.

We define the following as risks related to water management at Suzano: water unavailability at forest management units and factories; wood shortages from our own and partners' plantations; the occurrence of social conflicts due to overlapping water use; and penalties under the certification mechanisms applicable to the company's activities.

Most of the water used for Suzano's forestry production is supplied by rain. Rainfall events are seasonal in nature, that is to say, there tends to be a reduction in rainfall during a number of months of the year, which naturally leads to periods of drought, depending on the local climate. These periods of water deficit - between the months of June to September, in most of Suzano's areas - can be intensified during the occurrence of cyclical climate phenomena (such as *El Niño*, *La Niña*, etc.) or as a result of climate change itself. During such periods, social conflicts over overlapping water use, for example, tend to increase.

To assess climate effects on forest productivity and water resources, Suzano has a network of 71 of its own meteorological stations and 63 public stations distributed throughout its forestry base. There are also five flow towers, equipped with instruments that conduct water and carbon balance at very high monitoring frequencies.

To further the understanding of the forest stewardship of water resources, Suzano has 10 experimental watersheds equipped with sensors to broaden the comprehension of relations and effects of forest stewardship in locations that are representative of its production model, in all of its forest units.

Additionally, Suzano has made the Commitment to Renewing Life (CTRL) to increase water availability in 100% of the critical watersheds¹ by the target year of 2030. The company's goal is to anticipate and apply local mitigating and/or transformative measures to prevent water restriction events, and to consolidate its position as a leader regarding innovation (innovation in service of sustainability) in forestry base management. Following a comprehensive study of hydrological modeling in 100% of the watersheds that cover its areas, Suzano prioritized recovery actions in areas classified as critical, according to the balance between supply and demand for water, level of occupation of Suzano's areas, and local community vulnerability. Examples of results expected from these actions are: increased water availability in critical watersheds; social conflict mitigation; loss mitigation in forest productivity.

A further important CTRL is the 15% reduction in water withdrawn from industrial operations by 2030. This commitment adds to the manner in which Suzano's industrial units already follow the standards established by the Integrated Pollution Prevention and Control (IPPC) and the International Finance Corporation (IFC). The objective, in this case, is to further improve the performance of our operations and achieve significant reductions in water withdrawn for industrial processes.

Suzano's water management strives to increase the availability of this highly sensitive resource we call water. Accordingly, we took on the responsibility not only to take care of our critical areas, but also to support our neighbors who find themselves in areas with water restrictions, thereby mitigating shortage risks regarding this resource.

In 2022, in addition to specific management actions in Suzano's watersheds, the company introduced the Caring for Water in the Value Chain program, a pilot project dedicated to engage and work on the issue of water management with our suppliers. By means of the Program, Suzano hopes to encourage them to make joint commitments to reduce their water footprints by supporting data transparency, measurements, target setting, as well as risk and opportunity assessment related to water management. As an initial effort, the Program presently engages 100 suppliers, who were selected from our Socioenvironmental Risk Matrix as having a high potential impact on water resources.

Note

1. Critical watersheds are characterized by those subject to lack of water availability due to natural characteristics (such as climate and soil type) and land use patterns.

Water Withdrawal in Forestry Operations



SASB Dimension

Water Management

SASB Code

RT-CP-140a.1

SASB Code

RR-PP-140a.1

SASB Sector

Containers and Packaging

SASB Sector

Pulp & Paper Products

GRI Dimension

Environmental

GRI Code

303-3

Stakeholder

Planet

TCFD

Related Indicators

Context

Eucalyptus is the main raw material in Suzano's production process. For its development, it consumes water and carbon dioxide, performs photosynthesis, and returns water and oxygen to the atmosphere, having a productive cycle of 6 to 7 years of growth.

Regarding water use, forestry operations have an itinerant and seasonal profile directly influenced by the planting and transport dynamics. Wetting the seedlings is necessary only in the first days of planting the eucalyptus. After this period, water is only necessary for the humidification of the roads close to the communities and neighbors to control dust when transporting the wood, that is, 6 to 7 years after planting

The withdrawal and water use by silviculture, harvesting and logistics are indicated by forest planning, which considers the regulations established by the state public agency and the shared use of water by neighboring communities. Therefore, depending on the availability of water at each site and the volume needed by other users, the amount of water to be used per abstraction point in the operation is established.

The forestry operation's use of water is monitored by the forestry environment area, which verifies the license issued by the environmental agency; the amount of water allowed to be withdrawn per withdrawal point; as well as the volume of water withdrawn by the operation, with its geographical location, which speeds up the identification, control, and correction of any deviations.

According to the [Aqueduct Water Risk Analysis](#) tool, most of the points used for water withdrawal in 2022 for forestry operations are located in basins with low water stress (less than 10%). The forest units in Bahia-Espírito Santo and São Paulo showed an incidence of points located in low-medium stress basins (between 10-20%). Lastly, the São Paulo forest unit was the only one that took water from an area with a high level of water stress (between 40-80%), mainly due to the high rate of urbanization (this forest base is close to São Paulo city). However, as in other locations, the volume of water withdrawal is considerably reduced to its water availability, generating no impact related to other types of water use and no risk to the operation's continuity.

It is worth mentioning that Suzano conserves over 1 million hectares of native forests in the regions where it operates, maintaining the basis for water resource conservation, such as the areas around springs, hill-tops, and river and stream banks. In the last 10 years, more than 37,000 hectares of ecological restoration have been implemented in key areas for conservation and environmental protection.

The following information is available in the tables below:

- Water withdrawal, by source in forest operations;
- Water withdrawal, by source in forest operations in areas of water stress;
- Percentage of water withdrawn from forest operations in areas of water stress.

Water withdrawal, by source in forest operations¹

	2020			2021			2022		
	Surface water	Groundwater	Total	Surface water	Groundwater	Total	Surface water	Groundwater	Total
	m ³	m ³	m ³	m ³	m ³	m ³	m ³	m ³	m ³
São Paulo	165,325.00	176,355.00	341,680.00	141,438.03	140,809.32	282,247.35	189,386.37	144,175.00	333,561.37
Mato Grosso do Sul	951,724.00	0.00	951,724.00	924,918.13	0.00	924,918.13	1,015,726.28	0.00	1,015,726.28
Espírito Santo-Bahia	270,941.00	121,536.00	392,477.00	322,081.28	71.73	322,153.01	216,561.06	0.00	216,561.06
Maranhão	118,978.00	2,002.00	120,980.00	111,083.50	564.00	111,647.50	84,425.20	960.00	85,385.20
Total	1,506,968.00	299,893.00	1,671,501.96	1,499,520.94	141,445.05	1,640,965.99	1,505,937.91	145,296.00	1,651,233.91

1. There is no water withdrawal from seawater sources, produced water, and from third parties. All water is abstracted from fresh sources ($\leq 1,000$ mg/L total dissolved solids). The information comes from water withdrawal forms used by the operation at each water withdrawal performed in Silviculture, Harvesting, and Logistics operations.

Water withdrawal, by source in forest operations in areas of water stress¹

	2021			2022		
	Surface water	Groundwater	Total	Surface water	Groundwater	Total
	m ³	m ³	m ³	m ³	m ³	m ³
São Paulo	0.00	0.00	0.00	2,134.69	0.00	2,134.69
Mato Grosso do Sul	0.00	0.00	0.00	0.00	0.00	0.00
Espírito Santo-Bahia	0.00	0.00	0.00	0.00	0.00	0.00
Maranhão	0.00	0.00	0.00	0.00	0.00	0.00
Total	0.00	0.00	0.00	2,134.69	0.00	2,134.69

1. The values in the spreadsheet refer to water withdrawal that occurred in a high-water stress area, according to the classification and methodology established by the Aqueduct Water Risk Analysis. Suzano's forestry operations do not withdraw water from seawater sources, produced water, or water from third parties. All water withdrawn is from fresh sources ($\leq 1,000$ mg/L total dissolved solids). The information comes from water withdrawal forms used by the operation at each water withdrawal performed in the Forestry, Harvesting, and Logistics operations. The water withdrawal data by water stress areas started to be monitored in 2021, so the indicator has no historical series.

Percentage of water withdrawn from forest operations in areas of water stress

	2021	2022
	%	%
São Paulo	0.03%	0.64%
Mato Grosso do Sul	0.00%	0.00%
Espírito Santo-Bahia	0.00%	0.00%
Maranhão	0.00%	0.00%
Total	0.00%	0.13%

1. The values in the spreadsheet refer to water withdrawal in an area of high-water stress, according to the classification and methodology established by the Aqueduct Water Risk Analysis. The total percentage refers to the ratio of water withdrawn in water-stressed areas per total water withdrawn for forestry operations in the corresponding year. The water withdrawal data by water stress areas started to be monitored in 2021, so the indicator has no historical series.

#BIODIVERSITY

Biodiversity Management in Forest Operations



GRI Dimension

Material Topics

GRI Code

3-3

Context

Due to the high cost of creating and maintaining protected natural spaces, these initiatives are often promoted by the state. However, most of the globe's land, and its biodiversity, is in private areas. Thus, the engagement of the private sector in establishing protected areas and protecting natural areas plays a key role in global efforts to increase the amount of land conserved.

According to Brazilian Forestry Service¹ data, 98% of the country's forest area is composed of natural forests, while the rest is occupied by planted forests (approximately 9 million hectares of planted eucalyptus, pine, and other species intended for industrial purposes, such as the production of paper and pulp, wood panels, laminate flooring, energy production, and biomass).

In the international context, Brazil stands out as the country where planted tree industry protects natural areas the most. There are about 6 million hectares of conserved areas, of which about 4 million hectares are Legal Reserves (RL), 1.6 million hectares are Permanent Preservation Areas (APP), 395 thousand hectares are High Conservation Value Areas (HCVA), and 50 thousand hectares are Private Natural Heritage Reserves (RPPN).

Suzano has endeavored to identify and carefully manage biodiversity in its areas of occupation and considers nature preservation as an essential part of its business model. The company's planting areas are intermingled with native forests and protected areas, which are being worked on to increase connection of the biodiversity in these environments, through ecological mosaics and corridors and the restoration of degraded areas.

Suzano's protected areas include the APP and RL, established and managed with Brazilian Forestry Law 12.651/2012. Depending on their ecological, environmental, and social attributes, part of these areas can be considered as HCVA and/or RPPNs. If so, it is necessary to establish special forms of management and protection for the identified values by specific requirements and legislation applicable to these conservation areas.

Suzano maintains and protects over 1 million hectares of native vegetation, which corresponds to 40% of its total area. Within this territory, the company voluntarily identified 75 areas defined as HCVA and seven RPPNs, under Category IV of the International Union for Conservation of Nature (IUCN), totaling approximately 90,000 hectares considered of global or national importance.

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

The company's biodiversity management is based on the Biodiversity Monitoring Plan, which establishes general guidelines, procedures, and responsibilities related to the conservation management of its areas.

Regarding the defined HCVA's, Suzano has a specific Monitoring Plan for each forest unit, which presents the monitoring indicators, potential risks to the attributes of high biodiversity value identified, and the necessary protection measures. For the RPPNs, special forms of management and protection are established for the values identified following specific requirements and legislation applicable to these conservation areas. Also, for the areas where intervention was identified as being necessary to reestablish ecological functions (due to previous use of cattle grazing and other formats used by third parties), Suzano has a strategy and an Ecological Restoration Program that considers landscape planning and the integration of its stakeholders, to contribute to the conservation of biodiversity, to generate social benefits and to increasingly become a company with a positive impact.

To reverse the loss of biodiversity and generate a positive impact on nature, in 2021 Suzano voluntarily established an ambitious commitment to connecting half a million hectares of fragments - equivalent to four times the size of the city of Rio de Janeiro - of the Cerrado, Atlantic Forest, and Amazon biomes through ecological corridors by 2030. This commitment goes beyond the company's gates and focuses on the territory where biodiversity is most threatened according to the definition of the Ministry of Environment (Priority Areas for Biodiversity Conservation). The creation of ecological corridors connects isolated areas, allowing the movement of animals and the increase of the vegetation cover, and consequently the regeneration of biodiversity. We should point out that the biodiversity commitment established by Suzano, in addition to covering three of the six biomes in Brazil, is considered the representativeness of the entire territorial extension and influence of the company. The execution of this commitment will be carried out collaboratively with various stakeholders, in partnership with universities, research institutions, and, mainly, with the local communities and landowners of the areas that will be connected.

To achieve this, Suzano is focusing on connecting, engaging, and protecting. Based on these pillars, the company will act strategically by implementing biodiversity corridors, creating a network of Conservation Units, conserving populations of primates and palm trees, and establishing business models that generate shared value and biodiverse production, as well as actions to reduce pressures on biodiversity as a result of human actions. For more information, access Commitments to Renew Life - Conserving Biodiversity.

The ecosystem balance services, based on the conservation and sustainable use of natural resources, is fundamental for Suzano since its business model involves an inseparable relationship with the environment. As a nature-based company, the eucalyptus planted and used in the production of pulp is directly dependent on natural resources. Therefore, acting in favor of the conservation of biodiversity and the recovery of ecosystems, besides benefiting society as a whole, ensures the perpetuity of its own business.

1. Brazilian Forest Service, National Forestry Information System - SNIF (2020), Map of Brazilian Forests: <https://snif.florestal.gov.br/pt-br/os-biomas-e-suas-florestas#:~:text=A%20%C3%A1%20area%20of%20forest%20of,only%20%25%20s%C3%A3o%20florest>

COMMITMENT TO BIODIVERSITY CONSERVATION



Commitment to Renewing Life

Context

Inspired by trees, Suzano learned that life always renews itself. Trees are part of the solution for society's challenges, such as climate change, shortage of natural resources, biodiversity loss and the increase in social inequality. Accordingly, the company understands it is its duty to boost this movement of regeneration, oxygenation, and renewal of the world, through its intention to **renew life inspired by trees** every day.

A main threat to biodiversity loss both in Brazil and worldwide is habitat fragmentation. This phenomenon occurs when a continuous natural area of environmental relevance is subdivided into smaller areas with no connection to each other. This occurs for a variety of reasons, such as uncontrolled growth and economic activities.

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

In light of this and being aware that the biomes where Suzano operates face different levels of fragmentation, in 2021, the company launched its Commitment to Renewing Life - a long-term goal - directed towards the conservation of biodiversity, covering three of the six biomes in Brazil, considering the representativeness of the company's entire territorial extension and influence.

The Commitment, which is ambitious, seeks to reverse biodiversity loss and generate a positive net impact on nature. Suzano has committed to connect by 2030, by means of ecological corridors, half a million hectares of fragments - equivalent to four times the size of the city of Rio de Janeiro - in the Cerrado, Atlantic Forest and Amazon biomes. This commitment goes beyond Suzano's gates and focuses on the territory where biodiversity is most threatened, according to the definition of the Ministry of Environment (MMA in Portuguese acronym) - Priority Areas for Biodiversity Conservation. The creation of ecological corridors connects isolated areas, facilitating animal movements and increasing the vegetation cover, and consequently biodiversity regeneration.

To achieve the Commitment, the company has broken it down into action axes made up of **connecting**, **engaging** and **protecting**. Based on these pillars, the company will act strategically by implementing biodiversity corridors, creating a network of Conservation Units, conserving primate and palm tree populations, establishing business models that generate shared value and biodiverse production, in addition to actions to reduce pressures on biodiversity as a result of human action. In light of this, and believing it to be a basic premise for any initiative to address the loss of biodiversity, Suzano is committed to a policy of zero deforestation and the adoption of best forest management

practices, establishing its plantations exclusively in areas previously occupied by other uses. Likewise, the company also commits to use wood from plantations established exclusively in areas previously anthropized.

Suzano understands that in order for its efforts to be effective in conserving biodiversity, it is necessary to act as a network, bearing in mind landscape composition in the territory. Therefore, Suzano 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 (BCDSD); as well as taking part in the creation and development, as a private initiative, of the Taskforce on Nature-related Financial Disclosures (TNFD) and the Capitals Coalition.

Commitment to Zero Deforestation



Context

Humanity is still destroying its native forests. Since 1990, the world has lost about 178 million hectares of forests. In Brazil, over the past 30 years, 15.7% of forests have been lost, equivalent to 92 million hectares, corresponding to 52% of global area loss¹.

Suzano's business has a direct relationship with natural resources and biodiversity. We are concerned about conserving, protecting and restoring ecosystems in all our operating units and we acknowledge how important ecosystem services such as clean water and fertile soil are for the continuous and renewable development of eucalyptus forests, in the same areas, cycle after cycle.

In this regard, our biodiversity strategy adopts as a premise the **zero deforestation commitment**, as established in the [Wood Supply Policy](#) (in portuguese), as well as in the sustainable forest stewardship guidelines of the forest certifications, which include the non-significant use of areas converted after 1994.

Under the Policy, as of 2020, we have undertaken a commitment not to plant eucalyptus or acquire wood from areas that have been deforested, legally or illegally.

To this end, Suzano instituted and applies the Due Diligence System (DDS)² in 100% of the wood supplied from its own areas as well as from third parties. This assessment aims to certify compliance with the principles of its Policies, such as the commitment to zero deforestation; compliance with international regulations and the FSC and PEFC Forest Stewardship Standards; Controlled Wood (FSC-STD-40-005); National Risk Assessment for Brazil (FSC-NRA-BR V1-0); and ABNT NBR 14790. The main stages of this process are:

- Document analysis that proves land use rights and native forest conversion assessment. If there is the occurrence of any conflict and/or restriction, it will be duly assessed by a multidisciplinary group and dealt with prior to the formalization of the timber supply contract and/or the use/acquisition of the area;
- Analysis of land use limits with officially demarcated Conservation Units, priority areas for conservation, indigenous communities and traditional communities.

Once legal and environmental validations have been made, the forest area is registered in a system called “Zenith”, which includes relevant information, such as: geolocation of planting and conservation areas, rural property name, region, state, among others, and includes Suzano’s own wood and that of third parties.

This registration stage is part of the Suzano Traceability Program³, pursuant to the commitment to ensure that 100% of products delivered to customers can be traced back to the origin of the wood. In other words, the Program monitors wood during planting, handling, harvesting and transport to the mill. The information gathered at the mill is recorded in a system that allows the connection with the production of the pulp lot and other products, such as paper and tissue.

Suzano adopts the FSC and PEFC Forest Stewardship certifications for the Forestry Units and the FSC and PEFC Chain of Custody certifications for the Industrial Units, Distributors and Traders. All traceability controls are assessed during internal and external audits, conducted by the independent certifying body.

Seeking to provide stakeholders with transparency about its activities, the company has been disclosing, since 2020, the Zero Deforestation Annual Report ([2020](#) and [2021](#)), which is based on a systemic analysis of public data about deforestation in Brazil, cross-referenced with its operational base.

This analysis encompasses all regions where the company operates in Brazilian territory so as to assess deforested areas, including the following stages:

- **Information gathering:** documentary collections, history of land use and conservation, survey of relevant evidence;
- **Deforestation analysis and assessment:** review of reports, images of possible deforestation and collection of on-site evidence, if necessary;
- **Creation of action plans to address deforestation with third party involvement:** real estate processes, contracts linked to third parties, lawsuits, registration of an occurrence report, eventual 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 suppressed areas with revisits to the areas by the Property Surveillance, images, revision or even restitution of ownership, monitoring of legal actions and inclusion of areas in the Ecological Restoration Program.

The entire system is also verified by an independent auditor, so as to ensure that the entire process is credible, technically accurate and impartial in its analysis and reporting.

Suzano actively participates in initiatives to protect natural areas, in partnership⁴ with NGOs, local governments and research institutes, which combat deforestation, promote ecological restoration and create conditions to promote sustainable development.

Note

1. Niccolo Conte (2021), Mapped: 30 Years of Deforestation and Forest Growth, by Country

2. Learn more by accessing Percentage of wood suppliers assessed and/or contracted by company requirements indicator

3. Learn more by accessing Percentage of products with raw materials traceable origin indicator

4. Learn more by accessing Commitments and Partnerships indicator

Additional information

For a better understanding of this indicator, below are some important concepts.

- Deforestation or Suppression: refers to the action or result of eliminating or extinguishing native vegetation in a given area.
- Natural Area and Native Vegetation: areas with original, remnant, or regenerated vegetation that contain various species of flora (trees and other plants) and fauna (animals) that are native or natural to their locality.
- Hectare: unit of area measurement that is approximately equivalent to a soccer field or 10,000.00 m².
- Ecological Restoration: the process of assisting in the reestablishment of an ecosystem that has been degraded, damaged, or destroyed, and aims to move a degraded ecosystem along a path of recovery that allows it to adapt to local and global changes, as well as the persistence and evolution of its component species.
- Geospatial Analysis: a technical analysis that uses specific software and satellite images to assess native vegetation areas.
- Monitoring: determining the status of a system, process, product, or activity by collecting data in stages or at different times.

Fauna and Flora Monitoring



GRI Code

304-4

TCFD

Related Indicators

Context

The private sector's engagement in establishing protected areas and protecting natural areas plays a key role in worldwide efforts to increase conserved surface area.

Suzano maintains and protects over 1 million hectares of native vegetation, corresponding to roughly 40% of its total area, where since the 1990's it has been developing monitoring work and studies on fauna and flora in this protected area, which are consolidated in a database on Brazilian biodiversity. In this context, the company has a Biodiversity Monitoring Plan, which aims to generate new knowledge, improve the environmental management of its operations, and assist in meeting its commitments:

- [Voluntary sustainability commitments](#) assumed by the company, such as Conserving biodiversity, Fighting the climate crisis, Caring for water, and Poverty reduction, among others;
- Forest certification requirements (FSC and PEFC);
- International agreements (e.g., Convention on Biological Diversity - CBD and World Business Council for Sustainable Development - WBCSD);
- Sectoral and multilateral agreements (e.g., Forest Dialogue's Sustainable Forest Mosaics Project);
- National Action Plans for the Conservation of Endangered Species or Speleological Heritage - PAN (in Portuguese acronym) • Sustainable Development Goals - SDGs.

At Suzano, Biodiversity Monitoring is the tracking of the development and changes in the components and parameters of the landscape and the fauna and flora communities, to evaluate the forest management of the environment. To carry out Biodiversity Monitoring, the following steps are established: selection of indicators (or biological groups); planning of the sampling design; data collection and storage; recommendations in the execution and critical analysis of the results. These steps are fundamental to evaluating forest management and biodiversity, characterizing the composition, structure, and functionality (dynamics) of the fauna and flora at the community and regional landscape scale, and identifying endangered species and species endemic to 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:** defined through the Environmental Units, represented as one of the sampling indicators, they are geographic areas delimited from the assumption that the distribution of species is dependent on relatively homogeneous conditions regarding climatic, physical, and phytophysiognomic characteristics.
- **Community:** using birds as bioindicators. They are the first organisms to feel the effects of an environmental impact because they present a close relationship with the type of environment and its state of conservation. The medium and large terrestrial mammals are at the top of the food chain in many tropical communities and are good indicators of the quality of the environment in general. For native vegetation, the arboreal component (shrubs and trees) is the primary source of resources (food and shelter for fauna) and defines the carrying capacity of animal communities. These groups are monitored in the representative fragments of the Environmental Units where the company's forestry operations take place, also representing the different ecosystems present in the management areas.

These areas are inserted in different mosaics of forest cover and are home to various phytophysiognomies of the Cerrado, Atlantic Forest, and Amazon biomes. Until now, we have recorded more than 4,000 species of fauna, of which more than 400 are threatened with 100 extinction and 350 are endemic. For each species identified, data is stored on its characteristics (morphology, classification, phylogeny, habits, feeding, behavior), geographical distribution (collection record, method, sighting, biome, phytophysiognomy, successional stage), endemism, and degree of threat.

The spatialization, the diversity of environments, and the excellent conservation status of some remnants allow for the shelter of large biodiversity. These areas complement each other in the species composition and hold a significant share in representativeness, whether in the local or regional context, when compared to Conservation Units, or when compared to an entire biome such as the concentration of endemic birds.

Concerning the results obtained per forest unit, in the **São Paulo** unit, the project for the conservation of

the southern spider monkey (*Brachyteles arachnoides*) stands out. This endangered primate is the largest in the Americas. The miquis conservation program takes place at the São Sebastião do Rio Grande Farm (an Area of High Conservation Value) and at Neblinas Park (an environmental reserve managed by Ecofuturo Institute). There are only about 20 populations of miquis-do-sul in Brazil today, each of a different size, living in the treetops and feeding on leaves, fruits, bark, seeds, and nectar. Suzano cares for the populations living on the São Sebastião do Rio Grande Farm and Neblinas Park. Our study has already been referenced in the National Action Plan for the Conservation of Miquis (ICMBio, 2011) and in the International Union for Conservation of Nature and Natural Resources Red List of threatened species (Red List IUCN, 2019).

In the **Mato Grosso do Sul** unit, it is worth mentioning the presence of top predators, with significant records over time, such as the puma (*Puma concolor*), and the endangered ones, such as the maned wolf (*Chrysocyon brachyurus*) and jaguar (*Panthera onca*), which shows the maintenance of fundamental natural ecological processes.

In the Espírito Santo unit, the Mutum Preto and Recanto das Antas Private Natural Heritage Reserves (RPPNs in Portuguese acronym) stand out. These two reserves, with the Sooretama Biological Reserve and the Vale Natural Reserve, form a complex of more than 50,000 hectares that act as a biodiversity stronghold, where endangered species and Atlantic Forest endemics are safeguarded. The RPPNs have important vegetation formations such as tableland forests, restingas, and muçunungas in good conservation status, evidenced by low signs of anthropization and high rates of species diversity, in which the tree flora reaches impressive levels, being among the highest in the Atlantic Forest.

In the **Bahia** unit, a relevant environmental heterogeneity is observed in the monitored areas, contemplating the muçunungas formations that can present a broad physiognomic variation (from the countryside to the forest, with several specific designations). The periodic flooding regime of these areas plays a key role in maintaining the water resources for the region and can be classified as differentiated in the landscape where the muçunungas, tabuleiro, and restingas forests predominate. Thus, the fauna records in the muçunungas help maintain the species in the regional context by providing habitat.

In the **Maranhão** unit, the monitored areas presented peculiarities reinforcing their conservation importance, such as the concentration of endemic and endangered species. It is worth highlighting that the Amazonian portion covering the region is delimited by the Tocantins River to the west, composing a zoogeographic zone called the Belém Center of Endemism (SILVA et al., 2005)¹, which restricts the distribution of 21 bird species (adapted from OREN and ROMA, 2011)², 12 of which were recorded in the company's High Conservation Value Areas.

The following information is available in the tables below:

- IUCN Red List species and national conservation list species with habitats in areas affected by the organization's operations, by the level of extinction risk;
- Total number of species found in the monitoring, by type.

IUCN Red List species and national conservation list species with habitats in areas affected by the organization's operations, by the level of extinction risk

	2020				2021				2022			
	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
	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number
IUCN ¹ - Critically Endangered (CR)	0	0	6	No monitoring	2	0	4	No monitoring	0	0	2	1
IUCN ¹ - Endangered (EN)	0	0	13	No monitoring	4	0	6	No monitoring	1	0	6	4
IUCN ¹ - Vulnerable (VU)	0	6	32	No monitoring	10	7	23	No monitoring	8	5	21	16
ICMbio ² - Critically Endangered (CR)	0	0	3	No monitoring	0	0	2	No monitoring	0	0	1	2
ICMbio ² - Endangered (EN)	0	0	10	No monitoring	6	0	6	No monitoring	1	0	4	0
ICMbio ² - Vulnerable (VU)	0	8	26	No monitoring	12	12	17	No monitoring	11	9	20	22

1. IUCN: International Union for Conservation of Nature.
2. ICMbio: Chico Mendes Institute for Biodiversity Conservation.

Total number of species found in the monitoring, by type.

	2020				2021				2022			
	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
	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number
Amphibians	18	15	19	No monitoring	24	16	22	No monitoring	No monitoring	17	No monitoring	No monitoring
Birds	1	94	296	No monitoring	272	212	276	No monitoring	263	171	271	334
Mammals	9	31	25	No monitoring	45	30	22	No monitoring	33	31	32	33
Plants	0	168	523	No monitoring	225	62	524	No monitoring	251	No monitoring	256	364
Reptiles	0	15	3	No monitoring	2	9	3	No monitoring	No monitoring	13	No monitoring	No monitoring
Total	28	323	866	No monitoring	568	329	847	No monitoring	547	232	559	731

Additional information

Since 2021, Suzano has had a Biodiversity Database that integrates the information for each biological group of fauna and flora identified. The main function of this tool is to store, organize, and standardize corporate records to provide a temporal analysis of the monitoring, generating scientific knowledge on biodiversity in order 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. *Amazônia Maranhense - diversidade e conservação*. Belém: Museu Paraense Emílio Goeldi, p. 221-248, 2011.

High Conservation Value Area



SASB Dimension

Ecosystem services and impacts

SASB Code

RR-FM-160a.3

SASB Sector

Forest Management

Context

Every natural habitat contains environmental and social values or functions, whether in the food and/or water supply, climate regulation, or ecological, cultural, and economic relevance. When these values are exceptional or of critical importance, the area can be defined as a High Conservation Value Area (HCVA).

Suzano uses as a reference the attribute criteria based on and adapted from the 2018 General Guide for the Identification of High Conservation Values, HCVRN (in portuguese)¹. HCVAs are areas that have species diversity with the occurrence of endemic, threatened, or endangered species; landscape-level mosaics considering extensive areas of well-preserved forests; areas within or containing rare or threatened ecosystems and habitats; provision of environmental services, among others (including socio-cultural features).

Suzano also has Private Natural Heritage Reserves (RPPN, in Portuguese acronym), which is a particular Brazilian category of Conservation Unit (defined by the National System of Conservation Units - SNUC in Portuguese), created voluntarily and permanently, at either the federal or state level. Aiming mostly at nature conservation, these private reserves protect the remaining native forest and water resources, also fostering the development of scientific studies and environmental education activities and living in the natural environment.

To control the risks to the attributes, Suzano performs an integrated set of environmental protection and monitoring measures, among which the following stand out:

- Wood Supply Policy: commitment to zero deforestation and best forest management practices
- Corporate Environmental Management Policy: risk assessment and measures determination for prevention, mitigation, adaptation, restoration, and compensation of adverse impacts
- Flora and fauna monitoring
- Ecological restoration for corridors connecting remnants of native vegetation
- Periodic patrols with a specialized team in the identification of socio-environmental occurrences and intensification of the patrols carried out by the patrimonial vigilance

- Trained fire brigades and monitoring equipment in every operating unit of the company
- Maintenance of firebreaks and installation of identification signs and guidance on illegal practices

In the following tables, it is possible to see the size of the HCVA, by the region where Suzano operates.

1. <https://ic.fsc.org/download.guia-geral-para-identificacao-de-altos-valores-de-conservacao-portugues.a-3705.pdf>

High Conservation Value Area (HCVA), by forest management unit¹

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

1. This indicator considers HCVA's following the General Guide for the Identification of High Conservation Values (<https://ic.fsc.org/download.guia-geral-para-identificacao-de-altos-valores-de-conservacao-portugues.a-3705.pdf>). In these areas we have the most diverse types of vegetation - such as forests, restingas, muçunungas, wetlands (mangroves, brejos, etc.), among others - that are home to endemic and endangered species, as well as overlapping with Private Natural Heritage Reserves (RPPN, in portuguese).
2. In 2021, Suzano established a corporate standard of methods and criteria to identify environmental attributes to review and determine the HCVA's in all its regions of operation. As a result, there was a significant increase of more than 30,000 hectares of HCVA in the forest units.

Owned, leased, or managed areas within or adjacent to protected areas and areas of high biodiversity outside protected areas.



GRI Code

304-1

Stakeholder

Planet

Total managed areas within or adjacent to protected areas and areas of high biodiversity outside protected areas^{1 4}

	2020	2021	2022
	Total Managed Area	Total Managed Area	Área total administrada
	ha	ha	ha
Within ²	105,465.24	105,770.51	106,228.09
Adjacent ³	198,344.44	200,640.02	208,124.14

- The data source for the indicator is the Conservation Units MMA, January 2023. Total managed area = Owned area and Leased area within or adjacent to Conservation Units. Conservation units (UC) are territorial areas, including their environmental resources, with relevant natural characteristics, created and protected by the Public Authority for conservation purposes. There are five types of full protection conservation units: Ecological Stations (Esec), Biological Reserves (Rebio), National Parks (national, state, and municipal), Natural Monuments (Monat), and Wildlife Refuges (RVS). The group of Sustainable Use Conservation Units consists of the following categories of Conservation Units: Environmental Protection Area (APA); Sustainable Development Reserve; Private Natural Heritage Reserve (RPPN); Area of Relevant Ecological Interest; State Forest; Fauna Reserve.
- In the indicators, "within" refers to the amount of area within the aforementioned categories of Conservation Units, whether Full Protection or Sustainable Use. Buffer Zone, also known as "Transition Zone," refers to areas located around a conservation unit (UC), where human activities are subject to specific norms and restrictions, with the purpose of minimizing negative impacts on the Unit.
- In the indicators, "adjacent" refers to the amount of area within the Buffer Zones established for each Conservation Unit. It is worth noting that APAs and RPPNs are the only categories of Conservation Units that do not generate Buffer Zones. When a unit has a Management Plan, the Buffer Zone used is the one specified in the Management Plan. When it does not exist, a standard radius of 3 km is adopted for the Buffer Zone.

Location and size of owned, leased, or managed areas within protected areas, or adjacent to them, and areas of high biodiversity outside of protected areas

	2021				2022			
	Type of area (owned, leased, and/or managed)	Position in relation to the conservation area or HCY (within, adjacent, and/or encompassing part)	Type of operation ¹ (office, manufacturing/production, or extractive operation)	Attribute of the area (terrestrial ecosystem, freshwater, or marine - biome)	Type of area (owned, leased, and/or managed)	Position in relation to the conservation area or HCY (within, adjacent, and/or encompassing part)	Type of operation ¹ (office, manufacturing/production, or extractive operation)	Attribute of the area (terrestrial ecosystem, freshwater, or marine - biome)
Bahia (forestry)	Owned, Leased, Partnerships	Within and Adjacent	Forestry operation	Atlantic Forest	Owned, Leased	Within and Adjacent	Forestry operation	Atlantic Forest
Bahia (industrial)	Owned	Out	Office / Manufacturing operation / Forestry operation	Atlantic Forest	Owned	Out	Office / Manufacturing operation / Forestry operation	Atlantic Forest
Espirito Santo (forestry)	Owned, Leased, Partnerships	Within and Adjacent	Forestry operation	Atlantic Forest	Owned, Leased	Within and Adjacent	Forestry operation	Atlantic Forest
Espirito Santo (industrial)	Owned	Out	Office / Manufacturing operation / Forestry operation	Atlantic Forest	Owned	Out	Office / Manufacturing operation / Forestry operation	Atlantic Forest

	2021				2022			
	Type of area (owned, leased, and/or managed)	Position in relation to the conservation area or HCV (within, adjacent, and/or encompassing part)	Type of operation* (office, manufacturing/production, or extractive operation)	Attribute of the area (terrestrial ecosystem, freshwater, or marine - biome)	Type of area (owned, leased, and/or managed)	Position in relation to the conservation area or HCV (within, adjacent, and/or encompassing part)	Type of operation* (office, manufacturing/production, or extractive operation)	Attribute of the area (terrestrial ecosystem, freshwater, or marine - biome)
Rio de Janeiro (forestry)	Partnerships	Within and Adjacent	Forestry operation	Atlantic Forest	Owned	Adjacent	Forestry operation	Atlantic Forest
Amazonas (forestry)	Owned	Within	Forestry operation	Amazon Rainforest	Owned	Within and Adjacent	Forestry operation	Amazon Rainforest
Maranhão (industrial)	Owned	Out	Office / Manufacturing operation / Forestry operation	Cerrado	Owned	Out	Office / Manufacturing operation / Forestry operation	Cerrado
Maranhão (forestry)	Owned	Within and Adjacent	Forestry operation	Amazon Rainforest and Cerrado	Owned	Within and Adjacent	Forestry operation	Amazon Rainforest and Cerrado
Mato Grosso do Sul (industrial)	Owned	Out	Escritório / operação fabril / operação florestal	Cerrado	Owned	Out	Office / Manufacturing operation / Forestry operation	Cerrado
Mato Grosso do Sul (forestry)	Leased	Adjacent	Forestry operation	Cerrado	Leased	Within and Adjacent	Forestry operation	Cerrado
São Paulo (industrial)	Owned	Out	Office / Manufacturing operation / Forestry operation	Atlantic Forest	Owned	Out	Office / Manufacturing operation / Forestry operation	Atlantic Forest
São Paulo (forestry)	Owned, Leased, Partnerships	Within and Adjacent	Forestry operation	Atlantic Forest and Cerrado	Owned, Leased, Partnerships	Within and Adjacent	Forestry operation	Atlantic Forest
Minas Gerais (forestry)	Owned	Within	Forestry operation	Atlantic Forest	Owned	Within	Forestry operation	Atlantic Forest

Areas adjacent to Conservation Units (CUs) per forest management unit

	2020	2021	2022 ¹
	ha	ha	ha
Bahia	106,836.25	107,668.98	108,637.71
Espírito Santo	72,446.22	69,689.43	70,408.18
Minas Gerais	0.00	0.00	0.00
São Paulo	14,094.40	18,511.86	19,624.56
Mato Grosso do Sul	1,716.82	1,707.28	1,707.28
Maranhão	2,250.44	2,429.38	2,429.38
Rio de Janeiro	0.00	633.09	317.66
Amazonas ¹	4,999.37	4,999.37	4,999.37
Consolidated total	202,344.00	205,639.00	208,124.14

1. Amazonas had not been reported as adjacent in previous years: IQIRI NATIONAL FOREST, buffer zone considered to be 3 km in relation to the Conservation Unit perimeter; Reduction in RJ due to the deactivation of other uses in the JRESE514 registration; Increased area value in São Paulo due to the revision of the buffer zone for MATA DA REPRESA WILDLIFE REFUGE and MANTIQUEIRA PAULISTA STATE NATURAL MONUMENT; Increased area value in Bahia due to base expansion: new properties B-PR-15460-Galette, B-PR-19233-Santo Antonio E Outras, and B-PR-101671-Santo Antonio; Increased area value in Espírito Santo due to base expansion: new property E-CB-16210-Santa Luzia.

Areas within Conservation Units (CUs) per forest management unit

	2020	2021	2022 ¹
	ha	ha	ha
Bahia	2,106.00	2,371.19	2,409.02
Espírito Santo	4,903.22	4,925.41	4,922.94
Minas Gerais	1,709.48	1,682.29	1,705.86
São Paulo	70,383.86	70,446.55	70,223.69
Mato Grosso do Sul	0.00	0.00	680.87
Maranhão	21,362.58	21,286.35	21,286.35
Amazonas	4,999.37	4,999.37	4,999.37
Rio de Janeiro	0.00	59.35	0.00
Consolidated total	105,464.51	105,770.51	106,228.09

1. Inclusion of the Conservation Unit APA SUB-BACIA DO RIO PARDO; in RJ, other uses of registration JRESE514 deactivated, no longer overlapping with UC; for Bahia, revision of property boundaries increased overlap with UC.

Protected habitats by Biome



SASB Dimension

Metric Activities

SASB Code

RR-FM-000.A

SASB Sector

Forest Management

GRI Dimension

Environmental

GRI Code

304-3

Context

The tables below provide the following information:

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

Protected habitats, by type¹

	2020	2021	2022
	ha	ha	ha
Atlantic Rainforest	353,479.13	357,700.44	356,590.49
Cerrado	329,360.69	351,225.90	388,320.28
Amazon	242,027.15	252,206.19	256,971.56
Total	924,866.97	961,132.53	1,001,882.34

1. The numbers reported are only for areas considered eligible for conservation in protected Biomes. In this indicator, "pampa" is not reported. The 2021 data were revised and starting in 2022, we included reporting of "mangrove" and "restinga" in the above biomes.

Protected habitats, by type and forest management unit¹

	2020					2021					2022				
	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
	ha	ha	ha	ha	ha	ha	ha	ha	ha	ha	ha	ha	ha	ha	ha
Atlantic Rainforest	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
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
Amazon	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	256,971.56
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

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

Total areas maintained by Suzano, per type of land use¹

	2020			2021			2022		
	Company areas	Leased areas and partnerships	Total	Company areas	Leased areas and partnerships	Total	Company areas	Leased areas and partnerships	Total
	ha	ha	ha	ha	ha	ha	ha	ha	ha
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
Intended 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
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
Total	1,333,671.00	1,063,908.00	2,397,579.00	1,212,357.60	1,201,172.69	2,413,530.29	1,479,194.81	1,134,528.50	2,613,723.31

1. The indicator does not include development, market, and Veracel areas.

Total areas for development, by type of land use¹

	2020	2021	2022
	ha	ha	ha
Planting and available	126,005.00	120,464.00	108,119.00
Intended for conservation	0.00	0.00	0.00
Infrastructure	0.00	0.00	0.00
Total	126,005.00	120,464.00	108,119.00

1. The indicator only considers promotion areas.

Significant Impacts of Activities, Products and Services on Biodiversity



GRI Dimension

Environmental

GRI Code

304-2

Context

In acknowledgement of the potential impact of its operations on forests and other natural habitats, and based on its Corporate Environmental Management Policy, Suzano establishes a risk assessment and determination of measures based on the Mitigation Hierarchy Theory directed at the prevention, mitigation, adaptation, restoration and compensation of negative impacts, along with the enhancement of positive impacts inherent to its operating activities.

Suzano's environmental aspects and impacts are identified and assessed by forestry unit and registered in their respective Environmental Aspect and Impact Matrices (AIA in Portuguese acronym). The following are some of the main negative impacts on biodiversity:

- Altered physical quality of soil;
- Contamination and alteration of soil quality;
- Wildlife alteration;
- Water resource scarcity;
- Waterway Siltation;
- Contamination and change in air quality.

It is worth mentioning that there are also positive impacts, such as a reduction of the greenhouse effect, as a result of the carbon sequestration carried out by planted and native forests, the increase of connectivity in the landscape and biodiversity maintenance.

To ensure impact management and control in its AIA Matrix, Suzano also determines measures to avoid or mitigate negative impacts, as well as to enhance the positive ones. These measures are shared internally with the operational areas through training for both company employees and contractors, in order to promote continual learning about the importance of environmental care in their daily activities. Below are examples of measures adopted by Suzano in the routine of its operational activities:

- **Microplanning of forestry operations** (before silviculture, harvesting, and logistics execute their activities) containing environmental recommendations aiming at impact prevention and mitigation.
- **Pre- and post-operation socio-environmental monitoring** (before and after silviculture, harvesting, and logistics implement their operations) to verify the effectiveness of socio-environmental recommendations suggested in the microplanning stage.

- **Minimal cultivation** (keeping wood residues on the ground after harvest) contributing directly to the conservation of soil moisture and erosion prevention.
- **Fauna and flora monitoring**, aimed at assessing the impact of forest operations on biodiversity, as well as the responses of populations and ecosystems to conservation practices.
- **Periodic patrols with a specialized team in the identification of socioenvironmental occurrences and intensification of patrols carried out by the patrimonial vigilance**, aiming at the prevention and treatment of occurrences that have an impact on biodiversity;
- **Placing identification and orientation signs in all operating units** of the company, to prevent and mitigate impacts resulting from illegal practices;
- **Trained fire brigades and monitoring equipment**, to mitigate the impacts generated by wildfires;
- **Firebreaks maintenance** as an important practice in fire prevention and containment;
- **Water catchment at legally authorized points**, respecting the limits established for catchment and shared use with adjacent communities;
- **Ecological restoration** aimed at establishing corridors connecting remnants of native vegetation and creating networks of ecologically representative conservation areas, as a practice of adverse impact restoration.

In addition to these measures adopted in the company's operational activities routine, Suzano has a long-term commitment that goes beyond its gates and focuses on the territory where biodiversity is most threatened, as defined by the Ministry of the Environment - MMA.

Therefore, to reverse the biodiversity loss Suzano is committed to connecting, by 2030, half a million hectares of fragments - equivalent to four times the size of Rio de Janeiro city - through ecological corridors in the Cerrado, Atlantic Forest, and Amazon biomes. The creation of ecological corridors connects isolated areas, enabling the displacement of animals and the increase of vegetation cover and, consequently, biodiversity regeneration.

Based on the executive project prepared by the Ecological Research Institute (IPÊ), 500 thousand hectares of native vegetation fragments were mapped and the areas for the implementation of restoration and biodiversity models in productive areas were defined for action along the corridors by 2030. A risk analysis process was conducted to assess feasibility and goal achievement within the estimated timeframe, considering operations on Suzano's farms as well as areas belonging to rural landowners located along the corridors. The creation of ecological corridors connects isolated areas, enabling the displacement of animals and the increase of vegetation cover and, consequently, biodiversity regeneration. To this end, an annual plan of implementation must be followed to increase connectivity and fully achieve the goal. For further information on the progress of the commitment, go to: Commitments to Renewing Life - Conserve Biodiversity.

To meet this target, Suzano is focusing on the Connect, Engage and Protect pillars defined for the Commitment. Based on these pillars, the company will act strategically along six lines: implement biodiversity corridors at the landscape scale; implement biodiverse production models; establish business models that generate shared value; alleviate anthropic pressures on biodiversity; conserve populations of endangered primates and palm trees; and create networks of Conservation Units..

Additional information

1. License Codes: Forest Stewardship Bahia State - FSC-C155943; Forest Stewardship Espírito Santo State - FSC-C110130; Forest Stewardship Mato Grosso do Sul State - FSC-C100704; Forest Stewardship Maranhão State - FSC-C118283; Forest Stewardship São Paulo State - FSC-C009927.

#CERTIFICATIONS

Certification Management



GRI Dimension

Material Topics

GRI Code

3-3

Context

Suzano's certification management is carried out for forestry and industrial operations, corporate processes, commercial operations, and international offices, attesting to responsible socio-environmental conduct in the different stages of our business.

We have teams dedicated to the topic, responsible for guiding the company's different areas to act in compliance with the certification requirements.

Internal and external audits are annually carried out and, with the improvement in the pandemic scenario, they started to occur in a hybrid way, with the industrial units being audited in person, and international offices and corporate processes in a remote format, in line with the guidelines of the International Accreditation Forum (IAF) and other guidelines established by the normative standards.

Suzano's certifications demonstrate its commitment to operational excellence and allow for the continuous improvement of processes and products, benefiting customers, employees, society, and the environment.

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 join the Forest Stewardship Council® (FSC®) Principles and Criteria and Cerflor/PEFC Principles and Criteria, demonstrating good practices when developing forest products, respecting the environmental, social, and economic aspects of each region in which it operates.

In the forest assets under its management, the company is accountable for the impacts of its decisions and activities on society and the environment while contributing to process improvement, using ethical and transparent behavior.

In forest stewardship, we manage the aspects and impacts of the activities and adopt measures that seek to eliminate, reduce or compensate for our forestry operations impacts. Additionally, we have established the metrics for mapping these possible impacts as a result of forest management activities and the subsequent monitoring and control.

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 communicates with a wide range of stakeholders, keeping them updated as to its activities. It also maintains **three grievance mechanisms**. Through the **Stakeholder System** (SISPART in Portuguese acronym), complaints are received, dealt with, registered, and responded to, and losses and damages resulting from the execution of operational activities are repaired. The occurrences and communication with stakeholders impacted by forestry operations are registered in the Operational Dialogue system, as are the resolutions and mitigating measures.

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 Responds**, a telephone line that allows the recording of complaints and questions from interested parties.

Chain of Custody

All products are covered by FSC® and PEFC Chain of Custody certifications, guaranteeing the responsible origin of the wood and the transparency of the production process.

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 Timber Procurement Policy establishes criteria for 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 Recycling 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:
 - o FSC-STD-40-003 V2-1_EN_Certification Multi-site CoC
 - o FSC-STD-40-004 V3-1_PT_Chain of Custody certification; FSC-STD-40-005 V3-1_PT_Requirements for FSC® Controlled Wood Consumption
 - o FSC-STD-40-007 V2-0_EN_Recovered material
 - o FSC-STD-50-001 V2-0_EN_Requirements for use of the FSC® trademarks by certificate holders
- PEFC ST 2002:2020 - Chain-of-Custody requirements for forest products
- Scope of certification:
 - o IMA-COC-001388 and IMA-COC-0007 (Factories)
 - o IMA-COC-001470 and IMA-COC-0006 (Traders)
 - o IMA-COC-001983 and IMA-COC-0005 (Distributors)

FSC license codes

- Chain of custody - Brazil units - FSC-C010014
- Chain of custody - Europe and United States - FSC-C012430
- Chain of custody - distribution center in Brazil and Argentina - FSC-C003231
- PEFC license codes:
 - o Chain of Custody - Units in Brazil - IMA-COC-0007
 - o Chain of custody - Europe and USA - IMA-COC-0006
 - o Chain of Custody - Distribution Centre in Brazil and Argentina - IMA-COC-0005

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:
 - 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

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

In 2022, the Integrated Management System (IMS) team had the following goals:

1. Documentation standardization and unification of the national and international offices and port terminals
2. Maintain the quality of the pulp PE (Specified Product) above that planned
3. Keep adherence to the production schedule above plan
4. Reduce the rate of external complaints
5. Reduce water consumption
6. Reduce the generation of industrial waste
7. Keep the organic load in the effluent (BOD) within the plan
8. Keep the frequency rate of accidents with leave below the planned number
9. Keep the frequency rate of accidents without leave below the planned number
10. Implement actions defined in the Cultural Transformation Plan
11. Reduce the claims analysis time according to plan
12. Maintain the damages generated in the pulp cargo by the logistical handling below the planned levels.

Percentage of area and wood supply verified by third parties as legally compliant



SASB Dimension

Supply Chain Management

SASB Code

RR-PP-430a.1

SASB Sector

Pulp & Paper Products

Context

Suzano has 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. For this purpose, the planting areas under Suzano's and its suppliers' management are certified under the major international certification systems, implying annual verifications by third party organizations:

- Forest Stewardship Council® (FSC®)¹ and PEFC/Cerflor ;
- FSC Controlled Wood / PEFC Controlled Sources.

We have adopted a Wood Supply Policy and a Zero Deforestation Commitment, whose development complies with the Brazilian Forest Code, the FSC® Association Policy criteria, the FSC® and PEFC Forest Stewardship and Chain of Custody standards, FSC® controlled wood, PEFC controlled sources, the fundamental principles of the International Labor Organization (ILO), and the compliance with international regulations on traceability and legal origin of wood such as: European Timber Regulation (EUTR), United Kingdom Timber Regulation (UKTR), Lacey Act (EUA), Australian Illegal Logging Prohibition Act.

Put into practice, the principles are verified by means of checklists, documentation, maps, periodic field visits and management applications, by means of qualified technicians, from the contract signing to the wood harvest and transportation operations, considering the regularity of the planting is a contract prerequisite.

The areas certified by FSC® Forest Management and/or PEFC and the areas of FSC® Controlled Wood/ PEFC Controlled Sources are audited annually by independent certification bodies, which assess the forest certification standards criteria on a documental and on-site basis, certifying the continuity of the certificates and legal compliance. The audit results can be found on the [FSC®](#) website.

The following tables provide you with the following information:

- Percentage of area verified by third parties as being in legal compliance;
- Percentage of wood/fiber supply verified by third parties as being in legal compliance by forest management unit;
- Percentage of wood suppliers assessed and/or contracted for compliance with the company's requirements by forest management unit.

Note

1. 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, America and Switzerland - FSC-C012430; Chain of Custody - Distribution Centre in Brazil and Argentina

Percentage of area verified by third parties as being in legal compliance

	2019	2020	2021	2022
	%	%	%	%
Percentage	100.00%	100.00%	100.00%	100.00%

Porcentagem de fornecimento de madeira/fibra de madeira verificada por terceiros como estando em conformidade legal por unidade de manejo florestal

	2019	2020	2021	2022
	%	%	%	%
Mato Grosso do Sul	100.00%	100.00%	100.00%	100.00%
São Paulo	100.00%	100.00%	100.00%	100.00%
Bahia	100.00%	100.00%	100.00%	100.00%
Maranhão	100.00%	100.00%	100.00%	100.00%
Espírito Santo	100.00%	100.00%	100.00%	100.00%
Total	100.00%	100.00%	100.00%	100.00%

Percentage of wood suppliers assessed and/or contracted for compliance with the company's requirements by forest management unit

	2019	2020	2021	2022
	%	%	%	%
Mato Grosso do Sul	100.00%	100.00%	100.00%	100.00%
São Paulo	100.00%	100.00%	100.00%	100.00%
Bahia	100.00%	100.00%	100.00%	100.00%
Maranhão	100.00%	100.00%	100.00%	100.00%
Espírito Santo	100.00%	100.00%	100.00%	100.00%
Total	100.00%	100.00%	100.00%	100.00%

Additional information

In 2022, external audits were held throughout Suzano's forestry base in the states of Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul and São Paulo.

In addition to external audits and to ensure effective monitoring, internal audits are performed annually for the FSC Controlled Wood/PeFC Controlled Sources areas, in which the criteria of the forest certification standards are verified. In such processes, documents are checked for compliance with the standards and applicable legislation, and on-site visits are made to assess the standard practice in the field. In 2022, 750 direct wood suppliers (100%) were audited by the operational areas. In 340 of these 750 there were indirect suppliers (non tier-1) that were also audited, totaling 1,090 suppliers, that is, 100% of the supply base. For deviations identified in the field there is a Field Guide, which guides the deadlines and actions that must be taken for each type of deviation and, furthermore, the deviations are recorded in a management application to ensure the follow-up and closure of pending issues. For more details, check the indicator: Total number and percentage of suppliers that have undergone environmental and social assessment.

Percentage of Externally Certified Products, by Agencies



Context

Suzano is committed to guaranteeing that 100% of the products delivered to customers can be traced back to their origin. To this end, the company has a robust traceability program implemented and covered by Forest Stewardship Council® (FSC®)¹ and PEFC (Brazilian Forest Certification Program) Chain of Custody certifications in its industrial units, distribution centers, and commercial offices, which are annually audited by an independent certifying body.

In the traceability program, the professionals are duly qualified and trained to operate with computerized systems, registers, note forms, transport, sales, or transference fiscal documents.

Starting with the timber, after the legal, social, and environmental validations instituted in the Due Diligence program, the production unit is registered in our system, called "Zenith", which includes relevant information, such as geolocation of planting and preservation areas, rural property name, region, state, certification, among others, and includes wood from our management and our partners.

This registry is kept from planting to management, harvest, and transport of the wood to industrial unit. For transportation, a fiscal document is issued that follows the wood to the industrial unit, where information is registered in our computerized system, which keeps the history and allows connection with the production of finished pulp product and other products, such as paper and tissue. The products are identified with the lot number and this information is kept on fiscal documents in storage, transport, and sale to the final customer.

All traceability controls are evaluated during internal and external audits conducted by the certifying body on an annual basis.

In 2022, Suzano carried 50 internal audits covering the entire Factory scope and Controlled Wood [at the units in Aracruz (ES), Belém (PA), Imperatriz (MA), Jacareí (SP), Limeira (SP), Mucurí (BA), Rio Verde (SP), Suzano (SP) and Três Lagoas (MS) and in Finland], the Distributors scope (25 distribution centers in Brazil and one in Argentina) and the Traders scope (United States and Europe).

The external audits by an independent certifier took place in Belém (PA), Jacareí (SP), and Limeira (SP) Units, also in four distribution centers and the European Office, totaling 14 audits. The results of the audits can be found on the [FSC®](#) website. No notes were made that would compromise the traceability program.

1. 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, America and Switzerland - FSC-C012430; Chain of Custody - Distribution Center in Brazil and Argentina - FSC-C003231.

Percentage of products externally certified by agencies detailed, by type of certification

	2019		2020		2021		2022	
	Paper	Pulp	Paper	Pulp	Paper	Pulp	Paper	Pulp
	%	%	%	%	%	%	%	%
FSC ^{®1}	99.00%	68.00%	99.00%	65.00%	95.65%	71.00%	95.43%	85.14%
PEFC ²	1.00%	5.00%	1.00%	5.00%	40.00%	3.00%	4.44%	2.05%

1. The percentage of FSC[®] sales is composed of the FSC and FSC Controlled Wood percentage, being approximately 76% FSC Mixed Credit and 9% FSC Controlled Wood.
2. The percentage of PEFC sales is made up of the percentage of PEFC sales.

Additional information

The numbers of certified products (FSC and PEFC) represent the market demand for certified products. Most of the pulp we sell has some type of certification, with most of the volume being certified by the Forest Stewardship Council[®] (FSC[®])¹. Today, FSC represents 96% of our paper sales.

1. 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, America and Switzerland - FSC-C012430; Chain of Custody - Distribution Center in Brazil and Argentina - FSC-C003231.

Total and Percentage of Certified Area, by Certification Type



SASB Dimension

Ecosystem services and impacts

SASB Code

RR-FM-160a.1

SASB Sector

Forest Management

Context

Suzano has forest stewardship certifications attesting that the company cares for and makes good use of the natural resources in the areas under its responsibility, besides establishing relationships with the communities surrounding its planting areas. The eucalyptus plantations have dual certification, one by

the Forest Stewardship Council® (FSC®) and another by the Programme for the Endorsement of Forest Certification (PEFC), with each certification system having its principles and criteria. The plantations are in 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

	2019	2020	2021	2022
	ha	ha	ha	ha
Total Certified Area - FSC® and PEFC/Cerflor	1,636,031.35	1,632,182.26	1,583,071.12	1,843,272.42
Certified Planting Area - FSC® and PEFC/Cerflor	926,826.00	924,817.00	904,674.32	1,049,971.53

1. The data are for December 2022.

Percentage of certified area, by type of certification

	2019	2020	2021	2022
	%	%	%	%
Total Certified Area - FSC® and PEFC/Cerflor	87.00%	80.00%	77.00%	83.03%
Certified Planting Area - FSC® and PEFC/Cerflor	90.00%	83.00%	82.00%	93.36%

1. The data are for December 2022.

Additional information

Suzano has a Forest Stewardship Plan for each region where it operates, concentrating in this material all the information, documents, reports, records, and maps that describe, justify and regulate activities to be performed by any manager, team, or organization, related or not to the stewardship unit, including the socio-environmental programs and statements of objectives and policies.

For non-certified areas, Suzano performs the Verification Program (due diligence) based on the Controlled Wood standard, FSC-STD-40-005, guaranteeing that these areas:

- Comply with all applicable legislation, respecting the right to ownership, possession, and peaceful use of land
- Not compromise High Conservation Value Areas
- Respect human rights

- Guarantee indigenous peoples' and traditional communities' rights
- Guarantee workers' rights, 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 timber plantations

The evaluation of controlled wood is verified annually in audits, and the forest management practices implemented in these areas (non-certified) are equivalent to those in certified forest areas. In both cases, the forest inventory is evaluated, forest pests and diseases are monitored and controlled, and management practices are adopted 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 forming productive and sustainable forests, always following the best silvicultural, harvesting, and logistical practices available, plus the quality and safety standards required by the company.

We are authorized by the Brazilian Ministry of Science, Technology, Innovation and Communications' National Technical Commission on Biosafety (CTNBio in Portuguese acronym) to conduct transgenic eucalyptus research, both in the laboratory and in the field. It should be highlighted that we do not commercially use genetically modified eucalyptus forests - we conduct research just to learn about and evaluate the potential of this technology and the possible risks associated with it. This research is conducted in areas that are not included in the scope of forestry certifications.

The chemicals transportation and storage are carried out according to the Brazilian legislation in force and in compliance with the FSC® and Cerflor standards, as well as the relationship with traditional and indigenous communities, which is done in a participative manner and promotes their autonomy.

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 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.

Volume and Percentage of Company and Contractors Wood Certified, by Type of Certification



SASB Dimension

Supply Chain Management

SASB Code

RR-PP-430a.1

SASB Code

RT-CP-430a.1

SASB Sector

Pulp & Paper Products

SASB Sector

Containers and Packaging

Context

Suzano actively participates in the development of forest certification, which is an excellent tool to promote responsible forest stewardship and show our customers, suppliers, investors, and others that raw materials used in our products are 100% from responsible sources and traceable. Therefore, forest certification is part of the company's long-term strategy, considering market demands, costs, and operational capacity.

Suzano is committed to monitoring 100% of its wood supply, whether from its management or suppliers (tier 1 and non-tier 1), in terms of environmental, social, economic, and legal requirements. To this end, its planting areas and those of its suppliers are certified under the major international certification systems, which are verified annually by independent organizations:

- Forest Stewardship Council (FSC®) and Cerflor/PEFC
- FSC Controlled Wood / PEFC Controlled Sources

For wood sourced from suppliers/partners, Suzano is committed to encouraging them to seek forest stewardship certifications. To guarantee responsible sourcing of wood from partners that do not participate in the certification program, we apply the Due Diligence system, based on the FSC® and Cerflor Controlled Wood / Controlled Sources standards, in which the commitment of this partner to regulatory standards, social, legal and environmental requirements is verified and audited by an independent organization. For further information about the controls carried out, access the indicator: **Total Number and Percentage of Suppliers that have undergone Environmental and Social Assessment**. Besides this, 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.

Percentage of certified recycled wood¹ and/or fiber by type of certification

	2019		2020		2021		2022	
	Company Wood ³	Out-sourced Wood	Company Wood ³	Out-sourced Wood	Company Wood ³	Out-sourced Wood	Company Wood ³	Out-sourced 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 Stewardship	88.00%	33.00%	93.00%	25.00%	93.00%	49.00%	97.00%	44.00%
FSC® Controlled Wood	12.00%	67.00%	7.00%	75.00%	7.00%	51.00%	3.00%	56.00%
Forest Stewardship PEFC/Cerflor	86.00%	11.00%	85.00%	18.00%	92.00%	6.00%	97.00%	5.00%
Controlled Sources	14.00%	89.00%	15.00%	82.00%	8.00%	94.00%	3.00%	95.00%

1. The wood considered is of virgin fiber type. The formula used to calculate the percentage is

- %Wood under Suzano FSC management = Total FSC company wood / Total company wood
- % Outsourced wood FSC = Total outsourced wood FSC / Total outsourced wood
- The same applies for PEFC.

2. License Codes: Forest Management BA - FSC-C155943; Forest Management ES - FSC-C110130; Forest Management MS - FCCC100704; Forest Management MA - FSC-C118283; Forest Management SP - FSC-C009927; Chain of Custody - Units in Brazil - FSC-C010014; Chain of Custody - Europe, America and Switzerland - FSC-C012430; Chain of Custody - Distribution Center in Brazil and Argentina - FSC-C003231.

- Timber Sourcing Policy: [LINK](#)
- Zero Deforestation Policy: [LINK](#)

3. Company wood includes all Suzano's own managed wood (owned + leased + funds).

Volume of certified wood and/or fiber, by type of certification

	2019			2020			2021			2022		
	Company Wood ²	Contractors Wood	Total	Company Wood ²	Contractors Wood	Total	Company Wood ²	Contractors Wood	Total	Company Wood ²	Contractors Wood	Total
	m ³	m ³	m ³	m ³	m ³	m ³	m ³	m ³	m ³	m ³	m ³	m ³
FSC® ¹	19,960,497.68	3,325,619.98	23,286,117.66	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
PEFC/Cerflor	19,438,876.63	1,101,725.98	20,540,602.61	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

1. License Codes: Forest Management BA - FSC-C155943; Forest Management ES - FSC-C110130; Forest Management MS - FCCC100704; Forest Management MA - FSC-C118283; Forest Management SP - FSC-C009927; Chain of Custody - Units in Brazil - FSC-C010014; Chain of Custody - Europe, America and Switzerland - FSC-C012430; Chain of Custody - Distribution Center in

Brazil and Argentina - FSC-C003231.

- Timber Sourcing Policy: [LINK](#)
- Zero Deforestation Policy: [LINK](#)

2. Company wood includes all Suzano's own managed wood (owned + leased + funds).

Additional information

The wood from areas managed by Suzano, in general, has double certification - Forest Stewardship Council® (FSC®) Forest Management and PEFC/Cerflor (Brazilian Forest Certification Program) Forest Management. By 2022, Suzano included approximately 321,000 hectares in the units' certification scopes, demonstrating the commitment to increasing the availability of certified wood. Also, we encourage our suppliers to seek forest management certification. Historically, our partners have sought FSC® certification.

Certification Standards

- 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 plantations
- Controlled Wood / Controlled Sources
 - FSC-STD-40-005 V3- Requirements for the Supply of FSC® Controlled Wood
 - FSC-NRA-BR V1-0 - National Risk Assessment for Brazil
 - EFC ST 2002:2020 - Chain-of-custody requirements for forest products
- Chain of custody
 - FSC-STD-40-004 V3-1_EN_Chain of custody certification
 - 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
 - FSC license codes:
 - Chain of Custody - Units in Brazil - FSC-C010014
 - Chain of custody - Traders - Europe and America - FSC-C012430
 - Chain of Custody - Distribution Centre in Brazil and Argentina - FSC-C003231
 - PEFC license codes:
 - Chain of Custody - Units in Brazil - IMA-COC-0007
 - Chain of Custody - Europe, America, and Switzerland - IMA-COC-0006
 - Chain of Custody - Distribution Centre in Brazil and Argentina - IMA-COC-0005

#CORPORATE CITIZENSHIP

Volunteering, Corporate Citizenship and Company Philanthropic Contributions

Context

Voluntariar Program

The **Voluntariar** Program has over 20 years and promotes citizenship practice, encouraging and recognizing Suzano's internal public social protagonism, family members and partners, and working collaboratively for **education, sustainability, diversity, equity, and inclusion**. The Program has the company's Culture Guidelines to guide its actions.

WE understand that everything begins when we choose a path to follow. At Suzano we always follow what we believe. **Inspiring and transforming** are in our essence and in our way of being.

We are motivated by people and we want to help develop them, both inside and outside the company. Together, connected and seeking a social transformation, we want to **renew our look and our attitude, reinforcing our purpose** of promoting a positive change in society.

In 2022, we developed nine projects, summing up more than 30 volunteer initiatives: *Formare*; *Contribuindo para o Futuro*; *Aprender para Quê*; *Mostre Seu Amor pelo Rio Tocantins*; seedling planting actions; social projects such as *Voluntariar em Ação*, blood donation campaign - *Amigos da Vida*, *Juntos Somos Mais* philanthropic fund; food and hygiene material donations in partnership with *Faz Bem* program, and others. We engaged **2,800 volunteers**, 60% men and 40% women, and 44% Black people, with a total of **16,719 volunteer hours**. We worked in 55 units in 14 states: Amazonas, Bahia, Ceará, Espírito Santo, Maranhão, Mato Grosso do Sul, Goiás, Minas Gerais, Para, Paraná, Pernambuco, Rio de Janeiro, Rio Grande do Sul, São Paulo, and the Federal District, as well as the United States, benefiting **26,578 people** (directly and indirectly).

Through training projects such as **Formare**, a partnership between Suzano and the **Iochpe Foundation**, and **Contributing to the Future**, in partnership with the **Joule Institute**, we strengthened our goals of diversity, equity, and inclusion. Altogether **70% of the people impacted are Black, 54% are women, 6% are LGBTQIAP+ and 3% are people with disabilities**.

In 2022, we had the 3rd edition of **Voluntariar em Ação** - a collaborative and solidarity movement that started in 2019 aiming to strengthen the volunteer culture at Suzano and recognize the dedication of people working for the common good. Volunteers were trained to participate in initiatives integrated with our Commitments to Renew Life: **Decrease Poverty, Reduce Waste, Promote Diversity, Equity, and Inclusion, and Boost Education**. With this, we reinforce the social protagonism and the drivers of our culture, engaging our internal public in local development, identifying community needs surrounding the company's units implementing our purpose of renewing life.

Learn more about the main initiatives of the Voluntariar Program in 2022 Formare

Formare is a project developed since 2005 by the Voluntariar Program with the Iochpe Foundation. Its objective is to act on behalf of the professional education of socially vulnerable young people and their

qualification for the labor market. The Production Process Operator course is offered at the Suzano (SP), Mucuri (BA), Imperatriz (MA), Três Lagoas (MS) and Aracruz (ES) Units, totaling 5 participating units by 2022. As a result, Suzano has become one of the companies with the largest number of Formare Projects in Brazil, training 100 young people/year. In 2023, we will expand to the unit in Belém (PA), the first in the area of Goods and Consumption. Classes are taught by company volunteers, who receive training from the Iochpe Foundation and dedicate their time and talent to sharing knowledge and experiences with young people. **In 2022, 50% of young people trained by the Program were at or below the poverty line. Working with this public is a way to reinforce our commitment to lifting 200 thousand people out of poverty. 56 of the young people that completed the training were hired by Suzano as interns, service providers, and apprentices. Of these, 54% are on or below the poverty line.**

Contribuindo para o Futuro

Contribuindo para o Futuro mentoring program, carried out with the Joule Institute and in synergy with the People and Management area, aims to enhance volunteer work in the Trainee program, contributing to the development of future leaders, exercising an important attribute of the leadership profile: « Training People». Furthermore, it reinforces the organizational purpose and diversity, equity, and inclusion, since these future leaders are trained to act as mentors for the company in the development of **Black people, LGBTQIAP+, and people with disabilities (PcD) - all university students** - for the labor market. In 2022, in the 2nd edition of Contribuindo para o Futuro, the 8th Trainee class worked with 24 Black, LGBTQIAP+, PcD people, who are university students and residents in the regions where our company operates. Of these, **21%** got a job placement (internship/employment). In the first edition of the program in 2021, the 7th class trainees impacted 29 lives (Black, LGBTQIAP+, college students, and residents in the regions where our company operates). **55%** of them got a job (internship/employment). Throughout the two editions, we totaled **53 Trainee volunteers** and **53 people benefited**.

Aprender pra Quê?

The program with Junior Achievement aims to raise awareness among young people about the importance of continuing their studies, an initiative that is aligned with the company's commitment to education. Aligned with Suzano Education Program, it benefits young people from the network of priority municipalities, according to our social strategy, and indirectly contributes to reaching the goal of a **40% increase in the Basic Education Development Index (IDEB in Portuguese)**. **96 young people from São Paulo, Maranhão and Pará were benefited**, with the work of **171 volunteers**.

Voluntariar em Ação

This is a collaborative and solidary movement, which had its first edition in 2019. The purpose is to strengthen the volunteer culture at Suzano and recognize the dedication of people who work for the common good. We want to strengthen the company's social performance through the Culture Drivers and promote integration with the community surrounding our units. In 2022, the 3rd edition was launched, training volunteers from various company locations to work on initiatives that are integrated with our commitments to renew life: **Reduce poverty, Reduce waste, Promote Diversity, Equity, and Inclusion, and Boost Education**. **24 initiatives** were carried out by more than **900 volunteers** in **16 locations**, benefiting more than **11 thousand lives directly and indirectly**.

Other Initiatives

Besides the initiatives mentioned above, we also had the blood donation campaign - Friends of Life, social actions to donate food and hygiene kits in partnership with the Faz Bem Program (a program directed towards the internal public at Suzano focused on promoting quality of life), that collected over **7 tons of food** and **3,000 personal hygiene kits**. All items collected were sent to institutions in Bahia, Espírito Santo, Maranhã, Mato Grosso do Sul, and São Paulo. Environmental initiatives were also developed, such as the planting of native seedlings and the **Mostre Seu Amor Pelo Rio Tocantins** movement, promoting environmental awareness and providing guidance on the correct disposal of waste in the city of Imperatriz (MA). More than 500 volunteers carried out an effort to collect waste on the city's beaches.

Also in 2022, Suzano was one of the companies that supported the 2001+20 Volunteer Work Survey¹ in Brazil, developed by the Institute for the Development of Social Investment (IDIS in Portuguese) and the Datafolha Institute, as a way to celebrate the second decade of Volunteer Work in the company.

Research main surveys:

- **In 2021, 56%** of the adult Brazilian population says they do or have done some voluntary activity in their lives, with **15%** developing solidarity activities through the companies they work for. In 2001, this number represented 25% of the population and in 2011, only 18%
- What moves the volunteers is, for the most part, solidarity, the will to help (**74%**)
- Volunteers who work in activities organized by companies work more in projects aimed at **children and adolescents (32%)** than the average of others (25%)
- With the Covid-19 pandemic, **47% of those interviewed started to do more volunteer work**, mainly focusing on the distribution of food (61%), clothes, medicine, food baskets, books, and toys
- **21%** started to use online tools to do volunteer activities during the pandemic, highlighting the psychological support (listening)
- Most volunteers see voluntary activity as a contribution to the country in themes such as **gender equality, peace culture, eradication of poverty and hunger, and universal education**
- Of those interviewed, **51% were women and 48% men**
- Average age: **40%** between **39 and 43 years old**
- Education: **50% complete secondary school + complete university degree**

The following data is available in the charts below:

- Volunteer Initiatives
- Volunteer Hours
- The overall monetary value of corporate citizenship and philanthropic contributions of the company, by type
- Engagement of employees in volunteering actions

1. To learn more, access this [link](#).

Volunteer Initiatives

	2019	2020	2021	2022 ¹
	overall number	overall number	overall number	overall number
Total number of volunteering initiatives	24	57	7	32
Total number of people impacted by the actions developed	41,588	20,075	14,890	26,578

1. Aligned with the company's strategy, strengthening our Culture Drivers and the purpose of renewing life from the tree, we developed several initiatives that directly and indirectly impacted **26,578 people**:

- Formare: **300** beneficiaries
- Aprender Pra Quê?: **96** beneficiaries
- Contribuindo para o Futuro: **24** beneficiaries
- Voluntariar em Ação: **11,082** benefited
- Amigos da Vida Blood Donation Campaign: **952** benefited
- Juntos Somos Mais Fund: **1,312** benefited
- Mostre Seu Amor Pelo Rio Tocantins: **120** beneficiaries

Social Projects - delivery of food and hygiene materials collected in partnership with the Suzano Faz Bem Program: **12,692** benefited. The increase in the number of initiatives and beneficiaries refers to the resumption of on-site actions (partnership with the Faz Bem Program) and the Voluntariar em Ação 3rd edition.

Volunteer initiatives¹

Volunteer

hours

	2019	2020	2021	2022 ¹
	hours	hours	hours	hours
Donated volunteer hours	14,945.00	3,345.00	7,347.00	16,719.00
Volunteer hours during working hours	5,930.00	886.00	3,506.00	9,710.00
Hours dedicated to volunteer training	n/d	664.00	1,064.00	1,519.00

1. In 2022, hours were accounted for in the following initiatives: Formare [months of activity, training of volunteers, and selection process]; Suzano in School (Aprender Pra Quê? - considering the volunteer hours informed by the project partner, Junior Achievement) and Contribuindo para o Futuro [considering the hours informed in the report by the volunteers and collected by the Joule Institute]; Voluntariar em Ação (3rd edition); social and environmental actions such as: blood donation campaign - Amigos a Vida, Mostre Seu Amor Pelo Rio Tocantins, native seedling planting, and other actions.

Hours dedicated to the initiatives carried out in 2022

- **Formare: 4,768 hours** [524 hours of training: 262 people trained x 2 hours of training | 4,244 hours of classes given by volunteers and volunteer participation in the Formare selection process - group dynamics]. The training and classes at the five Formare Schools at the Aracruz (ES), Imperatriz (MA), Mucuri (BA), São Paulo (SP), and Três Lagoas (MS) units
- **Contributing to the Future: 305 hours** [hours reported in the final report of the initiatives by Instituto Joule]
- **Aprender Pra Quê?: 1,197 hours** [171 volunteers X 7h - considering 2h of training + 5h of action].
- **Social Project: 1,845 hours** [food and hygiene material collected with the Suzano Faz Bem Program - 193 volunteers X 5 hours of volunteer work].
- **Blood Donation Campaign - Amigos da Vida: 646 hours** [323 volunteers X 2 hours of volunteer work].
- **Mostre seu Amor pelo Rio Tocantins: 2,515 hours** [503 volunteers x 5 hours of work].
- **Seedling Planting Ecological Corridor: 290 hours** [58 volunteers x 5h of work].
- **Voluntariar em Ação: 5,153 hours** [605 training hours + 4,548 hours of work]

Total monetary value of corporate citizenship and philanthropic contributions of the company, by type^{1 2 3 4}

	2019	2020	2021	2022
	R\$	R\$	R\$	R\$
Cash Contributions	74,920,580.00	84,511,063.95	65,469,303.30	52,235,538.60
Expenditure on employee volunteer time during paid working hours	315,535.00	284,726.69	628,104.78	1,519,076.95
Donations in kind: donations of products or services, projects/partnerships or similar	1,909,372.00	1,840,121.29	4,339,482.48	2,833,786.76
Management Expenses	7,141,037.00	5,154,519.37	6,290,753.64	7,732,390.38
Total	82,377,152.00	89,950,310.01	72,388,161.72	61,487,005.93

1. The amount reported includes all kinds of actions aimed at the communities, whether by voluntary donation of money or by 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 measure the indicator, the sum of own resources invested (Social Investment Projects, donations, and mitigation actions of the Covid-19 pandemic) is considered. The value taken from the reports of the Suzano Stakeholder System (SISPART), including all actions taken by the company, as well as actions taken by the Corporate Relations area.
2. The difference between the years refers to the contributions to mitigate the effects of the Covid-19 pandemic. In 2020 and 2021, the contribution for this purpose was BRL 48.5 million and BRL 24.8 million, respectively. In 2022, with the control of the pandemic, the amount invested for this purpose was BRL 175,000.
3. Calculation: ["volunteer hours during working hours" x ("total spent on remuneration by the company" / "total working hours in the year")]. In 2022, the company's compensation expense per hour worked showed an increase of 6.3%, from BRL 85.49 in 2021 to BRL 90.86 in 2022. Furthermore, the number of volunteer hours increased by 127.6%, from 7,347 in 2021 to 16,719 in 2022.
4. To estimate the indicator, we considered not only the management expenses of the Social Development area (without labor, benefits, and overtime) but also the expenses of the company's volunteer program: Voluntariar.

Employee involvement in volunteer work

	2019	2020	2021	2022
	%	%	%	%
Percentage of volunteers over the total number of active employees	20.00%	6.00%	10.00%	15.00%
Percentage of engaged leaders	28.00%	21.00%	34.00%	40.00%

#ANTI-CORRUPTION

Communication and Training on Anti-corruption Policies and Procedures



GRI Dimension

Economic

GRI Code

205-2

Stakeholder

Principles of Governance

Context

Below is data on training and communications sent to Suzano's employees regarding the Anti-Corruption Policies and Procedures. We have the following charts:

- Communications to employees on anti-corruption policies and procedures, by functional category
- Training for employees on anti-corruption policies and procedures, by functional category
- Employees communicated about anti-corruption policies and procedures, by region
- Training for employees on anti-corruption policies and procedures, by region
- Business partners communicated on anti-corruption policies and procedures, by region

Communications to employees about anti-corruption policies and procedures, by functional category ¹

	2019		2020		2021		2022	
	overall number	%	overall number	%	overall number	%	overall number	%
Administrative	2,724	100.00%	3,001	100.00%	3,548	100.00%	3,200	100.00%
Advisor	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Consultant	551	100.00%	587	100.00%	681	100.00%	617	100.00%
Coordinator	360	100.00%	280	100.00%	343	100.00%	294	100.00%
Director	19	100.00%	17	100.00%	17	100.00%	19	100.00%
Executive Director	12	100.00%	11	100.00%	12	100.00%	11	100.00%
Specialist	916	100.00%	47	100.00%	60	100.00%	50	100.00%
Executive Manager	93	100.00%	88	100.00%	109	100.00%	96	100.00%
Functional Manager	289	100.00%	279	100.00%	301	100.00%	269	100.00%
Operational	8,461	100.00%	8,944	100.00%	10,685	100.00%	10,879	100.00%
Supervisor	299	100.00%	304	100.00%	390	100.00%	394	100.00%
Total	13,724	100.00%	13,558	100.00%	16,146	100.00%	15,829	100.00%

1. The indicator does not include employees on leave in the reference period employees hired less than a month ago, apprentices, and Formare students, which justifies the difference to the indicators of a total number of employees. Board members do not have access to Workplace and do not receive internal communications, so they have not been communicated. The 2019 and 2020 data for this audience have been reviewed.

Training for employees on anti-corruption policies and procedures, by functional category¹

	2019		2020		2021		2022	
	overall number	%	overall number	%	overall number	%	overall number	%
Administrative	2,431	89.00%	2,892	96.00%	3,245	91.00%	2,961	92.53%
Advisor	18	100.00%	7	70.00%	0	0.00%	0	0.00%
Consultant	512	93.00%	573	98.00%	642	94.00%	562	91.08%
Coordinator	316	88.00%	272	97.00%	320	93.00%	256	87.07%
Director	10	53.00%	15	88.00%	14	82.00%	11	52.89%
Executive Director	9	75.00%	10	91.00%	9	75.00%	2	18.18%
Specialist	817	89.00%	47	100.00%	57	95.00%	48	96.00%
Executive Manager	79	75.00%	86	98.00%	105	96.00%	75	78.12%
Functional Manager	239	83.00%	272	97.00%	280	93.00%	227	84.38%
Operational	6,700	79.00%	7,542	84.00%	9,011	84.00%	8,898	81.79%
Supervisor	265	89.00%	290	95.00%	356	91.00%	368	93.40%
Total	11,396	83.00%	12,006	88.00%	14,039	86.00%	13,408	84.70%

1. The indicator does not include employees on leave in the reference period employees hired less than a month ago, apprentices, and Formare students, which justifies the difference to the indicators of a total number of employees. Board members do not have access to Workplace and do not receive internal communications, so they have not been communicated. The 2019 and 2020 data for this audience have been reviewed.

Employees communicated on anti-corruption policies and procedures, by region¹

	2019		2020		2021		2022	
	overall number	%	overall number	%	overall number	%	overall number	%
North	936	100.00%	330	100.00%	734	100.00%	732	100.00%
Northeast	4,149	100.00%	4,010	100.00%	4,807	100.00%	4,327	100.00%
Central-West	1,757	100.00%	2,010	100.00%	2,677	100.00%	3,278	100.00%
Southeast	6,537	100.00%	7,010	100.00%	7,742	100.00%	7,383	100.00%
South	82	100.00%	72	100.00%	75	100.00%	42	100.00%
Foreign	281	100.00%	127	100.00%	111	100.00%	67	100.00%
Total	13,742	100.00%	13,559	100.00%	16,146	100.00%	15,829	100.00%

- The indicator does not include employees on leave in the reference period employees hired less than a month ago, apprentices, and Formare students, which justifies the difference to the indicators of a total number of employees. Board members do not have access to Workplace and do not receive internal communications, so they have not been communicated. The 2019 and 2020 data for this audience have been reviewed.

Training for employees on anti-corruption policies and procedures, by region¹

	2019		2020		2021		2022	
	overall number	%	overall number	%	overall number	%	overall number	%
North	791	85.00%	251	76.00%	605	82.00%	501	68.44%
Northeast	3,164	76.00%	3,620	90.00%	4,090	85.00%	3,799	87.79%
Central-West	1,213	69.00%	1,425	71.00%	2,230	83.00%	2,772	84.56%
Southeast	5,955	91.00%	6,520	93.00%	6,946	89.00%	6,229	84.17%
South	74	90.00%	72	100.00%	70	93.00%	40	95.23%
Foreign	183	65.00%	110	87.00%	98	88.00%	67	100.00%
Total	11,380	83.00%	11,998	88.00%	14,039	86.00%	13,408	84.70%

- The indicator does not include employees on leave in the reference period employees hired less than a month ago, apprentices, and Formare students, which justifies the difference to the indicators of a total number of employees. Board members do not have access to Workplace and do not receive internal communications, so they have not been communicated. The 2019 and 2020 data for this audience have been reviewed.

Business partners communicated on anti-corruption policies and procedures, by region¹

	2021 (overall number)	2021 (%)	2022 (overall number)	2022 (%)
North	n/d	n/d	n/d	n/d
Northeast	n/d	n/d	n/d	n/d
Central-West	n/d	n/d	n/d	n/d
Southeast	n/d	n/d	n/d	n/d
South	n/d	n/d	n/d	n/d
Foreign	n/d	n/d	n/d	n/d
Total	n/d	n/d	n/d	n/d

- The reported business partner numbers are not available.

Management On Anti-Corruption



GRI Code

205-3

Stakeholder

Principles of Governance

Context

Suzano manages the fight against corruption by developing and disseminating 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 company's many activities and 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.

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.

However, as a starting point, potential risks concerning corruption are mapped into four different categories, both in our operations and at the corporate level, in order 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, aiming to establish 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.

Regarding **Anti-Corruption Training**, it is made available to employees via the internal training platform, UniverSuzano, which is mandatory for all employees. For new employees training is also mandatory and must be taken within 30 (thirty) days after admission. Training content is updated every two years, at which point 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.

In addition, improvements have been implemented in the **Background Check** process for our business partners, such as the establishment of 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 **report channel** for its employees and external public 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
	overall number	overall number	overall number
Confirmed corruption cases	15	15	17
Confirmed cases in which employees were fired or received disciplinary measures for corruption	10	8	16
Confirmed cases in which contracts with business partners were terminated or not renewed as a result of corruption-related violations	3	4	1

1. Suzano did not register any public corruption cases in 2022, and the 17 accusations reported dealt with private corruption, involving the following topics: misappropriation, conflict of interest and bribery/ kickbacks. We also inform that none of the reported cases had any material impact on the company's financial statements and information.
2. The indicator does not include data from the Cerrado Project and Suzano Holding S.A.

Additional information

Access: <https://portalcompliance.suzano.com.br/index.html>

Operations Subject to Corruption Risks Assessment



GRI Dimension

[Economic](#)

GRI Code

[205-1](#)

Context

Suzano analyzes corruption-related risks as a whole and not by type of operation. In this regard, to mitigate possible corruption risks, improvements were implemented into Background Check process of our business partners, such as the formalization of a risk scale to determine the risks inherent to contracts, recommendations standardization and mitigating measures with greater integration of support and requesting areas, thus enabling more conscious decision-making by the company.

Also, in 2022, a risks mapping exclusive to compliance was initiated, through which risks associated with relationship between Suzano and Public Administration in key processes were identified. The mapping included the integration of the *Cerrado Project* team, consolidating the risks into a single vision, and bringing synergies to the team's work alongside that of the corporate area.

The risks are still being validated by the Executive Committee.

#FIRE FIGHTING

Fires in Suzano Areas



Context

In the tables below are the following information:

- Number of fire outbreaks in Suzano's areas
- Total conservation area affected, by fires per state
- Total area of plantations affected, by fires per state

Number of fire outbreaks in Suzano's areas

	2019	2020	2021	2022
	overall number	overall number	overall number	overall number
Bahia	1,037	1,121	1,374	2,251
Espírito-Santo	1,143	3,105	3,395	5,750
Maranhão	1,860	2,453	1,200	1,809
Mato Grosso do Sul	62	137	122	72
Minas Gerais	0	3	3	99
Pará	369	169	71	131
Rio de Janeiro	4	15	7	0
São Paulo	322	788	671	763
Tocantins	107	39	35	12
Total	4,904	7,830	6,878	10,887

Total conservation area affected, by fires per state

	2019	2020	2021	2022
	km ²	km ²	km ²	km ²
Bahia	732.00	642.00	743.00	101.17
Espírito-Santo	836.00	459.00	597.00	403.42
Maranhão	1,370.57	1,214.57	492.80	875.70
Mato Grosso do Sul	348.00	4,518.00	3,004.38	11.48
Minas Gerais	0.00	4.30	129.17	81.01
Pará	440.30	195.56	17.61	432.85
Rio de Janeiro	0.00	71.70	1.33	0.00
São Paulo	393.17	993.97	1,589.55	116.57
Tocantins	196.90	163.20	42.71	477.45
Total	4,316.94	8,262.30	6,617.55	2,499.65

Total area of plantations affected, by fires per state

	2019	2020	2021	2022
Bahia	2,213.00	2,769.00	2,911.00	1,195.83
Espírito-Santo	6,333.00	7,876.00	7,820.00	3,981.58
Maranhão	199.08	614.61	205.61	792.30
Mato Grosso do Sul	802.00	6,422.00	3,018.59	58.52
Minas Gerais	0.00	56.23	3.96	75.99
Pará	41.47	71.34	32.12	38.15
Rio de Janeiro	43.30	226.86	3.18	0.00
São Paulo	1,601.45	2,309.32	3,647.79	676.43
Tocantins	0.00	3.80	0.00	23.55
Total	11,233.30	20,349.16	17,642.25	6,842.35

Additional information

Regarding fires occurrence, when compared with 2021, there was an increase fire outbreaks, but there was a reduction in the area affected. The correlation between the number of outbreaks and the area affected shows an increase in effectiveness of the detection and firefighting process, resulting in a smaller area affected.

Overall, Suzano performs a unique role in dealing with forest fires and environmental conservation. We have teams trained and prepared to act in a preventive and reactive manner. We committed in 2020 to define goals to reduce the area burned by the responsible teams. In 2021 this was implemented and there was an investment in technology and innovation for the firefighting structures and monitoring center systems. Besides this, extra surveillance and firefighting teams began to work in the periods of greatest criticality, fire breaks, and roads were maintained, the Floresta Viva Program was promoted, which consists of an awareness campaign for the population living near the forests, with the handing out of gifts, and an increase in preventive monitoring.

#COMPENSATION AND BENEFITS

Employees Benefits



GRI Dimension

Social

GRI Code

401-2

Context

Suzano provides the following benefits to its employees:

Standard benefits provided to employees

	Mandatory by local legislation	Benefit scope (employees covered)
Life insurance	No	Employees, apprentices and interns
Health insurance	Yes (in some Collective Agreements)	Employees, apprentices and interns
Disability and Incapacity Aid	No	Employees and apprentices
Maternity/Paternity Leave ¹	No	Employees and apprentices
Food Voucher	Yes	Employees
Meal/Restaurant voucher	No	Employees, apprentices and interns
Transport/Freight vouchers ²	No	Employees, apprentices and interns
Funeral Wreaths	No	Employees, apprentices and interns
Private Pensions	No	Employees
Payroll loans	No	Employees
Social Loan	No	Employees
Parcerias Program	No	Employees and interns
Pharmacy	Yes (in some Collective Agreements)	Employees
Executive Health Check-Up	No	Executive-level employees
Dental assistance	Yes (in some Collective Agreements)	Employees
New Year's Greeting Card	No	Employees, apprentices and interns
New Year's gift for children	No	Employees with eligible-age children
School Supplies Kit	Yes (in some Collective Agreements)	Employees and apprentices with eligible-age children
Education Aid	No	Employees with eligible-age children in Bahia's units
School material aid	Yes (in some Collective Agreements)	Employees
Tribute for time of service	No	Employees

	Mandatory by local legislation	Benefit scope (employees covered)
Day care aid	Yes	Employees (exclusive to mothers, widowed fathers with legal custody, and same-sex parents)
PWD child support	Yes	Employees
Estudar é crescer	No	Employees
Home office assistance	No	Employees from the Sales Office on remote working contracts
Valeu Program!	No	Employees, apprentices and interns

- Regarding maternity/paternity leave, Suzano grants extended leave since it participates in the “Empresa Cidadã” (Citizen Company) Program. Maternity Leave: 4 months according to current law and Extension of Maternity Leave: 2 months. Paternity Leave: 5 days according to current law and Extension of Paternity Leave: 15 days.
- Suzano provides transportation vouchers and freight vouchers, and only the first is foreseen in the labor legislation.

Remuneration Management



GRI Dimension

General Disclosures

GRI Dimension

Economic

GRI Code

2-19

GRI Code

2-20

GRI Code

2-21

GRI Code

202-1

Context

The remuneration policy aims to define concepts and guidelines for Suzano’s job and remuneration management, to attract and retain professionals aligned with the company’s principles and values and shareholders’ objectives.

It is reviewed annually to ensure that the remuneration strategy is aligned and competitive with the leading market practices.

This review is based on market research carried by specialized consultants concerning markets composed

of companies competing in the segments we operate, Brazilian multinationals, and public companies.

The strategy and the Remuneration Policy have been approved by the Administrative Council and any changes to the strategy are submitted to the Nomination and Remuneration Committee for approval.

The remuneration elements consist of the components described below.

A) Base salary

The base salary is comprised by the nominal monthly remuneration and is crucial to the employee's total remuneration.

Through salary surveys with well-known external consultants, the salary table for the administrative personnel is structured and updated, and, for the operational personnel, there is a salary isonomy considering the allocation unit.

The positions are evaluated using the Hay Methodology from the Korn Ferry consultancy to obtain a score that fits the company's grading structure, thus defining their 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 Remuneration 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 Remuneration 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

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 amounts of phantom stocks to be granted to each beneficiary are determined by taking as reference the beneficiary's salary, a salary multiple, and the last 90 average prices of the company's stock on B3.

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.

Share Appreciation Rights (SAR) Program

For its main executives and key members among its employees, Suzano has a SAR (Share Appreciation Rights) plan.

The beneficiary must invest 5% of the total value corresponding to the number of phantom stock options at the time of the grant and 20% after three years to vest the option.

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 share value is measured based on the average share price of the last 90 trading sessions as of the closing of the last business trading day of the previous month prior to the month of the grant. The measurement also considers the Total Shareholder Return ("TSR"), used to measure the performance of shares of different companies in a certain time interval, combining the share price to show the shareholder return. The installments of these plans are adjusted based on B3's SUZB3 share price variation between the grant date and the payment date.

Performance Shares Program

Suzano has a performance-based Restricted Stock 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. Targets were established for the current year for operating cash generation and environmental, social, and corporate governance (ESG) aspects.

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.

Furthermore, Suzano follows the labor laws in force to settle the employees' rights related to salary, vacation, 13th salary, and benefits in case of termination of employment.

The following rules apply to short-term variable remuneration programs in case of employment termination:

- Employees in the Coordinator, Consultant, and Supervisor categories: are entitled to the bonus payment proportional to the period worked, considering the fraction counting rules
- Employees in the categories Specialist, Functional Manager, and above: are not entitled to bonus payment due to resignation during the calculated cycle (Example: Jan-Dec). If they resign in the following year, they are eligible for bonus payment proportional to the worked period, considering the fraction counting rules
- Dismissal for just cause: they are not entitled to the bonus payment
- Maternity/Paternity Leave: the entire leave period counted towards the fraction calculation
- Retirement: they are entitled to the bonus payment proportional to the worked period, considering the rules for calculating the fractions.

The following rules apply to long-term variable remuneration programs in the event of employment termination:

- For the executive to become eligible for the program's redemption, it is essential to have fulfilled the program's grace period and to be active in the company in the pay month. However, in the case of retirement and death, the program will be fully paid.

The tables below provide the following information:

- Average annual employee compensation, by gender
- Ratio between the highest-paid individual's total annual remuneration and the total annual average remuneration of all employees
- Ratio between the percentage increase in the highest paid employee's total annual remuneration to the average percentage increase in the total annual remuneration of all employees
- Variation between the organization's lowest salary paid and the minimum salary per unit
- Average employee salary, by gender

Average annual employee compensation, by gender¹

	2020	2021	2022
	R\$	R\$	R\$
Man ²	84,579.36	89,464.86	104,499.77
Woman ²	93,010.92	100,862.80	108,878.73
Total average	85,840.80	91,331.07	105,276.41

- The operational personnel represent approximately 70% of Suzano's general staff, and 90% are men, i.e., prevalently male at the bottom of the pyramid. The female personnel, overall, permeates the administrative and leadership categories. There was an 11% growth in employees compared to the previous year, driven mainly by the operational personnel (74% of the total) and analysts (7% of the total). The personnel evolution is reflected in a salary increase of approx. 18% compared to the previous year, highlighting: operational (48% of the total), analysts (12% of the total), consultant (11% of the total) and managers (10% of the total). Additionally, accrued inflation in the period leveraged the growth in salary mass, impacting the collective agreement negotiations at the end of last year.
- Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.

Ratio between the highest-paid individual's total annual remuneration and the total annual average remuneration of all employees¹

	2020	2021	2022 ²
Ratio	258 times	247 times	227 times

- Eligibility for the highest paid individual considers the Top Management ("Administration Council"), Fiscal Council, and Statutory Management.
- The ratio between the total annual compensation of the highest-paid individual and the total annual average compensation of all employees reduced this year because the growth in the average annual compensation of employees was greater than the growth in the total annual compensation of the highest-paid individual, 15% and 6%, respectively.

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

	2020	2021	2022 ¹
	%	%	%
Ratio	-95.60%	0.30%	0.38%

1. The growth in the average annual compensation of employees was higher than the highest-paid individual growth, being 15% and 6%, respectively. The eligibility for the highest-paid individual considers the Top Management ("Administration Council"), Fiscal Council, and Statutory Management.

Variation between the organization's lowest wage paid and the minimum wage per unit^{1 2}

	2020	2021	2022
	%	%	%
Imperatriz (MA)	145.00%	148.64%	138.00%
Limeira (SP)	107.00%	106.41%	100.00%
Mucuri (BA)	100.00%	105.52%	105.00%
Suzano/Rio Verde (SP)	100.00%	101.73%	102.00%
Aracruz (ES)	105.00%	117.45%	121.00%
Jacareí (SP)	112.00%	112.58%	110.00%
Três Lagoas (MS)	118.00%	117.76%	118.00%
Escritório Central (São Paulo - SP)	100.00%	100.00%	100.00%
Cachoeira de Itapemirim ³ (ES)	n/d	115.38%	128.00%
Belém (PA)	100.00%	100.00%	100.00%
Fortaleza (CE)	100.00%	100.00%	100.00%
Ribas do Rio Pardo ⁴ (MS)	n/d	n/d	114.00%

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 evaluation considered the industrial units and the Central Office.
3. The Cachoeira de Itapemirim Unit started operations in 2021.
4. The Ribas do Rio Pardo Unit started operations in 2022.

Average employee salary, by gender¹

	2021			2022		
	Woman ²	Man ²	Gap	Woman ²	Man ²	Gap
	R\$	R\$	%	R\$	R\$	%
Average monthly base salary	5,847.51	5,170.06	-11.59%	6,225.27	6,026.51	-3.19%
Average annual bonus	19,028.23	17,104.26	-10.11%	16,866.67	15,955.16	-5.40%
Median monthly base salary	4,574.10	3,524.00	-22.96%	4,768.34	4,835.69	1.41%
Median annual bonus	9,023.00	7,016.10	-22.24%	9,344.82	9,671.38	3.49%

1. Due to significant results presented by the company, there was a higher production bonus variable compensation payment. Because the company's audience is predominantly male and eligible for this award, it is possible to observe that the median compensation values were higher compared to the female audience.
2. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.

Additional information

The data in the tables above were obtained from the December 2022 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).

The Nomination and Remuneration Committee, a body formed by independent members, has as one of its core objectives to propose to the Board of Directors the policies and guidelines for the remuneration of the managers, members of the Fiscal Council, and other remunerated committees.

#COMPLIANCE

Amount and Total Number of Fines Related to Non-Compliance with Environmental, Social and Economic Laws and Regulations



GRI Dimension

General Disclosures

GRI Code

2-27

Context

The following information is available in the tables below:

- Monetary value of significant fines and non-monetary sanctions related to environmental laws and regulations;
- Total number of significant fines and non-monetary sanctions related to environmental laws and regulations;
- Monetary value of significant fines and non-monetary sanctions related to social and economic laws and regulations;
- Total number of significant fines and non-monetary sanctions related to social and economic laws and regulations.

Monetary value of significant fines and non-monetary sanctions related to environmental laws and regulations¹

	2019	2020	2021	2022
	R\$	R\$	R\$	R\$
Monetary value of significant fines paid in the period	2,250,180.00	374,683.34	77,308.00	0.00
Monetary value of significant fines still open	2,758,500.00	6,009,029.94	0.00	1,327,880.00

1. There is a slight increase in the monetary value of significant fines still outstanding due to an assessment issued by the State Environmental Institute of Espírito Santo (IEMA- ES) due to an alleged impact on a Conservation Unit (UC) resulting from the company's operations. Suzano understood the assessment to be unfounded and is disputing the amounts through an administrative defense. The monetary values of significant fines still open from 2021 were reset to zero due to the cancellation of fine no. 42001164, issued by the Environmental Company of the State of São Paulo (Cetesb), duly accounted for in 2022. The Notice of Infraction had been issued due to the alleged emission of atmospheric pollutants (Particulate Matter, Sulfur Diox-

ide, and Nitrogen Oxides) above the legal limit, and our defense was accepted. There was a reduction in the monetary value of significant fines still outstanding from 2019 due to the annulment of a Notice of Infraction issued by the municipality of Bom Jesus das Selvas (PA) for BRL 500,000.00. The annulment was through the unappealable court decision rendered in case no. 0801189-76.2019.8.10.0028. Suzano believes that all the actions recorded in this Report are unfounded, and the company has presented its defense or appropriate administrative appeal. Significant fines or sanctions include amounts above US\$ 10,000.00, according to the Dow Jones Sustainability Index (DJSI).

Total number of significant fines and non-monetary sanctions related to environmental laws and regulations¹

	2019	2020	2021	2022
	overall number	overall number	overall number	overall number
Total number of non-monetary sanctions ¹	5	1	3	3
Total number of cases resolved through arbitration mechanisms	0	0	0	0

1. All non-monetary sanctions were related to notices of findings issued by municipalities. Suzano believes that all the actions recorded in this Report are unfounded, and the company has presented its defense or administrative appeal promptly. Suzano is unaware, to the best of its knowledge, of any arbitration related to environmental matters.

Monetary value of significant fines and non-monetary sanctions related to social and economic laws and regulations^{1 2}

	2019	2020	2021	2022
	R\$	R\$	R\$	R\$
Monetary value of significant fines paid in the period	454,523.59	0.00	0.00	0.00
Monetary value of significant fines still open	0.00	0.00	389,371.11	0.00

1. The labor, tax, and civil litigation did not incur significant fines in 2022, nor did the application of non-monetary sanctions related to non-compliance with environmental, social, and economic laws and regulations.
2. Significant fines or sanctions include amounts above US\$ 10,000.00, according to the Dow Jones Sustainability Index (DJSI).

Total number of significant fines and non-monetary sanctions related to social and economic laws and regulations¹

	2019	2020	2021	2022
	overall number	overall number	overall number	overall number
Total number of non-monetary sanctions	0	0	0	0
Total number of cases resolved through arbitration mechanisms	0	0	1	0

1. The labor, tax, and civil litigation did not incur significant fines in 2022, nor did the application of non-monetary sanctions related to non-compliance with environmental, social, and economic laws and regulations.

Contributions to parties and political agents



GRI Dimension

Social

GRI Code

415-1

Context

There were no contributions to parties and public agents in 2022, since this practice is in disagreement with the **Brazilian legislation** and with the **company's Code of Conduct**.

Total monetary value of contributions made, by the organization to political parties and agents in cash and in kind, directly or indirectly.

	2019	2020	2021	2022
	R\$	R\$	R\$	R\$
Total	0.00	0.00	0.00	0.00

Additional information

Compliance with Brazilian legislation, the Code of Conduct and the company's Anticorruption Policy, Suzano does not make contributions of any kind to political parties and agents. As provided in chapter "Prevention of Corruption Rules" of our Anticorruption Policy (item "5.5. Suzano's Political Contributions"), "any type of financing and/or electoral contribution of any kind by companies, either directly or indirectly, to parties, political agents and/or candidates, is strictly prohibited. Therefore, any involvement with government authorities, if any, will always be conducted in a reputable, non-financial manner, and will comply with the rules, limits and disclosure established by the applicable legislation. Any political involvement, however, shall always be guided by the rules established in Suzano's Code of Conduct and in this Policy. Suzano does not accept political party initiatives involving the company and/or within the work environment. [...]".

Lawsuits for Unfair Competition, Trust and Monopoly Practices



GRI Dimension

Economic

GRI Code

206-1

Context

In the following tableschart, we present the total number of lawsuits filed against Suzano for unfair competition, trusts, and monopoly practices.

Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices in which the organization was identified as a participant¹

	2019	2020	2021	2022
	overall number	overall number	overall number	overall number
Total number	0	0	0	0

1. There are no lawsuits against Suzano regarding a possible violation of the economic order. The company has only filed one lawsuit against Suzano, received in December 2022. Plaintiff seeks compensation for material and moral damages, alleging an alleged breach of a confidentiality agreement. According to the company, this is a strict commercial dispute, with no impact on the competitive environment, restricted to the private sphere of Plaintiff, based on the Brazilian Industrial Property Law - Law No. 9279/96.

Management on Compliance and Unfair Competition



Context

Compliance Management

Among the best corporate governance practices, compliance initiatives constitute the basis that ensures ethics, integrity, and transparency in all of Suzano's business and the relationship with its stakeholders.

The company has a Compliance Program based on best market practices, supported by top management and developed following the pillars of prevention, detection, and response, which underlie the eight essential elements of its performance:

- Tone at the Top
- Risk Assessment
- Policies and Procedures
- Training and Communication
- Conflict of Interest
- Third Party Management
- Control and Monitoring
- Governance and Reporting

Therefore, the Program main objectives are to identify, treat and mitigate possible risks in the several activities performed by the Company and to strengthen the culture of integrity. Therefore, for Program management and development, Suzano has an area of exclusive dedication, with its own resources and engaged in the dissemination of its evolution.

The **Code of Conduct** is the document that consolidates guidelines that should be followed by all employees in their daily actions. Specifically, in terms of fighting corruption, Suzano has an Anti-Corruption Policy. Communication and training sessions are held on specific topics for sensitive areas to further disseminate compliance initiatives and topics to employees, in addition to e-learning training on the Anticorruption Policy.

Based on this, the company's Compliance area periodically monitors the training conclusion and reports its results to the Internal Audit area, and these results can still be taken to the Statutory Audit Committee and, consequently, to the Administrative Council.

In 2022, we increased dissemination of initiatives through the Compliance Program, Integrity Month, the Compliance Guardians Program, the launching of several communication campaigns with compliance themes, and initiatives to disseminate the reviewed Anti-Corruption Policy, update the mandatory e-learning of the Anti-Corruption Training.

Furthermore, we highlight that to identify, treat and mitigate the risks involved in planning and executing the Cerrado Project, during 2022, a multidisciplinary team with experience in Control, Risk Management and Compliance was exclusively allocated to work on the project, ensuring dissemination and development of our best practices.

Unfair Competition

Regarding unfair competition management at Suzano, as stated in our Code of Conduct, on Sustainable Development, “we act by the rules and principles of free competition, in force in the several locations where 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 Administrative Council approved a Competition Compliance Policy, establishing conditions, procedures, and limits Suzano’s and its employees’ actions with regard to competition practices.

The Competition Compliance Policy was published and made available to employees in 2022.

#LOCAL COMMUNITIES

Associations participating in the engagement process



Commitment to Renewing Life

Context

One of the particular objectives of Suzano’s social management strategy is to train participants of the programs and projects to meet their social, environmental and economic demands. Thus, the company seeks to encourage networking and other forms of cooperation, in addition to the self-sustainability of grassroots associations, through partnerships and access to public policies.

Check out below how many associations access public policies and how many associations participating in the engagement processes. The data is presented, by region where Suzano operates.

Number of associations accessing public policies, by region

	2020	2021	2022
	overall number	overall number	overall number
Bahia	33	51	45
Espírito Santo	44	42	25
Maranhão	3	9	12
Mato do Grosso do Sul	8	16	11
São Paulo	17	10	4
Total	105	128	97

Number of associations participating in the engagement processes, by region

	2020	2021	2022
	overall number	overall number	overall number
Bahia	52	75	67
Espírito Santo	57	45	35
Maranhão	19	25	49
Mato Grosso do Sul	23	33	8
São Paulo	32	34	34
Total	183	212	193

Relationship Management with Local Communities and Presence in Forums for Social Participation and Public Policy Management



Commitment to Renewing Life

Context

Relationship Management with Local Communities

Managing the relationship with the **neighboring communities** is the responsibility of Suzano's **Social Development area**. The performance guidelines are integrated into the company Management System and are based on the UN Guiding Principles on Business and Human Rights. Among the main mechanisms are:

- 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

The management model for community relations is based on transparent dialogue, respect for rights, social and cultural values, and recognition of the protagonism and autonomy of local players. In this sense, community consultation is an ongoing process that is **locally** dimensioned and planned along the following guidelines:

- Clearly define the objectives, rights, and responsibilities of each of the parties involved in the processes
- Prioritize the people directly affected and make efforts to reach them directly without relying on intermediaries
- Provide opportunities for different groups to express themselves (listening and speaking) freely and equally, including traditionally excluded individuals or groups, such as women, youth, traditional communities, and others
- Respect local values and culture, but at the same time provide opportunities for those who have no voice in the formal decision-making structure to understand the issues and express their opinions
- Respect the traditional forms of social organization and political representation of the communities involved

- Provide information that is easily understood and size time in a way that allows people to react and express their questions, concerns, and opinions
- Decisions should be collectively constructed, free from external manipulation, interference, coercion, or intimidation
- Document the entire process, providing feedback on issues, actions, and commitments made

The company's extensive area of operation encompasses varied economic, social, and cultural realities, as well as different relationship histories. All communities located within the perimeter established for the Directly Affected Areas (radius of up to 3 km from the boundaries of the forest stewardship units) are identified and characterized through socioeconomic indicators and social impacts caused by Suzano's forest stewardship. This Social Inventory is conducted based on direct observation and interviews with residents.

Based on the Social Inventory, the community relations process is prioritized and planned. Using a Prioritization Matrix, the relationship models with the communities are established by location, considering three dimensions:

- Socioeconomic vulnerability
- Impact generated by the company's activities
- Importance to the company

Suzano adopts the following **relationship models**:

Engagement

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

Operational Dialog

A relationship tool in which Suzano consults and establishes agreements with neighboring communities to minimize and mitigate the operational impacts. The company organizes meetings with the neighboring communities before forestry operations. During these meetings, the company explains all the actions that it has undertaken to avoid or minimize the negative impacts of its activities and also listens to the demands and suggestions of the community.

Community Councils

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

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 participating, with executive and advisory positions, in forums and working groups in Brazil and abroad that are dedicated to issues related to our socio-environmental performance.

The goal on all these fronts is to create conditions to mitigate adverse impacts and contribute to local and territorial development. The table below shows some of the main commitments assumed by Suzano about social and territorial development and the dialogues in which it is represented.

Involvement in forums for social participation and public policy management

Forum	Topic	Stakeholders
AICL - Integra Costa Leste Association (MS)	Public Policies, Education	Community, Government and Institutions
APL (Local Productive Arrangement) of Dairy from Brasilândia - MS	Job and income generation	City Hall
APL (Local Productive Arrangement) of Dairy Products in Selvíria - MS	Job and income generation	City Hall and Agency for Agrarian Development and Rural Extension (AGRAER, in Portuguese)
Sectorial Advisory Chamber of the Apiculture Chain of Mato Grosso do Sul	Job and income generation	Government, Civil Society Organizations, private companies and rural communities
Sectorial Chamber of Apiculture	To promote harmony between the parties involved, increasing the beekeeping chain's efficiency and the effectiveness of public policies in the state, leading to its greater competitiveness.	Business, Academia, Community, Government, and Others
Sectorial Chamber of Honey from SP	Job and income generation	Government
National Honey Sector Chamber	Job and income generation	Government
Apicultural Technical Chamber for the States of Espírito Santo, Bahia and São Paulo	Public Policy (beekeeping and meliponiculture)	Business, NGOs, Government, Academia
Technical Chamber of Apiculture and Meliponiculture of the State of Espírito Santo	Organize the productive systems of beekeeping and meliponiculture	Government, Company, Institutions (Institute for Agriculture and Forestry Defense of Espírito Santo - IDAF, Capixaba Institute for Research, Technical Assistance and Rural Extension - INCAPER), Federation and Association
Childhood - Pact Against Sexual Exploitation of Children and Adolescents on Brazilian Roadways	Rights Protection	Government, Company, Institutions, Federation
Territorial Collegiate of Sustainable Development - CODETER, TI - Extreme South	Public Policy and Territorial Development	Business, Academia, Community, Government, and Others
Permanent Commission for Mediation and Monitoring of Land Conflicts of ES	Conflict Mediation	Business, Academia, Community
Council of Coconut Breakers, extractivists and family farmers of the Rice Road	Territorial Development	Company, Association

Forum	Topic	Stakeholders
Sustainable Rural Development Council - CONDERSU	Sustainable Rural Development - Aracruz	Municipal Public Authority, Company, Community and Institutions (INCAPER - Institute of Research, Technical Assistance and Rural Extension of Espírito Santo, IDAF - Institute of Agricultural and Forestry Defense of Espírito Santo)
Municipal Council of the Child and Youth of Água Clara	Rights Protection	Government and Civil Society Organizations
Municipal Council for Children and Youth of Ribas do Rio Pardo	Rights Protection	Government and Civil Society Organizations
Municipal Council for Children and Youth of Três Lagoas	Rights Protection	Government and Civil Society Organizations
Social Assistance City Council of Ribas do Rio Pardo - MS	Rights Protection	Government and Civil Society Organizations
Municipal Council of Social Assistance of Três Lagoas - MS	Rights Protection	Government and Civil Society Organizations
Municipal Rural Development Council of Três Lagoas - MS	Job and income generation	Government, private companies and rural communities
Municipal Coordinator of Public Policies for Women of Água Clara	Rights Protection	Government and Civil Society Organizations
Municipal Coordinator of Public Policies for Women of Ribas do Rio Pardo - MS	Rights Protection	Government and Civil Society Organizations
Women's Police Station - Três Lagoas	Rights Protection	Public Institution
Regional Innovation Ecosystem - Vale da Celulose de Três Lagoas (MS)	Sustainability, entrepreneurship, public policies	Business, Academia, Community, Government, and Others
Indigenous Forum of Aracruz (ES)	Sustainability: Business Forum to meet the collective demands of indigenous areas	Government, Company
Foundation for Development and Agro-Socio-Environmental Innovation of Espírito Santo - FUNDAGRES INOVAR	Research, education, development, and innovation in agriculture, sustainable farming, fishing, aquaculture, environment, climate change, sanitation, agrotourism, collective health, economic development, social and culture, fight against poverty	Government, Company, Capixaba Institute for Research, Technical Assistance and Rural Extension (INCAPER in Portuguese)
PAT Mandioca	Strengthening of cassava cultivation and flour production, traditional activities in the extreme south of Bahia	Company, Academia, Community, Government, and Others
Amazon Partnership Platform	Public Policy and Territorial Development; Biodiversity	Company, NGOs, Government, Academia
Maranhão Territorial Development Network (REDETEMA)	Public Policy and Territorial Development	Company, NGOs, Government, Academia
Mato Grosso do Sul State Court of Justice	Rights Protection	Public Institution
UNESP - Guatambu Research Group - Partner of the project Agroecological Transition Network	Job and income generation	Public Institution
SEBRAE (MS)/SEBRAETEC - Dairy Cattle	Job and income generation	Public-private institution and rural communities

Social Impact Management



GRI Dimension

Economic

GRI Dimension

Social

GRI Code

203-2

GRI Code

413-2

Stakeholder

Prosperity

Context

Suzano's social impact management model adopts a mitigation hierarchy to avoid, minimize or compensate for adverse impacts through management practices, socio-environmental investments, and ongoing control and mitigation actions.

The identification and assessment procedure for social aspects and impacts devised by Suzano classifies and prioritizes anthropically¹ significant aspects and impacts resulting from its activities in communities surrounding its operations, in addition to establishing for each of them the need for controls, guidelines and/or monitoring according to their significance.

According to this procedure, social impacts associated with Suzano's various operational processes and activities are mapped and classified in terms of relevance. Impact significance is defined by applying the Social Impact Matrix, which weighs factors such as 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, which are incorporated in the Manuals, Procedures and Work Instructions that guide the activities.

The following are significant adverse impacts mapped by State/Unit.

Bahia

Real Impacts:

- Landscape alteration (visual) and loss of reference;
- Alteration in the municipality's productive agenda - change in local production;
- Increased risk of accidents (people and animals);
- Road network capacity impairment;
- Road network quality impairment;
- Dust nuisance;
- Noise nuisance;
- Property and community isolation;
- Change in local land structure;
- Reduced income generation;
- Land valuation.

Potential Impacts:

- Water availability change;
- Water quality change;
- Food Safety Compromise;
- Mobility flow impairment due to the interference of vegetation on the roadbed²;
- Economic damage caused by product drift³ in neighboring areas;
- Damage to public property and private assets;
- Local communities' way of life disorganized;
- Unemployment caused by demobilizations of EPS and work fronts;
- Disregard for non-predatory habits and customs;
- Nuisance caused by product drift³ in neighboring areas;
- Nuisance due to contamination of water bodies;
- Nuisance caused by reduced traffic quality;
- Interference in communication systems.

Espírito Santo

Real Impacts:

- Landscape alteration (visual) and loss of reference;
- Alteration in the municipality's productive agenda - change in local production;
- Increased risk of accidents (people and animals);

- Road network capacity impairment;
- Road network quality impairment;
- Dust nuisance;
- Noise nuisance;
- Property and community isolation;
- Change in local land structure;
- Reduced income generation;
- Land valuation.

Potential Impacts:

- Water availability change;
- Water quality change;
- Food Safety Compromise;
- Mobility flow impairment due to the interference of vegetation on the roadbed²;
- Economic damage caused by product drift³ in neighboring areas;
- Damage to public property and private assets;
- Local communities' way of life disorganized;
- Unemployment caused by demobilizations of EPS and work fronts;
- Disregard for non-predatory habits and customs;
- Nuisance caused by product drift³ in neighboring areas;
- Nuisance due to contamination of water bodies;
- Nuisance caused by reduced traffic quality;
- Interference in communication systems.

Maranhão

Real Impacts:

- Landscape alteration (visual) and loss of reference;
- Alteration in the municipality's productive agenda - change in local production;
- Increased risk of accidents (people and animals);
- Road network capacity impairment;
- Road network quality impairment;
- Change in the local land ownership structure;
- Unemployment of families inhabiting purchased properties;
- Discomfort caused by excessive lighting

- Dust nuisance;
- Noise nuisance;
- Reduced income generation;
- Land valuation.

Potential Impacts:

- Water availability change;
- Water quality change;
- Food Safety Compromise;
- Conflict with customary-traditional uses of forest resources (wood and non-wood) in preservation and conservation areas;
- Economic damage caused by product drift³ in neighboring areas;
- Damage to public property and private assets;
- Unemployment caused by demobilizations of EPS and work fronts;
- Local communities' way of life disorganized;
- Disregard for non-predatory habits and customs;
- Nuisance caused by product drift in neighboring areas;
- Nuisance due to contamination of water bodies;
- Nuisance caused by reduced traffic quality;
- Interference in communication systems;
- Power interruption.

Mato Grosso do Sul

Real Impacts:

- Water availability change;
- Water quality change;
- Food Safety Compromise;
- Mobility flow impairment due to the interference of vegetation on the roadbed²;
- Economic damage caused by product drift³ in neighboring areas;
- Damage to public property and private assets;
- Local communities' way of life disorganized;
- Unemployment caused by demobilizations of EPS and work fronts;
- Disregard for non-predatory habits and customs;
- Nuisance caused by product drift³ in neighboring areas;
- Nuisance due to contamination of water bodies;

- Nuisance caused by reduced traffic quality;
- Interference in communication systems.

Potential Impacts:

- Water availability change;
- Water quality change;
- Alteration in the archaeological heritage;
- Alteration in the heritage;
- Damage to public property and private assets;
- Unemployment caused by demobilizations of EPS and work fronts;
- Nuisance caused by product drift³ in neighboring areas;
- Interference in communication systems;
- Traffic interruption.

São Paulo

Real Impacts:

- Alteration of the landscape (visual) and loss of reference;
- Alteration in the municipality's productive agenda - change in local production;
- Increased risk of accidents (people and animals);
- Road network capacity impairment;
- Compromising road network quality;
- Dust nuisance;
- Noise nuisance;
- Property and community isolation;
- Change in the local land ownership structure;
- Reduced income generation;
- Land valuation.

Potential Impacts:

- Water availability change;
- Water quality change;
- Food Safety Compromise;
- Economic damage caused by product drift³ in neighboring areas;
- Damage to public property and private assets;
- Unemployment caused by demobilizations of EPS and work fronts;
- Local communities' way of life disorganized;

- Disregard for non-predatory habits and customs;
- Nuisance caused by product drift³ in neighboring areas;
- Nuisance due to water body contamination;
- Nuisance caused by reduced traffic quality;
- Interference in communication systems.

Annually, the Local Shared Value Committees of each unit assess the need to revisit the social impact matrix, considering the monitoring and critical assessment of stakeholder relations processes. Additionally, the relevant stakeholder demands from the company's relationship management system (SISPART) are assessed.

Despite all measures taken to prevent and mitigate adverse impacts, unpredictable losses and damages can occur, which directly impact resources or communities' livelihoods. In this case, there will be mitigation and compensation of losses and damages, by mutual agreement and according to the particularities of each case, in a fair and balanced way.

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

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

Description of Significant Indirect Economic Impacts

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

In this sense, in the engagement, income generation, and education programs invested by the company, it dedicates technical guidance to stimulate and enable the assisted social organizations to develop the following actions:

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

Regarding the strengthening of skills and knowledge of professional communities or individuals from a certain geographical region, we highlight in the following indicator, the main programs of relationship strengthening and income generation: [Suzano Social Programs](#).

Notes

1. Anthropoc environment refers to the economy, employment structure and public facilities and how the company's operations may impact them.
2. The roadbed is the portion of the road reserved for vehicular traffic, including the travel lanes and shoulder.
3. A drift is when, for instance, the wind carries/transportes part of a product that would be applied in eucalyptus plantations to areas neighboring the plantation.

Total of stolen wood



Context

In the past, wood theft was one of the main impacts on Suzano's business, causing conflict with some of the communities neighboring the regions where we operate. In 2009 alone, the theft of wood represented for the company a loss of more than 650,000 cubic meters of wood (an amount higher than BRL 50 million). In 2022, there was a significant reduction, indicating the success of the company's social strategy in recent years, which seeks to reduce land ownership pressure, establish a dialogue with the communities, and offer opportunities to income and job generation in areas where we operate.

Total of stolen wood by region

	2019	2020	2021	2022 ¹
	m ³	m ³	m ³	ha
São Paulo	637.00	366.00	366.00	2.08
Mato do Grosso do Sul	0.00	0.00	9.00	0.00
Espírito Santo	11,089.00	9,422.00	5,364.00	150.59
Bahia	6,250.00	2,600.00	2,054.00	44.41
Maranhão	4.00	42.00	16.00	0.21
Total	17,980.00	12,430.00	7,809.00	197.29

1. Until 2021, data on stolen wood were reported in volume (m³). As of 2022, we began reporting in area (hectare - ha), maintaining the pattern of how the forestry operation reports data regarding damage (fires) in hectares. The methodology was altered to align it with the reporting of other damage to the company's biological assets. The board receives the numbers in this unit of measurement (ha) in monthly reports and in the annual closing. The targets of the executives involved in the process are also measured in hectares.

#TRADITIONAL COMMUNITIES

Programs with Indigenous Communities



Context

The relationship with indigenous and traditional communities located in the areas of influence of Suzano's operations is conducted on an ongoing basis, based on trust and mutual respect for their rights and interests, by the Company's Corporate Human Rights Policy and the principles established by the Corporate Policy for Relations with Indigenous Peoples and Traditional Communities. To learn more, access the indicator "Relationship with traditional communities".

To maintain an open and constructive relationship with the indigenous and traditional communities and achieve good relations, Suzano adopts some guidelines that can be found in the indicator "Relationship with traditional communities".

Below are described the programs conducted by Suzano with the indigenous communities.

Tupiniquim Guarani Sustainability Program - PSTG (Espírito Santo)

The Tupiniquim Guarani Sustainability Program aims not only to cultivate coexistence between the company and the Tupiniquim and Guarani peoples located in the municipality of Aracruz (ES) but also to facilitate, on indigenous lands, a set of integrated, long-term actions. It is hoped that this will allow the occupants of these lands to reestablish the environmental conditions necessary for sociocultural practices, aiming at the affirmation of their ethnic identity and sustainable economic activities.

Specific goals of each activity:

- Meliponiculture: rescue native stingless bee species threatened or extinct in the region; contribute to the food security of indigenous families and promote alternative income generation with the commercialization of the products from the hives;
- Agro-ecology: support indigenous families in their search for autonomy from the implementation of agroforestry systems (SAFs in Portuguese acronym) and, consequently, the resource base recovery;
- Handicrafts: work with the collectives, mainly women, aiming at cultural strengthening and income generation through the creation, production, and commercialization of handicrafts;
- Commercialization: stimulate the collective organization for the commercialization of the products coming from the PSTG using the Territory's Indigenous Producers' Cooperative and Indigenous Associations.

2022 Highlights:

- Creation of a virtual store, balance of Safra 2022 and municipal health regularization of the indigenous cooperative Coopyguá;
- Delimitation of a productive community unit in the village of Olho D'Água.

Ofaié Indigenous Sustainability Program (Mato Grosso do Sul)

The Ofaié Indigenous Sustainability Program aims to develop a set of integrated medium and long-term actions that support the strengthening of the Ofaié indigenous culture and the revitalization of indigenous knowledge and skills related to agriculture, beekeeping, and handicrafts, contributing to the affirmation of their ethnic identity and sustainable economic activities.

Between the end of 2018 and 2021, due to internal conflicts and a change of leadership in the indigenous community, it was necessary to paralyze the actions of the Program. However, the relationship was maintained and some demands related to the community's sustainability were met.

In 2022, Suzano resumed the dialogue with the village and contracted an indigenous anthropologist to construct, with the Ofaié indigenous community, a work plan focused on income generation and subsistence, identifying priorities, as well as considering agricultural production, handicrafts, and honey production and the maintenance of indigenous culture through education.

In 2022, a partnership was established with the Agency for Agrarian Development and Rural Extension (Agraer) to carry out joint actions on the agriculture and beekeeping fronts, such as offering an Apiculture course and support with machinery and technical knowledge on the agriculture front.

2022 Highlights:

- Re-establishment of the relationship with the indigenous village;
- Partnership with Agraer for the execution of joint actions;
- Apiculture course, in partnership with Agraer;
- Incentive to the honey production.

Projects with Pataxó Indigenous Communities (Espírito Santo State)

The projects are designed to maintain an active, culturally appropriate dialogue with the traditional indigenous communities in Suzano's area of influence, always based on transparency and collective construction when defining lines of action. The implementation of projects is constantly consulted and reaffirmed with the communities for decision-making. This active dialog provides the opportunity to identify demands and maintain the relationship, besides collaborating with the management of potential and real impacts of the company's operations.

In the municipalities of Prado and Itamaraju, both in Bahia, Suzano maintains a relationship with 15 Pataxó and Pataxó Hã Hã Hae indigenous villages, with the participation of the National Foundation of Indigenous Peoples (FUNAI in Portuguese), supporting actions to value and preserve their culture and tradition, in addition to educating indigenous children and youth. All these actions were co-constructed with the leaders and chiefs of the villages.

2022 Highlights:

- Participation in the Suzano Education Program;
- Emergency support to face the impacts of the heavy rains that hit Bahia at the beginning of the year, with donations of food baskets, mineral water, mattresses, and others.

Relationship Program with the Guajajara, Krikati, Apinaje, Fulni and Gavião Indigenous Peoples

The first edition of the Maranhão Forestry Unit's Indigenous Relationship Program is the result of a partnership between Suzano and indigenous leaders from the states of Maranhão, Tocantins and Pará. The program aims to contribute to the conservation of natural resources and to improve the living conditions of indigenous communities. Among the planned activities are the improvement of sustainable agriculture practices, the empowerment of fire brigades and the strengthening of community organization, multiplying the knowledge and experiences among the indigenous communities.

The Program will have a participatory approach and the planned actions will be carried out with the involvement of partner organizations. It seeks the appropriation by the indigenous families of all the processes and products arising from the projects, promoting their autonomy and self-determination. It is also foreseen that multiplying agents will act so that the communities' members can share their experiences beyond the projects' scope.

The planned actions are focused on the aggregation of income and the strengthening of the organization, conferring economic sustainability and autonomy to the families so that they can dialogue with the public power about policies that encourage the production, processing, and commercialization of agro-forestry products and the conservation of natural resources.

It is worth noting that this scope can be expanded with the organizations involved and the networks and forums they are part of at the local and territorial levels. For the years 2022 and 2023, 5 indigenous lands (IT) were prioritized: Araribóia IT (Guajajara ethnic group), Krikati IT (Krikati ethnic group), Apinaje IT (Apinaje ethnic group), Fulni-o IT (Fulni-o ethnic group) and Mãe Maria IT (Gavião ethnic group).

2022 Highlights:

- Mapping and visiting indigenous lands to be prioritized by the Program.

In the table below you can find the number of villages involved in the Programs, the number of participants and beneficiaries, from 2020 to 2022.

Sustainability programs with indigenous communities

	2020			2021			2022 ¹		
	Tupiniquim Guarani (PSTG) ²	Ofaié ³	Pataxós e Pataxós Hã Hã Hae ⁴	Tupiniquim Guarani (PSTG) ²	Ofaié ³	Pataxós e Pataxós Hã Hã Hae ⁴	Tupiniquim Guarani (PSTG) ²	Ofaié ³	Pataxós e Pataxós Hã Hã Hae ⁴
	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number
Number of villages covered	12	1	15	12	1	15	13	1	15
Number of participants	1,315	12	0	1,340	15	0	343	30	0
Number of beneficiaries	5,260	36	784	3,950	45	809	1,228	120	847

1. From 2022 on, only data from income-generating projects for participants and beneficiaries were considered.
2. The Tupiniquim Guarani Sustainability Program (PSTG in Portuguese acronym) takes place in the state of Espírito Santo.
3. The Ofaié Indigenous Sustainability Program takes place in the State of Mato Grosso do Sul.
4. The Projects with Pataxó and Pataxó Hã Hã Hae Indigenous Communities take place in the State of Bahia.

Relationship with indigenous and traditional communities



GRI Dimension

Social

GRI Code

411-1

Context

The relationship with indigenous and traditional communities located within the areas of influence of Suzano's operations is conducted on an ongoing basis, based on trust and mutual respect for their rights and interests, in accordance with the Company's Corporate Human Rights Policy and with the following principles established by the Corporate Policy for Relations with Indigenous Peoples and Traditional Communities:

- Guaranteeing the right to consultation and the free, prior and informed consent of indigenous peoples and traditional communities, under the terms of Convention 169 of the International Labor Organization - ILO, promulgated by Decree No. 10,088, of November 5, 2019;
- Recognition, appreciation, and respect for the socio-environmental and cultural diversity of indigenous peoples and traditional communities;

- Recognition and respect for the beliefs, uses, customs, languages, traditions, social and political organization and specificities of indigenous peoples and traditional communities;
- Recognition and respect for the legal and customary rights of indigenous peoples and traditional communities to own, use and manage their lands, territories and natural resources;
- Recognition, promotion and protection of traditional knowledge and practices of indigenous peoples and traditional communities associated with biological diversity and genetic resources, and the right to benefit-sharing over such use;
- Fostering the full realization of socioeconomic and cultural rights of indigenous peoples and traditional communities;
- The preservation of cultural rights, the exercise of community practices, cultural memory, and racial and ethnic identity.

To maintain an open and constructive relationship with the indigenous and traditional communities and achieve good relations, Suzano adopts the following guidelines:

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

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

- Ensure that the socio-environmental investments to be developed are aligned with the best practices of ethnodevelopment, respecting and strengthening the traditional way of life and development priorities of indigenous and traditional communities;

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

2022 Highlights from Indigenous Communities:

- The 8th Meeting of Indigenous Tupinikim and Guarani Meliponiculturists was held, which is a moment for sharing learning among indigenous beekeepers from the Aracruz Indigenous Lands. Highlight for the creation of the virtual store of the Coopyguá Project and for the municipal sanitary regularization;
- In Mato Grosso do Sul, the Ofaié Indigenous Sustainability Program was re-established after resuming dialogue with the chief to agree on a shared action plan between the villagers and Suzano;
- Approaching Organizations representing Indigenous Peoples in Maranhão, Pará and Tocantins;
- Social Inventories of prioritized indigenous lands in Maranhão.

Quilombola communities

Suzano's relationship with quilombola communities is strongest in the Espírito Santo and Bahia. Among the 38 remaining quilombola communities identified by the company and registered in its Community Prioritization Matrix, 30 are concentrated in the north of Espírito Santo. This relationship follows the guidelines established by Suzano's Relationship Policy with Indigenous Peoples and Traditional Communities.

2022 highlights from quilombola communities:

- Suzano hired 141 people from the cities of São Mateus and Conceição da Barra, most of them from quilombola communities;

- In the north of Espírito Santo State, training was provided for Roda D'água Rural Workers Cooperative members who, in November, began providing services for Suzano, with a formal contracting process and buses to transport the members involved;
- Regional Edict in the North of Espírito Santo with support for 98 projects in the region;
- Partnership with Senai to offer 4,000 registrations in 30 fast professional qualification courses for women and young people in the regions of rural quilombola communities in the North of Espírito Santo;
- Participation of quilombola leaders from the Helvécia community located in Nova Viçosa/BA, in a Black culture month event at the Mucuri/BA uni.

Fishing communities

The relationship with fishing communities is done through an active and permanent dialogue, seeking to build a positive agenda by structuring actions and investments that boost the socio-economic development of these communities. For this, we have as premises the increase of social capital and the articulation of strategic actions with public policies with a territorial focus. Thus, we seek the participation of local leaders, representatives of local government, social movements, private initiative, NGOs, and other civil society organizations.

2022 fishing communities highlights:

- Presentation of Caravelas' Touristic Diagnosis, carried out by Futura, showing the local tourism chain potentialities. The diagnosis had the participation of tourism trade, the Secretary of Culture and Tourism of Caravelas and the local society;
- Established partnership and relationship with the fishing community of Caravelas, Nova Viçosa and Alcobaça, continuing the process started in 2019.

The tables below provide the following information:

- Total number of identified cases of violation of indigenous peoples' rights;
- Consolidation of projects' results with fishing communities.

Total number of identified cases of violation of indigenous peoples' rights

	2020	2021	2022
	overall number	overall number	overall number
Identified cases	0	0	0

Consolidation of projects results with fishing communities¹

	2020			2021			2022		
	Communities involved	Direct beneficiaries ²	Families assisted ³	Communities involved	Direct beneficiaries ²	Families assisted ³	Communities involved	Direct beneficiaries ²	Families assisted ³
	overall number	overall number							
4th Gastronomy Fair (BA)	n/d	n/d	n/d	1	20	100	1	22	110
Caravelas (BA) Fishermen's Net Trawl Association, Boeira, Fundo and Arraieira	1	0	480	1	300	480	1	300	486
Associação de Pescadores de Rede, Arrasto, Fishermen's Net Trawl, Boeira, Fundo, and Arraieira Association of Caravelas (BA).	1	0	208	2	61	212	2	61	244
Fishermen's Conviviality Center (BA)	1	1,750	350	1	1,750	350	1	1,750	350
Caravelas Fishing Colony Z-25 (BA)	1	0	1,200	1	1,200	1,200	1	1200	1,200
Nova Viçosa Fishermen's Colony Z-29 (BA)	1	0	180	1	180	180	1	180	180
Community Council - Barra do Riacho (ES)	1	0	20	1	0	18	1	72	18
Community Council - Vila do Riacho (ES)	1	0	16	1	0	18	1	72	18
Cooperative of Seafood and Fishermen from Caravelas - COMPESCAR (BA)	1	0	50	5	69	69	5	69	69
Sales Price Formation Course (BA)	n/d	n/d	n/d	2	30	30	2	30	30
Notice 14 - Productive Bahia (BA)	n/d	n/d	n/d	5	100	20	n/d	n/d	n/d
Ice factory - COOMPESCAR (BA)	1	750	150	1	750	150	1	750	150
Ice factory - COOPERNOVI (BA)	1	2,000	400	1	2,000	400	1	2,000	400
Citizen Fisherman (ES)	1	1,000	250	1	1,000	250	1	1,000	250
FUNBIO Solidary Alliance Project (project implementation support)	1	200	40	n/d	n/d	n/d	n/d	n/d	n/d
Cassuruçá Project (BA)	1	50	10	2	50	10	2	50	10
Espírito das Águas Project (ES)	2	180	45	1	183	42	1	185	43
Saber Viver Project (ES)	1	1,116	279	1	1,142	360	1	1,320	430
Protection Nets (ES)	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
O Pesqueiro Restaurant (BA)	1	45	9	1	45	9	1	45	9
Total	17	7,091	3,687	29	8,880	3898	24	9,106	3,996

1. Data regarding projects or initiatives that occurred on a one-off basis in 2019 or 2020 are not presented in this indicator.
2. People who participate directly in the Program.

#EMPLOYMENT OF LOCAL LABOR

Hiring local labor



GRI Dimension

Economic

GRI Code

202-2

Context

Hiring local labor is a Suzano strategy to add social and economic value to regions in which it operates. Yearly records numbers show stable indexes close to 64%, with greater weight in operations with high volume of professionals.

See below the percentages of local hiring by functional category and by region, in addition to the local hiring of top management members.

Percentage of local hiring, by functional category and, by region^{1 2 3 4}

	2020						2021						2022					
	North	Northeast	Central-West	Southeast	South	Total	North	Northeast	Central-West	Southeast	South	Total	North	Northeast	Central-West	Southeast	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%
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%
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%
Director	n/d	n/d	n/d	43.75%	n/d	43.75%	n/d	n/d	n/d	41.18%	n/d	41.18%	n/d	n/d	n/d	49.12%	n/d	46.64%

	2020						2021						2022					
	North	Northeast	Central-West	Southeast	South	Total	North	Northeast	Central-West	Southeast	South	Total	North	Northeast	Central-West	Southeast	South	Total
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Executive Director	n/d	n/d	n/d	63.64%	n/d	63.64%	n/d	n/d	n/d	58.33%	n/d	58.33%	n/d	n/d	n/d	53.96%	n/d	53.96%
Specialist	n/d	0.00%	0.00%	71.79%	n/d	59.57%	n/d	0.00%	0.00%	74.07%	n/d	65.57%	n/d	n/d	19.67%	72.34%	n/d	63.06%
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/d	12.90%	5.09%	60.81%	n/d	47.21%
Executive Manager	n/d	7.69%	0.00%	60.87%	n/d	49.43%	n/d	13.33%	0.00%	61.63%	n/d	50.93%	n/d	13.77%	n/d	60.30%	n/d	49.07%
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%
Chairperson	n/d	n/d	n/d	100.00%	n/d	100.00%	n/d	n/d	n/d	100.00%	n/d	100.00%	n/d	n/d	n/d	100.00%	n/d	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%
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%

1. For some functional categories, the data does not apply, because there are no employees in these categories.
2. In 2020, Facepa was fully incorporated by Suzano S.A., so that, starting that year, its data began to be reported on a consolidated basis with the company's indicators, and not separately, as was previously the case.
3. In 2021, the calculation memory was reviewed and foreign subareas were not considered in its composition.
4. In 2022, a previous reports review consolidating the companies was performed.

Percentage of local hiring of top management members

	2020	2021	2022
	%	%	%
Percentage	51.00%	50.00%	47.89%

Additional information

For the indicator, local labor is understood as the individual who, at the time of hiring, works in the State where he/she was born.

#CARBON CREDIT

Carbon Market at Suzano



Context

Carbon Market

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 now known as the carbon market, allowing the commercial transaction of carbon credits resulting from the reduction of emissions or carbon dioxide removal from the atmosphere. This tool aimed to encourage Greenhouse Gas (GHG) emission reductions by assigning a financial value to carbon.

Today, we have multiple ways to trade carbon. They have been sorted into two segments that we know as the Regulated Market and the Voluntary Market. One modality of **Regulated Market is known as Cap-and-Trade, in which markets are established for a country, region or state where the government or regulatory body sets a GHG emission reduction target.** This target is broken down into several sectors and an emission limit is set for each sector. Thus, companies that emit GHGs above the established limit must trade emissions allowances (Emission Unit Allowance - EUA) from other parties that emit below the allowed limit in the same sector. In case the limit is exceeded, it is possible to buy carbon credits generated by emissions capture or avoided emissions projects. Certified Emission Reductions (CER) are issued through methodologies established by the Clean Development Mechanism (CDM), which are managed by the UNFCCC bodies.

The Voluntary Market also used the instrument created in the Kyoto Protocol, through the CDM and methodologies proposed for climate change mitigation. It was possible for not only the regions to generate credits, but also other organizations, such as Non-Governmental Organizations (NGOs), the private sector, and others. **The objective of voluntary carbon credits is to mitigate emissions voluntarily,** meaning that the carbon credits or Certified Emission Reductions are audited by an independent third party and not linked to the UNFCCC. As principais proponentes de metodologias e certificadoras são *Verified Carbon Standard (VCS)* da Verra, *Gold Standard*, *Social Carbon*, *Global Carbon Council (GCC)*, além do próprio MDL da UNFCCC.

In 2021, at the 26th United Nations Climate Change Conference (COP26) the Rule Book for Article 6 of the Paris Agreement, established at COP21 in 2015, was finalized. This event made it possible to regulate the international carbon market, which will be driven by a new mechanism to be called the Sustainable Development Mechanism (SDM), which will replace the CDM. Further operationalization of this new mechanism will be defined and put into practice in the coming years.

The agreement regarding the regulated carbon market rules represents a historic breakthrough and, once put into practice, will be an important step towards a global decarbonization investment system.

The proposal approved for the regulated carbon market provides greater transparency, security and cred-

ibility to the system, with two stages of approval. The first, with the country's discretion to validate or not the climate project. In the second stage, the initiative goes through an international audit, which will be carried out by the UNFCCC.

To the extent that the approved number of projects is limited, the carbon credits that will be traded in the regulated market tend to gain significant valuation. As a result, financial resources will be raised in the scale and timeframe needed to invest in carbon emission reduction projects, leading to positive social impacts in regions where they will be developed.

In November 2022, we saw the COP27 in Egypt. One of the objectives of the meeting was to continue to operationalize the global carbon market and, consequently, Article 6 of the Paris Agreement. The clear definitions on how the agreements will be made will bring greater assurance for carbon credit trading, ensuring that the undertaken activities will be focused on emission reduction and carbon removal from the atmosphere and its co-benefits.

With regard to article 6.2 from the Paris Agreement, which aims to establish the rules of transfers between countries of the Internationally Transferred Mitigation Outcome (ITMO) in 2022, the negotiations have advanced on technical issues that will streamline and guarantee the eligibility of the transactions. ¹

For Article 6.4, which covers private sector transactions, the COP27 negotiations defined that all carbon credit accounting against Nationally Determined Contributions (NDCs), referred to as A6.4ERs, will be attributed to an NDC, either from the buying or selling country. The differentiator between credits is whether or not the corresponding adjustment is assigned. ²

For the upcoming years, the discussions shall be focused on finalizing the technical guidelines of the instruments for market functionality and agility, maintaining carbon credit quality, information transparency, implementation of a robust regulation that prevents double counting, among others. ³



Credit Generation Guidelines

We are working to decrease the concentration of Greenhouse Gases (GHG) in the atmosphere. Among some greenhouse gases, the main one is carbon dioxide (CO₂), used as a standard measure for the carbon credit. Therefore, one tonne of CO₂ not emitted or removed from the atmosphere is equivalent to one carbon credit.

To certify a carbon credit, one must develop a Carbon Credit Project. This project must follow a specific methodology and must respect the eligibility criteria. The main criteria are:

- **Additionality:** is one of the criteria considered to determine carbon credit eligibility. Demonstrating the additionality of a project means demonstrating that it goes beyond business as usual (BAU) practices, i.e., that the activities foreseen in it have, as their specific purpose, environmental and/or social service benefits that normally would not be performed if the project were not implemented. A project's additionality cannot be precisely assessed, but some certification schemes indicate methods for testing it. Some carbon credit methodologies include additionality tests, which are useful for project development. The most up-to-date methodologies establish a control area for comparison and proof of which activities are additional;
- **Duration/Timeframe:** When it comes to a carbon credit project, one of the most important aspects is its longevity, which is directly linked to how long the developed activity - such as forest planting - will sequester carbon dioxide from the atmosphere. When we talk about avoided emissions projects, the process change accomplished, in most cases, will last for many years, but the methodological standards establish a limit for the emission of carbon credits;
- **Dispersion/Leakage:** especially for projects involving Land Use, Land Use Change and Forestry, an analysis is performed with respect to the activity displacement prior to the carbon credit project regarding what was done in the area, which means, it is necessary that reforestation activity in this location does not imply deforestation in another one;
- **Monitoring:** when designing the project, the management plan for the proposed activities is presented. This way, it is necessary to monitor the operational activities and the corresponding information generated from our databases and the proposed activities in the carbon credit projects. This monitoring is considered in the project's independent third party verification and issuing of the carbon credit.

Main Standards and Certification Agencies

UNFCCC - Sustainable Development Mechanism (SDM): the Clean Development Mechanism (CDM) was the first global environmental credit and investment mechanism of its kind, developed by the UNFCCC under the Kyoto Protocol (1997). By means of the Paris Agreement (2015), the CDM will be discontinued and replaced by the SDM established in Glasgow, Scotland, at COP26 (2021). At COP27, we noticed technical advances in the instruments that will implement SDM, as mentioned above. However, there are still aspects regarding carbon credit double counting, among others, that remain unclear for this system to operate in a way that leaves no doubt about the effective reduction of emissions and carbon removals from the atmosphere.

Verra – Verified Carbon Standard (VCS): Verra is an institution established in 2005, recognized worldwide as a specialist in certifying carbon credit projects. Sets methodologies that provide evidence of tackling climate change by removing carbon dioxide or reducing GHG emissions, besides attaching additional requirements that produce complementary benefits to the environment and society. The VCS methodology is one of the most widely used worldwide and was developed by the International Emissions Trading Association (IETA) Climate Group, the World Economic Forum (WEF), and the World Business Council for Sustainable Development (WBCSD).

Gold Standard: established in 2003 by WWF and other international NGOs to ensure that projects that reduce carbon emissions under the UN CDM also contribute to sustainable development.

Social Carbon: Developed by Instituto Ecológica, a Brazilian non-profit organization, it certifies carbon reduction projects for their contributions to sustainable development.

Global Carbon Council (GCC): New registration systems for carbon credits have emerged as a way to speed up the certification process, while maintaining rigor in the evaluation of eligibility, quality, and permanence requirements. One of the recent examples of a new registration system is the GCC.

Carbon Credits at Suzano

Suzano intends to issue carbon credits considering its operations in the following main sectors: forestry, industry and logistics. Within the established methodologies we can mention the issuance of carbon credits through biological sequestration, considering the sustainable forest stewardship of eucalyptus cultivation in expansion areas, i.e., areas where prior to Suzano's operations there was pastureland or degraded areas. Furthermore, in native areas where we aim for environmental conservation and restoration, it is possible to generate carbon credits through avoided deforestation methodologies (Reducing Emissions from Deforestation and Forest Degradation - REDD), forest management improvements, and native forestation. Accordingly, we will act in the restoration and conservation of the Cerrado, Atlantic Forest, and Amazon biomes.

In industry and logistics our focus is on projects that consider GHG emission reduction in their activities by replacing fossil fuel consumption with renewable ones, as well as improving energy efficiency.

It is worth remembering that such projects, besides acting to tackle climate change, also lead to social and environmental benefits that are called co-benefits, with activities that can reflect in the **improvement of air quality, amount and quality of water, biodiversity conservation, greater access to energy, income generation, among others.**

In 2021, Suzano structured a process to develop carbon projects, analyzing the eligibility of potential areas, its suitability for different methodologies, and adapting internal processes for implementation and monitoring. Priority was given to develop the first project in the area of planting expansion in the Cerrado Project⁴, which is what we call the company's new factory located in Mato Grosso do Sul and that will come into operation in 2024. This Carbon project underwent a rigorous external audit in 2022 and was submitted for final registration at the certifier's platform.

Additionally, we built a network of external contacts, with potential clients, partners and interest groups, increasing Suzano's representativeness in associations and forums specialized in structuring the guidelines for global carbon markets.

All carbon credit projects follow important guidelines, such as additionality, non-permanence risk analysis, projects with unusual practices and that are unique.

In 2022, Suzano completed the Cerrado and Horizonte de carbono projects, both reforestation projects in the state of Mato Grosso do Sul. These projects were audited by an independent third party for their respective validation and verification. Both were submitted for final registration on the Verra platform. Find more information below.

Suzano's Credit Generation Projects

Cerrado Carbon Project

In 2021, Suzano began the Cerrado Carbon Project, consisting of Afforestation, Reforestation and Restoration (ARR) carbon credits, based on the Clean Development Mechanism (CDM) methodology ACM0003, and was submitted for certification by Verra.

A project located in a region of the municipality of Ribas do Rio Pardo (MS). The project relies on the implementation of integrated landscape, which combines fast-growing plantation and environmental conservation and restoration areas.

Considering the history of Suzano, which in 2022 reached its 98th anniversary and has had industrial operations since then, it is understood that the Cerrado project will last more than 100 years, considering that the wood grown in the area will be used in the new factory established in the city. For this purpose, Suzano owns the Cerrado Project operation areas.

As a result of the credit revenue, several social projects will be developed in the Ribas do Rio Pardo region and go beyond the project area. Those are:

- Honey Production: under this initiative, local beekeepers receive support to implement new technologies, technical assistance for production processes, and training to improve product management and commercialization, in addition to promoting honey production within the project area. Moreover, a honey processing unit will be built in the city. The initiative benefits 40 families;
- Cerrado Circular: this project generates income for local families by means of circular economy, with innovative economic activities promoting the conservation of the Cerrado biome, such as functional foods, biomaterials, circular way, and sustainable extractivism. 180 people benefit from the initiative;
- + Alimento (Food): incentive for sustainable practices of production and without dependence on external inputs. Agro-ecological vegetable production mimicking the principles of nature (always covered soil and diversity of species in the same environment), the so-called agroforestry system - AFS;
- Seedling Bank BRS - Capiaçú: the initiative will provide high-yield seedlings for multiplication within the communities. With the high-yield seedlings, we have a higher volume of dry matter and lower production cost if compared to corn and sugar cane. Its silage is a cheaper alternative for herd supplementation in dry periods, especially for dairy herds, ensuring food security for local communities. <https://www.suzano.com.br/a-suzano/historia/florestal/?ind=area-total-certificada-por-tipo-de-certificacao>

Cerrado Project, listing on [Verra's website](#)

[Video Cerrado Carbon Project: Cerrado Carbon Project video](#) (English subtitles)

Carbon Horizon Project

In 2022, Suzano prepared the Carbon Horizon Project, based on Afforestation, Reforestation and Restoration (ARR) methodology of the Clean Development Mechanism (CDM) ACM0003, and submitted it for certification by Verra.

This is a project located in Três Lagoas (MS), which relies on the implementation of an integrated landscape, combining the planting of fast-growing species, namely eucalyptus, and the planting of native species in areas destined for conservation and environmental restoration.

The project's proposed environmental restoration for the Cerrado biome includes activities for controlling erosive processes and rehabilitating degraded areas, control of exotic species, conduction of natural regeneration and the planting of native species. Each activity or set of activities shall be implemented after field evaluation and expert recommendation.

As a result of the credit revenues, the social projects will be implemented in the Três Lagoas region and will go beyond the project area. Those are:

- **Inclusive Recycling:** this activity will develop along with the Recycling Cooperatives in Três Lagoas (MS) municipalities actions to promote the inclusion of individual collectors with the purpose of generating income, developing, strengthening and fostering the productive organization of co-operatives in the territory. It is important to contribute with waste management and disposal to better public health in compliance with basic sanitation and solid waste policies, reducing the disposal of materials in the municipal landfill. To this end, the inclusion of individual collectors in recycling production chain will generate increased income for all the people contributing to the cooperative;
- **Native and Ornamental Seedling Nursery:** set up a nursery for Cerrado native and ornamental seedlings in a rural community, to meet the supply demands of these items for restoration of the company's areas and thus ensure species diversity and genetic variability in the planting.

Horizonte Project, listing on [Verra's](#) website.

[Carbon Horizon Project Video:](#)

[Carbon Horizon Project video](#) (English subtitles):

Both projects will enhance Suzano's current practices with elements that go beyond the usual, integrating four dimensions:

- Avoided deforestation;
- Assisted regeneration;
- Sustainable stewardship;
- Social and territorial development.

Both the Cerrado Carbon Project and the Carbon Horizon Project have undergone independent third-party validation and will soon be available on Verra's platform registration list.

Suzano will also be responsible for financing the activities, which, in addition to the costs related to commercial planting, will allocate resources for the aforementioned initiatives. For this purpose, the company makes financial planning to direct part of the funds from credit sales to social projects and forestry activities in addition to the commercial planting. If necessary, the funds can be secured from Suzano's results.

Suzano Forest Management (excerpt taken from the public summary of the MS 2021 Forest Management Plan)

Suzano planting is done on its own and leased areas and its forest stewardship is conducted in a manner that reconciles eucalyptus cultivation with natural resource conservation, technological innovations and community respect. The entire production is based on renewable eucalyptus plantations, aimed at supplying the new factory in Ribas do Rio Pardo (MS) and the factory in Três Lagoas (MS). The seedlings used are generated with clonal technology and have one of the most advanced genetic bases for the formation of forests destined for pulp production.

The harvesting process adopted respects regional features and uses efficient systems that rely on state-of-the-art equipment. It is worth mentioning that Suzano has over 1.6 million hectares certified by the Forest Stewardship Council (FSC®) or PEFC/Cerflor⁵, and the cerrado project areas will also seek this recognition from the FSC. To this end, efforts have already been dedicated to this end.

The Eucalyptus

- It is an exotic plant (not Brazilian native), just like coffee, corn, soy, sugar cane and several other crops widely cultivated 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 be harvested and can be grown on land with low natural fertility
- Properly managed, eucalyptus provides protection and conservation of biodiversity, as can be observed in the results of biodiversity monitoring in Suzano's areas
- With rapid growth, eucalyptus helps absorb carbon dioxide from the atmosphere, returning pure oxygen to nature. The role of eucalyptus forests is essential in mankind's effort to neutralize the greenhouse gases responsible for global warming.

1.

2. Source: <https://unfccc.int/documents/624474>

3. Source: <https://unfccc.int/documents/624417>, page 8

4. Source: <https://www12.senado.leg.br/radio/1/noticia/2022/11/07/cop-27-reune-liderancas-para-garantir-cumprimento-das-metas-de-reducao-das-emissoes-de-poluentes>

5. To learn more about the Cerrado Project, access this [link](#).

6. PEFC: *Programme for the Endorsement of Forest Certification*. Cerflor: Programa Brasileiro de Certificação Florestal.

Additional information

Website of the main certifying agencies:

- Global Carbon Council: <https://www.globalcarboncouncil.com/>
- Gold Standard: <https://www.goldstandard.org/>
- Social Carbon: <https://www.socialcarbon.org/>
- VERRA: <https://verra.org/>
- UNFCCC: <https://unfccc.int/>

#ECONOMIC PERFORMANCE

Direct economic value generated and distributed



GRI Dimension

Economic

GRI Code

201-1

Stakeholder

Prosperity

Context

In the tables below, the following data is available:

- Direct economic value generated and distributed (BRL billion);
- Percentage of direct economic value generated and distributed.

Direct economic value generated and distributed (R\$ Billion)

	2019	2020	2021	2022
Economic value generated ¹				
Income ²	30.90	33.80	46.50	63.60
Economic value distributed				
Operating costs	15.40	15.70	18.00	30.50
Employee salaries and benefits	2.10	2.40	2.80	3.20
Payments to capital providers ³	7.70	20.10	25.30	34.80
Government payments	1.60	0.60	0.70	0.90
Total	26.80	38.80	46.80	69.40
Retained economic value	4.10	-5.00	-0.30	-5.80

1. The Value Added Statement (VAS) does not contain the opening by investments in community and, for this reason, this category is not contemplated here. The data are presented on an accrual basis and the information is available in consolidated form.
2. Considers the revenue presented in the Value Added Statement (VAS), including the "Revenue related to the construction of own assets" (Works in progress).
3. Includes third-party capital remuneration (accrued interest, passive exchange variations, rents, and others), dividends, and earnings (losses) retained during the year.

Percentage of direct economic value generated and distributed

	2019	2020	2021	2022
	%	%	%	%
Operating costs	57.00%	40.00%	38.38%	43.98%
Employee salaries and benefits	8.00%	6.00%	5.95%	4.64%
Payments to capital providers	29.00%	52.00%	54.01%	50.06%
Government payments	6.00%	2.00%	1.66%	1.32%
Total	100.00%	100.00%	100.00%	100.00%

Key financial outcomes

GRI Dimension

General Disclosures

GRI Code

2-6

Main financial results

	2020	2021	2022
Market value	R\$ 79.0 billion	R\$ 81.8 billion	R\$ 63.2 billion
Total value of net sales revenue	R\$ 30.5 billion	R\$ 41.0 billion	R\$ 49.8 billion
Total Ebitda	R\$ 14.9 billion	R\$ 23.5 billion	R\$ 28.2 billion
Net Debt/Ebitda	4.3x	2.4x	2.0x
Total amount of net income	-R\$ 10.7 billion	R\$ 8.6 billion	R\$ 23.4 billion
Company's total asset value	R\$ 101.8 billion	R\$ 119.0 billion	R\$ 133.2 billion
Total equity value	R\$ 7.2 billion	R\$ 15.1 billion	R\$ 33.1 billion

Net Revenue Composition

GRI Dimension

General Disclosures

GRI Code

2-6

Net Revenue Composition

	2020	2021	2022
	%	%	%
Pulp	84.00%	85.00%	83.00%
Paper	16.00%	15.00%	17.00%

Total Sales Volume, by Product Type and Market

SASB Dimension

Activity Metrics

SASB Code

RR-PP-000.A

SASB Code

RR-PP-000.B

SASB Code

RT-CP-000.A

SASB Sector

Pulp & Paper Products

SASB Sector

Containers and Packaging

GRI Dimension

General Disclosures

GRI Code

2-6

Context

The information is available in two tables, being:

- Total sales volume by product type, in thousand metric tonnes (thousand tonnes)
- Total sales volume by market type, in thousand metric tonnes (thousand tonnes)

Total sales volume, by product type, in thousand metric tonnes

	2020	2021	2022
	t	t	t
Pulp	10,823.00	10,586.00	10,600.00
Paper and consumer goods	1,177.00	1,294.00	1,306.00
Total	12,000.00	11,880.00	11,906.00

Total sales volume by market type, in thousand metric tonnes

	2020				2021				2022			
	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
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
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

#DISMISSALS AND HIRING

Layoffs and Acquisitions Cases



Context

At Suzano, there were no cases of layoffs (temporary contract suspensions) affecting more than 10% (or 1,000 people) in 2020, 2021 or 2022.

In 2019, the year in which the merger between *Suzano Papel e Celulose* and *Fibria* took place, more than 10% [or 1,000 employees] were affected. To learn more about the merger process that resulted in the creation of the company, access our 2018 and 2019 Annual Reports.

Total Number and Rate of New Hires



GRI Dimension

Social

GRI Code

401-1

Stakeholder

Prosperity

Context

The following tables present data considering the *Suzano*, *Ecofuturo* Institute, and *Facepa* teams, which in 2020 was fully incorporated by the company, and thus its data began to be reported in a consolidated manner with the company's indicators. Also, in 2021, *FuturaGene* was incorporated by *Suzano*. In 2022, the reports for 2020 and 2021 were reviewed, since the data began to be reported on a consolidated basis.

The data are 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 gender ^{1 2}

	2020		2021		2022	
	Number	Rate	Number	Rate	Number	Rate
	overall number	%	overall number	%	overall number	%
Men	2,231	17.95%	2,681	20.09%	3,085	21.33%
Women	442	19.90%	825	32.56%	1,125	36.42%
Total	2,673	18.25%	3,506	22.10%	4,210	23.99%

1. In 2022, the previous reports were reviewed, consolidating the companies.
2. The rate of new hirings = number of hirings / annual average of the total number of employees, by gender.

Total number and rate of new hires, by age group^{1 2}

	2020		2021		2022	
	Number	Rate	Number	Rate	Number	Rate
	overall number	%	overall number	%	overall number	%
Under 30 years	929	28.65%	1,309	40.37%	1,850	47.81%
Between 30 and 50 years	1,632	19.96%	2,093	25.60%	2,214	19.42%
Over 50 years	112	6.25%	104	5.80%	146	6.41%
Total	2,673	18.23%	3,506	23.91%	4,210	23.99%

1. In 2022, the previous reports were reviewed, consolidating the companies.
2. Therateofnewhiringsbyagegroup=numberofhirings,byagegroup/annualaverageofthetotalnumberofemployees,byagegroup.

Total number and rate of new hires by region ^{1 2}

	2020		2021		2022	
	Number	Rate	Number	Rate	Number	Rate
	overall number	%	overall number	%	overall number	%
North	146	14.54%	213	22.87%	126	15.54%
Northeast	554	13.17%	829	18.35%	684	13.91%
Central-West	679	33.88%	1,070	43.56%	1,639	50.47%
Southeast	1,259	17.65%	1,354	17.65%	1,647	20.03%
South	4	4.93%	4	5.04%	7	9.25%
Foreign	31	13.83%	36	13.96%	107	38.03%
Total	2,673	18.23%	3,506	23.91%	4,210	23.99%

1. In 2022, the previous reports were reviewed, consolidating the companies. In 2020, hiring predominated in the Southeast and Central-west regions due to the increase in labor in forestry operations and the primarization of the maintenance team at the Aracruz Unit (ES). In 2021 and 2022, the predominant hiring activity was centered in the Southeast, Central-west, and Northeast due to increased workforce in operations, new projects, and outsourcing, with large volumes at the Três Lagoas (MS) and Mucuri (BA) factories.
2. The new hirings rate per region = number of hirings, per region / annual average of the total number of employees, per region.

Total number and rate of new hires of Black people, by region^{1 2}

	2020		2021		2022	
	Number	Rate	Number	Rate	Number	Rate
	overall number	%	overall number	%	overall number	%
North	119	11.85%	170	18.86%	99	12.21%
Northeast	412	9.82%	629	13.92%	537	10.92%
Central-West	417	20.81%	678	27.60%	1,149	35.38%
Southeast	642	9.02%	594	7.73%	845	10.28%
South	1	1.23%	3	3.78%	1	1.32%
Foreign	0	0.38%	1	0.39%	1	0.36%
Total	1,591	10.85%	2,075	13.03%	2,632	15.00%

1. In 2022, the previous reports were reviewed consolidating the companies.
2. Rate of new hirings of Black people per region = number of new hirings of Black people per region / annual average of the total number of Black employees per region.

Total number and rate of new hires of people with disabilities (PwD), by region^{1 2}

	2020		2021		2022	
	Number	Rate	Number	Rate	Number	Rate
	overall number	%	overall number	%	overall number	%
North	1	0.20%	5	0.54%	12	1.48%
Northeast	1	0.05%	23	0.51%	37	0.75%
Central-West	3	0.20%	8	0.33%	30	0.92%
Southeast	4	0.24%	17	0.22%	50	0.61%
South	0	0.00%	0	0.00%	1	1.32%
Foreign	0	0.00%	0	0.00%	0	0.00%
Total	9	0.17%	53	0.33%	130	0.74%

1. In 2022, the previous reports were reviewed, consolidating the companies. In 2022, we continued to grow in diversity and inclusion, and of all the hires made by Suzano, 130 were people with disabilities, a significant increase over the previous year.
2. The rate of new hires of people with disabilities per region = annual average of the number of hires of people with disabilities per region / total number of employees with disabilities per region.

Total Number and Termination Rate



GRI Dimension

Social

GRI Code

401-1

Stakeholder

Prosperity

Context

The following tables present data considering Suzano, Ecofuturo Institute, and Facepa teams, which in 2020 was fully incorporated by the company, and thus its data began to be reported jointly with the company's indicators. Additionally, in 2021, FuturaGene was incorporated by Suzano. In 2022, the reports for 2020 and 2021 were reviewed, since the data began to be reported on a consolidated basis.

The data are segmented as follows:

- Total number and termination rate, by gender
- Total number and termination rate, by age group
- Total number and termination rate, by region
- Total number and termination rate of Black people, by region
- Total number and termination rate of disabled people (PwD), by region

Total number and rate of terminations by gender^{1 2 3}

	2020		2021		2022	
	Number	Rate	Number	Rate	Number	Rate
	overall number	%	overall number	%	overall number	%
Man	1,448	11.73%	1,498	11.21%	1,818	12.57%
Woman	229	11.17%	357	13.94%	505	16.35%
Total	1,677	11.64%	1,855	11.65%	2,323	13.24%

1. In 2020, the total number of termination had a significant drop, reflected in reductions in the profile of departures, by region (except the central 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 actions between the companies that originated Suzano (Suzano Papel e Celulose and Fibria). Between 2021 and 2022, we maintained an average turnover pattern, with a small increase in the number of women leaving offset by an intentional movement to hire a larger proportion of women, which at the end of the year represented an evolution in the overall percentage of women in the company.
2. The resignation rate by gender = number of termination rate, by gender / annual average of the total number of employees, by gender.
3. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.

Total number and Termination, by age group^{1 2}

	2020		2021		2022	
	Number	Rate	Number	Rate	Number	Rate
	overall number	%	overall number	%	overall number	%
Under 30 years	380	11.95%	445	12.75%	625	16.15%
Between 30 and 50 years	1,059	11.21%	1,158	11.25%	1,460	12.80%
Over 50 years	238	13.44%	252	11.75%	238	10.45%
Total	1,677	11.64%	1,855	11.65%	2,323	13.24%

1. In 2020, the total number of terminations declined 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 actions between the companies that originated Suzano (Suzano Papel e Celulose and Fibria). In 2021 and 2022, the exits maintained similar characteristics in the age group profile, with a small reduction in the senior group.
2. The termination rate per age group = number of termination per age group / annual average of the total number of employees per age group.

Total number and Termination Rate, by region^{1 2}

	2020		2021		2022	
	Number	Rate	Number	Rate	Number	Rate
	overall number	%	overall number	%	overall number	%
North	175	17.41%	170	18.26%	211	26.03%
Northeast	416	9.91%	458	10.14%	433	8.80%
Central-West	434	21.66%	428	17.43%	700	22.10%
Southeast	622	8.81%	758	9.86%	911	11.08%
South	16	19.73%	4	5.04%	8	10.57%
Foreign	14	15.41%	37	14.42%	60	21.33%
Total	1,677	11.64%	1,855	11.65%	2,323	13.24%

1. In 2020, the total number of dismissals fell significantly, reflected in reductions in the profile of departures by region (except the Central-West and North). This is mainly due to the stabilization of the organizational structure after a year of integration between the companies that formed Suzano (Suzano Papel e Celulose and Fibria). In 2022, the departures maintained historical turnover patterns by region, without significant variations.
2. The termination rate per region = number of termination per region / annual average of the total number of employees per region.

Total number and termination rate of Black people, by region^{1 2}

	2020		2021		2022	
	Number	Rate	Number	Rate	Number	Rate
	overall number	%	overall number	%	overall number	%
North	134	13.25%	136	14.61%	168	20.72%
Northeast	279	6.77%	309	6.84%	313	6.36%
Central-West	229	11.43%	248	10.10%	452	13.92%
Southeast	225	3.17%	263	3.42%	365	4.44%
South	7	6.17%	1	1.26%	3	3.96%
Foreign	4	7.90%	16	6.23%	9	3.20%
Total	878	6.11%	973	6.11%	1,310	7.46%

1. In 2022, the termination of Black professionals maintained historical turnover patterns, by region, without significant variations.
2. The termination rate of Black employees per region = number of termination of Black professionals per region / annual average of the total number of Black employees per region.

Total number and termination rate of disabled people (PwD), by region¹

	2020		2021		2022	
	overall number	%	overall number	%	overall number	%
North	4	0.40%	1	0.11%	15	1.85%
Northeast	4	0.10%	9	0.20%	11	0.22%
Central-West	3	0.10%	2	0.08%	4	0.12%
Southeast	9	0.15%	20	0.26%	27	0.33%
South	0	0.00%	0	0.00%	0	0.00%
Foreign	0	0.00%	0	0.00%	0	0.00%
Total	20	0.14%	32	0.20%	57	0.32%

1. termination rate of people with disabilities per region = number of dismissals of employee(s) with disabilities per region / annual average of the total number of employee(s) with disabilities per region.

#HUMAN RIGHTS

Human Rights Management



SASB Dimension

Rights of Indigenous Peoples

SASB Code

SASB RR-FM-210a.2

SASB Sector

Forest Management

GRI Dimension

General Disclosures

GRI Dimension

Material Topics

GRI Code

2-23

GRI Code

2-24

GRI Code

2-25

GRI Code

3-3

Context

1. Commitment to Human Rights

Suzano respects and promotes Human Rights in its business and operations as a whole, urging the same attitude from its employees and partners. The company has a Human Rights Policy aimed at establishing this commitment by means of managing risks and opportunities, reducing adverse impacts, and maximizing the company's positive impacts and those on its value chain. It highlights the rights that are relevant to Suzano, its operations and value chain, such as: the preservation of customary rights, access to water and other natural resources and traditional communities' and indigenous peoples' subsistence activities; the eradication of child labor and any form of forced or compulsory labor; freedom of association and

collective bargaining; as well as the fostering of a dignified, safe, non-discriminatory work environment with adequate remuneration.

Our commitment is grounded in respect for internationally recognized human rights, defined as those expressed in the International Bill of Human Rights; the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and its eight Fundamental Conventions, as well as in external reference documents such as The Indigenous and Tribal Peoples Convention, 1989 (No. 169); the Organization for Economic Co-operation and Development's (OECD) Guidelines for Multinational Enterprises; the United Nations' (UN) Global Compact Principles; The 2030 Agenda - 17 United Nations Sustainable Development Goals; the International Finance Corporation (IFC) Performance Standards; the Global Reporting Initiative (GRI) Standards; the Forest Stewardship Council (FSC) Principles; and the Voluntary Principles on Security and Human Rights (VPSHR).

Moreover, we are committed to actions aimed at promoting human rights, striving to expand the positive impacts resulting from our activities and be instrumental in transforming our value chain as well as society.

2. Governance

Nowadays, Human Rights management at Suzano is shared by different areas, among which are Sustainability, People and Management, Auditing, Forestry, Supplies and Logistics.

3. Voluntary Commitments, Forums and Partnerships

As Global Compact members, we commit to support and respect the protection of internationally recognized human rights and ensure that we do not participate in initiatives and actions that violate these rights. We are also present in the Fórum de Empresas e Direitos LGBTI+ (LGBTI+ Companies and Rights Forum in Portuguese), the Iniciativa Empresarial pela Igualdade Racial (Business Initiative for Racial Equality in Portuguese), the Equidade é prioridade (Equity is Priority in Portuguese), Movimento Mulher 360 (Women 360 Movement in Portuguese) and the Rede Mulher Florestal (Forest Women's Network in Portuguese).

In 2022, Suzano took part in the Action Platform for Human Rights of the Global Compact Network Brazil, which promotes discussions regarding the role of companies in terms of human rights issues, under the UN Guiding Principles on Business, as well as the Sustainable Development Goals. The Platform is composed of representatives from business, UN agencies, NGOs, and government, and its agenda includes debates on gender equality, immigrants and refugees, the rights of LGBTQIAP+ people, indigenous peoples, people with disabilities, confronting racism and forced labor, and promoting the Guiding Principles on Business and Human Rights.

By partnering with Childhood Brasil, the company conducts campaigns and training for both the internal and external public, in collaboration with the Municipal Councils for Children's and Adolescents' Rights in 10 partnering municipalities. To learn more, see the indicator "Agente do Bem".

We have also taken part in the ""Comunidades Na Mão Certa"" (Communities in the Right Direction in Portuguese) Project, designed to provide a collective space for learning and sharing best practices in the market to engage the various sectors of the community and public policies in fighting sexual violence against children and adolescents on Brazilian highways.

4. Due Diligence Process and Human Rights Assessment

Suzano operates in several locations in Brazil that host human rights risks that are inherent to the local context. Moreover, the company's activities can pose risks, and thus require the ability to adopt measures to prevent and mitigate human rights impacts.

A corporate due diligence was completed in 2022, encompassing the mapping of human rights risks and highlighting opportunities to improve the existing management process. Its scope took into account both the Brazilian and industry contexts, as well as the characteristics of the company's forestry, industrial, logistics, port operations and supply chain. Over 280 documents were analyzed in the process and 27 in-depth interviews were conducted. Information gathered through risk management procedures, grievance mechanisms and stakeholder engagement was also employed.

Based on this mapping, the following issues were identified as priorities: decent work; occupational health and safety; equality and prevention of harassment; decent and safe work in the value chain; the right to a healthy environment and access to water; the health, safety and well-being of local communities; relations with local communities and human rights defenders; the rights of indigenous and traditional peoples and communities; land rights; the rights of communities in the value chain; property security; ethics and transparency.

The most relevant rightholders for the company's operations and value chain were also identified, being: company and contracted employees; value chain workers; local communities; indigenous and traditional peoples and communities; human rights and environmental defenders; society. The rightholders group extends to those who do not have any direct interaction with the operations, yet are affected by them, for example, residents of more distant communities.

As a result of the findings related to the due diligence process and the classification of risks and potential impacts for rightholders, action plans are being drawn up, based on the United Nations Guiding Principles on Business and Human Rights.

In the forestry operations, wood suppliers are identified as relevant public and are covered by the FSC-STD-40-004 and Cerflor NBR 14.790 chain of custody certification and by the Wood Supply Policy. FSC also has a specific standard for receiving non-certified wood, defined as "Controlled Wood" (FSC-STD-40-005 Standard), establishing the implementation and maintenance of a due diligence system to identify, among others, risks to Human Rights. Suzano has implemented annual internal audits and, upon detection of deviations in the categories, corrective actions are taken and monitored.

In the context of supplier management, we have established a Sustainable Procurement Policy containing guidelines on Human Rights and sets out guidelines to be observed in the various stages of the relationship, from registration, approval, assessment right through to monitoring. When dealing with Suzano, the supplier agrees to allow compliance evaluation visits, provided they are previously agreed upon, providing all records and information requested, ensuring that fundamental Human Rights are not at risk of being violated.

Our homologation and registration process covers 100% of suppliers and considers 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 system, integrity and the environment. We have also made progress in automation and data analysis aiming to leverage risk prediction processes, provide efficiency to audits in the supply chain and support decision making for more responsible purchases. To this end, we have established and maintained important partnerships to support us in this transformation journey.

Aiming to ensure the rights of our employees, Suzano follows the current legislation, the collective bargaining standards and the policies established in the company's Code of Conduct. Regarding labor and union relations, we are committed to maintaining respectful relations with the employee representatives and abide by the agreements entered into, while always disclosing them to all employees. We value and promote diversity, with no form of discrimination of any kind, be it race, color, political conviction, gender identity, religion, sexual orientation, age, place of birth, disability, among others.

Suzano also monitors 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 is intended to assess the efficiency of the relationship and socio-environmental investment strategies adopted, as well as to monitor and assess processes and actions involved in minimizing social risks associated with the company's operations (impacts and demands).

Concerning local, indigenous and traditional communities, human rights issues are monitored by means of internal procedures and defined in their operating licenses. We are committed to take the lead in repairing the damage, not waiting for the injured party to complaint, and ensuring that the affected party is granted freedom of choice as to possible remedy options.

5. Code of Conduct

The Code of Conduct encompasses the six ethical principles that drive our daily actions focusing on the quality of our relationships, products and services. Inspired by Suzano's Culture Drivers, the document guides and refines our daily actions and decisions, ensuring that our 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 relationships with its assorted public. This entails the unchanging respect for Human Rights, as a fundamental condition to be met by all parties involved in our business.

We strive to raise awareness, foster engagement and establish effective implementation of Human Rights in all of our businesses through communication, training and team meetings. To align the conduct expected from all Suzano employees, mandatory (re)training on the Code of Conduct is required periodically. It is worth noting that the Code of Conduct and its mandatory training were updated in 2021, in line with our internal regulations.

We also devised Suzano's Supplier Code of Conduct, which establishes strategies and the interaction environment between Suzano and its suppliers through clearly communicating the company's expectations regarding the operating conditions and operation of its partners. The Code is applicable to all of its suppliers, including their legal representatives, who commit to act in accordance with the laws and applicable regulations in force, as well as with the provisions of Suzano's Code of Conduct and the contractual provisions signed between the parties.

6. Dialogue Channels and Complaint Mechanism

Suzano is committed to transparency in dealing with its stakeholders. To this effect, it has a structured process in place to register, evaluate, respond to and monitor all stakeholder manifestations related to its activities and products, such as complaints, questions, suggestions, opinions and others, that can be accessed through the call center or by e-mail at suzanoresponde@suzano.com.br. Stakeholder relationship management is done by means of SISPART, the corporate system for recording and monitoring incidents received by the company.

As for the internal and external public, Suzano also offers an ombudsman channel that ensures confidential treatment for all issues brought forward, including those related to Human Rights. In the event of violations of the Code of Conduct, Corporate Human Rights Policy and Diversity and Inclusion Policy, the People & Management and Ombudsman teams are equipped to receive and handle complaints of any nature, in addition to ensuring confidentiality and non-retaliation of those involved. This channel is available by phone [0800 771 4060](tel:08007714060), e-mail ouvidoriaexterna@austernet.com.br or via the portal and applies to Suzano's operations in Brazil as well as in every other region of the world in which the company has offices.

Suzano is committed to remediating adverse impacts on Human Rights throughout its chain of operations. The complaints submitted are recorded in an outsourced computerized system. Upon complaint submission, an investigation process is initiated, which must be completed within 30 days. Results are then presented to the Conduct Subcommittee, responsible for assessing the implementation of consequences and action plans, with a final report to the Conduct Committee.

The main complaints refer to inappropriate behavior, fraud, physical conditions of the workplace, remuneration, working hours, benefits, labor issues, deviation from function, selection/admission/dismissal process, health and safety, and information security. After due analyses and investigations, corrective and disciplinary measures are applied through warnings, suspensions or layoffs.

Right to Exercise Freedom of Association and Collective Bargaining, Risk of Child Labor and Forced and/or Slave Labor in Operations and Suppliers



GRI Dimension

Social

GRI Code

407-1

GRI Code

408-1

GRI Code

409-1

Stakeholder

People

Context

We guarantee our employees the full right to exercise their right to union membership. The collective negotiations are fully respected, and all the unions representing the professional categories are guaranteed the negotiation agenda and effective participation throughout the negotiation process that aims to close the Collective Labor Agreements.

The Ethical Principles established in Suzano's Code of Conduct include the express prohibition of forced or compulsory labor, child labor, or any other form of exploitation that violates human dignity and the labor legislation in force. We are confident about the company's conduct in promoting an open, loyal, and constructive dialogue with the employers' and workers' representative entities, based on the principles of freedom of association and respect for the plurality of ideas.

All service providers entering Suzano's facilities, as well as their subcontractors, must follow specific criteria to maintain process and people integrity and safety.

Different management measures are adopted to evaluate our suppliers. We used the socio-environmental risk matrix of Suzano's supply chain to segment its total supplier base and identify the risks by analyzing the purchasing categories from a socio-environmental perspective, which includes human rights issues related to labor practices, forced and child labor, and sexual exploitation of children and adolescents.

The control of ancillary obligations is the process in which we monitor compliance with the collective agreement and/or convention that guarantees the right to exercise freedom of association and collective bargaining.

In 2022, we achieved our goal of implementing and executing a robust second-party audit process focused on ESG aspects. This initiative was applied to our critical suppliers with high sustainability risk prioritized for the first cycle of this project.

Another important process is the Occupational Health, Safety and Environment (SSOMAR in Portuguese acronym) evaluation that monitors the risks of child labor and forced labor and/or analogous to slavery in Suzano's operations.

Wood Suppliers

Suzano has the commitment and the goal to monitor and mitigate risk in 100% of its wood supply, be it from its management or suppliers (tier 1 and non-tier 1), in environmental, social, economic, and legal requirements. To this end, we have adopted a [Wood Supply Policy](#) (in portuguese) and a Commitment to Zero Deforestation, whose development complies with the Brazilian Forest Code, the FSC® Association Policy criteria, the FSC® and PEFC forest stewardship 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 for traceability and legal origin of wood, such as the European Timber Regulation (EUTR), United Kingdom Timber Regulation (UKTR), Lacey Act (USA), Australian Illegal Logging Prohibition Act.

In practice, these guidelines are implemented through the Due Diligence System/Monitoring Program, which consists of risk assessment and risk mitigation in the supply chain.

For more information, see the indicator **"Total number and percentage of suppliers that have undergone environmental and social assessment"**.

The following information is available in the tables below:

- Suppliers with a significant risk of occurrence of child labor and forced and/or compulsory labor;
- Suppliers where the right to freedom of association and collective bargaining may be at risk.

Suppliers with significant risk for incidents of child labor and forced and/or compulsory labor²

	2020		2021		2022 ¹	
	Except wood suppliers	Wood suppliers	Except wood suppliers	Wood suppliers	Except wood suppliers	Wood suppliers
		overall number	overall number	overall number	overall number	overall number
Total number	n/d	614	546	558	748	1,090
Number of Evaluated	n/d	614	546	558	748	1,090
Number of those in which risk was identified	n/d	0	0	0	0	0

1. The supply of wood, evaluated from the environmental and social (child labor and cases of forced labor or slavery-like practices) perspectives, as well as the economic aspect, is defined in the socio-environmental matrix as critical and high-risk for sustainability (sustainable procurement policy). As an additional risk assessment methodology, we use internationally recognized certification standards and regulations such as FSC® standards, National Risk Analysis for Brazil, EUTR – European Timber Regulation, and UKTR – United Kingdom Timber Regulation, which are included in the Wood Supply Policy.
2. Wood suppliers: 750 direct wood suppliers + 340 suppliers (non-tier 1) evaluated, totaling 1,090.

Suppliers where the right to freedom of association and collective bargaining may be at risk

	2020		2021		2022 ¹	
	Except wood suppliers	Wood suppliers	Except wood suppliers	Wood suppliers	Except wood suppliers	Wood suppliers
		overall number	overall number	overall number	overall number	overall number
Total number	n/d	614	546	558	748	1,090
Number of Evaluated	n/d	614	546	558	748	1,090
Number of those in which risk was identified	n/d	0	0	0	0	0

1. Wood suppliers: 750 direct wood suppliers + 340 suppliers (non-tier 1) evaluated, totaling 1,090.

Additional information

Given Suzano's different businesses, we implemented the [Socioenvironmental Risk Matrix](#) (in portuguese), which allows us to define consistent monitoring criteria aligned with Suzano's Renewing Life Commitments. Thus, we seek to ensure risk mitigation from registration, through risk monitoring and performance evaluation aligned to the [Sustainable Procurement Policy](#) (in portuguese) and the [Supplier Code of Conduct](#) (in portuguese).

Wood Supply: annually, third-party internal audits and external audits are performed by the independent certifying body, in which the criteria of the cited norms are verified. In the audits, documents are

checked for compliance with the standards and legal documents, and on-site visits are made to evaluate the standard practice in the field. 750 direct wood suppliers (100%) were audited by the operational areas in 2022. Of these 750, 340 indirect suppliers were also audited, totaling 1,090 (100% of the supply).

Furthermore, in the external audit process that took place in a sample, by an independent certifier, in the Belém (PA), Jacareí (SP), and Limeira (SP) units, no non-conformities were identified related to legality in the wood supply.

Security personnel trained in human rights policies or procedures, by type of operation



GRI Dimension

Social

GRI Code

410-1

Context

The figures represent the percentage of personnel working in the Patrimonial Security area who received formal training in Suzano's human rights policies or in specific procedures for its security application. The response also includes employees from outsourced organizations.

Percentage of security personnel formally trained in organization's human rights policies or specific procedures and their security application, by type of operation¹

	2019	2020	2021	2022
	%	%	%	%
Industrial operations	30.00%	33.00%	100.00%	37.00%
Forestry operations	60.00%	97.00%	62.00%	72.00%
Other offices/fixed locations	26.00%	57.00%	100.00%	50.00%
Port operations	n/d	80.00%	92.00%	92.00%
Total	43.00%	63.00%	67.00%	58.00%

1. The percentage variation in Industrial **Operations and Other offices/fixed positions** in 2022 was due to the restructuring of part of the management responsible for the Facilities area (South and North). The training was not applied in its entirety, which explains the drop in the number of trained people in the comparison between 2021 and 2022.

Total number of training hours and total number and percentage of employees trained in Human Rights policies and practices

GRI Dimension

Social

GRI Code

412-2

Context

In the table 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	
	2019		2020		2021		2022	
	overall number	overall number	overall number	overall number	overall number	overall number	overall number	
Training Hours ¹	377,520	396,930	438,210	462,210				
Total number of employees trained ²	12,584	13,231	14,607	15,407				

1. The training hours reported refer to the Code of Conduct Mandatory Training. Among the ethical pillars of the Code, we mention the relevance of compliance with Human Rights. The hours were calculated using the Code of Conduct training control spreadsheet issued by Webtraining, responsible for the administration of UniverSuzano, the company's online training platform.
2. The number of employees who took the Code of Conduct Training was extracted from the Code of Conduct training control spreadsheet issued by Webtraining, responsible for UniverSuzano's administration.

Percentage of employees trained in Human Rights

	2019	2020	2021	2022
	%	%	%	%
Percentage of employees trained in Human Rights	92.00%	87.00%	86.00%	83.00%

#DIVERSITY AND EQUAL OPPORTUNITIES

Average Years of Permanence, by Gender



Context

Suzano’s diversity, equity, and inclusion journey has been advancing since the company was created in 2019. We understand that to have intentional actions that reflect the company’s reality, we need to measure numerous indicators that indicate the demographics of our professional body. Only by doing so will we be able to outline targeted effective actions that can leverage the numbers toward the Commitments to Renewing Life defined by the company. One of these indicators is presented below: the average number of years of permanence by gender. In addition to the numbers, it should be noted that Suzano has focused groups - affinity groups - that qualitatively work on actions directed towards the following segmentations: gender, race and ethnicity, people with disabilities, LGBTQIAP+ people, and generations.

Average Years of Permanence at Suzano, by Gender^{1 2 3}

	2019	2020	2021	2022
	average	average	average	average
Male	8.80	8.60	8.10	7.70
Female	6.10	6.30	5.50	4.80

1. In 2020, Facepa was fully incorporated by Suzano S.A. Thus, from that year on, its data started to be reported as a consolidated part of the company’s indicators, not separately, as was the case previously.
2. In 2021, FuturaGene was incorporated by Suzano.
3. In 2022, the previous reports were revised, consolidating the companies.

Base Salary and Remuneration Ratio Between Women and Men



GRI Dimension

Social

GRI Code

405-2

Stakeholder

People

Context

The data in the following tables were prepared using December 2022 payroll, considering only active employees in Brazil and companies that Suzano S.A. has a direct connection with (*Suzano, Ecofuturo Institute, Portocel, and Porto de Santos*).

Ratio of Basic Salary¹ Between Women and Men

	2019	2020	2021	2022
	%	%	%	%
Administrative	84.00%	90.00%	93.42%	91.95%
Consultant	92.00%	93.00%	92.46%	89.62%
Coordinator	95.00%	95.00%	94.98%	93.20%
Director (executive and functional)	84.00%	78.00%	83.38%	81.87%
Specialist	96.00%	92.00%	99.91%	100.75%
Executive Manager	97.00%	89.00%	101.77%	94.37%
Functional Manager	95.00%	94.00%	95.43%	92.10%
Operational	67.00%	72.00%	71.38%	66.62%
Supervisor	89.00%	90.00%	85.90%	83.37%

1. For the base salary, the nominal monthly pay was considered.

Remuneration Ratio Between Women and Men

	2019	2020	2021	2022
	%	%	%	%
Administrative	84.00%	90.00%	93.44%	91.95%
Consultant	91.00%	92.00%	92.30%	89.72%
Coordinator	94.00%	95.00%	95.21%	93.71%
Director (executive and functional)	85.00%	76.00%	84.30%	81.37%
Specialist	96.00%	92.00%	99.91%	100.75%
Executive Manager	90.00%	90.00%	101.77%	94.37%
Functional Manager	95.00%	93.00%	95.43%	92.10%
Operational	67.00%	71.00%	71.07%	66.43%
Supervisor	88.00%	88.00%	85.88%	82.97%

1. For compensation, the base salary and short and long-term variable compensation were used.

Additional information

The differences in salaries and remuneration between men and women at Suzano exist, essentially due to the historical difference in the composition of company's workforce, when segmented by gender. Therefore, the base salary and remuneration of male public are shown to be higher than that of female public, since the first group has worked longer at the company, with an average of 6.9 years and 3.9 years, respectively.

However, when we observe the average salary between genders considering the working time at the company, it is possible to verify that the female public has, as a priority, an average salary approximately 15% higher than the male public.

Diversity, Equity, and Inclusion Management



GRI Dimension

Material Topics

GRI Code

3-3

Context

For Suzano, working on diversity, equity, and inclusion (DE&I) is not only a duty but 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. These are some reasons why the theme is a relevant part of our Culture Drivers.

We know that to introduce diversity, equity, and inclusion in a company it is necessary to transform its essence and how it operates. This journey only works if it is based on a solid culture. At Suzano, the theme of diversity, equity, and inclusion began to be worked on voluntarily and organically from the will and engagement of a group of employees who, in 2016, began to discuss gender issues. Two years after its creation, in 2018, the movement gained strength, giving rise to two more affinity groups: of Black people¹, which debates racial and ethnic inclusion, and LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and more)⁴. With that, our movement was renamed Plural. In 2019, two more affinity groups emerged: Generations and People with Disabilities, bringing the total number of action fronts to five.

In 2019, with the new Suzano, the Plural program was institutionalized to expand representation, ensure respect, and individuality, and provide an environment of free expression for the company's team. Its governance includes affinity groups (AG), sponsors (two executives per AG), leaders (two to three people per AG), and more than 400 people among Ambassadors and Allies, who bring the movement to life in the locations where we operate.

An important front is the use of the UniverSuzano platform for training, an online training hub available to all of the company's employees. Since 2019, the platform has had training on DE&I, such as unconscious biases, inclusive leadership, the importance of the theme for the corporate environment, and the role of the Human Resources area in this journey. In 2021, new content was added: "What's your color? Understanding racial self-declaration", taught by Benilda Brito, an expert on the subject.

We have opportunities and therefore we seek to better understand our barriers and biases to know the best practices, to establish alliances and partnerships to be better every day, and to direct our investments in DE&I. We understand that our investments towards an increasingly diverse, equitable and inclusive Suzano passes along at least three axes:

- Social, within the understanding that this movement is important for the world, giving an opportunity to more and more people

- Strategic, in the sense that more diverse teams have a greater ability to create, innovate, and generate results
- Cultural, from the standpoint of creating an increasingly inclusive and inviting environment, results in the attraction, retention, and engagement of people

In regards of this context, related to diversity, equity, and inclusion were inserted as part of the Commitments to Renewing Life, which gave a clear direction to where our journey of evolution on the theme should go, with a deadline of 2025. They are the following:

- Reach 30% women in leadership positions (functional managers and above)
- Reach 30% Black people in leadership positions (functional managers and above)
- Ensure 100% accessibility and achieve a 100% inclusive environment for people with disabilities^{2 3}
- Reach a 100% inclusive environment for LGBTQIAP+⁴ people

Annual goals (2022):

- Increase by 2 pp the representation of women in leadership (supervision and above)
- Increase by 2 pp the representativity of Black people in the leadership (supervision and above)
- Increase by 1 pp the representativity of people with disabilities in the organization
- Increase 1.1% the perception of an inclusive environment for LGBTQIAP+ people
- Increase 2.6% the perception of an inclusive environment for multigenerational people

We have already received two very significant recognitions for the path we have traveled thus far: the Women on Board (WOB) seal, which recognizes companies with female participation on the board of directors or advisory board, and the WEPs (Women's Empowerment Principles) Award, organized by UN Women, in which Suzano was recognized in the Bronze category among large companies.

Suzano has allied with partners with solid experience in the area to strengthen its governance and apply the best diagnostic and management tools. Among the partnerships that are in dialogue with both our Commitments to Renew Life and our organizational values are:

- LGBTI+ Business and Rights Forum: we are signatories to this business movement to improve our management practices, combat LGBTQIAP+phobia, and act with other companies to positively impact the business environment and society
- Business Initiative for Racial Equality: a movement formed by companies and institutions to promote racial inclusion. Aiming at ethno-racial equality and focusing on the promotion and development of careers and preparation of Black professionals for top leadership
- Women's Empowerment Principles: a set of considerations to help the business community incorporate into their businesses values and practices aimed at gender equity and women's empowerment
- Equity is a Priority: a movement launched by the Global Compact Network Brazil aims to increase the number of women in senior leadership positions. In it, we commit to the goal of 30% women in senior leadership positions by 2025
- Mulher 360 Movement: is a Reference Center in Female Economic Empowerment for companies, social organizations, and society, which seeks to create a more evolved country about gender equity. It contributes to the economic empowerment of Brazilian women in a 360-degree vision

by fostering, systematizing, and disseminating advances in business policies and practices and by engaging the Brazilian business community and society in general

- Forest Women Network: a movement that supports the discussion about gender in the forest sector and society. It provides opportunities to build fairer, more collaborative, respectful, and voluntary work environments

Moreover, in 2022, Suzano innovated in representativity management and DE&I targets, making a management support platform called PowerBi available to the leadership. The solution created a page with dashboards that support analysis, follow up on goals, and provide information and references for decision-making.

Another launch of 2022 was the career acceleration program for women and black people, in which approximately 340 people participate in a soft skills development track, but also with a look at the limiting beliefs of these groups. The program called ELOS D+ also includes the distribution of 100 English grant scholarships, sponsorship sessions with executives from the organization, and Inclusive Leadership training for our executive audience.

To protect everyone, we have a Diversity & Inclusion (D&I) policy and a Code of Conduct. Should any conduct go against what is expressed in these documents, we have the People & Management and Ombudsman teams prepared to receive and deal with complaints of any nature, and to guarantee the confidentiality and non-retaliation of the people involved. To do this, we have an external and independent call center called the "Ombudsman Channel" accessible to the public inside and outside the company.

1. Black people: Terminology used by the Brazilian Institute of Geography and Statistics (IBGE), including self-declared black and brown people.
2. Accessible environment: according to a survey conducted by Equal in 2020, in the offices and industrial units in Brazil, based on the concept of reasonable adequacies and the NBR9050 and annual advance measured after structural adequacies and reforms.
3. 100% guarantee of an inclusive environment: according to a study by the Globescan consulting firm, when analyzing the survey sample, results starting at 97.31% are within the 95% confidence interval and therefore can reflect a 100% inclusive environment.
4. At Suzano, we chose to use the acronym LGBTQIAP+, which includes lesbian, gay, bisexual, transgender, queer, intersex, asexual, pansexual, and "+" symbolizing all other sexual orientations, identities, and gender expressions.

Number and percentage of employees by diversity categories



GRI Dimension

Social

GRI Code

405-1

Stakeholder

People

Context

Suzano's diversity, equity and inclusion journey has been moving forward since the company's establishment in 2019. We understand that, in order to have intentional actions that in fact reflect the company's reality, we need to measure several indicators that indicate the demographics of our body of professionals. This is the only way we can draw up targeted and effective actions that can leverage the numbers toward the Commitments to Renewing Life that were defined by the company.

The information presented in this indicator considers information from Suzano, the Ecofuturo Institute, and Facepa, which in 2020 was fully integrated by the company and thus its data began to be reported in a consolidated manner with the company's indicators. In addition, in 2021, FuturaGene was integrated by Suzano. In the 2022 cycle, the reports for 2020 and 2021 were reviewed so that the data were reported in a consolidated manner.

The tables below provide the following information:

- Total number and percentage of employees, by race;
- Percentage of employees, by employee category and gender;
- Percentage of employees by employee category and age group;
- Percentage of Black employees, by employee category and gender;
- Percentage of employees with disabilities (PwD), by functional category and gender;
- Percentage of LGBTQIAP+ employees, by employee 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 governance bodies LGBTQIAP+;
- 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 functions, by gender.

To learn more about the DE&I initiatives, access www.suzano.com.br/plural

Total number and percentage of employees, by race

	2020		2021		2022	
	overall number	%	overall number	%	overall number	%
Whites	6,401	42.70%	6,775	40.60%	7,212	38.90%
Pardos*	6,574	43.80%	7,400	44.30%	8,322	44.90%
Black	1,477	9.90%	1,724	10.30%	2,095	11.30%
Indigenous	100	0.80%	116	0.70%	154	0.80%
Yellow	317	2.10%	349	2.10%	370	2.00%
Not informed	134	0.70%	329	2.00%	390	2.10%
Total	15,003	100.00%	16,693	100.00%	18,543	100.00%

- 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. Source: <https://news.mongabay.com/2021/06/i-am-indigenous-not-pardo-push-for-self-declaration-in-brazils-census/>

Percentage of employees, by employee category and gender

	2020		2021 ¹		2022	
	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%
Administrative	60.21%	39.79%	58.55%	41.45%	52.47%	47.53%
Advisor	73.12%	26.88%	72.30%	27.70%	70.26%	29.74%
Coordinator	70.80%	29.20%	69.10%	30.90%	66.41%	33.59%
Director	94.89%	5.11%	92.71%	7.29%	85.67%	14.33%
Executive director	91.67%	8.33%	98.60%	8.39%	89.54%	10.46%
Specialist	89.15%	10.85%	90.46%	9.54%	89.86%	10.14%
Executive manager	80.35%	19.65%	80.96%	19.04%	81.65%	18.35%
Functional manager	80.07%	19.93%	76.15%	23.85%	73.61%	26.39%
Operational	93.04%	6.60%	92.52%	7.48%	91.00%	9.00%
Chairperson	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%
Supervisor	90.50%	9.50%	88.52%	11.48%	84.69%	15.31%
Total	84.75%	15.25%	83.92%	16.08%	82.40%	17.60%

1. In 2021, the category "Councilor" was excluded and the category " Chairperson" was introduced, thus being necessary to make the correction for previous years.
2. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements

Percentage of employees by employee category and age group¹

	2020			2021			2022		
	Under 30 years	Between 30 and 50 years	Over 50 years	Under 30 years	Between 30 and 50 years	Over 50 years	Under 30 years	Between 30 and 50 years	Over 50 years
	%	%	%	%	%	%	%	%	%
Administrative	32.70%	58.17%	9.14%	33.12%	58.48%	8.40%	33.40%	58.35%	8.25%
Advisor	13.44%	70.16%	16.39%	12.75%	73.09%	14.16%	12.39%	74.47%	13.14%
Coordinator	7.03%	76.36%	16.61%	10.25%	73.68%	16.07%	8.12%	78.27%	13.61%
Director	0.00%	50.00%	50.00%	0.00%	47.62%	52.38%	0.00%	61.54%	38.46%
Executive director	0.00%	41.67%	58.33%	0.00%	53.85%	46.15%	0.00%	53.85%	46.15%
Specialist	0.00%	57.00%	43.75%	0.00%	57.38%	42.62%	0.00%	56.72%	43.28%
Executive manager	0.00%	71.43%	28.57%	0.00%	69.23%	30.77%	0.00%	70.40%	29.60%
Functional manager	1.68%	81.14%	17.17%	2.46%	82.15%	15.38%	1.40%	83.19%	15.41%
Operational	20.79%	64.90%	14.31%	20.84%	65.36%	13.80%	22.05%	64.41%	13.54%
Supervisor	6.99%	75.68%	17.33%	10.75%	73.50%	15.75%	10.11%	76.04%	13.85%
Chairperson	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%

- In association with a specialized company in research methodology, Suzano designed a tool to assess perception regarding how inclusive the environment is for our employees. Thus, in addition to tracking multigenerational representativity in our organization, we also monitor the aforementioned index considering generations. Our most recent study (dated February 2020) shows an indicator of high favorability, with a result of 87.6%. This study provides results by region, enabling us to put forward more specific actions that meet the needs of our people and business.

Percentage of Black¹ employees, by employee category and gender²

	2020			2021			2022		
	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%
Advisor	17.90%	5.40%	23.30%	17.00%	4.40%	21.40%	16.10%	6.20%	22.30%
Coordinator	19.80%	7.30%	27.20%	18.30%	8.90%	27.10%	18.60%	9.70%	28.30%
Director	20.00%	0.00%	20.00%	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%
Specialist	21.10%	0.00%	2.10%	9.80%	0.00%	9.80%	7.50%	1.50%	9.00%
Executive manager	14.30%	3.00%	16.30%	14.50%	2.60%	17.10%	12.80%	2.40%	15.20%
Functional manager	19.90%	5.40%	25.30%	17.50%	4.30%	21.80%	18.80%	5.00%	23.80%
Operational	57.10%	4.50%	61.60%	57.80%	5.50%	63.30%	57.90%	6.80%	64.70%
Chairperson	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%
Total	46.90%	6.70%	53.70%	47.20%	7.40%	54.70%	47.50%	8.70%	56.20%

- The "Black" category includes employees who self-declare as Black or pardos. The data considers the total number of Black employees divided by the total number of employees in the category.
- Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements

Percentage of employees with disabilities (PwD)¹, by functional category and gender²

	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	%	%	%	%	%	%	%	%	%
Administrative	2.37%	1.35%	3.72%	2.60%	1.46%	4.07%	3.30%	2.00%	5.20%
Advisor	0.82%	0.33%	1.15%	0.57%	0.28%	0.85%	1.10%	0.10%	1.20%
Coordinator	0.64%	0.00%	0.64%	0.55%	0.00%	0.55%	0.50%	0.30%	0.80%
Director	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%
Specialist	0.00%	0.00%	0.00%	4.92%	0.00%	4.92%	4.50%	0.00%	4.50%
Executive manager	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Functional manager	0.67%	0.00%	0.67%	0.92%	0.62%	1.54%	1.10%	0.60%	1.70%
Operational	1.83%	0.21%	2.04%	1.98%	0.25%	2.23%	2.10%	0.30%	2.40%
Supervisor	0.61%	0.00%	0.61%	0.75%	0.00%	0.75%	0.40%	0.00%	0.40%
Total	1.80%	0.43%	2.23%	1.96%	0.49%	2.44%	0.60%	2.20%	2.80%

1. PWD is the acronym used to refer to people with disabilities. In 2022, Suzano achieved a record hiring of people with disabilities, totaling 130 professionals. Yet, there is still a challenge ahead of us. We invested 861,000 in actions to qualify our talent attraction team, setting up a resume database, a PWD workforce training program, internal awareness and literacy events, conducting an inclusive environment measurement survey, internal training, translation of content into LIBRAS (Brazilian sign language acronym), initiatives to ensure accessibility for people with disabilities, and job mapping. All these initiatives are enablers for the increased representation of people with disabilities in our organization, and efforts to boost these numbers will be amplified in 2023
2. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.

Percentage of LGBTQIAP+¹ employees, by employee category²

	2020	2021	2022
	%	%	%
Administrative	6.00%	6.70%	6.40%
Advisor	2.00%	4.70%	4.10%
Coordinator	0.00%	1.90%	2.10%
Director	5.00%	4.80%	0.00%
Executive director	0.00%	7.70%	7.70%
Specialist	0.00%	0.00%	0.00%
Executive manager	1.00%	1.70%	3.20%
Functional manager	2.70%	2.20%	2.20%
Operational	4.10%	4.00%	3.60%
Chairperson	0.00%	0.00%	0.00%
Supervisor	4.60%	5.80%	5.90%
Total	4.30%	4.50%	4.10%

1. As of 2020, Suzano began mapping the company's LGBTQIAP+ public, following an effort to voluntarily indicate 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 previous letters "+".
2. In 2022 a review and further consolidation of the figures reported in previous years was conducted, said review has pointed to significant changes in previously reported figures: In 2020, the Administrative category increased from 3% to 6%, the Director category decreased from 6% to 5%, the Functional Manager category increased from 0% to 1%, the Operational category increased from 1% to 4.1% and the Supervisor category increased from 1% to 4.6%, changing the total reported from 2% to 4.3%, whereas in 2021 the only significant change was in the Executive Manager category, in which the numbers shifted from 4.3% to 1.7%.

Percentage of employees, by region and gender¹

	2020			2021			2022		
	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%
Northeast	90.00%	10.00%	28.56%	89.00%	11.00%	28.72%	87.20%	12.80%	27.22%
Central-west	86.00%	14.00%	13.75%	82.60%	17.40%	16.41%	81.10%	18.90%	19.95%
Southeast	83.00%	17.00%	48.97%	80.70%	19.30%	47.61%	79.10%	20.90%	46.57%
South	66.00%	34.00%	0.51%	67.90%	32.10%	0.47%	63.20%	36.80%	0.40%
Abroad	55.00%	46.00%	1.67%	51.20%	48.80%	1.58%	49.20%	51.40%	1.62%
Total	85.00%	15.00%	100.00%	82.80%	17.20%	100.00%	81.20%	18.80%	100.00%

1. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements

Percentage of employees, by region and age group¹

	2020			2021			2022		
	Under 30 years	Between 30 and 50 years	Over 50 years	Under 30 years	Between 30 and 50 years	Over 50 years	Under 30 years	Between 30 and 50 years	Over 50 years
	%	%	%	%	%	%	%	%	%
Norte	20.80%	65.55%	13.65%	19.10%	66.29%	14.61%	15.54%	68.92%	15.54%
Nordeste	22.56%	67.81%	9.62%	22.83%	67.69%	9.48%	22.11%	68.13%	9.76%
Centro-Oeste	27.27%	64.92%	7.81%	27.66%	64.49%	7.85%	29.57%	62.64%	7.79%
Sudeste	19.64%	62.50%	17.86%	19.68%	63.53%	16.79%	20.66%	62.91%	16.43%
Sul	15.79%	73.68%	10.53%	13.92%	73.42%	12.66%	14.86%	72.98%	12.16%
Exterior	26.32%	57.49%	16.19%	21.54%	62.69%	15.77%	22.33%	63.67%	14.00%
Total	21.69%	64.52%	13.79%	21.87%	64.97%	13.16%	22.61%	64.59%	12.80%

1. In association with a specialized company in research methodology, Suzano designed a tool to assess perception regarding how inclusive the environment is for our employees. Thus, in addition to tracking multigenerational representativity in our organization, we also monitor the aforementioned index considering generations. Our most recent study (dated February 2020) shows an indicator of high favorability, with a result of 87.6%. This study provides results by region, enabling us to put forward more specific actions that meet the needs of our people and business.

Percentage of Black¹ employees, by region and gender²

	2020			2021			2022		
	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%
Northeast	65.90%	6.60%	72.50%	66.80%	7.60%	74.50%	66.40%	9.10%	75.50%
Central-west	48.20%	7.30%	55.50%	48.30%	10.20%	58.50%	50.90%	11.40%	62.40%
Southeast	33.80%	4.90%	38.60%	34.10%	5.10%	39.20%	34.70%	6.30%	41.00%
South	21.10%	11.80%	32.90%	22.80%	11.40%	34.20%	23.00%	9.50%	32.50%
Abroad	29.60%	24.70%	54.30%	20.80%	18.50%	39.20%	15.70%	15.00%	30.70%
Total	46.90%	6.70%	53.70%	46.20%	7.40%	54.70%	47.50%	8.70%	56.20%

1. The "Black" category includes employees who self-declare as Black or pardos. The data considers the total number of Black employees divided by the total number of employees in the category. The increase of four percentage points in women's representation in the central-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 introduced initiatives, such as the Cerrado Project, Suzano has structured itself to attract, develop and retain women in its operations, leading to a significant flow of new vacancies in the region over the course of 2021 and 2022
2. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements

Percentage of employees with disabilities (PwD)¹, by region and gender²

	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	%	%	%	%	%	%	%	%	%
North	1.94%	0.92%	2.85%	3.11%	1.04%	4.14%	2.80%	1.27%	4.08%
Northeast	1.28%	0.35%	1.64%	1.54%	0.46%	2.00%	1.94%	0.59%	2.54%
Central-west	0.87%	0.44%	1.31%	0.77%	0.44%	1.21%	1.22%	0.54%	1.76%
Southeast	2.42%	0.39%	2.81%	2.58%	0.45%	3.03%	2.79%	0.59%	4.05%
South	0.00%	2.63%	2.63%	0.00%	2.53%	2.53%	0.00%	4.05%	4.05%
Abroad	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%	0.60%	2.20%	2.80%

1. PWD is the acronym used to refer to people with disabilities.
2. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.

Percentage of LGBTQIAP+¹ employees, by region

	2020	2021 ¹	2022
	%	%	%
North	6.40%	7.50%	5.70%
Northeast	4.60%	4.70%	4.40%
Central-west	5.20%	4.90%	3.90%
Southeast	3.70%	4.10%	4.10%
South	5.30%	6.30%	6.80%
Abroad	0.00%	0.00%	0.00%
Total	4.30%	4.50%	4.10%

1. As of 2020, Suzano began mapping the company's LGBTQIAP+ public, following an effort to voluntarily indicate 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 previous letters "+".

Percentage of members of governance bodies by gender¹

	2020		2021		2022	
	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%
Board of Directors	80.00%	20.00%	80.00%	20.00%	66.67%	33.33%
Fiscal Council	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%
Total	85.00%	15.00%	85.00%	15.00%	75.00%	25.00%

1. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.

Percentage of Black¹ members of governance bodies, by gender

	2020		2021		2022	
	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%
Board of Directors	25.00%	50.00%	25.00%	50.00%	16.67%	33.33%
Fiscal Council	33.00%	0.00%	33.00%	0.00%	33.33%	0.00%
Total	27.00%	50.00%	27.00%	50.00%	22.22%	33.33%

1. The "black" category includes employees who self-declare as Black or pardos.

Percentage of members of governance bodies with disabilities (PwD)¹, by gender²

	2020		2021		2022	
	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%
Board of Directors	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Fiscal Council	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

1. PWD is the acronym used to refer to people with disabilities.
2. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements

Percentage of members of governance bodies LGBTQIAP+¹

	2020	2021	2022
	%	%	%
Board of Directors	0.00%	0.00%	0.00%
Fiscal Council	0.00%	0.00%	0.00%
Total	0.00%	0.00%	0.00%

1. As of 2020, Suzano began mapping the company's LGBTQIAP+ public, following an effort to voluntarily indicate 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 previous letters "+".

Percentage of members of governance bodies, by age group

	2020			2021			2022		
	Under 30 years	Between 30 and 50 years	Over 50 years	Under 30 years	Between 30 and 50 years	Over 50 years	Under 30 years	Between 30 and 50 years	Over 50 years
	%	%	%	%	%	%	%	%	%
Board of Directors	0.00%	20.00%	80.00%	0.00%	20.00%	80.00%	0.00%	33.33%	66.67%
Fiscal Council	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
Total	0.00%	15.00%	85.00%	0.00%	15.00%	85.00%	0.00%	25.00%	75.00%

Percentage of employees, by leadership level and race

	2021					2022				
	Black	White	Yellow	Indigenous	Not informed	Black	White	Yellow	Indigenous	Not informed
	%	%	%	%	%	%	%	%	%	%
Operational Management	36.01%	56.64%	3.02%	0.13%	4.20%	38.83%	55.68%	2.39%	0.12%	2.99%
Tactical Management	20.59%	64.93%	2.71%	0.23%	11.54%	21.58%	66.18%	2.49%	0.00%	9.75%
Strategic Management	5.71%	62.86%	0.00%	0.00%	31.43%	5.00%	72.50%	0.00%	0.00%	22.50%
Total	29.64%	59.77%	2.83%	0.16%	7.59%	31.71%	59.90%	2.35%	0.07%	5.96%

- The leadership levels correspond to: Operational Management: Supervision and Coordination; Tactical Management: Functional Managers and Executive Managers; Strategic Management: Directors.

Percentage of employees, by leadership level¹ and gender²

	2021		2022	
	Female	Male	Female	Male
	%	%	%	%
Operational Management	23.00%	77.00%	24.50%	75.50%
Tactical Management	24.20%	75.80%	24.50%	75.50%
Strategic Management	5.70%	94.30%	17.50%	82.50%
Total	22.90%	77.10%	24.30%	75.70%

- The leadership levels correspond to: Operational Management: Supervision and Coordination; Tactical Management: Functional Managers and Executive Managers; Strategic Management: Directors.
- Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements

Percentage of employees in STEM and revenue-generating¹ functions, by gender²

	2021		2022	
	Female	Male	Female	Male
	%	%	%	%
STEM functions	38.60%	61.40%	36.80%	63.20%
Revenue-generating functions	30.90%	69.10%	44.80%	55.20%

- STEM functions refer to positions with a background in science, technology, engineering, and mathematics. "STEM" employees use their knowledge of science, technology, engineering or mathematics in their day-to-day responsibilities. In order to be classified as a STEM employee, the employee 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, scientist. Revenue-generating functions are management functions in departments such as sales or that directly contribute to the output of products or services. Excluding support functions such as HR, IT, Legal. Can also be referred to as functions responsible for P&L.
- Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.

#CIRCULAR ECONOMY

Recipe for Reusable, Recyclable and/or Biodegradable Products



SASB Dimension

Product Lifecycle Management

SASB Code

RT-CP-410a.2

SASB Sector

Containers and Packaging

Context

Beyond shared responsibilities with other stakeholders, companies can demonstrate their commitment to sustainability by committing to ensuring that the majority of their product portfolio is recyclable, reusable, or biodegradable.

Evaluating the portfolio of Suzano's **Paper and Packaging Business Unit (UNPE, in Portuguese acronym)**, it can be seen that 100% of the products fit one or more of the attributes mentioned above. Thus, it can be said that 100% of UNPE's sales revenue falls under this indicator. This position is related to the fact that we are mainly a biobased company, which uses renewable raw materials, a great differential for single-use and packaging applications.

When evaluating Suzano's **Consumer Goods Business Unit (UNBC, in Portuguese)** portfolio, 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, in Brazil, the practice of composting and reusing the items described is uncommon.

The criteria for this indicator are defined below:

- **Reusable:** is defined as a product or packaging that has been conceived and designed to accomplish, within its life cycle, several trips, rotations, or uses for the purpose for which it was designed, consistent with the definitions in 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 for use in the form of materials or products, according to the definitions in ISO 18604 Material Recycling
- **Compostable:** is defined as one that undergoes degradation by biological processes. During composting, there is CO₂, water, inorganic compounds, and biomass production at a rate consistent with other known compostables and no visible, distinguishable, or toxic residue is left behind. The defi-

nitions are consistent with ISO 18606 Organic Recycling standard definitions. Compostable plastics are further defined by ASTM D6400, 2004, Standard Specification for Compostable Plastics.

Additional information

Due to the strategic nature of this information, Suzano does not detail absolute revenue figures beyond those already disclosed to the market.

Recycled fiber purchased, used or recovered, by business unit



SASB Dimension

Supply Chain Management

SASB Code

RR-PP-430a.2

SASB Code

RT-CP-410a.1

SASB Sector

Pulp & Paper Products

SASB Sector

Containers and Packaging

Context

Paper and Packaging Business Unit (UNPE, for its initials in Portuguese)

In 2022, compared to the previous year, there is stability in volume of recycled fiber purchased. About 2020, there was a reduction, because the product was under development, which makes several tests necessary, and, consequently, a greater volume is produced.

The data are presented in two tables as follows:

- Percentage of recycled fiber purchased and used, by business unit
- Total weight of recycled and/or recovered fiber, per business unit, in tonnes (t)

Percentage of recycled fiber purchased and used, by business unit¹

	2019	2020	2021 ²	2022
	%	%	%	%
Paper and Packaging Business Unit	0.00%	0.01%	0.00%	0.00%
Consumer Goods Business Unit	5.14%	0.51%	0.00%	0.00%

1. For the indicator calculation, "recycled fibers" are the post-consumption scraps acquired from the market (as in the case of TP Cycle, cardboard with this type of fiber in its composition).
2. Adjusted History.

Total weight of recycled and/or recovered fiber, per business unit, in tonnes (t)¹

	2019	2020	2021	2022
	t	t	t	t
Paper and Packaging Business Unit	99,029.56	100,189.70	118,310.13	139,674.00
Consumer Goods Business Unit	6,050.00	7,559.00	10,244.55	11,765.39
Total	105,079.56	107,748.70	128,554.68	151,439.39

1. For the indicator calculation, "recycled fibers" are the post-consumption scraps acquired from the market (as in the case of TP Cycle, paperboard with this type of fiber in its composition).

Recycled fiber purchased, used or recovered, by product segment



SASB Dimension

Supply Chain Management

SASB Dimension

Product Lifecycle Management

SASB Code

RR-PP-430a.2

SASB Code

RT-CP-410a.1

SASB Sector

Pulp & Paper Products

SASB Sector

Containers and Packaging

Context

In the tables below you can find the following data:

- Weight of recycled fiber purchased, by product segment, in tonnes (t)
- Weight of recycled and/or recovered fiber, by product segment, in tonnes (t)
- Weight of recovered fiber, by product segment, in tonnes (t)

For the indicator calculation, “recycled fibers” are considered to be the post-consumer chips acquired from the market.

Weight of recycled fiber purchased, by product segment, in metric tonnes (t)

	2019	2020	2021	2022
	t	t	t	t
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	0.00	133.68	43.48	45.00
C1 and C2 Machines (Rio Verde Unit)	0.00	0.00	0.00	0.00
Toilet Paper	2,374.38	579.19	0.00	0.00
Paper Towel	0.00	0.00	0.00	0.00
Total	2,374.38	712.86	43.48	45.00

1. For the indicator calculation, “recycled fibers” are the post-consumption scraps acquired from the market (as in the case of TP Cycle, paperboard with this type of fiber in its composition).

Weight of recycled and/or recovered fiber, by product segment, in metric tonnes (t)

	2019	2020	2021	2022
	t	t	t	t
Cutsizes	16,870.46	17,702.42	14,002.05	23,866.00
Uncoated	21,086.10	23,729.12	52,027.60	46,649.00
Coated	27,350.00	24,606.00	24,847.00	26,148.00
Paperboard	19,723.25	26,194.66	21,980.48	28,315.00
C1 and C2 Machines (Rio Verde Unit)	13,999.75	7,957.50	5,453.00	14,969.00
Toilet Paper	6,050.07	7,555.77	10,004.24	11,420.98
Paper Towel	0.00	3.69	240.32	344.41
Total	105,079.63	107,749.16	128,554.68	151,439.39

1. For the indicator calculation, “recycled fibers” are the post-consumption scraps acquired from the market (as in the case of TP Cycle, paperboard with this type of fiber in its composition).

Weight of recovered fiber, by product segment, in metric tonnes (t)

	2019	2020	2021	2022
	t	t	t	t
Cutsizes	16,870.46	17,702.42	14,002.05	23,866.00
Uncoated	21,086.10	23,729.12	52,027.60	46,649.00
Coated	27,350.00	24,606.00	24,847.00	26,148.00
Paperboard	19,723.25	26,060.98	21,937.00	28,270.00
C1 and C2 Machines (Rio Verde Unit)	13,999.75	7,957.50	5,453.00	14,696.00
Toilet Paper	3,675.69	6,976.58	10,004.24	11,420.98
Paper Towel	0.00	3.69	240.32	344.41
Total	102,705.25	107,036.29	128,554.68	151,394.39

Additional information

In 2022, compared to 2021, there was stability in volume of recycled fiber acquired by the Paper and Packaging Business Unit (UNPE, for its initial in Portuguese). About the year 2020, there was a reduction, because the product was under development, which makes several tests necessary, and, consequently, a greater volume is produced.

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 year-on-year as a result of the increased production volume at UNBC.

About recovered fibers, in 2022, Suzano implemented several initiatives that increased the volume and use of recovered fibers in the production lines. This movement, in addition to generating value, also aims to reduce waste and put into practice, daily, more and more of our sustainability assumptions, especially in production processes, bringing them closer to the circular economy.

#EFFLUENTS

Effluent Management in Industrial Operations



GRI Dimension

Environmental

GRI Code

303-2

GRI Code

303-4

TCFD

Related Indicators

Context

Effluent disposal performance

Total disposal is in line with the value reported in 2021. We had a small reduction of 1% in the value of surface water compared to 2019, due to constant implementation of efficiency projects. However, we increased the disposal into seawater, mainly due to the growth in production at the Aracruz (ES) unit.

Specific disposal went from 22.6 m³/t in 2021 to 22.4 m³/t in 2022.

BOD performance

In 2022, Suzano's Biological Oxygen Demand (BOD) load was 6,485.49 tons, in line with the load reported in 2021 (6,384.70 tons). Also, we observed stability in the specific indicator, which has remained at 0.57 kg/t in the last two years. Despite the value's stability, it is within the international reference standards, between 0.3 and 1.5 kg/t, established by Integrated Pollution, Prevention and Control 2015 - European Commission (IPPC).

COD Performance

In 2022, Suzano's Chemical Oxygen Demand (COD) load was 74,315.66 tons, in line with the load reported in 2021 (74,486.64 tons). As well as we observed a 2% reduction in the specific 80 indicator, which went from 6.65 kg/t to 6.53 kg/t. The value is below the target established in the industrial units (7.00 kg/t) and is within the international reference standards: between 8.00 and 23.00 kg/t, established by the IPPC.

Performance Total Suspended Solids (TSS)

In 2022, Suzano's Total Suspended Solids (TSS) load was 8,480.34 tons, staying in line with the load reported in 2021 (8,396.76 tons). Also, we observed stability in the specific indicator, which remained at 0.75 kg/t in the last two years. The results are in the reference range of the international standards established by the IPPC, which indicates as best performers result between 0.6 and 1.5 kg/t.

AOX Performance

In 2022, there was a 6% reduction in the organohalogen compounds (AOX) load compared to 2021, from 522.18 tons to 490.01 tons. As well as we observed a reduction in the specific indicator, which went from 0.05 kg/t to 0.04 kg/t. This reduction was mainly due to the decrease in effluent generation at the Imperatriz (MA) unit and the increase in pulp production without the use of chlorine dioxide in bleaching at the Jacaréí (SP) unit.

The value is far below the minimum benchmark of international standards (up to 2.5 kg/t), set by IPPC (Integrated Pollution, Prevention and Control 2015 - European Commission), and more restrictive standards (up to 0.16 kg/t), such as those set in the USEPA (United States Environmental Protection Agency) and the internally established target (equal to or below 0.15 kg/t).

Phosphorus performance

In 2022, Suzano's phosphorus load was 281.72 tons, staying in line with the load reported in 2021 (284.96 tons). Also, we observed a 33% reduction in the specific indicator, which went from 0.03 kg/t to 0.02 kg/t.

The results are in the reference range of the international standards established by IPPC (Integrated Pollution, Prevention and Control 2015 - European Commission), which states that the best results are those between 0.01 and 0.03 kg/t. Suzano's result is also within the benchmark of the European Ecolabel, a seal of environmental excellence awarded to products and services that meet high standards throughout their life cycle.

Nitrogen Performance

In 2022, there was a 13% increase in the nitrogen load compared to 2021, going from 1,066.03 tons to 1,213.10 tons. As well as we observed an increase in the specific indicator, which went from 0.10 kg/t to 0.11 kg/t.

The results are in the reference range of the international standards established by IPPC (Integrated Pollution, Prevention and Control 2015 - European Commission), which indicates that the best results are those between 0.10 and 0.25 kg/t.

The following information is available in the tables below:

- Total water discharge by source;
- Effluent direct biochemical/biological oxygen demand (BOD);
- Effluent direct chemical oxygen demand (COD);
- 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 ^{1 2}

	2020		2021		2022	
	Total	In wa- ter-stressed areas ³	Total	In wa- ter-stressed areas ³	Total	In wa- ter-stressed areas ³
	m ³	m ³	m ³	m ³	m ³	m ³
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
Seawater ⁴	51,049,305.24	0.00	56,620,327.24	0.00	58,876,216.66	0.00
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

1. All water discharged is from fresh sources ($\leq 1,000$ mg/L total dissolved solids). No water is discharged from groundwater sources.
2. We corrected the data from the last two years because we found an inconsistency in the effluent flows.
3. Suzano city (SP) was identified as having a high potential for water stress by the Aqueduct Water Risk Analysis. Therefore, the consumption of Suzano and Rio Verde (SP) units were included in the water stress category.
4. The Aracruz (ES) unit has an underwater outfall.

Effluent direct biochemical/biological oxygen demand (BOD)

	2020 ¹	2021 ¹	2022
	overall number	overall number	overall number
Metric tonnes	4,780.39	6,384.70	6,485.49
mg/L	18.57	25.24	25.45
kg/t	0.46	0.57	0.57

1. We corrected the data from the last two years because we found an inconsistency in the effluent flows.

Effluent direct chemical oxygen demand (COD)

	2020 ¹	2021 ¹	2022
	overall number	overall number	overall number
Metric tonnes	72,609.80	74,486.64	74,315.66
mg/L	282.12	294.41	291.62
kg/t	6.95	6.65	6.53

1. We corrected the data from the last two years because we found an inconsistency in the effluent flows.

Presence of total suspended solids in effluents

	2020 ¹	2021 ¹	2022
	overall number	overall number	overall number
Metric tonnes	8,227.09	8,396.76	8,480.34
mg/L	31.97	33.19	33.28
kg/t	0.79	0.75	0.75

1. We corrected the data from the last two years because we found an inconsistency in the effluent flows.

Presence of AOX in effluents

	2020 ¹	2021 ¹	2022
	overall number	overall number	overall number
Metric tonnes	556.46	522.18	490.01
mg/L	2.16	2.06	1.92
kg/t	0.05	0.05	0.04

1. We corrected the data from the last two years because we found an inconsistency in the effluent flows.

Presence of total phosphorus in effluents

	2020 ¹	2021 ¹	2022
	overall number	overall number	overall number
Metric tonnes	336.48	284.96	281.72
mg/L	1.31	1.13	1.11
kg/t	0.03	0.03	0.02

1. We corrected the data from the last two years because we found an inconsistency in the effluent flows.

Presence of total nitrogen in effluents

	2020 ¹	2021 ¹	2022
	overall number	overall number	overall number
Metric tonnes	1,309.30	1,066.03	1,213.01
mg/L	5.09	4.21	4.76
kg/t	0.13	0.10	0.11

1. We corrected the data from the last two years because we found an inconsistency in the effluent flows.

#GHG EMISSIONS

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



SASB Dimension

Greenhouse Gas Emissions

SASB Code

RR-PP-110a.1

SASB Code

RT-CP-110a.1

SASB Sector

Pulp & Paper Products

SASB Sector

Containers and Packaging

GRI Dimension

Environmental

GRI Code

305-1

Stakeholder

Planet

TCFD

Related Indicators

Commitment to Renewing Life

Context

Suzano's main direct emissions (Scope 1) are related to fossil fuel consumption in stationary equipment at the Industrial Units, as well as fuels used in vehicles at Forestry Units.

In 2022, emissions in the stationary combustion category (which represents 72% of Scope 1), decreased significantly, with a 7% reduction. In the mobile category (which represents 20% of Scope 1), there was an increase in emissions in all forestry business units as a result of operational control transfer in some

representative activities, such as wood transportation. The agricultural emissions category (representing 8% of Scope 1), waste (representing 1.47%) and fugitive emissions (representing 0.39%) showed an increase in emissions due to higher volume of forestry operations and base expansion, mainly in Mato Grosso do Sul State.

Negative emissions from industrial processes are related to recovered emissions in the PCC plants (Precipitation of Calcium Carbonate), which contributed to reducing emissions from this scope, given that, in industrial processes, there is CO₂ consumption in the precipitation of Calcium Carbonate (CaCO₃). Effluent emissions are not reported in 2022 as aerobic treatment of effluents in pulp mills generates low methane emissions and is not accounted for by the methodology.

Regarding type of emissions, there was an absolute emission reduction in electricity, heat and steam generation due to the modernization process and deactivation of obsolete resources in our older plants. In physical-chemical processing, there were removals resulting from the precipitation process of calcium carbonate (CaCO₃), an input used in the industrial process. This indicator's reduction is in step with the reduction in electricity, heat, and steam generation, as it is a sub-process of these units. Meanwhile, material, product, waste, employees and passengers' transportation increased, mainly due to greater operation and primarization of services in Forestry Units.

Data were also calculated using the IPCC Fifth Report (AR5) metrics for the Greenhouse Gas Emissions Inventory to be released in the Public Registry of the Brazilian GHG Protocol Program and can also be made available upon request.

For more information about GHG emissions management, go to "Greenhouse Gas Emissions (GHGs) and Methodology".

In the tables below is 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 type¹

	2019	2020	2021	2022
	tCO ₂ e	tCO ₂ e	tCO ₂ e	tCO ₂ e
Generation of electricity, heat or steam	1,769,536.04	1,707,975.87	1,835,884.88	1,714,178.11
Physical-chemical processing	-26,790.35	-67,625.36	-64,679.63	-62,649.29
Transport of materials, products, residues, employees and passengers	302,981.26	345,191.40	411,302.73	487,232.23
Total	2,045,726.95	1,985,541.91	2,182,507.98	2,138,761.05

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

Direct Greenhouse Gas Emissions (Scope 1) by category¹

	2020		2021		2022	
	Total emissions	Percentage of representativeness in Scope 1	Total emissions	Percentage of representativeness in Scope 1	Total emissions	Percentage of representativeness in Scope 1
	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%
Stationary combustion	1,707,975.87	79.25%	1,835,884.88	78.85%	1,714,178.11	72.08%
Mobile Combustion	345,191.41	16.02%	411,302.73	17.67%	487,232.23	20.49%
Agricultural	86,970.04	4.04%	97,729.57	4.20%	195,385.89	8.22%
Waste	68,197.79	3.16%	32,204.02	1.38%	34,876.21	1.47%
Effluents	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%
Fugitive (non-Kyoto)	6,102.90	0.28%	3,354.00	0.14%	6,593.12	0.28%
Industrial processes	-67,625.37	-3.14%	-64,679.63	-2.78%	-62,649.29	-2.63%
Total	2,155,102.68	100.00%	2,328,335.53	100.00%	2,378,304.10	100.00%

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

GHG Emissions Management in Forestry, Industrial and Logistics Operations



Stakeholder

Planet

TCFD

Related Indicators

Context

Every year, Suzano conducts a survey and analysis of its greenhouse gas emissions (GHG), which covers scopes 1, 2, and 3 of all forestry, industrial, administrative, and logistics operations, as well as the carbon removals referring to the planted and native forest areas. Through internally established procedures, recognized methodologies, and independent third-party verification, Suzano's inventory is published annually and served as the basis for a series of exercises and analyses (inefficiency and mitigation projects and programs), for monitoring, tracking and defining emission reduction strategies, and finally, for managing the Commitments to Renew Life.

In 2022, to expand the scope of the climate change issue in operational decisions, we began a process to incorporate the calculation of greenhouse gas emissions into the operational areas. Suzano's logistics units will now be able to measure their impacts within their business intelligence systems and thus be

able to make management decisions on a day-to-day basis.

Additionally, our Procurement team has engaged suppliers through the CDP Supply Chain¹, taking the theme to our value chain. This is a CDP program that aims to engage our suppliers to improve the management of reports and practices related to climate and the reduction of its impacts. We also approached the service providers of our Forestry Units, an area with a strong presence of third parties, to collect the fuels used in our operations.

Suzano also began to calculate emissions and removals from studies underway and projects undertaken. This data provides an opportunity for analysis using an internal carbon price, demonstrating opportunities or contributing to risk mitigation. This data collection also aims to contribute to the areas that are studying projects for an analysis linked to the generation of carbon credits. We also hope to generate a systematization process for the analysis of the studies and projects carried out².

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

1. Learn more about the CDP Supply Chain by accessing this [link](#).
2. More information about this front can be found in the indicator 'Climate Change at Suzano'.

Greenhouse Gas Emissions (GHGs) and methodology



SASB Dimension

Greenhouse Gas Emissions

SASB Code

RR-PP-110A.1

SASB Code

RT-CP-140a.1

SASB Sector

Pulp & Paper Products

SASB Sector

Containers and Packaging

GRI Dimension

Environmental

GRI Code

305-1

GRI Code[305-2](#)**GRI Code**[305-3](#)**GRI Code**[305-5](#)**Stakeholder**[Planet](#)**TCFD**[Related Indicators](#)**Context**

The reporting of GHG emissions is conducted according to the approach for operational control, and considers the following operations:

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

Considering the production chain, a significant part of the company's emissions are in stationary industrial operations and in operational logistics and product distribution (inbound - input transport, storage and delivery within the company - and outbound - product transport, storage and delivery to customers), and, along with stationary industrial operations, the transport of products between ports (national and international) accounts for the largest emissions volume.

Biogenic emissions related to the natural carbon cycle are also included here, as well as those resulting from combustion, harvesting, digestion, fermentation, decomposition or processing of biobased materials. Biogenic emissions include the consumption of biomass, black liquor and methanol for power generation; heat and steam in industrial units; and renewable fuels in, mainly, road operations, such as ethanol consumption, biodiesel blended in diesel and ethanol blended in gasoline.

The choice of methodologies for quantification, data collection, and use of emission factors are made based on the recommendations of the ABNT NBR ISO 14064-1 standard (ABNT - Brazilian Association of Technical Standards, 2007). The following methodological references were also utilized for the elaboration of the 2022 baseline inventory:

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

2. Guides, guidelines and calculation tools of the Brazilian GHG Protocol Program (PBGHGP in Portuguese acronym) from FGV (Getúlio Vargas Foundation in Portuguese acronym) (2022);
3. 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC (2006);
4. Calculation Tools for Estimating Greenhouse Gas Emissions from Pulp and Paper Mills, NCASI (2005).

Following the criteria for conducting GHG inventories, we considered, whenever possible, measurement data and emission factors closest to local practices.

The greenhouse gas emissions accounting for the Greenhouse Gas Emissions Inventory disclosed in the Public Registry of the Brazilian GHG Protocol Program is regularly verified/audited by an independent third party. In order to compare with the base year and methodologically align with Suzano's commitments to renew life, GWP indices relative to the Fourth Assessment Report (AR4) of the Intergovernmental Panel on Climate Change (IPCC) were used for the emission data presented in the Annual Report. The data were also calculated using the IPCC Fifth Report (AR5) metrics for the Greenhouse Gas Emissions Inventory to be released in the Public Registry of the Brazilian GHG Protocol Program and can also be made available upon request.

The tables below provide the following information:

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

Greenhouse gas emissions, in tonnes of CO₂ equivalent

	2020	2021	2022
	tCO ₂ e	tCO ₂ e	tCO ₂ e
Direct emissions (Scope 1) ¹	2,155,102.69	2,328,335.53	2,378,304.09
Indirect Emissions (Scope 2) ²	59,531.90	137,822.64	49,216.75
Other Indirect Emissions (Scope 3) ³	1,568,893.44	1,842,093.64	1,737,960.57
Total	3,783,528.03	4,308,251.81	4,165,481.41

1. Direct Greenhouse Gas emissions (Scope 1) include, but are not limited to, CO₂ emissions from fuel consumption reported in GRI Disclosure 302-1: Energy Consumption within the Organization. The indicator covers the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs).
2. Indirect GHG emissions (Scope 2) include, among others, CO₂ emissions from purchase or acquisition of electricity generation, heating, cooling and steam by the organization for its own consumption. The indicator includes the following gases: carbon dioxide (CO₂).
3. The indicator covers the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs).

Biogenic CO₂ emissions in tonnes of CO₂ equivalent

	2020	2021	2022
	tCO ₂ e	tCO ₂ e	tCO ₂ e
Scope 1	20,304,261.08	20,492,627.36	21,110,167.78
Scope 3	46,621.06	74,003.10	84,894.25
Total	20,350,882.14	20,566,630.46	21,195,062.03

- Biogenic emissions are emissions related to natural carbon cycle, as well as those resulting from combustion, harvesting, digestion, fermentation, decomposition, or processing of biobased materials. The following gases are included in the indicator: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), and perfluorocarbons (PFCs). Included in the calculation of biogenic emissions were consumption of biomass, black liquor and methanol for energy generation; heat and steam in industrial units; and renewable fuels in, mainly, road operations, such as ethanol consumption, biodiesel mixed in diesel and ethanol mixed in gasoline. Emission factors for these inputs in Brazil are disclosed annually by the Brazilian GHG Protocol Program. In 2021, greater production efficiency and fewer general shutdowns allowed for increased production even with constant biomass consumption. In order to compare with the base year and methodologically align with Suzano's commitments to renew life, GWP indices relative to the Fourth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) were used. All reported values were verified by an independent third party.

Greenhouse gas emissions, in tonnes, broken down by gas

Escopo	GEE	In tonnes of gas			In tonnes of CO ₂ equivalent (tCO ₂ e) ¹		
		2020	2021	2022	2020	2021	2022
		t	t	t	tCO ₂ e	tCO ₂ e	tCO ₂ e
Scope 1	CO ₂	1,864,863.86	2,055,465.20	2,051,137.19	1,864,863.86	2,055,465.20	2,051,137.19
Scope 1	CH ₄	2,880.18	1,888.83	2,531.32	72,004.51	47,220.73	63,282.90
Scope 1	N ₂ O	684.03	703.88	854.37	203,841.37	209,755.64	254,603.05
Scope 1	HFC	7.89	8.22	1.43	14,392.95	15,893.96	2,687.83
Scope 1	TOTAL	-	-	-	2,155,102.69	2,328,335.53	2,371,710.97
Scope 2 ²	CO ₂	59,531.90	137,822.64	49,216.75	59,531.90	137,822.64	49,216.75
Scope 2 ²	TOTAL	-	-	-	59,531.90	137,822.64	49,216.75
Scope 3	CO ₂	1,508,601.10	1,787,432.72	1,681,086.36	1,508,601.10	1,787,432.72	1,681,086.36
Scope 3	CH ₄	511.52	713.53	732.18	12,788.08	17,838.23	18,304.62
Scope 3	N ₂ O	84.41	100.86	128.59	25,154.68	30,056.28	38,320.07
Scope 3	HFC	20.27	3.67	0.15	22,349.58	6,766.41	249.52
Scope 3	TOTAL	-	-	-	1,568,893.44	1,842,093.64	1,737,960.57

- GWP indexes pertaining to the Fourth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) were used for comparison with the base year and methodological alignment with Suzano's commitments to renew life.
- Indirect GHG emissions (Scope 2) include, among others, CO₂ emissions from purchase or acquisition of electricity generation, heating, cooling, and steam by the organization for its own consumption. The monthly emission factor for corporate inventories released by the Ministry of Science, Technology, and Innovation considers only carbon dioxide (CO₂) emissions for electricity generation in Brazil's National Interconnected System.

Additional information

As for 2022, Suzano had a stable production year, with no representative variation when compared to 2021.

Emissions had a slight increase influenced by emissions from the mobile and agricultural activities categories, as a result of the consolidation of the forest base, and a reduction in emissions from industrial machinery in line with the company's modernization processes and efficiency gains.

Main direct emissions (scope 1) are related to fossil fuel consumption in stationary equipment at the

Industrial Units. Other significant emission sources can be found in the Forestry Units through fossil fuel consumption by mobile sources in silviculture and harvesting operations, in logistics operations as well as in the use of nitrogen fertilizers and soil correction (liming). A breakdown by category is available under the indicator "Direct Greenhouse Gas Emissions (Scope 1) by category".

Indirect emissions from energy acquisition (Scope 2) at Suzano are due to electricity purchases from the National Interconnected System (SIN in Portuguese acronym), Brazil's electricity production and transmission system. Such emissions are more significant in Industrial Units, above all for paper machines, which demand a continuous supply of electricity.

Given the fact that Suzano is a company that self-generates a substantial portion of its energy consumption, Scope 2 emissions are not very expressive in the global inventory. The 7% increase in electricity imports resulted from the increase in total electricity consumption due to increased production at the consumer goods units and the process of replacing obsolete turbo generators, however, the decrease in Scope 2 emissions at Suzano in 2022 was mainly influenced by the 66% decrease in the average emission factor for electricity offered in the National Interconnected System by the Ministry of Science, Technology and Innovation (MCTIC in Portuguese acronym) of Brazil. This decrease resulted from good rainfall performance in the System as well as a decrease in Thermolectric Power Plants activity which had occurred during the 2021 energy crisis faced by the country.

Scope 3 emissions fell by 6% in 2022. Transportation and distribution emissions (both of inputs and finished products) are the most representative among Suzano's other indirect emissions (Scope 3). Suzano has been working hard on this front, mainly on optimizing shipping routes and using larger ships to transport pulp.

A stable industrial production scenario allows for greater biomass and black liquor consumption, thus leading to an increase in biogenic emissions. Additionally, increased consumption of renewable fuels in road operations, such as those of ethanol, biodiesel blended in diesel and ethanol blended in gasoline, also contributes to this indicator. Emission factors of these inputs in Brazil are disclosed annually by the Brazilian GHG Protocol Program. In 2022, there was a 10% mixture of biodiesel to diesel. In 2021, the figure was 11.7%, slightly increasing diesel-related fossil emissions. The ethanol and gasoline mixture remained at 27%.

GWP indexes pertaining to the Fourth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) were used for comparison with the base year and methodological alignment with Suzano's commitments to renew life. The data were also calculated with metrics from the IPCC's Fifth Assessment Report (AR5) and can be made available upon request.

Greenhouse gas emissions intensity



GRI Dimension

Environmental

GRI Code

305-4

GRI Code

305-5

Stakeholder

Planet

TCFD

Related Indicators

Commitment to Renewing Life

Context

Suzano has continually invested in modernization projects, including fuel efficiency, fossil fuel consumption reduction, energy use reduction, and the purchase of more efficient equipment, among others.

Multidisciplinary working groups (WGs) carry out projects aiming to find more efficient and less intensive forms of production in terms of carbon emissions, as is the case of the Recovery and Utilities WG, and the Energy WG, among others.

To measure and verify the impact on emissions related to our most strategic projects, the financial planning and sustainability team, along with different industrial technical teams, identify risks and opportunities and conduct the task of incorporating carbon pricing in project assessments, considering regulatory scenarios or opportunities linked to the carbon market. Following this assessment, financial indicators are generated with and without shadow carbon pricing, so that the impact on emissions is considered in new investment approval processes.

In establishing pricing values, Suzano continuously monitors varying values in regulated and voluntary markets, conducting price projections and studies regarding new pricing mechanisms for engineering projects (Scope 1), logistics (Scope 3) and forest planting (opportunities in carbon removals). By applying a shadow price on the variation of GHG emissions from new projects, financial indicators are generated with and without a shadow carbon price, so that the impact on emissions is considered when approving new investments.

Regarding industrial units, the company aims to reduce emissions through retrofit projects and increased furnace, boiler and turbogenerator efficiency in a progressive effort to reduce and replace more emitting

fuels (such as fuel oil and natural gas) for less emitting fuels (such as biomass and black liquor). Furthermore, Suzano has sought to adopt new technologies, such as biomass gasification (Syngas), as will occur in the new unit under construction in Ribas do Rio Pardo (MS). Moreover, the company has also been seeking to increase renewable energy generation (based on biomass and black liquor).

In the forestry area, the company aims to reduce emissions by employing cutting-edge technologies linked to the use of equipment in forestry operations, in wood transportation, as well as in recommending the best modal, optimizing operation routes and expanding the cargo box using six-trailer trucks. Further, the company implements projects focused on reducing the average radius (distance between factory and the forest), as well as on the use of alternative fuels to replace diesel oil, autonomous and electric equipment, remote support systems, and reducing the need for on-site visits, in addition to automatic detection of failures and deviations.

For its entire logistics chain, the company is studying the use of technologies to boost efficiency and scale in transportation, striving to optimize routes and synergies in product transportation between business units through modal diversification, while also studying alternatives for less intensive transportation in terms of greenhouse gas emissions. Suzano's logistics teams began to implement the quantification of greenhouse gases in their results meetings in 2022. With a measurement closest to the decision maker, it is possible to increase the momentum for new decarbonization solutions to be identified and deployed.

Furthermore, it should be noted that Suzano, at present, is already carbon positive. That is, the company's CO₂ removals are greater than its emissions. This is added to the fact that its operations occur exclusively in Brazilian territory, which means that no compensatory measures are required. Nevertheless, the company continues to invest and constantly pursue emission intensity reductions as well as efforts to increase its removal capacity.

The tables below provide the following information:

- Greenhouse gas emissions intensity in tonnes of CO₂ equivalent per tonne of product;
- Greenhouse gas emissions intensity in tonnes of CO₂ equivalent per net revenue.

Greenhouse gas emissions intensity, in tonnes of CO₂ equivalent per tonne of product

	2020	2021	2022
	tCO ₂ e/t	tCO ₂ e/t	tCO ₂ e/t
Scopes 1 and 2 ¹¹	0.1929	0.1995	0.1962
Scopes 1, 2 and 3 ²	0.3295	0.3486	0.3367

1. Intensity of emissions includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs). Furthermore, the indicator includes Scope 1 and 2 emissions and accounts for total pulp production (market pulp and paper pulp) and paper (finished paper, fluff and tissue).
2. Intensity of emissions includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs). Furthermore, the indicator includes Scope 1 and 2 emissions and accounts for total pulp production (market pulp and paper pulp) and paper (finished paper, fluff and tissue).

Greenhouse gas emissions intensity, in tonnes of CO₂ equivalent per net revenue

	2020	2021	2022
	tCO ₂ e/R\$	tCO ₂ e/R\$	tCO ₂ e/R\$
Scopes 1, 2 and 3 ¹	124,213.00	105,169.09	83,600.50

1. Intensity of emissions includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs). Furthermore, the indicator includes Scope 1, 2 and 3 emissions and factors in Suzano's net revenue in billions of Brazilian reals.

Additional information

Suzano had a stable production year, with no representative variation when compared to 2021.

Emissions had a slight increase influenced by emissions from the mobile and agricultural activities categories due to the consolidation of forest base and a reduction in emissions from industrial machinery in line with the company's modernization processes and efficiency gains.

For energy imports (Scope 2), units operating with high electricity consumption showed a decrease in total emissions, considering the average emission factor for electricity provided by the National Interconnected System by the Ministry of Science and Technology and Innovations (MCTIC, in Portuguese acronym) of Brazil decreased by 66% as a result of increased electricity generation from renewable sources by 2022.

Accordingly, the company presented a 2% increase in Scope 1 emissions and a 64% decrease in Scope 2 emissions, accounting for an overall absolute reduction (Scope 1 + 2) of 1.5% and an overall reduction in intensity of 1.7% (Scope 1 + 2/production). Reduction in intensity was greater than that of absolute emissions, as per our commitment to maximize efficiency and productivity with lower emissions intensity.

The amount of product considered in this indicator's denominator is in tonnes. It is important to emphasize that the value represents the sum of the total production of pulp, paper, and consumer goods. This number differs from the production figures disclosed in financial statements, which present the final volumes made available to the market.

Considering these aspects, our intensity of emissions (Scope 1 and 2) per ton of production amounted to 0.1962 tCO₂e/t.

Concerning our Commitment to Renew Life by reducing Scope 1 and 2 emissions by 15% per ton of production by 2030, relative to the base year of 2015, an 8% reduction was achieved in 2022, accounting for a 53.4% lead towards achieving our target.

The revenue (in thousands of reals) for 2021 amounted to 40,965,431, whereas that of 2022 showed 49,830,946.

The intensity indicator showed a decrease for 2022, as revenue went up 22%, boosted by good pulp prices, while emissions went down.

For more information about emissions data, go to the indicator: "Greenhouse Gas Emissions (GHGs) and methodology". For the net revenue indicators, access the [link](#).

To find out more about the decarbonization plan, access the Climate Change indicator at Suzano under "Climate Change at Suzano".

GWP indices relative to 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 referring to the 100-year time interval. Data were also calculated using the IPCC Fifth Report (AR5) metrics for the Greenhouse Gas Emissions Inventory to be published in the Public Registry of the Brazilian GHG Protocol Program.

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



GRI Dimension

Environmental

GRI Code

305-3

Stakeholder

Planet

TCFD

Related Indicators

Commitment to Renewing Life

Context

For indirect emissions, where operational control is done by Suzano's contractors, the most representative category is transportation and distribution (representing 93% of Scope 3), which includes both transportation of raw materials and finished products.

In segregating transportation and distribution into upstream and downstream transportation, Suzano adjusted its methodology according to the guidelines of the Brazilian GHG Protocol Program, classifying all transportation services paid for by the company as upstream, and allocating transportation services paid for by clients or suppliers.

This reclassification was the result of a strong advance in the systematization of transportation data collection and a greater participation of the areas involved. Suzano's logistics areas are integrating GHG emissions measurements into their processes and results meetings. This addition of climate change into the decision making of these areas is intended to drive major advances and impacts in the upstream transportation and distribution category, where our leverage is greatest.

A major project on this front that has yielded the most results was the search for larger vessels for pulp transportation. Among other measures, there was an 8% reduction in this category's emissions.

The second most representative category, that of purchased goods and services (transportation of inputs) represents 4% of Scope 3 and had an increase in emissions motivated by the base increase in forestry activities, conducted by contractors. Suzano has sought to establish better ties with contractors on these fronts and has engaged in a range of exchanges on ESG and data collection. The 2022 values were all collected using primary data from this direct relationship, thereby avoiding the use of estimates, which allows a more realistic scenario to be portrayed and points for improvement in contracting.

A portion of forestry operations emissions occur within our operational control, which is why it is in our scope 1. For more understanding, see the [Emissions Inventory infographic](#).

GWP indices relative to 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 referring to the 100-year time interval. Data were also calculated using the IPCC Fifth Report (AR5) metrics for the Greenhouse Gas Emissions Inventory to be published in the Public Registry of the Brazilian GHG Protocol Program.

For more information on GHG emissions management, see “Greenhouse Gas (GHG) Emissions and Methodology”.

The tables below contain the following information:

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

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

	2020		2021		2022	
	Total emissions	Percentage of representativeness in Scope 1	Total emissions	Percentage of representativeness in Scope 1	Total emissions	Percentage of representativeness in Scope 1
	tCO ₂ e	%	tCO ₂ e	%	tCO ₂ e	%
Transportation and distribution	1,354,554.68	86.34%	1,752,642.10	95.14%	1,620,415.09	93.24%
Goods and services purchased ²	185,375.58	11.82%	49,182.97	2.67%	70,039.55	4.03%
Employee displacement	8,368.34	0.53%	15,664.34	0.85%	9,172.20	0.53%
Waste	19,102.09	1.22%	24,242.27	1.32%	33,799.78	1.94%
Air travel for business	1,492.75	0.10%	361.96	0.02%	4,533.95	0.26%
Total	1,568,893.44	100.00%	1,842,093.64	100.00%	1,737,960.57	100.00%

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

Other indirect greenhouse gas emissions (Scope 3) by category - transportation and distribution category segregation¹

	2020	2021	2022
	tCO ₂ e	tCO ₂ e	tCO ₂ e
Upstream	108,637.17	332,396.87	1,582,505.91
Downstream	1,245,917.50	1,420,245.24	37,909.18
Total	1,354,554.67	1,752,642.10	1,620,415.09

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

#ENERGY

Degree of Energy Matrix Renewability, Percentage of Electricity from the Grid, Biomass and Other Renewable Energy and Energy Intensity



SASB Dimension

Energy Management

SASB Code

RR-PP-130a.1

SASB Code

RT-CP-130a.1

SASB Sector

Pulp & Paper Products

SASB Sector

Containers and Packaging

GRI Dimension

Environmental

GRI Code

302-3

Context

In 2022, Suzano's energy matrix presented improvements in terms of renewability, reaching 88.14% of its composition deriving from renewable sources, consistent with the goals of reducing the use of non-renewable resources by the organization.

The percentage of grid electricity consumed has increased to 1.65% of the matrix as a result of an increase in production at non-power-generating plants. Still, it is worth noting that energy exports from Suzano's exporting plants have the capacity to supply all energy consumed from the Grid by the importing units, while there is still a surplus.

Suzano displayed a lower energy intensity within the organization compared to values obtained between 2019-2021. These results are driven by several projects within the units that focus on process improvement and energy efficiency, thereby optimizing resource use.

For more information about energy management, go to “Energy Management”.

The following information can be found in the tables below:

- Degree of renewability of Suzano’s energy matrix;
- Percentage of grid and biomass electricity and other renewable sources;
- Energy intensity.

Degree of renewability of Suzano’s energy matrix

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

Percentage of grid and biomass electricity and other renewable sources¹

	2020	2021	2022
	%	%	%
Grid Electricity	1.42%	1.56%	1.65%
Biomass Energy	5.90%	4.87%	5.45%
Energy from other renewable sources	81.27%	81.26%	81.04%

1. Shows the percentage of energy from sources indicated over the total energy consumed. Totalling the percentage of energy from renewable sources.

Energy Intensity^{1 2}

	2020	2021	2022
	GJ/t	GJ/t	GJ/t
Within the organization	21.42	20.34	20.32
Outside the organization	1.79	1.99	1.88
Total	23.21	22.33	22.20

1. The denominator used is the sum of tons of pulp, finished products, and tissue rolls produced by Suzano’s factories, which for strategic reasons cannot be disclosed.
2. The intensity rate includes all fuels used in the process, both renewable and non-renewable, and the electric energy consumed from the GRID

Energy consumption inside and outside the organization



SASB Dimension

Energy Management

SASB Code

RR-PP-130a.1

SASB Code

RT-CP-130a.1

SASB Sector

Pulp & Paper Products

SASB Sector

Containers and Packaging

GRI Dimension

Environmental

GRI Code

302-1

GRI Code

302-2

Context

Suzano's energy matrix comes mainly from renewable sources. The main source is biomass, which can be liquid, such as black liquor, or residues such as wood bark, short logs, chipping residues or even the use of biological sludge.

In some of the production units, there is an energy generation surplus, which makes it available for the national grid - National Interconnected System (SIN, in Portuguese acronym), contributing to the expansion of renewable energy generation in the Brazilian electricity matrix. Suzano is self-sufficient in electrical energy and is among the largest self-producing agents in Brazil, with its production coming from renewable sources.

As a result of the production increase in 2022, we had an increase in internal energy consumption in some of our plants, linked to turbo generator maintenance stoppages at the Limeira (São Paulo State) unit and problems with the turbo generator at Três Lagoas (Mato Grosso do Sul State). Despite these incidents,

Suzano maintains its renewable energy exports at a high level and remains committed to achieving its Long-Term Commitment to increase its exports of renewable electricity by 50% by 2030.

The company's efforts are focused on reducing consumption of non-renewable fuels. In 2022, the company reached the lowest natural gas consumption, by avoiding the use of a turbo generator powered by this fuel and starting a project to replace this equipment at the Jacareí (São Paulo State) unit. The project to increase biomass boiler capacity at the Suzano (São Paulo State) unit, reducing the consumption of natural gas to produce steam, is also noteworthy.

In forestry and logistics operations, diesel, gasoline, and biodiesel are the most commonly used fuels. The main energy sources required outside the organization are linked to fuel consumption for input and product transportation and distribution, both within and outside Brazil, and also include employee and waste transportation and displacement. Energy information is obtained from Suzano's Greenhouse Gas Inventory.

In 2022, gasoline and diesel consumption in operations was higher due to the increase in the company's forestry operations, as well as the general stoppage for maintenance performed in all export units this year, contributing to higher diesel consumption and reducing total energy generation as well as exports.

The following information can be found in the tables below:

- Total consumed energy;
- 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 consumed¹

	2020	2021	2022
	GJ	GJ	GJ
Fuel from non-renewable sources	28,024,857.22	30,956,553.51	29,832,586.94
Fuel from renewable sources	214,386,646.59	216,528,216.90	217,504,399.00
Energy consumed	3,498,800.20	3,872,202.27	4,148,649.19
Energy sold	5,646,273.28	5,711,287.89	5,435,818.50
Total	240,264,030.73	245,645,684.79	246,049,483.86

1. The total energy consumed is calculated by adding energy from fuel consumption from both renewable and non-renewable sources to energy consumed, and then subtracting from this figure the total energy sold.

Consumption of fuels from non-renewable sources

	2020	2021	2022
	GJ	GJ	GJ
Liquefied petroleum gas (LPG)	446,402.25	1,092,385.52	537,155.70
Natural Gas	20,258,553.43	21,648,153.04	19,512,161.44
Gasoline ¹	59,317.87	40,571.86	94,029.43
Greases and Lubricants ²	301,343.39	252,466.91	0.00
Fossil Methanol	0.00	0.00	0.00
Heavy Fuel Oil	2,811,666.29	3,380,402.50	3,401,526.38
Diesel oil - road ³	3,861,967.58	4,514,178.48	6,287,714.00
Diesel oil - marine ⁴	285,606.42	28,395.20	0.00
Total	28,024,857.23	30,956,553.51	29,832,586.94

1. The automotive gasoline composite was deemed a combination of 73 % Gasoline and 27% hydrated Ethanol.
2. Greases and lubricants were not accounted for due to their representativeness.
3. Diesel oil consists of 90% diesel oil and 10% biodiesel.
4. Suzano's operations involving marine diesel oil have been discontinued.

Consumption of fuels from renewable sources

	2020	2021	2022
	GJ	GJ	GJ
Anhydrous ethyl alcohol	21,939.49	15,006.03	12,346.00
Hydrated ethyl alcohol	389,714.38	10,640.54	34,778.00
Biodiesel (B100)	493,634.95	585,642.26	698,634.89
Biomass	14,501,384.42	12,244,044.40	13,712,332.41
Black liquor (lye)	196,843,955.86	201,368,450.59	200,809,882.36
Renewable methanol	2,136,017.49	2,304,433.07	2,236,092.46
Total	214,386,646.59	216,528,216.90	217,504,066.23

Energy consumed by type

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

Energy sold by type

	2020	2021	2022
	GJ	GJ	GJ
Electricity	5,646,273.28	5,711,287.89	5,435,818.51
Heating	0.00	0.00	0.00
Refrigeration	0.00	0.00	0.00
Steam	0.00	0.00	0.00
Total	5,646,273.28	5,711,287.89	5,435,818.51

Energy consumed outside the organization (GJ)

	2020	2021	2022
Total	20,508,581.65	24,608,503.50	23,414,086.00

Additional information

Fuel consumption data were converted into energy consumption based on basic density and lower calorific value of each fuel. To this end, when available, the data contained in the fuel's own technical specification sheet were used. When not available, the values presented by the Brazilian Energy Balance (MME - Ministry of Mines and Energy, 2021) were used.

For more information about energy management, access "Energy Management".

Energy Management



GRI Dimension

Environmental

GRI Code

302-4

Context

Suzano's energy matrix is sustained, for the most part, by renewable sources, mainly biomass, composed of bark and rejects from the wood chipping process and black liquor (or lye), a wood residue after the separation of the pulp, which is the fuel responsible for generating the largest portion of the energy produced by the company. Additionally, still on a small scale in some industrial units, the energy use of biological sludge in the biomass boilers has already been implemented.

At the Aracruz (ES), Imperatriz (MA), Mucuri (BA), and Três Lagoas (MS) factories, there is a surplus in power generation, which makes it available to the National Interconnected System (SIN, for its initial in Portuguese) or Brazilian grid, contributing to increasing the degree of renewability of the country's energy matrix.

As part of its Commitments to Renewing Life, Suzano has assumed the long-term goal of increasing its renewable energy exports by 50% by 2030. The design of this Commitment considers that the electrical energy generated in the factories is produced from renewable sources, enabling surpluses that can supply the SIN.

In support of this Commitment, by 2022, Suzano's consumption units, such as distribution centers, nurseries, and ports, were focused on improving energy management strategies linked to the conscious and sustainable consumption of electrical energy. We highlight the migration of units to the free energy market, starting to receive renewable energy through Suzano's self-production allocation, and others that have initiated projects to install photovoltaic solar panels for their renewable energy supply.

To manage this issue, Suzano maintains 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 energy generation of the Suzano plants that produce surplus energy and are exporters through the regulatory mechanism of the Allocation of Own Generation (AGP, in Portuguese acronym), via the internal systems of the Electrical Energy Trading Chamber (CCEE, in Portuguese acronym) in Brazil.

Sale of energy surplus

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

IREC Certification

In 2022, Suzano passed the certification process for issuing the International REC Standard (I-REC) for the Três Lagoas (MS) generating unit. The certificate, linked to renewable biomass energy generation, supports the construction of an increasingly cleaner energy matrix. Suzano already sells the I-REC, fostering a market of certificates that encourages the consumption of clean energy generation, as well as generating value for the company.

Brazilian Energy Sector

Suzano seeks to be active and contribute to the energy sector in Brazil. The company is a member of entities in the industry as the Brazilian Association of Large Energy Consumers (ABRACE, in Portuguese acronym) and the Brazilian Association of Investors in Self-Production of Energy (ABIAPE, in Portuguese acronym). As such, the company is also subject to local and federal regulations including:

- National Energy Plan 2050: made by the Energy Research Company (EPE) based on guidelines from the Ministry of Mines and Energy (MME). The plan is a support instrument for 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 MME guidelines, the Ten-Year Energy Expansion Plan is an informative document aimed at the whole society, with an indication,

and not a determination, of the perspectives for future expansion of the energy sector from the Government's point of view, within a ten-year horizon.

- Brazilian decree 5.163/2004: regulates the commercialization of electric energy, the process for granting concessions and authorizations for electric energy generation, and other legal and regulatory provisions. The energy market is coordinated and regulated by the National Agency for Electrical Energy (ANEEL). Created in December 1996, it is an autarky under a special regime linked to the MME.

Energy Efficiency

In the constant search for improvements, Suzano, through investments in efficiency, research, and innovation, seeks to increase its contribution to the availability of clean and renewable energy for the entire country but also focuses on making the best use of its resources.

Among the projects aimed at improving the plants energy efficiency, we can highlight:

- Thor Project: an initiative developed with the Digital team's support, which has as its principle the application of machine learning, aiming to optimize the generation of electric energy from the set of turbo generators in the manufacturing units, increasing the production of electric energy from a renewable base.
- Economizaí Project: focused on reducing thermal and electrical consumption in the production chain, as well as reducing water consumption, chemical inputs, and waste generation, integrating the processes of eleven of the company's plants - Aracruz (ES), Belém (PA), Cachoeiro de Itapemirim (ES), Imperatriz (MA), Jacaré (SP), Limeira (SP), Maracanaú (CE), Mucuri (BA), Rio Verde (SP), Suzano (SP), Três Lagoas (MS) - seeking to share and elect the best practices throughout the value chain.
- Initiatives aimed at energy consumption efficiency are highlighted in the group's units. Focused on reducing natural gas consumption, the Jacaré unit has developed a new strategy of using reducers to decrease consumption in the boilers and the Limeira unit has invested in the installation of a new burner in the power boiler by 2022.

#ORGANIZATIONAL ENGAGEMENT

Percentage of actively engaged employees



Context

The following table you will find data about the Engagement assessment carried out every two years with employees.

Percentage of actively engaged employees [based on employee engagement surveys]

	2019		2020		2021		2022 ¹	
	Men	Women	Men	Women	Men	Women	Men	Women
	%	%	%	%	%	%	%	%
Percentage of actively engaged employees	89.00%	85.00%	0.00%	0.00%	84.00%	84.00%	n/d	n/d
Percentage of employees who answered the engagement assessment	n/d	n/d	0.00%	n/d	75.00%	83.00%	n/d	n/d

1. The 2022 numbers referring to engaged employees will not be disclosed since the Engagement Assessment is biannual and was not carried out this year.

#GOVERNANCE STRUCTURE

Authority Delegation

GRI Dimension

General Disclosures

GRI Code

2-13

Context

The Administrative Council's responsibilities are foreseen in the law, in Suzano's Bylaws, in its Internal Regulations, and other company policies. Besides this, the Administrative Council will deliberate, whenever appropriate, on ESG Practices, ethics, compliance, risks, information security, and other important topics for Suzano, including those related to climate change.

The Board of Directors currently has six Advisory Committees that guide and help the Board of Directors to decide on subjects within its competence. These Committees are formed by members of the Board, Suzano's employees, independent members, and specialists.

The Administrative Council may also hire consulting services or independent opinions to assist in understanding topics, as long as within the budget previously approved by it. Furthermore, all Administrative Council members have free access to Suzano's executives for clarification on any subject related to their duties, in compliance with the best corporate governance practices.

Additional information

For further information about other indicators on this topic, visit the indicators:

- Composition of the highest governance body and its committees and type of board and chairperson of the highest governance body;
- Processes for nominating and selecting members for the highest governance body and its committees;
- Highest governance body role in defining purpose, values, and strategy;
- Accountability of executive-level positions and functions for economic, environmental, and social topics and collective knowledge of the highest governance body;
- The performance evaluation of the highest governance body;
- Highest governance body role in the management of impacts, risks, and opportunities in economic, environmental, and social topics.

Composition of the Highest Governance Body and its Committees, Type of Board and Chair of the Highest Governance Body



GRI Dimension

General Disclosures

GRI Code

2-5

GRI Code

2-9

GRI Code

2-11

Stakeholder

Principles of Governance

Context

The Company's governance structure is composed of the following bodies and committees:

1. Board of Directors

Suzano Board of Directors has an executive function, being composed of 5 (five) to 10 (ten) members, elected by the General Meeting, which, among them, appoints the Chairperson and up to 2 (two) Vice-Chairpersons. The mandate term for the Board of Directors is unified, with a duration of 2 (two) years, reelection being allowed.

At least 20% of the Board of Directors members must be Independent Board Members, as defined in the New Market Regulation, and expressly declared as such in the minutes of the General Meeting that elects them, and the board member(s) elected through the option provided for in paragraphs 4th and 5th of article 141 of Law 6,404/76 (Brazilian Corporations Law) are also considered independent.

In 2022, the Board of Directors had 9 members, 5 of whom were independent directors, with the following composition:

David Feffer (Chairperson);

Daniel Feffer (Vice-Chairpersons);

Nildemar Secches (Vice-Chairpersons).

Ana Paula Pessoa (Independent Board Member);

Maria Priscila Rodini Vansetti Machado (Independent Board Member);

Rodrigo Calvo Galindo (Independent Board Member);

Gabriela Feffer Moll (Board Member);

Paulo Rogerio Caffarelli (Independent Board Member);

Paulo Sergio Kakinoff (Independent Board Member);

Beyond their attributions as board members of Suzano S.A., the Board Members mentioned above have the following additional commitments/functions (in the Company or outside it):

David Feffer: Studied Business Administration in Brazil and holds specialization courses at Harvard Business School (USA), Columbia University (USA), IMD (Switzerland), The Aspen Institute (USA), Singularity University (USA), and Stanford University (USA). Since 2003 serves as (i) Board of Directors Chairperson and is also a member of the Company's following non-statutory committees: (a) Strategy and Innovation Committee, (b) Sustainability Committee Coordinator; (c) Management and Finance Committee Coordinator and (d) Personnel Committee; Regarding the Company's subsidiaries and holding companies, served and/or holds the following positions: (i) since 2003 has been Chief Executive Officer of Suzano Holding S.A., a publicly-held company, whose main activity is to hold equity interests in other companies; (ii) since 2001 has been member of the Board of Directors and Chief Executive Officer of Polpar S.A., a publicly-held company, whose main activity is to hold equity interests in other companies; (iv) since 2004 has been Chief Executive Officer of IPLF Holding S.A., a closed company whose main activity is the holding of shares in other companies; and (v) from 2001 to 2015, served as Vice-Chairperson Director and, since April 2015, as Chief Executive Officer of Premesa S.A., a subsidiary of Suzano Holding S.A. whose main activity is the development of real estate projects. Also, is a member of several social and cultural institutions, among which stands out the following activities: Chairperson of the Board of Directors of the ALEF-Peretz School and Member of the Deliberative Council of the Brazilian Israelite Beneficent Association Albert Einstein Hospital.

Daniel Feffer: Graduated in Law from Mackenzie University, took specialization courses at Fundação Getúlio Vargas and at Harvard University and Massachusetts Institute of Technology (MIT), in the United States, IMD, in Switzerland, and LBS-London Business School in England. Is currently (i) Vice-Chairperson of the Board of Directors and member of the Company's Sustainability Committee. Mr. Daniel also holds the following positions in other institutions: (i) President of ICC Brazil; (ii) Chairperson of the Board of Trustees of the Arymax Foundation, whose main activity is the defense of social rights; (iii) Chairperson of the Board of Directors and the Superior Council of the Ecofuturo Institute - Future for Sustainable Development, whose main activity is the defense of social rights; (iv) Chairperson of the Advisory Board of IBÁ; (v) Member of the IEDI Council - Economic Institute for Industrial Development; (vi) Founding Member of the Council of the All for Education Commitment; (vii) Member of the Strategic Council of FIESP.

Nildemar Secches: Graduated in Mechanical Engineering from USP São Carlos, post-graduated in Finance from PUC in Rio de Janeiro, and PhD in Economics from Unicamp. Currently, besides being a member of the Board of Directors, serves as a member of the following non-statutory committees of the Company: (i) Strategy and Innovation Committee, (ii) Management and Finance Committee, (iii) Eligibility Committee and (iv) Coordinator of the Company's People Committee. Also holds the following positions: (i) since 2008, has been a member of the Company's Board of Directors and Sustainability and Strategy Committee; (ii) since 1998, has been Vice-Chairperson of the Board of Directors of WEG S/A; (iii) has

been Vice-Chairperson of the Board of Directors of Iochpe-Maxion S.A. since 2004; (iv) was a member of the Board of Directors of Ultrapar Participações S.A. from 2002 to 2021; and (v) was a member of the Board of Directors of Itaú-Unibanco from 2012 to 2017. From 1972 to 1990, worked at Banco Nacional de Desenvolvimento Econômico e Social - BNDES, where was an Officer from 1987 to 1990. From 1990 to 1994, was the Corporate General Director of the Iochpe-Maxion Holding Indústria Group and, from 1995 to 2008, was the CEO of Perdigão S.A. From 2007 to April 2013, was Chairperson of the Board of Directors of BRF - Brasil Foods, a publicly traded company whose main activity was the industrialization, commercialization, and exploitation of food in general.

Ana Paula Pessoa: B.A. in Economics and International Relations and M.A. in Development Economics from Stanford University. Currently, besides being a member of the Board of Directors, is the Coordinator of the Company's Statutory Audit Committee (CAE). Also holds the following positions in other companies: (i) Partner, investor and member of the Board of Directors of Kunumi AI, an artificial intelligence company 100% Brazilian, with values and objectives that guide its investment choices. (ii) Chairperson of the Advisory Board of Credit Suisse Brazil, (iii) member of the board of News Corporation in New York, (iv) member of the board of the Vinci Group in Paris, (v) since January 2021 been a member of the Board of COSAN, (vi) member of the Global Council (GAC) of Stanford University, California, (vii) of the Advisory Board of The Nature Conservancy Brazil, (viii) of the Audit Committee of Fundação Roberto Marinho, and (ix) of Instituto Atlantico de Gobierno, Madrid. Previously, held the following positions: (a) Chief Financial Officer of the Rio 2016 Olympic and Paralympic Games Organizing Committee. (b) invested in and was chairperson of the board of Neemu Internet. (c) was a partner and founder of Brunswick São Paulo. Worked for 18 years in several companies of the Globo Organizations. Worked for the United Nations Development Program and the World Bank in the USA and Africa.

Maria Priscila Rodini Vansetti Machado: Bachelor's degree in Agronomic Engineering from the University of São Paulo's School of Agriculture «Luiz de Queiróz» (ESALQ/USP) and specialization in Executive Management and Global Strategy Leadership from the Wharton School (University of Pennsylvania). Currently, besides being a member of the Board of Directors, is a member of (i) the Strategy and Innovation Committee and (ii) the Company's Sustainability Committee; is currently a member of the Board of Directors of the International Center in Indianapolis, Indiana (The International Center), and serves on the Board of Directors of the Inter-American Dialogue in Washington, D.C. Over the last few years, Ms. Maria Priscila has been a member of the following cultural and social organizations: (i) Board of Directors of the American Chamber of Commerce (AmCham); (ii) Brazilian Association of the Chemical Industry (ABIQUIM in Portuguese acronym); (iii) Agribusiness Council of FIESP and (iv) Board of Directors of the Canadian Crop Protection Association (CropLife Canada). Started her career at DuPont Brazil in 1981, in the agricultural division, assuming leadership positions in Regulatory Affairs, Government Relations, and Research & Development. In 1996, was transferred to Wilmington (Delaware, USA), where took different positions in Development and Marketing. In 2008, was promoted to Business Director for DuPont Canada and relocated to Mississauga (Ontario, Canada). Between September 2014 and September 2015, served as global director of Strategic Planning at DuPont Crop Protection. In October 2015, returned to Brazil, where assumed the positions of Chief Executive Officer of DuPont do Brasil and Vice-Chairperson for Latin America of DuPont Crop Protection in DuPont do Brasil and Latin America. With the merger of Dow and DuPont in September 2017, Priscila was appointed Global Director of Strategy and Business Development at Corteva Agrisciences™ in Indianapolis, Indiana. In January 2021, Priscila assumed the position of Vice-Chairperson of Strategy and Planning. In recent years Priscila has served on the Board of Directors of the American Chamber of Commerce (AmCham), the Brazilian Chemical Industry Association (ABIQUIM), the Agri-Business Council of FIESP, and the Board of Directors of the Canadian Crop Protection Association (CropLife Canada).

Gabriela Feffer Moll: holds a degree in Hotel Management, an Executive MBA from Fundação Dom Cabral, and executive courses at Harvard University, Insper and Insead. Currently, besides being a member of the Board of Directors, since 2022; is (i) a member of the Personnel Committee and (ii) a member of the Company's Strategy and Innovation Committee. Also holds the following positions in other companies: (i) member of the Board of Directors of MDS; (ii) member of the ESG and People Committee of Bionexo; and (iii) member of the Board of the Women's Empowerment and Leadership Group of the Jewish Federation of the State of São Paulo (ELF - FISESP); (iii) director of Suzano Holding S.A., (iii) director of Suzano Holding S.A., responsible for the Strategic Management of People and Corporate Communication, also participating in the Non-Statutory Management, Investments, Operations and Real Estate Committees; (iv) director of Polpar S.A.; (v) Chairperson of IPFL Holding S.A.; and (vi) Chairperson of Premesa S.A. Ms. Moll began her career at GI - Grupo de Incentivo and, in 2010, founded AG Sport, a consulting firm specializing in the idealization and organization of major events, where she was responsible for the development of the commercial and strategy areas. In 2015, she joined Dotz, working in the fronts of business development and implementation of a new 100% digital self-service model for the opening in the small business market. From 2017, led product communication and the digital transformation of Suzano's Paper and Packaging Business Unit. After the merger with Fibria, worked in the integration cell responsible for monitoring the synergies arising from the merger. Member since April/22

Rodrigo Calvo Galindo: Graduated in Business Administration. Besides being a member of the Board of Directors, is a member of (i) the Management and Finance Committee, (ii) the Sustainability Committee; (iii) the Personnel Committee and (iv) the Company's Strategy and Innovation Committee; Mr. Galindo Moll also holds the following positions in other companies: (i) Board Chairman of COGNA EDUCAÇÃO S.A. since March 2022. (ii) Chairperson of the Board of Directors of Endeavor Brasil. Has worked in the administration of educational institutions for over 29 years. Was CEO of Cogna/Kroton Educacional for 11 years. Has served as Director of Operations and Director of Higher Education at Kroton Educacional, CEO of the IUNI Educational Group, Administrative Pro-rector of the University of Cuiabá and responsible for the management, accreditation, and implementation of higher education institutions in Bahia, Mato Grosso, Amapá, Acre, and Rondônia. Also served as a member of the Board of Directors of Burger King Brasil, SIM Clinic and Arezzo&Co.

Paulo Sergio Kakinoff: Graduated in Business Administration from Universidade Mackenzie. Currently, besides being a member of the Board of Directors (since April 2022), is a member of the Company's Personnel Committee. Mr. Paulo Kakinoff also holds the following positions in other companies: (i) member of the Board of Directors of Porto Seguro S.A.; (ii) member of the Board of Directors of Grupo Vamos S.A.; (iii) member of the Board of Directors of Tembici S.A.; and (iv) Chief Executive Officer of GOL Linhas Aéreas, since 2012. Mr. Paulo Kakinoff started his career as a trainee at Volkswagen do Brasil, at the age of 17. During his 19 years in the group, held the positions of Sales & Marketing Director, Group Executive Director for South America at the headquarters (Germany) and, in 2009, was appointed Chairperson of Audi in Brazil, remaining there until June 2012. Was a member of the Board of Directors of Gol Linhas Aéreas for two years, where he was an independent member. Member since April/22.

Paulo Rogerio Caffarelli: Graduated in Law from PUC/Curitiba, with specialization in Foreign Trade (FAE/CDE Curitiba) and International Trade Law (IBEJ Curitiba), MBA in Corporate Law and Finance (FGV/RJ), and master's in business management and Economics (University of Brasilia). Currently, besides being a member of the Company's Board of Directors, is a member of the Company's Statutory Audit Committee. Mr. Paulo Caffarelli has been Chairperson of Banco BBC of the Simpar Group since October 2021. From November 2018 to May 2021 was Chairperson of Cielo S.A. Joined Banco do Brasil in 1981, becoming Vice-Chairperson of Wholesale, International Business and Private Banking and Capital Markets (BB BI) from

2011 to 2014 and serving as Chairperson from May 2016 to October 2018. He was Executive Secretary at the Ministry of Finance from February 2014 to February 2015 and served at Companhia Siderúrgica Nacional as Corporate Executive Officer. In the last five years served, for a determined period, on the Board of Directors of the following companies: Banco do Brasil S.A.; Brasilprev; Elo Participações S.A.; Banco Votorantim; CBSS Visavale (Alelo); Vale; Brasilcap Capitalização and Banco Votorantim; was also a member of the Advisory Board of Brazilian Federation of Banks (Febraban in Portuguese acronym).

Among the Board competencies related to economic, environmental and social impacts, we can highlight:

1. To set the general orientation of the social businesses, always respecting the ethical values adopted by the community where it operates and, especially the respect for human rights and the environment;
2. Approve the long-term global strategy to be observed by the Company and its controlled companies, as well as the one to be proposed for the affiliated companies;
3. Deliberate on the establishment of an advisory board to advise the members of the Board of Directors, establishing the positions, remuneration, and operating rules of this body.

2. Executive Committee

The Company's Executive Committee has an executive function, consisting of 1 (one) Chief Executive Officer and 4 (four) to 9 (nine) Statutory Executive Officers, elected by the Board of Directors. The term of the unified mandate is one (1) year, with the possibility of reelection. It is responsible for addressing the Company's strategic issues to the Board of Directors and Advisory Committees.

In 2022, the Board of Directors elected the Company's Executive Board, which has 7 members, with the following composition:

- Walter Schalka as Chief Executive Officer;
- Aires Galhardo as Executive Director of Cellulose Operations;
- Carlos Aníbal de Almeida Jr. as Executive Director of Forestry, Logistics and Procurement;
- Leonardo Grimaldi as Executive Director of Commercial Pulp and People & Management+;
- Christian Orglmeister as Executive Director of New Business, Strategy, IT, Digital and Communication;
- Fernando de Lellis Garcia Bertolucci as Executive Director of Research and Development;
- Marcelo Feriozzi Bacci as Executive Director of Finance and IR.

3. Fiscal Council

The Fiscal Council shall not operate permanently and shall only be installed at the request of the shareholders. Once installed, the Fiscal Council will consist of 3 (three) to 5 (five) effective members and an equal number of substitutes elected by the General Meeting. The mandate term is one (1) year. The main objective is to inspect the management's acts;

In 2022, the Fiscal Council was installed, and 3 (three) effective members and their respective substitutes were elected, with the following composition:

- Eraldo Soares Peçanha (effective member);
- Luiz Augusto Marques Paes (effective member);
- Rubens Barletta (effective member);
- Kurt Janos Toth (alternate member);
- Roberto Figueiredo Mello (alternate member);
- Luiz Gonzaga Ramos Schubert (alternate member).

Beyond their attributions as members of the Company's Fiscal Council, the above-mentioned Directors exercise the following additional commitments/functions (in the Company or outside it):

Eraldo Soares Peçanha: Bachelor's degree in Accounting and Business Administration from Cândido Mendes University (RJ). Main professional experiences: Aracruz Celulose S.A. - Accounting, Internal Audit and Controller Manager (1974 to 1996); CSN-Cia. Siderúrgica Nacional - Controller and IT Director (1996 to 2003); Embratel S.A. - Controller and Corporate Governance Executive Officer (2003 to 2008); Icatu Seguros S.A. - Chief Client Services Officer (2008 to 2011). Currently, a member of the Fiscal Council of Suzano SA, Cadam SA and the Audit Committee of Banco do Estado do Rio Grande do Sul. Alternate member of the Fiscal Council of publicly-held SAs: AES Tietê Energia, Tupy, Ouro Fino Saúde Animal Participações, and Padtec Holding. Was a full member of the Fiscal Council in public SAs: Vale, Net Serviços de Comunicação, JBS, Ideiasnet and CCR, and in closed SAs: Ferrovia Centro Atlântica, Itá Energética and Officer Distribuidora Prod. Tecnologia. Was a full member of the Fiscal Council of the private pension entities of some companies where worked. Is also a full member of the Executive Committee of Canal My News. Since 2012 has been working as a consultant in the areas of Corporate Governance, Controllershship and Accounting/Financial Processes & Systems.

Luiz Augusto Marques Paes: Holds a degree in Law from the Law School of the University of São Paulo - USP. Has been a member of the Company's Fiscal Council since April 1991. Is a partner at the law firm Paes e Colauto - Sociedade de Advogados, where provides legal advice and tax and corporate consulting services. Currently, is also an effective member of the Fiscal Council of SIMPAR S.A., a publicly traded company whose main activity is the provision of services in the logistics area, and an effective member of the Fiscal Council of Cyrela Brazil Realty S.A. Empreendimentos e Participações, a publicly traded company whose main activity is real estate development, buying and selling real estate and renting real estate, and member of the Audit Committee of JSL S/A, a publicly traded company whose main activity is providing services in the logistics area.

Rubens Barletta: Holds a degree in Law from Faculdade de Direito de São Bernardo do Campo. Is an Effective Member of the Company's Fiscal Council and also of the following companies: (i) Banco Alfa de Investimento S.A., a financial institution, (ii) Alfa Holdings S.A., a publicly held company whose main activity is to hold interest in other companies of the Alfa Group; and (iii) Tegma Gestão Logística S/A., a company whose main activity is to render logistics services. . From 1999 to 2010, was an effective member of the Fiscal Council of Financeira Alfa S.A. - Credit, Financing and Investment, a publicly traded financial institution, and of Consórcio Alfa de Administração S.A., a publicly traded company whose main activity is the participation in other companies of the Alfa Group. Since June 2009 has been a partner at Barletta, Schubert e Luiz Sociedade de Advogados, a law firm specialized in Private Law, with an emphasis in Corporate Law. From 1961 to 2008 worked as an employee, intern and then partner at the law firm Augusto Lima S/C.

Kurt Janos Toth: Serves as a member of the Fiscal Council of Tupy S.A., since 2017; Also, as a member of

the following Fiscal Councils: 2018/2019 - Brasiliana Participações S. A.; 2015/2017 - Eletropaulo Metropolitana Eletricidade de São Paulo S. A.; 2008/2015 - AES Tietê S.A.; 2012/2014 - AES Elpa S. A.; 2010/2011 - Eletropaulo Comunicações Ltda. - ELETROBRÁS; 1993/1994 - Companhia Vale do Rio Doce. Also, as a full member, held a seat on the Advisory Board of the BNDES' Welfare and Assistance Foundation in 2015.

Roberto Figueiredo Mello: Holds a degree in Law from the Law School of the University of São Paulo - USP. Is an alternate member of the Company's Fiscal Council and, since 1988, a founding partner of Pacaembu Serviços e Participações Ltda. Was a member of the Fiscal Council of Barclay's Bank between 1995/2002, a financial institution; director of Vocal Com. Veículos Ltda. between 1989/1998, a Volvo car dealership; and, between 1986 and 1998, director of SPP - Nemo S.A. Coml. Exportadora, a company that was part of the Company's economic group at the time, whose main activity was paper distribution in Brazil and abroad.

Luiz Gonzaga Ramos Schubert: Graduated in Law from Faculdade de Direito de São Bernardo do Campo. Since June 2009 is a partner at Barletta e Schubert Sociedade de Advogados, a law firm specialized in Private Law, with an emphasis on Corporate Law. From 1972 to March 2009, was an intern and then a partner at the law firm Augusto Lima S/C. Barletta e Schubert Sociedade de Advogados and Escritório de Advocacia Augusto Lima S/C are law firms and do not belong to any economic group.

4. Advisory Committees

The Company has 5 (five) advisory committees, of which the Audit Committee is statutory and, the others are non-statutory, whose purpose is to conduct studies on matters that require prior and technical analysis of the issues within their competence and using opinions or recommendations, support the decision-making process of the Board of Directors, adding value and conferring even greater efficiency, agility and quality to the decision-making process and the performance of its functions. In all committees, we have the participation of external members bringing a unique perspective to the discussions. Get to know the committees.

1. Statutory Audit Committee

The Statutory Audit Committee ("CAE" in Portuguese acronym) aims to ensure strict internal controls and good administrative practices in the Company, as provided for in the bylaws.

In 2022, the CAE has the following composition, respecting the eligibility rules with a majority of independent members, one specialist and at least one CAE member will not be a member of the Company's Board of Directors: Ana Paula Pessoa (Coordinator), Carlos Biedermann (Financial Specialist), Rodrigo Kede de Freitas Lima, Marcelo Moses de Oliveira Lyrio, Adriana Caetano and Paulo Rogerio Caffarelli.

The CAE is responsible for, among other things:

- Oversee and monitor the process of preparation of financial statements, as well as review before their disclosure the quality and integrity of the Company's quarterly, interim, and annual financial statements and related documents, including the disclosures contained in the management report;
- To monitor the adherence to legal, statutory, and regulatory norms, the adequacy of the processes related to risk management, and the activities of internal and independent auditors;
- To evaluate and monitor with management and the internal audit area the reasonability and adequacy of transactions with related parties carried out by the Company and their respective disclosures;
- To evaluate and discuss with the Company's management and independent auditors the cases of

conflicts related to the financial statements or the application of the generally accepted accounting principles;

- To evaluate and recommend to the Board of Directors the Company's Authorization Policy;
- Independently assess possible conflicts of interest involving shareholders, directors, officers, managers, auditors and others and propose to the Board appropriate corrective measures, if necessary;
- Ensure that the Company implements practical mechanisms for receiving, retaining, and handling information and complaints, internal and external, including complaints on accounting, internal controls, and auditing matters. Such mechanisms must guarantee confidentiality and ensure anonymity, when applicable, of those who take the initiative to use the channel;
- To evaluate the adequacy of the management reports issued by the Administration and referring to accounting aspects, financial results, and risk management, about their integrity, form, content, and distribution;
- Participate in setting the internal control structure for the Company's relevant processes and assist the Statutory Executive Board in its periodic review, aiming to obtain their effectiveness, as well as evaluate the effectiveness of these controls to ensure the Company's adherence to legal, statutory and regulatory requirements to which it is subject;
- To evaluate the recommendations for improvements in the internal control and risk management systems made by the internal and independent auditors, review them with the Board, and monitor their implementation to eliminate or mitigate the relevant deficiencies identified;
- Evaluate the findings of the Annual Evaluation, the impacts of the deficiencies reported therein, their timely reporting to the Board, and the corrective actions implemented or to be implemented to eliminate such deficiencies;
- Periodically evaluate the results of the plans, projects, and strategic investments implemented by the Company ("post-audits"), and recommend their revision to ensure that the objectives defined by the Board are met;
- To evaluate the determination of the parameters of the Company's financial risk management model and the risk management policies, their resources and maximum tolerance determined by Management, as well as the adequacy of the human and financial resources allocated to the Company's risk management.

2. Strategy and Innovation Committee

It has several external members, including executives from other industries, who contribute to the company's reflection on its long-term vision and actions that promote innovation in the company.

In 2022, the Strategy and Innovation Committee had the following composition: Marcelo Strufaldi Castelli (Coordinator), Nildemar Secches, David Feffer, Maria Priscila Rodini Vansetti Machado, Rodrigo Calvo Galindo, Fabio Coelho, Gabriela Feffer Moll, Marcelo Moses de Oliveira Lyrio and Paulo Sergio Kakinoff.

The Strategy and Innovation Committee is responsible for:

- To advise the Company's Board of Directors in the analysis of initiatives related to research and technological innovation in the forestry, industrial, and management areas, about new products and processes;
- Advising the Board of Directors in fulfilling its responsibilities regarding long-term strategy and planning;

- Make recommendations to the Board of Directors and monitor the implementation of policies, strategies, and actions related to research and innovation within the Company;
- Evaluate the Company's investment proposals from the perspective of innovation and make possible recommendations to the Board of Directors.

3. Sustainability Committee

It advises the company to think strategically about the future, including discussions about global and latent themes and to what extent we can contribute to changing some scenarios, such as climate change.

In 2022, the Sustainability Committee had the following composition: David Feffer (Coordinator), Daniel Feffer, Clarissa de Araújo Lins, Philippe Marie Joseph Joubert, Fábio Colletti Barbosa, Haakon Lorentzen, Ronaldo Iabrudi dos Santos Pereira, Maria Priscila Rodini Vansetti Machado and Gabriela Feffer Moll.

The Sustainability Committee is responsible for:

- To advise the Board of Directors through analysis and recommendation on the insertion of the sustainability dimension in the Company's strategic positioning, as well as on the risks, opportunities, and measures associated with social and environmental issues that may have a relevant impact on the business in the short, medium and long terms;
- To advise the Board of Directors in the dissemination of the strategic concept of Sustainability, aiming at the achievement of standards globally accepted as a reference of excellence;
- Analyze and make recommendations on the long-term sustainability goals, evaluating their respective performances annually;
- Periodically analyze the strategies, actions, and projects associated with the Company's sustainability, evaluating their effectiveness in the positioning and objectives;
- Periodically evaluate the actions and the quality of the relationship with stakeholders, as well as the evolution of its image and reputation, making recommendations in this regard.

4. Management and Finance Committee

Its purpose is to provide technical advice to the Board of Directors for the best performance of its activities.

In 2022, the Management and Finance Committee had the following composition: David Feffer (Coordinator), Nildemar Secches, Walter Schalka, Marcelo Strufaldi Castelli, Fabio Coelho, Rodrigo Calvo Galindo, Gabriela Feffer Moll, and Paulo Sergio Kakinoff.

Among the functions of the Management and Finance Committee, we can highlight the following competencies:

- To advise the Board of Directors in the fulfillment of its responsibilities related to finance, budget and control, legal matters, new business, investments, and formulating corporate policies, when necessary;
- To monitor the Company's results, seeking to ensure adherence to the goals established in the Strategic Planning, Business Plan, and Budget;
- To ensure the development and formulation of corporate policies specific to the financial area.

5. People Committee

The People Committee, by evaluating the organizational structure and the development models, compensation, succession, and career practices, seeks to connect the employees' profiles to the company's long-term strategies and goals.

In 2022, the People Committee had the following composition: Nildermar Secches (Coordinator), Rodrigo Galindo, Fabio Coelho, Walter Schalka, David Feffer, Marcelo Strufaldi Castelli, Gabriela Feffer Moll and Paulo Sergio Kakinoff.

The People Committee is responsible for:

- Analyze the human resources policies, structures, and practices proposed by the Executive Board, considering the best practices adopted by national and foreign companies, as well as of the strategies and context of opportunities and risks to which the Company is exposed;
- Discuss the compensation strategy, including salary and benefit policy, short- and long-term regular and extraordinary compensation for the Company's Officers and Board members;
- Analyze and issue an opinion on proposals for salary adjustments and on the variable compensation targets for the Executive Officers;
- Analyze and issue an opinion for the Board's decision on special conditions of employment and dismissal of Executive Officers;
- Analyze and permanently contribute to the evaluation and professional development processes of the Company's Executive Officers and Board members;
- Follow up and contribute continuously to the retention and succession plans of the Company's Directors;
- Recommend actions that promote the desired organizational culture of performance, aligned with the mission, vision, and values of the Company, and focused on building sustainable results;
- Assist the Board of Directors in the identification, selection, monitoring, performance evaluation and succession of the Company's Chief Executive Officer.

Chairperson of the highest governance body

The administration of the Company is carried out by the Board of Directors and the Statutory Executive Board, and the Chairperson of the Board of Directors is not a member of the Company's Executive Committee. At least two (2) of the members of the Board of Directors - or twenty percent (20%), whichever is greater - must be Independent Directors, as defined in the Novo Mercado Regulations. Currently, the Company has 09 (nine) members of the Board of Directors, 5 (five) of them Independent Board Members. For further information, please see our Corporate Governance Policy ([Corporate Governance Policy](#)).

Highest Governance Body Performance Assessment

GRI Dimension

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GRI Code

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Context

The Board of Directors is frequently assessed by an independent consultancy, following pre-established parameters. This assessment determines how efficient the work conducted by the Board is. This guideline is set out in our Corporate Governance Policy, which can be found on the company's Investor Relations website.

The Board was last assessed in 2021 by the independent consultancy Egon Zehnder. For further details on the scope of services, which includes the Board assessment, go to the company's website.

Nomination and Selection Processes For the Highest Governance Body and its Committees



GRI Dimension

[General Disclosures](#)

GRI Code

[2-10](#)

Context

Members of Suzano's **Board of Directors** must be elected according to the [Governance Policy](#) and the [Policy for Referral of Members of the Board of Directors](#), which establishes the criteria for composing the Board of Directors, with due regard for best corporate governance practices and transparency. It has as its **foundations**:

1. The corporate governance guidelines of the company's bylaws, as amended (Bylaws);
2. The Code of Conduct to be followed by the companies of Suzano's economic group, as ratified by the Company's Board of Directors meeting held on March 18, 2018;
3. Law No. 6.404, of December 15, 1976, as amended;

4. The Code of Best Corporate Governance Practices issued by the Brazilian Institute of Corporate Governance (IBGC in Portuguese acronym) and the Brazilian Code of Corporate Governance;
5. The B3 S.A. (Brasil, Bolsa, Balcão) Novo Mercado Listing Regulation, effective January 2, 2018 (Novo Mercado Regulation). No less than two or 20%, whichever is greater, of the members of the Board of Directors shall be Independent Directors, as defined in the Novo Mercado Listing Rules.

No individual can simultaneously be Chairman of the Board of Directors, CEO or main executive of Suzano. Board members will be **selected according to the following criteria:**

1. Cultural and standpoint diversity;
2. No conflicts of interest;
3. Time available to dedicate to Suzano;
4. Independence from the company's Statutory Executive Board;
5. Personal reputation in the business community;
6. Acknowledgement for ethical and moral behavior;
7. Previous experience with finance, accounting, risks, sustainability and the company's business.

If directors hold office in other publicly traded companies, their holdings will be disclosed annually via Form 20F. For further information, please see our Corporate Governance Policy.

In 2022, the Board of Directors approved the restructuring of the **Eligibility and Remuneration Committees** - two advisory committees to the company's Board of Directors - into a single Appointment and Compensation Committee. A majority of members must be independent from the Board of Directors and/or external to the company and of independent character, according to the same parameters set forth in the Policy for Referral. The coordinator of the Appointment and Compensation Committee must hold notable expertise/experience in recruitment processes, consisting preferably of an external member with independent character. To safeguard impartiality regarding directors classified as independent, the **Appointment and Compensation Committee has, among other duties, the following attributions:**

1. Assessing and proposing policies related to its competencies to the Board of Directors, including appointment and compensation policies for the company's administrators;
2. Periodically revisiting the company's Compensation Policy, advising, as necessary, its correction or improvement to the Board of Directors, while also revising said policy in light of market practices, aiming to spot substantial gaps relative to peer companies and advising any necessary adjustments;
3. Striving for the Compensation Policy, Appointment Policy and other company policies under its jurisdiction to remain consistent with the Risk Management Policy, as well as the company's goals as well as its current and projected financial situation;
4. Assess the proposal for management compensation and respective parameters, as per suggestion of the Board of Directors or other company bodies;
5. Assess and propose the overall compensation amount for management members to be submitted to the company's General Meeting pursuant to article 152 of the Brazilian Corporations Law, in addition to the management members' individual compensation and its corresponding allocation, subject to the overall compensation;
6. Assess future internal and external settings and their possible impacts on the Compensation Policy;

7. Assessing and/or appointing, as per the Appointment Policy, persons who, provided the legal requirements are met, as well as those provided for in the Bylaws and other company policies, with due regard for the Diversity and Inclusion Policy, may be eligible for positions as members of the Board of Directors, committees and other management positions, including replacement members in the event of temporary absence or vacancy of the aforementioned positions;
8. Revisiting and/or assessing, as applicable, independence criteria and corresponding placement of company directors and officers in said independence criterion, as well as revisiting, assessing and/or placing members in other special criteria that may be established according to other company policies or regulations and applicable legislation, with due regard to the diversity criterion and unblemished reputation criterion, as per the Appointment Policy;
9. Verify the criteria and nominate a member of the Board of Directors who attends the risk expert requirements as per the Appointment Policy;
10. Regularly assess all members elected to management positions, aiming at complementarity, coherence and adherence of their expertise within the terms of the Appointment Policy and other company policies. The Committee may also request the nominee to attend an interview to better enlighten the requirements of this article, whereby the acceptance of the invitation will be at the nominee's discretion.

As to advisory committees to the Board of Directors, members are elected directly by the Board, the body to which they report, abiding by the rules for convening meetings and deliberating/counting votes set forth in the Bylaws. It should be noted that Board of Directors members are allowed to participate in one or more advisory committees.

Responsibility of Executive-level Positions and Functions for Economic, Environmental and Social Issues and Collective Knowledge of the Highest Governance Body



GRI Dimension

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GRI Code

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GRI Code

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Context

Suzano's governance framework consists on the Board of Directors, supported by the Fiscal Council, the Executive Committee and six other Advisory Committees, including the Sustainability Committee. Its composition can be accessed in the Sustainability Center through the indicator "Composition of the Highest Governance Body and its Committees and Board Type 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, identifying risks and opportunities associated with socio-environmental issues that may have a substantial impact on business, analyzing and issuing recommendations regarding the long-term sustainability goals, monitoring the company's performance and the relationship with its various stakeholders.

To render the sustainability strategy feasible, Suzano has an Executive Committee of Sustainability and Communication, reporting to the Chairperson.

Lastly, in terms of business risk management, Suzano has sophisticated its risk matrix in recent years, increasingly taking into account the socio-environmental aspects when conducting the company's activities and those of its entire value chain.

Role of the Highest Governance Body in Setting Purpose, Values, and Strategy



GRI Dimension

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GRI Code

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Context

Duties of the Board of Directors are established in the Bylaws, its internal regulations and other Suzano policies. The Board is supported by the statutory and non-statutory advisory committees, designed to increase interaction and cooperation between the Board of Directors and other executives and company areas, thus enhancing the Board's ability to thoroughly assess significant and strategic issues while ensuring that the decision-making process is sound and compliant with the company's purpose and social goal. Currently, the company is equipped with a Statutory Audit Committee and **five non-statutory advisory committees**, as follows:

1. Management and Finance;
2. People;
3. Strategy and Innovation;
4. Sustainability;
5. Appointment and Compensation.

Each Committee deliberates on matters pertaining to its duties and responsibilities, with the assistance of professionals, consultants, and administrative support structures. All Committees have Internal Regulations, setting out specific rules about their work, competencies and procedures. These Regulations are reviewed and approved by the Board of Directors.

Concerning **definitions of purpose, values and strategy**, the company's governance bodies operate as follows:

1. Purpose: Suzano's purpose came under debate and assessment by the Board of Directors in 2020;
2. Values: the Culture Drivers were debated by the Board of Directors in 2019;
3. Strategy: all strategic planning at Suzano is debated by the Board of Directors as per the issues submitted by the Advisory Committees and the Statutory Audit Committee.

Role of the Highest Governance Body in Sustainability Reporting

GRI Dimension

[General Disclosures](#)

GRI Code

[2-14](#)

Context

The Suzano 2022 Annual Report is assessed and approved by the company's chairperson and the Executive Committee.

Role of the Highest Governance Body in the Management and Analysis of Impacts, Risks, and Opportunities in Economic, Environmental, and Social Issues



GRI Dimension

[General Disclosures](#)

GRI Code

[2-12](#)

Context

Suzano's current governance structure is composed of the Board of Directors, supported by the Fiscal Council, the Executive Committee, and six other Advisory Committees, including the Sustainability and Strategy and Innovation Committees. The Board of Directors is evaluated frequently and is supported by the company's Executive Board, which shares responsibilities on the socio-environmental issues that are relevant to the business.

1. Board of Directors

The Board of Directors of Suzano has an executive function and it is formed by five to 10 members elected by the General Meeting, which, among them, appoints the chairperson and up to two (2) vice-chairpersons. The term of office for the Board of Directors is unified, lasting two years, with reelection permitted. A minimum of 20% of the members of the Board of Directors must be Independent Board Members, as defined in the New Market Regulation, and expressly declared as such in the minutes of the General Meeting that elects them,

and the board member(s) elected under the option provided for in paragraphs 4 and 5 of article 141 of Law 6404/76 (Brazilian Corporations Law) are also considered independent.

In 2022, the Board of Directors had nine members, five of whom were independent directors, as follows: David Feffer (chairperson); Daniel Feffer (vice-chairperson); Nildemar Secches (vice-chairperson); Ana Paula Pessoa (independent director); Maria Priscila Rodini Vansetti Machado (independent director); Rodrigo Calvo Galindo (independent director); Gabriela Feffer Moll (director); Paulo Rogerio Caffarelli (independent director); Paulo Sergio Kakinoff (independent director).

2. Executive Committee

Suzano's Executive Committee has an executive function composed of a president and four to nine Statutory Executive Officers elected by the Board of Directors. The unified term of office is one year, with reelection being permitted. The Executive Committee has to address the strategic issues of the company to the Board of Directors and Advisory Committees. In 2022, the Board of Directors elected the company's Executive Committee, which has seven members, as follows:

- Walter Schalka as CEO;
- Aires Galhardo as Executive Officer of Pulp Operations;
- Carlos Aníbal de Almeida Jr. as Executive Officer of Forestry, Logistics and Supplies;
- Leonardo Grimaldi as Executive Director of Commercial Pulp and People and Management;
- Christian Orglmeister as Executive Director of New Business, Strategy, IT, Digital and Communication;
- Fernando de Lellis Garcia Bertolucci as Executive Director of Research and Development;
- Marcelo Feriozzi Bacci as Chief Financial and Investor Relations Officer.

3. Fiscal Council

The Fiscal Council will not operate permanently and will only be installed at the request of the shareholders. Once installed, Fiscal Council will consist of three to five effective members and an equal number of alternates elected by the General Meeting. The term of the mandate is a unified one-year term. The main objective is to supervise the management's acts. In 2022, the Fiscal Council was installed and three effective members and their respective substitutes were elected, with the following composition:

- Eraldo Soares Peçanha (effective member);
- Luiz Augusto Marques Paes (effective member);
- Rubens Barletta (effective member);
- Kurt Janos Toth (alternate member);
- Roberto Figueiredo Mello (alternate member);
- Luiz Gonzaga Ramos Schubert (alternate member).

4. Sustainability Committee

The Sustainability Committee is responsible for advising the company to think strategically about the future, including discussions about global and latent themes and to what extent we can contribute to the transformation of some scenarios, such as climate change. In 2022, the Sustainability Committee had the following members: David Feffer (coordinator), Daniel Feffer, Clarissa de Araújo Lins, Philippe Marie Joseph Joubert, Fábio Colletti Barbosa, Haakon Lorentzen, Ronaldo Iabrudi dos Santos Pereira, Maria Priscila Rodini Vansetti Machado, and Gabriela Feffer Moll.

The Sustainability Committee is responsible for:

- To advise the Board of Directors through analysis and recommendation on the sustainability dimension in the company's strategic positioning, as well as on the risks, opportunities, and measures associ-

ated with social and environmental issues that may have a relevant impact on the business in the short, medium and long terms;

- To advise the Board of Directors in the dissemination of the strategic concept of sustainability, aiming at the achievement of standards globally accepted as a reference of excellence;
- To analyze and make recommendations on the long-term sustainability goals, evaluating their respective performances on an annual basis;
- To periodically analyze the company's strategies, actions, and projects associated with sustainability, evaluating their effectiveness about positioning and objectives;
- To periodically evaluate the actions and the quality of the relationship with stakeholders, as well as the evolution of its image and reputation, making recommendations in this regard. The Sustainability Committee challenges the company, bringing strategic views regarding what is happening and helping the Board to always seek best practices in ESG. It was important in setting Suzano's Commitments to Renewing Life (CPRVs in Portuguese), questioning the size of the ambition of these goals, raising the level of discussion, and also emulating what would be the discussion with Suzano's strategic stakeholders regarding these Commitments.

Finally, regarding business risk management, which is another relevant role of the Board of Directors, Suzano has sophisticated its risk matrix in recent years, increasingly considering ESG aspects in the conduct of the company's activities and its entire value chain. Besides the traditionally monitored operational risks, the company has incorporated or attributed a higher relevance to environmental, reputational, governance, and social impact risks. At the same time, it began to require specific standards from suppliers that were not required in the past. The performance of our governance is also supported by consistent policies and consolidated risk management, which enabled Suzano to progress even in one of the most challenging years in world history, marked by the economic and social difficulties brought on by the pandemic.

Voting Practices and Shareholder Rights



Context

Suzano adopts a system in which each share entitles to one vote. All voting provisions and shareholder rights are outlined in the Company's Bylaws, the Voting Agreement, and the Shareholders' Agreement, both entered into on September 28, 2017, and in their respective amendments, entered into on July 12, 2022. In the Bylaws, there is also the provision that the purchase of a certain relevant stake in the company's shares brings rights/obligations to bid for the purchase of the remaining shares issued. The Shareholders' Meetings are attended and voted on by several of the company's shareholders, most of whom use the remote voting system. As of the end of 2020, more than 5% of Suzano's total voting rights.

#ETHICS AND CONDUCT

#COMPLAINTS MECHANISMS

Code of Conduct Management



GRI Dimension

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GRI Code

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GRI Code

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Stakeholder

Principles of Governance

Context

At Suzano, we seek to ensure that all our relationships are duly guided by the highest ethical and integrity values.

The company's Code of Conduct aims to commit our directors, officers, administrators, managers, shareholders, collaborators, contracted employees, suppliers, customers, people and/or entities with which we relate, whether they are interested parties and/or their subsidiaries and affiliates, to the ethical principles that guide our business conduct and to disseminate them throughout our relationship network. This involves the unchanging respect for human rights as a fundamental condition to be met by all parties involved in our business.

These are some topics addressed by our Code of Conduct:

- Compliance with laws, internal rules, and procedures;
- Confidentiality of information not disclosed to the market;
- Privacy and Personal Data Protection;
- Commitment to the best corporate governance practices to comply with the regulation, which covers publicly traded companies;
- Anti-corruption practices;
- Receipt of gifts and presents;
- Conflicts of interest;

- Guidelines for health promotion and disease prevention established by the Ministries of Health and Labor, as well as by the World Health Organization, with emphasis on epidemic and pandemic periods;
- Harassment of any nature, inappropriate behavior, discrimination, human rights, child labor and/or slave labor;
- Professional valorization;
- Sustainable development;
- Transparency.

As stated in the document, we are committed to fairness, accountability, corporate responsibility, and ensuring human rights in our business and operations. To reinforce this commitment, we carry out awareness-raising actions on these issues through press releases, training sessions, and team meetings. As an example, in 2022, we prepared a mandatory video training session on the Anti-Corruption Policy and ensured the dissemination of our Code of Conduct to all Suzano employees. The Code of Conduct and its mandatory training are updated every two years, with the last revision occurring in 2021. The training was also done by 100% of the 64,975 service providers who worked or provided services in our units.

For this, we count on policies that support the entire process, which are:

- **Ombudsman Policy - POL.00.00006:** Its purpose is to establish the process and governance guidelines on the performance of the Area and the Ombudsman Channel regarding the compliance with applicable legal and regulatory provisions, as well as regulations and internal codes, including the forecasting of specific procedures for the protection of the complainant and the information confidentiality. This policy covers all directors, officers, administrators, managers, shareholders, employees, contracted employees, suppliers, customers, related persons and/or entities and stakeholders of Suzano;
- **Disciplinary Measures Policy – POL.00.00029:** establishes the guidelines and defines the principles, concepts, and criteria for applying disciplinary measures to Suzano's employees;
- **Conduct Management Committee Rules of Procedure – MAN.00.00001:** presents an advisory character, acting as a primer on how the area works, obligations, duties and decisions.

The goals of the Ethics and Ombudsman area are based on disseminating the Code of Conduct and on-line training on the topic to the entire Suzano team, and monthly communication about the Code and its developments.

Conflict of Interest Management



GRI Dimension

General Disclosures

GRI Code

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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.

Besides the specific policy on the subject, Suzano establishes in its Code of Conduct and Related-Party Policy procedures that must be observed 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 Committee 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 exis-

tence 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 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. "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 Members.

"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."

Mechanisms for Ethics Advice and Concerns and Complaints/Complaints Received and Addressed through the Ombudsman Channel, by type



GRI Dimension

General Disclosures

GRI Code

2-25

GRI Code

2-26

Stakeholder

Principles of Governance

Context

Suzano has an external and independent Ombudsman Channel accessible to the internal and external public. In this Channel, transgressions perceived in the business environment and related to the guidelines and behaviors established in the Code of 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, which can also be used to clarify doubts regarding the Code of Conduct or situations not foreseen.

The Channel is managed by our Ombudsman area and follows two internal policies:

- **Ombudsman Policy:** establishes the process and governance guidelines on the area's performance and the Ombudsman Channel regarding the compliance with the applicable legal and regulatory provisions, establishing the guidelines of the internal regulations and codes, including the forecast of specific procedures for the protection of the complainant and the confidentiality of the information;
- **Policy for Disciplinary Measures:** establishes the guidelines and defines the principles, concepts, and criteria for applying disciplinary measures to Suzano's employees.

Unethical behavior or behavior incompatible with current legislation, as well as issues related to organizational integrity and human rights, are presented to the **Conduct Management Committee**, the last instance in the company to decide on controversial situations and possible infractions and violations of the Code of Conduct.

This governance model helps us make impartial and transparent decisions, assisting in resolving unanticipated ethical dilemmas and ensuring uniformity of criteria used in concluding similar cases. Furthermore, the model determines, when so required, the adoption of the necessary measures by issuing a formal opinion to the company's competent areas 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 retaliation against them is allowed or tolerated. It is worth noting that the Code of Conduct and its mandatory training were updated in 2021 by our bylaws.

Moreover, every month we disclose to our employee's topics related to the company's ethical pillars and the Ombudsman Channel. For the external public, the Ombudsman Channel and the Code of Conduct are available in an exclusive icon on the company's website, where it is also possible to open manifestations. Access (in portuguese): <https://www.suzano.com.br/fale-conosco/?ouvidoria> .

The receipt and control of manifestations via the internet, works 24 hours a day, seven days a week, and access can be made through any computer, tablet, or cell phone (with internet) through this [link](#) (in portuguese).

In 2022, 1,344 manifestations were received for analysis in the Ombudsman Channel, and 55%¹ of these cases were well-founded and adequately treated through corrective actions and disciplinary measures. It is also worth noting that, of the total complaints received in 2022, 28%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 via the Ombudsman Channel, by type.

1. Does not take into account pending statements as of the cut-off date of December 31, 2022
2. Considers all statements received in 2022. Identified statements are those in which the whistleblower identifies themselves.

Complaints/demands received and addressed by the Ombudsman Channel¹

	2020	2021	2022
	overall number	overall number	overall number
Total number of complaints/demands identified	912	1,079	1,344
Number of complaints/demands that were addressed	912	1,079	1,344
Number of complaints/demands resolved	870	1,039	1,208
Number of pending complaints/requests	42	40	136
Number of complaints/demands registered before the period resolved in the year	40	42	39

1. The evidence of this information is contained in our monitoring and control database of denunciations filed in the confidential network of the Ethics and Conduct area. For the indicator, data from Projeto Cerrado and Suzano Holding S.A are not considered.

Complaints/demands received and addressed via the Ombudsman Channel, by type¹

	2020	2021	2022
	overall number	overall number	overall number
Inadequate behavior of the manager	151	142	196
Proven Corruption	36	44	55
Inappropriate peer behavior	126	214	215
Labor Issues	46	69	84
Lack of payment	111	117	142
Inadequate treatment and service to the service provider	135	110	225
Physical conditions of the workplace	26	11	19
Remuneration	8	10	50
Selective process/admission/disconnection	49	32	73
Other	37	113	81
Benefits	23	8	6
Career/promotion	6	4	8
Working hours	21	14	34
Health and Safety	24	82	53
Function Deviation	2	10	4
Environment	20	23	31
Conduct	0	0	0
Discrimination	4	5	3
Favoritism in bidding	0	0	0
Information Security	0	0	1
Moral Harassment	0	0	0
Theft/Robbery	1	0	0
Conflict of interest	1	1	1
Use of improper resources	2	0	3
Legal Issues	8	31	7
Community Issues	0	0	31
Inadequate treatment and customer service	75	31	17
Sexual harassment	0	8	5
Total	912	1,079	1,344

1. The evidence of this information can be found in our monitoring and control database of denunciations filed in the confidential network of the Ethics and Conduct area. For the indicator, data from Projeto Cerrado and Suzano Holding S.A are not considered.

#INCOME GENERATION

Consolidated results of income generation programs



Commitment to Renewing Life

Context

Suzano, alongside with strategic partners, invests in social programs with direct impact on poverty reduction on seven fronts: inclusive recycling, sustainable extractivism, entrepreneurship, supply and service networks, employment access, as well as access to the company's value chain.

In 2022, a poverty-focused Theory of Change (TOC) has been developed to outline the steps needed, considering the short and medium term, towards lifting 200,000 people out of poverty by 2030. By doing so, the social investment was qualified to attend public in socioeconomic vulnerability situations.

This year, the revenue (table below) resulted from the extrapolation of data samples collected in the evaluation process of social programs and projects to generate income invested by Suzano, which may have reflected in a reduction of the total revenue generated compared to 2021. However, the outcomes reveal that the number of participants, beneficiaries, and people removed from poverty line has exceeded previous years.

Consolidated Results of Income Generation Programs/Projects¹

	2020			2021			2022		
	Number of participants ²	Number of benefited people ³	Total revenue raised ⁴	Number of participants ²	Number of benefited people ³	Total revenue raised ⁴	Number of participants ²	Number of benefited people ³	Total revenue raised ⁴
	overall number	overall number	R\$	overall number	overall number	R\$	overall number	overall number	R\$
Bahia	1,389	7,774	14,505,335.11	1,618	15,051	21,034,937.08	1,875	4,866	2,831,770.43
Espírito Santo	957	9,134	14,718,835.03	854	7,949	25,104,997.70	3,676	12,910	20,930,090.86
Maranhão	858	2,448	3,321,679.50	932	3,452	9,057,168.31	2,868	11,171	25,179,876.22
Mato Grosso do Sul	719	3,390	9,975,788.42	825	2,790	15,866,380.68	935	2,711	4,235,179.55
São Paulo	373	1,721	6,173,556.70	596	1,494	21,953,195.08	4,746	15,579	26,129,649.31
Total	4,296	24,467	48,695,194.76	4,825	30,736	93,016,679.85	14,100	47,237	79,306,566.37

1. The indicator monitors the total number of participants and benefited people by income generation programs invested in by Suzano
2. The number of participants considers the people directly assisted by the income generation programs invested in by Suzano.
3. The number of benefited people is calculated based on the count of people who live and belongs to the same family group as the participants in income generating programs and projects, and who benefit from the results obtained from them (improvement in income, food, housing conditions, acquisition of goods).
4. The revenue raised consists of the sum of the total annual income stemming from the commercialization of products and/or services from programs and projects activities.

Programs for Community Relationship and Poverty Reduction



Context

Programs for Community Relationship and Poverty Reduction

Suzano believes that a more sustainable and fairer world is built upon transforming the attitudes of the entire society. That is why the company invests in social development in its areas of operation.

The Social Strategy aims to drive, alongside partners, the social development of the areas surrounding the company's operations by strengthening relations with communities and investing in education and job and income generation opportunities.

Community Relationship Programs

The Relationship programs are built on a community engagement methodology, representing a deeper structured, inclusive, continuous relationship, and establishing Suzano as a local development partner.

This methodology considers the specificities of the different realities and stakeholders involved, privileging and valuing the protagonism of the entire community, citizenship, and self-esteem. In addition, it encourages and strengthens local networks, to promote dialogue and solidarity among the parties.

This happens in practice from the organization of a cycle of structured dialogues, which has as its objectives the sharing of information, the definition of short and long-term goals, actions, and responsibilities of the parties involved. The programs arise from the vocations and needs of each location.

To leverage the development of the neighboring communities, Suzano conducts various programs and initiatives for work and income, culture, sports, and education 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, in addition to expanding the regions' supply networks through the organization of small rural producers
- **Traditional Communities and Indigenous Peoples:** initiatives undertaken on an ongoing basis based on trust and mutual respect for rights and interests, following the Corporate Human Rights Policy and the Corporate Policy for Relations with Indigenous Peoples and Traditional Communities - both of Suzano. To promote ethnodevelopment practices, respecting and strengthening the traditional way of life, natural optionality and as a priority for the development of indigenous and traditional communities
- **Urban Communities:** these are initiatives that strengthen individual and collective leadership through socio-cultural and socio-sporting projects proposed by the communities and supported by Suzano through periodic public selection notices that happen with or without tax incentives.

As a social strategy, the programs and initiatives favor territorial relationships besides being opportunities to contribute to the achievement of social commitments publicly assumed by the company, such as poverty reduction and improvement of education. Some examples are listed below.

- **Beehive Program**

The program aims to promote the strengthening of the beekeeping chain in the regions where the company operates, contributing to the generation of income and the quality of life of the communities involved, as well as to environmental conservation.

The support to beekeepers and associations/cooperatives is provided by partnering technical teams that offer qualified Technical Assistance and Rural Extension service (ATER, for its initials in Portuguese). The Program also guarantees access to the apiculture pasture on company land. Furthermore, in conjunction with partners, Suzano promotes investments in infrastructure directed towards the beekeepers participating in the associations/cooperatives.

The initiative establishes a relationship with beekeepers and neighboring associations and promotes the multiple uses of the forests, and is a practical example of the Suzano Culture Guideline: "Generating and sharing value".

2022 Highlights

- An unprecedented partnership with the Banco do Brasil Foundation to strengthen the honey production chain in the Legal Amazon
- Formation of the Mixed Agricultural Cooperative of Ribas do Rio Pardo (COOPARDO, in Portuguese), in Mato Grosso do Sul, for the Tatu Canastra Seal
- Partnership with LACAN: Connection between Suzano and Lacan, an Investment Fund partner company, with the purpose of expanding access to beekeeping pasture for participants in the Beehive Program
- Consolidation of four Local Productive Arrangements (APL, in Portuguese) of the honey chain in the State of São Paulo
- Advance in the Agroindustrial Certification in the State of Espírito Santo, enabling access to the National honey market
- The structuring of the honey processing operation at the Community Association of Farmers and Beekeepers of Argolo (ACARGO, in Portuguese), in Bahia, through the purchase of a trailer

Sustainable Settlements Program

The Program is aimed at generating work and income and is oriented towards agroforestry production, in partnership with Brazil's Landless Rural Workers Movement (MST) and the Luiz de Queiroz College of Agriculture (Esalq), of the University of São Paulo (USP).

The Program goals are:

- Ensure food security/sovereignty and provide the elements for income generation
- Eradicate illiteracy
- Guarantee access to basic health care
- Ensure access to public policies

- Ensure the necessary infrastructure conditions for the achievement of the Project's vision (roads, renovations, water/sanitation, and new constructions).

Currently, the Project benefits 2,304 families in 21 areas in Bahia's south and far south.

2022 Highlights

- The Egídio Brunetto School was formally resumed, a milestone for the Agro-ecological Settlements Program in Bahia.

Agente do Bem Program

The Program is an initiative of Suzano, in technical partnership with Childhood Brazil, an institution **dedicated to child and adolescent protection**, and with several public agencies and services, civil society organizations, the community, local entities, and companies that seek to engage everyone to become a Good Agent ('Agente do Bem' in Portuguese) that is a child, adolescent, and women protector.

The Program goals are:

- Act to promote child and adolescent protection and women's rights in the territories where Suzano operates
- Mobilize local society to participate in protecting the rights and defense of children, adolescents, and women
- Articulate and contribute to strengthening the Network for Guaranteeing the Rights of Children, Adolescents, and Women in the priority municipalities through advocacy and public policies;
- Develop actions for citizen education, approaching the theme in a positive and welcoming way, focusing on the vulnerabilities and risks, but also on the public's potential.

In "**Grandes Obras**", **Ribas do Rio Pardo¹ (MS)** the program aims:

- Mitigate the massive migration of workers to the region, which can especially affect children, adolescents, and women
- Strengthen the positive perception of the company in the relationship with the community and its stakeholders
- Strengthen the System to Guarantee Ribas do Rio Pardo Rights

2022 Highlights

- Construction of the Voluntary & Public Commitment and Technical Cooperation Agreement Mato Grosso do Sul State Court of Justice and Ribas do Rio Pardo City Hall
- Articulation of the Technical Cooperation Agreement between the Mato Grosso do Sul State Court of Justice and Ribas do Rio Pardo City Hall
- Voluntary & Public Commitment: 15 companies joined the Agente do Bem Program - Cerrado Project (Suzano's new industrial unit located in Mato Grosso do Sul, which will start operations in 2024), whose mission is to continuously participate in campaigns on the topic, ensure working conditions and include the topic in the professional training of their employees and contracted ones.
- Creation of the performance strategy for 2023, aiming to "Make Suzano a benchmark in protect-

ing the rights of children, adolescents and women” with a strategy defined on three action fronts: Institutional, Prioritized Municipalities, and Major Projects

- Creation of the Steering Committee of the “Agente do Bem Movement” at the new Ribas do Rio Pardo (MS) factory: construction of the complaint flow, the definition of the strategy for applying the Cerrado Project’s worker profile survey.

Poverty Reduction

Suzano is present in over 200 Brazilian municipalities, where 3.3 million people live in poverty. The company understands that its role is to contribute to a less unequal world. The company knows that, alone, it will not be able to drive social development. Therefore, it works in partnership with other companies, civil society organizations, associations and cooperatives, public authorities, and others.

In 2022, the Theory of Change (TdM in Portuguese) was developed with a focus on poverty reduction, to make visible the path needed, from the short and medium terms, to achieve the removal of 200,000 people from the poverty line by 2030. With this, social investment was qualified to attend to this public in a situation of socioeconomic vulnerability.

Suzano’s actions to combat poverty involve the analysis of results within the established deadlines and the structuring of products aimed at its target audience. To this end, strategies were outlined by the available structure and budgets, and the planned activities were put into practice. The search for results involves investments in people, businesses, networks, and governance capable of creating and keeping economic chains alive.

Currently, Suzano works with **seven programs aimed at reducing poverty**. Learn more about them below.

1. Sustainable Extractivism

This front seeks to stimulate the extraction and collection of native products, always sustainably and responsibly, training people and cooperatives. We can mention as an example the Pindowa Project, an initiative conducted with Suzano support in the communities along the Estrada do Arroz (Rice Road), in Imperatriz (MA). The Project was created to rescue and strengthen the identity of the babassu nut breakers, promoting the involvement of the youth, and adding value to the extractive products.

In fostering the entrepreneurial culture, courses, and workshops are held to improve the babassu coconut craftsmanship, such as the production of bio-jewelry, and handmade soaps, among other products, generating work and income for the local communities.

2. Supply Networks

Through the creation of supply networks, competitiveness for small and medium entrepreneurs/companies and economic heating at the regional level in the fostering of an entrepreneurial culture, courses and workshops are held aimed at the improvement of the babassu coconut craftsmanship, such as the production of bio-jewelry, handmade soaps, among other products, generating work and income for the local communities. These are the driving force for poverty reduction via Local Productive Arrangements (APLs, in Portuguese acronym).

A Productive Arrangement is an agglomeration of producers or companies around the same main production activity and related activities. Suzano stimulates the creation of partnerships among rural producers, traders, and customers in the areas surrounding the cities in which it operates to strengthen food security, agriculture, and cattle raising in the regions.

3. Inclusive Recycling

The Inclusive Recycling front aims to include cooperative and autonomous collectors in the recycling processes, as well as other actors in the waste chain, who live in poverty, making them regularized entrepreneurs and/or mobilizing agents of recycling. It also aims to foster new cooperatives and strengthen existing ones, boosting the networks, local players, and economic environment of the municipalities.

Recicle Aracruz is an example of a cooperative that operates inside Suzano's industrial unit in Aracruz (ES), where the members had a 70% increase in their income with the professionalization project and access to new markets. Today, the cooperative has become a service provider for Suzano.

4. Women and Youth Entrepreneurship

Suzano believes that women and young people are the most vulnerable Brazilian public when it comes to multidimensional poverty, because they are groups that face violence, have a high financial dependency, receive lower salaries, are the majority among unemployed people, work multiple shifts, and have a fundamental undervalued and non-monetized daily occupation. That is why the company invests in opening and running businesses proposed by women and young people. It also invests in the creation of products and services that stimulate the entrepreneurship of this public.

An example of this initiative is the Mãos Que Valem Project, which strengthens the production and commercialization of handicrafts made by craftswomen from the district of São Silvestre, in Jacareí (SP).

5. Service Networks

This action line seeks to create a network of partnerships and commercialization of services within the communities. A successful example is the project Professional Connection, carried out as a pilot project in Três Lagoas (MS), which focuses on connecting unemployed people, who are in a situation of socioeconomic vulnerability, to temporary jobs, enabling the generation of income and improvement in the quality of life and the provision of quality services to meet the municipality demands.

The Project includes short courses to qualify the participants and then creates possibilities to connect them to the job market, becoming a hiring network.

6. Employment Access

According to Artemisia, a consulting firm focused on social impact actions, decent work is a fundamental condition to overcome poverty and reduce social inequalities. The access to the employment front seeks to train, professionalize, and promote connections so that people may have access to formal employment. In 2022, the São Paulo unit, in the Paraíba Valley and Alto Tietê region, carried out the Hiring in the Valley project, an initiative of Suzano and Service Provider Companies (SPCs) in its value chain. The Project aims to act strongly in poverty reduction, promoting the connection between the labor demands of the EPS with people who are below the poverty line.

7. Value Chain

Suzano sees in its value chain the potential to transform people's lives through direct hiring and/or contracting of suppliers, bringing the company closer to the communities surrounding its operations.

A successful example of this proximity is the São Domingos Cooperative, located in northern Espírito Santo, and formed by the quilombola community of Córrego São Domingos, one of the most traditional in the state. In 2013, community leaders approached Suzano to propose a partnership that could generate work and income.

This is how the two fronts of the project began: professionalizing the participants in forest cultivation techniques and providing services from the Cooperative to Suzano - among its employees and cooperative members, who work in the commercial planting and forest restoration operations, providing growth and economic and personal development to the participating group.

The following chart shows the number of people who benefited from social programs by region.

Footnote

1. To further information about the Cerrado Project, which takes place in Ribas do Rio Pardo (MS), access this [link](#).

Number of people benefited¹, by social programs

Unit	2020	2021	2022 ²
	overall number	overall number	overall number
Bahia	20,277	96,088	48,952
Espírito Santo	12,456	74,358	58,865
Maranhão	4,101	144,911	79,554
Mato Grosso do Sul	9,456	46,850	30,697
São Paulo	3,960	60,553	58,003
Total	50,250	422,760	276,071

1. We considered people who participated in Suzano's social projects, focused on income, relationships, and education.
2. The difference in the number of beneficiaries from 2021 to 2022 occurs because some municipalities have not joined the Suzano Education Program (PSE), the initiative with the highest participation in the indicator. In 2021 there were 312,339 beneficiaries, and in 2022 there were 205,669.

#ENVIRONMENTAL MANAGEMENT

Investment in Environmental Management in Industrial Operations



Stakeholder

People

Context

In 2022, we made BRL 24,118,433.11 in investments in the environment, which represents a reduction of 50% compared to 2021 (BRL 48,029,278.90). This difference is mainly due to the disbursement of the Waste Treatment Center at the Imperatriz (MA) unit, which started operations in the first quarter of 2021.

The cost of waste treatment increased by 23%: a reflection of the increase in fuel prices that impacts the disbursement with waste handling. These increases directly affected the Opex, which grew 30%, from BRL 223,819,318.76 in 2021 to BRL 291,823,972.58 in 2022. Opex was also highly impacted by the rise in commodity prices, which raised the variable costs of water and effluent treatment.

In 2022, we had BRL 64,207,771.16 of savings, which includes values such as taxes recovered for environmental services, cost avoided with the water we no longer consume, and waste we no longer send to landfills, among others. In previous years, we also included the paybacks from the Waste Treatment Centers, so the value has reduced when compared to the historical series.

Investments in environmental management

	2020	2021	2022
	R\$	R\$	R\$
Total Environmental Investment	89,181,284.09	48,029,278.90	24,188,433.11
Investments and spending on environmental protection/conservation ¹	327,499,423.13	271,848,597.66	316,012,405.69
Investments and expenses with waste treatment and disposal per industrial operation	84,480,286.87	67,166,071.13	83,041,519.03

1. We ratified the 2020 and 2021 values due to a calculation adjustment.

CAPEX and OPEX investments for environmental management¹

	2020 ³	2021 ³	2022
	R\$	R\$	R\$
CAPEX	89,181,284.09	48,029,278.90	24,188,433.11
OPEX ²	238,318,139.04	223,819,318.76	291,823,972.58
Total	327,499,423.13	271,848,597.66	316,012,405.69
Savings	71,520,888.12	118,083,300.10	64,207,771.16

1. Considers the total investment in Capex and Opex related to the environment of the industrial units.
2. It considers the amounts destined for the maintenance of each industrial unit's environmental management, including monitoring of the environment, studies, audits, and environmental licensing, solid waste management, water, and liquid effluent treatment, among others.
3. We ratified the Opex figures and, as a result, the total reported figures for the last two years due to a calculation adjustment.

Investment in Environmental Protection/Conservation, in Forestry Operations



Context

The following table shows the comparative data from 2020 to 2022.

Investments and expenditures in environmental protection/conservation, in forestry operations

	2020 ²	2021	2022 ³
	R\$	R\$	R\$
Forestry operations ¹	18,470,630.84	72,754,637.25	111,787,349.64

1. The total investments in monitoring and conservation of biodiversity and water monitoring were considered in the calculation, as well as disbursements with ecological restoration, waste treatment and disposal, equity surveillance, and fire prevention and combat.
2. The significant difference reported in 2020 was due to the following disbursements that were not included in the indicator at the time: equity surveillance and fire prevention and combat.
3. The difference in value presented 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 the increase in equity surveillance rates.

Optimizing Opportunities for Ecosystem Services Provided by Forest Areas



SASB Dimension

Ecosystem services and impacts

SASB Code

RR-FM-160a.4

SASB Sector

Forest Management

Context

Balancing ecosystem services (benefits to society arising from conservation and sustainable use of natural resources) is vital for Suzano, since its main raw material consists of a natural resource, the eucalyptus tree.

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

- **Provisioning services:** provide environmental goods or products for consumption or commercialization, such as water, food, timber, fibers and extracts, among others;
- **Regulating services:** promote ecosystem stability, such as carbon sequestration and storage, maintaining air quality and hydrologic cycle, control of critical erosion processes and potential pest populations, among others;
- **Cultural services:** non-material benefits provided by ecosystems, such as recreational, tourism, cultural identity, spiritual and aesthetic experiences, and intellectual development, among others;
- **Supporting services:** basic ecosystem functions such as nutrient cycling, production, maintenance or renewal of soil fertility, pollination and biodiversity maintenance, among others.

As such, Suzano conducts its operational decisions so as to ensure integrity of ecosystem services throughout the areas in which it operates, offering opportunities to contribute positively through its practices, programs and projects, as exemplified below:

Beehives Program

The Beehives Program is aimed at strengthening the beekeeping chain in regions where the company operates, thereby contributing to income generation and improving the quality of life of communities involved, as well as to environmental conservation. Support for beekeepers and associations/cooperatives

is handled by partnering technical teams who offer a qualified Technical Assistance and Rural Extension service (ATER in Portuguese acronym). Beyond this, the Beehives Program secures access to the apiculture pasture in the company's areas. And, together with partners, it fosters investments in infrastructure for practices targeted to beekeepers who participate in associations/cooperatives. This initiative builds relationships with beekeepers and neighboring associations and fosters multiple use of forests, following Suzano's Culture Guideline: "Generate and share value".

Nascentes do Mucuri (Mucuri Springs) Program

Administered by Suzano since 2017, the Nascentes do Mucuri Program seeks to encourage efforts to protect the springs of the Mucuri River and its surroundings, thereby fostering the perpetuity of such a valuable resource for the region. This river springs in the northeast of Minas Gerais state and flows into southern Bahia state, covering a total of 446 kilometers in an area of about 15,400 square kilometers and 537,000 residents. The Program focuses on socio-environmental education and training of local producers towards consolidating a preservation culture in the region. By the year 2022, more than 4,700 hours have been dedicated to socio-environmental actions, and over 12,000 people have been mobilized. Additionally, to meet the Program's goal, over 1,500 rural properties were visited and over 43,000 seedlings were planted, totaling 515 springs undergoing restoration.

Through the Program, Suzano conserves and protects springs, contributing to regulating maintenance of the hydrologic cycle and water supply, both of which being essential ecosystem services that the company directly relies on.

Ecological Restoration Program

The Suzano Ecological Restoration Program encompasses the Atlantic Rain Forest, Cerrado and Amazon biomes, and strives to significantly increase connections between existing forest fragments while fostering networking of ecologically representative conservation areas.

As such, the ecological restoration promoted by the program seeks to improve ecosystem services, such as water supply, biological pest and disease control, local and regional climate regulation, air quality and hydrologic cycle maintenance, carbon sequestration and storage, pollination, among others.

Thus, the Suzano Ecological Restoration Program has contributed to increase native vegetation coverage in Brazil, as well as the adaptive capacity of such environments to climate changes and reduction of environmental impacts. Over 37,000 hectares of areas have been restored by the year 2022.

High Conservation Value Areas (HCVA)

According to ecological, environmental and social attributes possessed by the areas protected by Suzano, part can be considered as High Conservation Value Areas (HCVA). The company is guided by attribute criteria adapted from the High Conservation Value Resource Network (HCVRN), reissued in 2018¹. HCVA are areas in which the following attributes are identified:

- Species diversity with occurrence of endemic, threatened or endangered species;
- Landscape mosaics with extensive areas of well-preserved forests;
- Rare or threatened ecosystems and habitats;
- Ecosystem provision services such as spring protection and erosion control in vulnerable soils;
- Existence of resources to meet local community, indigenous or traditional population needs;
- Areas of global or national cultural, historical, religious, ecological or economic significance, or critical to traditional culture of local communities, indigenous peoples or traditional peoples.

Within the Company's protected areas - totaling over 1 million hectares - Suzano has identified 75 areas classified as HCVA's, representing over 90,000 hectares deemed to be of global or national importance as of 2022.

HCVA's are voluntarily identified, reflecting Suzano's commitment to conservation of biodiversity, natural resources and ecosystem services. Special management and protection measures are established to safeguard the values identified, consistent with specific requirements and legislation pertaining to these conservation areas.

Through the conservation of its HCVA's, Suzano also contributes to the promotion of ecosystem services such as water and food provision, local and regional climate regulation, carbon sequestration and storage, control of critical erosion processes, biodiversity maintenance, recreation and ecotourism, among others.

Neblinas Park

Among Suzano's environmental conservation area of approximately 1 million hectares is the Neblinas Park, a sustainable use reserve managed by the Ecofuturo Institute and located in the São Paulo state. Mainly focused on nature conservation, this private reserve protects native forest remnants and water resources, with 7 thousand hectares of area in different stages of regeneration and 477 protected springs, as well as promoting the development of scientific studies. Over 1,260 species have been identified, including new and endangered species. Furthermore, the site hosts environmental education activities and experiences within a natural environment.

In 2021, Suzano obtained certification for two ecosystem services provided by Neblinas Park: Biodiversity Conservation and Recreational Services. This certification was validated after an audit process for FSC® forest certification, held at the Park. It attests to the benefits of maintaining and conserving the Neblinas Park for both cultural and supportive ecosystem services.

Planos da Mata

Suzano and SOS Mata Atlântica have been working together since April 2021 to implement the Planos da Mata project, designed to encourage preparation of Municipal Plans of the Atlantic Forest (PMMAs in Portuguese acronym).

The goal is to strengthen public policies for planning and local territorial development towards the maintenance of environmental services, through the protection of biodiversity, native forest restoration, development of green economy, job and income generation, and greater legal security for land use. It is anticipated that this project will give rise to a type of environmental master plan covering 33 municipalities situated in the Bahia, Espírito Santo and São Paulo states, where Suzano has manufacturing and forestry operations.

Long-Term Commitment to Mitigate Climate Change

Climate change is a major global challenge. According to the World Economic Forum's annual Global Risks Report², over the next ten years the most likely risks are related to extreme weather conditions, climate action failure and anthropogenic environmental damage.

Suzano has a significant forest base, with a total area of approximately 2.4 million hectares, which includes eucalyptus plantations and one of Brazil's largest areas of privately protected native forests, approximately 1 million hectares. Combined, native forests and eucalyptus plantations contribute directly to removal and storage of CO₂. For this reason, Suzano recently made a Commitment to remove 40 million tons of CO₂ from the atmosphere by 2030, i.e., the company's goal is to go beyond neutralizing direct emissions as well as those from its chain, but rather to remove significant additional amounts of carbon

from the atmosphere, contributing not only to climate change mitigation, but also to the promotion of regulating (carbon sequestration and storage, air quality maintenance and the hydrologic cycle) and supporting ecosystem services.

Long Term Commitment to Increase Water Availability

Suzano is directly dependent on water supply services for the sustainability of its eucalyptus plantations, protected areas and industrial facilities. In an effort to make a positive contribution to this ecosystemic service, Suzano made a commitment in 2020 to increase the availability of water in 100% of the critical hydrographic basins by 2030.

Critical watersheds are those subject to lack of water availability due to natural characteristics (such as climate and soil type) and land use. Suzano will focus on watersheds where significant company occupation (equal to or greater than 30%) is found, so that forest stewardship practices can be effective and generate the best results to counteract criticality in these watersheds.

Long Term Commitment to Biodiversity Conservation

Long Term Commitment to Biodiversity Conservation

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

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

Considering this and aware that the biomes where Suzano operates face different levels of fragmentation, in 2021, a Commitment was issued to conserve biodiversity, connecting half a million hectares of fragments - equivalent to four times the size of the city of Rio de Janeiro - through ecological corridors, in the Cerrado, Atlantic Forest and Amazon biomes by 2030. This plan sets out to reverse the loss of biodiversity and generate a net positive impact on nature.

The creation of ecological corridors connects isolated areas, facilitating animal mobility and increasing vegetation cover, as well as enhancing the ecosystem services of provisioning, regulation, support, and biodiversity regeneration.

Investment in CAPEX and OPEX for Environmental Management in Forestry Operations



Context

The following table shows the investments in CAPEX and OPEX for environmental management in forestry operations from 2020 to 2022.

Investments in CAPEX and OPEX for environmental management in forestry operations

	2020				2021				2022			
	CAPEX	OPEX	Total	Savings	CAPEX	OPEX	Total	Savings	CAPEX	OPEX	Total	Savings
	R\$	R\$	R\$	R\$	R\$	R\$	R\$	R\$	R\$	R\$	R\$	R\$
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

- Concerning investments in forestry operations, the disbursements made in CAPEX refer to the Long-term Commitment to Biodiversity Conservation and the Ecological Restoration of Degraded Habitats Program. In OPEX, they refer to the disbursements necessary to manage both processes and projects under the governance of the Forest Environment (MAF in Portuguese acronym).
- The primary reason for the significant increase in 2022 is the expansion of the maintenance area in the ecological restoration process.

#SUSTAINABILITY MANAGEMENT

Life Cycle Assessments



SASB Dimension

Product Lifecycle Management

SASB Code

RT-CP-410a.3

SASB Sector

Containers and Packaging

Context

Suzano constantly seeks to develop bioproducts with the least possible environmental impact, offering solutions for society's challenges. To this end, we conduct Life Cycle Assessment studies (LCA, according to ABNT NBR ISO 14040) to measure the environmental performance of the products and act to improve the processes.

Internationally recognized, LCA promotes the careful assessment of the different items in our portfolio's potential impacts, considering the entire production process, from the extraction of raw materials to, possibly, the product's final destination. Within the methodology, different categories of impact on the ecosystem (water, soil, and air) and the health of living beings are evaluated. They are water depletion; land use; abiotic depletion (fossil fuels, minerals); acidification; ecotoxicity; eutrophication; global warming; ozone depletion; photochemical ozone formation; and human toxicity.

Suzano expanded the number of LCA studies and currently they cover 88.5% of its 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 evaluation in the coming years.

To date, we have developed LCA studies for the following items in our portfolio, as well as other studies in progress:

- Bleached Cellulose;
- Unbleached pulp/Brown Panda;
- Fluff pulp;
- Lignin (Limeira-SP Unit) - from cradle to factory gate with production process data;
- Tissue/hygienic paper;
- Paperboard - all the main lines and basis weights;
- Bluecup® and Bluecup Bio®/cup paper lines - main volumes and basis weights;
- Offset and outside papers - all main lines and basis weights;
- Pollen soft line.

From this, we aim to identify improvement opportunities along the chain and establish action plans to reduce the water, energy, and carbon footprint of the portfolio items, among other opportunities with the other links in the value chain.

Also, in the sense of seeking routes that offer the best possible environmental performance, we have sought to delve into the circular economy theme, which proposes breaking the linear model of extracting the resource, manufacturing the product, and discarding it, seeking to generate the least possible impact.

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 be returned to the natural biological cycles through biodegradation processes. On the other hand, within the technical route, we have sought to increase our active participation in the recycling chain, aware that this is one of the important attributes to be worked on, but not the only one.

LCA is used to validate the possible circularity alternatives since a closed-loop solution does not always offer the best possible environmental performance. In other words, it is not enough to address the solid waste issue if, on the other hand, we develop processes that are more demanding of natural resources or more intensive in greenhouse gas (GHG) emissions, for example.

In 2022, we released the life cycle advantages of Eucafluff®, based on a comparative LCA with pine fluff produced in the southeastern USA¹. It has been shown that the product has a favorable outcome in several environmental impact categories, with lower GHG emissions, lower water, and fossil fuel consumption, and requires less land occupation for its production². With the high technology implemented in Suzano's eucalyptus plantations and an expanded focus on sustainability in all production and logistics stages, today it is possible to produce more fluff in less time, consuming fewer natural resources and reducing the environmental impact throughout the production chain³.

In 2022, the Paper and Packaging Business Unit, LCA influenced the launch of the Natural Pollen Paper®⁴, which has its production done with a technology that dispenses additives and reduces the number of chemicals in the final product, with a significant environmental improvement in its production stage.

In the table below is data, as of 2020, on what percentage of the company's product portfolio has LCA.

Notes

1. This study aimed to compare the environmental impact between different systems for the production of fluff pulp, using data from fluff produced by Suzano in Brazil and fluff produced in the southeastern United States.
2. To learn how in practice EUCAFLUFF® helps to reduce environmental impacts, access our infographics.
3. Learn more: Suzano Eucafluff (PT: <https://www.suzanoeucafluff.com.br/acv-eucafluff-menor-pegada-ambiental-para-ao-mercado-de-higiene>) EN: <https://www.suzanoeucafluff.com/acv-eucafluff-lower-environmental-footprint-for-the-hygiene-market/>)
4. Learn more at: <https://www.papelpolen.com.br/> (EN: <https://www.papelpolen.com.br/en>)

Percentage of product portfolio covered by life cycle assessments¹

	2020 ⁶	2021	2022
	%	%	%
Percentage	49.00%	50.00%	88.51%

1. To calculate the percentage, we considered the products covered by LCA representativeness in the last total annual production of Suzano.
2. The value for 2020 (47.98%) was readjusted according to the proposed calculation rationale (considering that the studies for the Bluecup® lines had not yet been conducted).

Report content definition and limits of each material topic

GRI Dimension

General Disclosures

GRI Dimension

Material Topics

GRI Code

2-3

GRI Code

3-1

GRI Code

3-2

Context

The Annual Report 2022 and its different parts bring together the main financial, social, environmental, and governance results of Suzano. Suzano reported GRI Standards for the period, a reporting methodology adopted since our first annual report. It also has as a reference the principles that favor the communication of value generation, with focus and conciseness, in addition to a balance between the positive and negative aspects of the report.

The document is also based on the [Sustainability Accounting Standards Board \(SASB\)](#) frameworks for the Pulp and Paper, Forest Stewardship, and Containers and Packaging sectors, and the [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#), and is inspired by the [World Economic Forum's \(WEF\) Stakeholder Capitalism Metrics](#). The Report is also organized in line with the [Sustainable Development Goals \(SDGs\)](#) - 17 global goals set by the United Nations (UN) in 2015.

More than ever, companies are recognized for values far beyond the financial aspects. Based on this premise and inspired by our purpose, **Renewing life inspired by trees**, we understand that, more than showing our activities and our performance in the year, it is necessary to present our capacity for transformation within the business ecosystem of which we are part. We want to be protagonists in the development of solutions aimed at building a fairer and more sustainable society, and therefore we present the issues according to their relevance and the impacts generated for our stakeholders.

The document also underwent limited assurance conducted by PwC Brasil. Following the recommendations required by the GRI, the definition of the document's topics reflects Suzano's materiality. This definition contemplates the crossing of relevant themes for the business from the perspective of our stakeholders and the analysis of the impacts related to these themes.

In 2021, the materiality study was updated based on the most current concepts related to 'Dynamic Materiality and Double Materiality'. The definition of the eight material themes for our business and the internal and external limits of their impacts are detailed below.

- **Water:** the manufacture of pulp and paper products is typically a water-intensive process, with consumption during materials processing, process cooling, and steam generation in on-site power plants. Process water typically contains dissolved organic compounds and other solids, underscoring the importance of its treatment. Water availability is an important consideration for industry, as shortages can result in increased supply costs, supply interruptions, or tension with local users. Water scarcity can be even more critical when it comes to forest areas, reducing forest productivity or even generating conflicts with surrounding communities. Due to the productivity of eucalyptus, it converts a large portion of water resources into biomass in a relatively short space, which can have a drastic and negative impact on nearby freshwater sources, including rivers, lakes, and underground aquifers. **Subtopics:** availability and access to water; effluents; water risk analysis; use, demands, and dependence on water resources; water stress; protection of springs; dialogue (communication and awareness) about water; monitoring of qualitative and quantitative parameters; and consumption and reuse. **Limits:** Internal: impacts our forestry and industrial operations and, indirectly, the supply of inputs; External: directly impacts the communities and neighbors surrounding our operations and the environment in which we live.

- **Biodiversity:** In Brazil, eucalyptus plantations comprise 2/3 of all forests planted for silviculture. Eucalyptus plantations have been a driver of deforestation in the Atlantic Forest, a biodiversity hotspot, and pose risks to other biomes, even though most companies no longer work in deforested areas. Other impacts on biodiversity may include loss of habitat; fragmentation of biomes by anthropic actions; frightening and trampling of fauna; alteration of native vegetation; loss of flora species; alteration of the microclimate and landscape change. 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 reputation, demand, and operational risks related to the potential adverse environmental impacts of forestry. **Subtopics:** Combating deforestation; biodiversity; preservation, conservation and restoration; landscape management; pest and disease control; application of agrochemicals; fires; ecosystem services and forest certification. **Limits:** Internal: impact on our logistical and forestry operations; External: impact society, environment, supply chain, and contractors.

- **Territorial Development:** conflicts with communities, including indigenous and traditional populations, can affect a company's ability to operate in some regions, result in regulatory actions, and can cause brand 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 relationships with local stakeholders and accommodating community needs. **Subtopics:** Income generation; access to education; community structuring (e.g. cooperatives, associations); social investment; training and hiring of local labor; mechanisms for continuous dialogue and relationship and engagement with communities. **Limits:** Internal: impacts our forestry, industrial, and logistics operations; External: impacts the communities neighboring our operations.

- Human Rights:** shuman rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom of opinion and expression, the right to work and to education, among others. In the case of Suzano and forestry companies, which occupy large tracts of land with eucalyptus or pine monocultures, the right to access natural resources and land, especially of traditional communities or those that live off the land, may be violated. Furthermore, forced and/or slave-like labor and child labor can still be found in eucalyptus plantations in Brazil, in those plantations where eucalyptus is used for charcoal in pig iron production. By organizing the work through subcontractors, companies can claim deniability and no fault for poor working conditions and audit and certify their chain to reduce risks. **Subtopics:** right to life, liberty and security of person; to freedom of association and collective bargaining; to freedom of opinion and expression; to work and free choice of employment; to the use of land, water and other natural resources; includes combating forced labor and torture and violations of the above rights. **Limits:** Internal: Impacts our forestry operations and, indirectly, industrial operations, logistics and the supply of inputs; External: Impacts society.
- Diversity, Equity and Inclusion:** for Suzano, 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, creative, and collaborative, and attraction and retention rates of new talent increase significantly. The theme must also be considered 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, appropriate management of the issue can lead to gender and race equality, and the inclusion of historically excluded people. In the context of a country like Brazil, the fight against sexism, racism, and various types of discrimination includes promoting and valuing these minorities in the workplace as well. **Subtopics:** Valuing the workforce; fighting discrimination; and diversity and inclusion. **Limits:** Internal: impacts our operations throughout the chain; External: impacts society.
- Supplier Management:** the traceability of a product is an important tool to ensure that, should there be any quality problems, it is easily traceable and can be recalled. For the forest sector, having the guarantee (by a certifier) that the forest from which the raw material comes is being explored following all current laws and correctly from the ecological, social, and economic points of view, differentiates the product from similar ones and adds value (FSC). Among the impacts of managing the topic, we can include brand protection; quality control; adding value to the final product; the production of forest products in a sustainable way, as well as the extension of good practices to the chain of custody. In negative terms, impacts may include operational costs and/or remediation costs; non-compliance with legislation; loss of biodiversity; contamination of water resources, and human rights violations. **Subtopics:** Local supply chain development; traceability of materials and inputs; management of social and environmental practices and impacts in the chain; chain of custody; and supply and approval criteria. **Limits:** Internal: indirectly impacts our forestry and industrial operations. Directly impacts the supply of inputs and logistical services External: Indirectly impacts the communities and neighbors surrounding our operations

- **Innovability:** Continuous investment in technology and a culture of innovation that drives the development of solutions for the major challenges facing society (enabling the transition to the bioeconomy) are central elements of the theme, besides enabling more competitive advantage. Adding sustainability to the theme presupposes an organization's ability to innovate in a sustainable way and to leverage sustainability as a form of innovation, new business, and differentiation. At Suzano, innovativeness is directly linked to the company's ambition to be a regenerative company that wants to bring productivity to its chain, from end to end; to generate a competitive differential 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. **Subthemes:** Innovability; Genetically Modified Organisms (GMOs); productivity; business diversification and new products; bioeconomy; circular economy: single-use products, end-of-pipe solutions; and innovation culture. **Limits:** Internal: impacts our operations throughout the chain; External: impacts society.
- **Climate Change:** Suzano has a significant forestry base and together, the native forests and eucalyptus plantations contribute directly to removing and storing carbon dioxide (CO₂) from the air, preserving biodiversity and regulating the hydrological cycle, among other benefits. At the same time, the company's industrial and logistics activities are characterized by the high intensity of greenhouse gas (GHG) emissions. This places great responsibility on its role in mitigating and adapting to climate change, contributing with with suppliers, clients, governments, civil society, and other private sector entities to face this challenge. **Subtopics:** Adaptation and mitigation in the face of climate change; emissions accounting; energy consumption and sales; low carbon economy; industrial and logistics emissions; wood supply risk; carbon pricing; and collaborative partnerships to combat the climate crisis. **Limits:** Internal: impacts our industrial operations, logistics, and commercialization; External: impacts society, environment, supply chain, and contractor.

Stakeholder Engagement

GRI Dimension

General Disclosures

GRI Code

2-29

Context

One of Suzano's Culture Guidelines is "it's only good for us if it's good for the world". To understand and serve the "world" it is essential that we have relationships with the main stakeholders of our business, whether they are directly or indirectly affected by the company's operations. This effort is part of a global transition from the traditional logic of benefit to the shareholder to benefit to the stakeholders.

Consideration of the different stakeholders in decision-making requires the joint and coordinated effort of the company's different areas and is constantly evolving. Therefore, we have engagement manage-

ment goals and systems that allow us to collect data and manage relationships so we can listen to and understand our stakeholders' demands, as well as provide them with information about our operations. This exchange is essential to mitigate risks of conflict, build trust, and access partnership opportunities.

Along with routine engagement with stakeholders, Suzano conducts annual surveys to understand the perception of external and internal public regarding the company and material sustainability issues. The survey on the perception of sustainability issues at Rock in Rio, the materiality consultation, the reputation survey, and the Globescan consulting firm's survey with specialists on the nature agenda was all conducted.

The following table shows the main communication and engagement channels used by Suzano in 2022 in its relationship with its stakeholders.

Academy

- Intern Program
- Trainee Program
- Summer MBA
- Fairs and Events
- Academic Leagues
- Research Institutes
- Research Partnerships
- Neblinas Park as a research field
- Events at Parque das Neblinas
- Webinars and scientific lives
- Social networks

Customer

- Customer Service
- IR/Institutional Websites
- E-mail (newsletter)
- Customer Portal
- Virtual meetings, Top Management Meetings
- Smartphone applications
- Satisfaction survey
- Questionnaires
- Technical visits/unit visits
- Life Cycle Assessments (LCAs)
- Industry 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

Employees

- Suzano Workplace
- E-mail
- Newsletters: **Good Morning Suzano!** (corporate); **It Happens** (regional); **It Happens in Suzano** (international offices - Canada, America, Europe, Israel and China); **It Happens in Suzano** (Stenfar - Argentina)
- WhatsApp
- In the localities: Mural, TVs, table and bay displays, sticking of spaces (ex: elevators)
- Conexão Florestal (podcast for the forestry operations audience)
- Leader Talk
- Suzano and you
- Leaders Meeting
- Communication campaigns
- Social Networks (internal + external public)
- Institutional website (internal + external public)
- Suzano Answers
- HR Responds
- Surveys (climate, well-being)
- Co-construction of HR products with employees
- Ombudsman and Ethics Channel

Communities

- Focal points in the communities
- Face-to-face visits
- Meetings and events of socio-environmental programs
- Business Risk Meetings (RCN in Portuguese acronym)
- Meetings with associations
- Virtual or face-to-face meetings (specific agendas)
- Forums, congresses and collegiate groups
- Community councils
- Odor Perception Network (RPO in Portuguese) and Transport Perception Network (RPT in Portuguese)
- Volunteer Program
- Environmental education training program
- Car sound systems in remote communities
- Workshops with rural landowners
- Rendering of services
- Technical assistance
- Local purchases
- Online questionnaires
- Interviews and radio
- Toll-free channel, Suzano Responds and Floresta Viva
- Webinars
- Whatsapp group with the communities
- Social networks and Facebook posts directed by region
- Institutional website
- Local media (TV, radio, outdoor etc)
- Stakeholder Management System (SISPART in Portuguese acronym)
- Operational Dialogue
- Suzano Education Program (PSE in Portuguese)

Final Consumer

- Call Center
- Questionnaires
- Market Research

- Product Packaging
- Advertisements (on and offline)
- Annual Report
- Sustainability Center
- Social Networks
- Institutional Website
- Institutional Newsletter
- E-mail marketing
- Events (own, sponsored and participations)
- Sponsored projects

Companies

- Conferences
- Lives
- Participation in associations and working groups
- Annual Report
- Sustainability Center
- Awards with industry entities
- Benchmarkings
- Institutional Website

Suppliers

- Responsible Supplier Management (RSM)
- Supplier Meeting
- Development and training programs
- Partner programs
- Satisfaction Survey
- Negotiation meetings
- Supplier sustainability content
- Webinars
- Supplier relationship portal/Supplier Ombudsman
- Supplier relationship portal
- Website

- Chatbot
- Participation in associations and working groups

Government

- Participation in trade associations and entities
- Participation in boards and advisory bodies
- Participation in strategic forums as chair and listener members
- Participation in public hearings
- Face-to-face, virtual and telephone meetings
- Announcements in associations (federal, state and municipal)
- Public consultations
- Member in councils
- Partnership agreement for socio-environmental projects
- Formal partnerships
- Media and newspapers
- Events
- Management System

Investors

- Events
- Suzano Day
- Visits to the units
- Live meetings with company executives
- 1×1 meetings with investors or analysts sell sides/buy-sides
- Quarterly Earnings Conference Call
- Capital Market Events

Corporate Documents

- Quarterly Earnings Release
- Standardized Quarterly Reports (ITR in Portuguese acronym)/Standard Financial Statements (DFP in Portuguese)
- Annual Reports (20-F, Reference Form, Management Report, Annual Report)
- Institutional Policies
- Corporate Presentation

- Documents filed with the Securities and Exchange Commission (CVM in Portuguese)/ Securities and Exchange Commission (SEC)

Other

- Investor Relations Website
- ESG Questionnaires
- ESG Indexes and Rankings

Media

- Press Coverage Interviews
- Leadership interviews
- Own events (ESG Call, Suzano Day, etc)
- Participation in vehicle awards and events
- Sponsorship of regional vehicle events
- Relationship meetings with journalists
- Press trip
- Crisis management
- Media releases
- Press release
- Surveys, rankings and awards
- Ads & Campaigns
- Social Networking
- Annual Report
- International, National and Regional Press, represented by various vehicles (TV stations, radios, daily newspapers or periodicals, magazines, websites etc)

NGOs and Associations

- Face-to-face, telephone or virtual meetings
- Periodic meetings foreseen in the socio-environmental programs
- Participation in events and discussion forums
- Participation in dialogues, work groups, and collegiate bodies
- Participation in territorial committees and collegiate bodies
- Public consultations
- Network of multipliers

- Multistakeholder initiatives
- Partnership in research
- Participation and partnership for joint projects
- Members of network of organizations
- Associates of institutions, NGOs and class representatives
- Disclosures and reports
- Signing of commitments
- Participation in coalitions
- Participation in pilot projects

Startups

- 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

#SUPPLIER MANAGEMENT

Number of Contracted employees, by gender and region



GRI Dimension

General Disclosures

GRI Code

2-8

Context

At Suzano, we hire contracted employees, mainly to support industrial and forestry operations, in activities related to maintenance, logistics, facilities, technology and forestry implementation, among other activities.

The following tables show the split of the number of contracted employees, by gender and, by region.

Number of contracts, by gender¹

	2020	2021	2022 ²
	overall number	overall number	overall number
Men	20,152	18,902	22,278
Women	1,356	1,473	1,854
Total ¹	21,508	20,375	24,132

1. The data includes contractors from outsourced companies as regular positions within Suzano's areas.
2. The information (numbers) for this indicator takes into account the database we have regarding the regular collaborators who are authorized to work in all of the company's units and also the location of these units, by region. With regard to the number increase or reduction, whether in total or in each unit/region, this oscillation reflects the company's operational strategy throughout the year and varies from region to region.

Number of contracted employees, by region¹

	2020	2021	2022 ²
	overall number	overall number	overall number
North	3,796	3,405	218
Northeast	3,102	3,142	7,169
Central-West	4,179	4,189	4,771
Southeast	10,386	9,605	11,946
South	45	34	28
Abroad	0	0	0
Total¹	21,508	20,375	24,132

1. The data includes contracted employees from outsourced companies as regular positions within Suzano's areas.
2. The information (numbers) for this indicator takes into account the database we have regarding the regular collaborators who are authorized to work in all of the company's units and also the location of these units, by region. With regard to the number increase or reduction, whether in total or in each unit/region, this oscillation reflects the company's operational strategy throughout the year and varies from region to region.

Responsible Supplier Management

GRI Dimension

General Disclosures

GRI Dimension

Material Topics

GRI Code

2-6

GRI Code

3-3

Context

Suzano's supply chain is diverse and consists of suppliers classified into the following macro categories: operations, services, logistics, marketing and sales, and support activities such as infrastructure and technological development. We traded with **approximately 13,600 suppliers** in 2022, while our database listed 29,700 certified suppliers. Supplier payment costs amounted to approximately **R\$39.7 billion**.

The governance of the Responsible Supplier Management process is structured into 3 levels: Executive Board, responsible for monitoring progress quarterly and validating strategic decisions; Executive Management, responsible for ensuring effective results; Coordination and working group, responsible for implementing activities. The homologation and [registration](#) process encompasses 100% of suppliers, contemplating compulsory documentation as required by the recruiting segment. In this process we have embedded sustainability requirements, assessing tools and strategies linked to social performance management, corporate governance, quality management system, integrity, due diligence and the environment.

The [procurement process](#) achieved a Net Promoter Score (NPS) of **63** in supplier satisfaction research conducted by a specialized global consulting firm.

Suppliers except Wood

In 2022, 54% of suppliers were homologated under environmental criteria and 100% under social criteria. For further information, access the “Total number and percentage of new suppliers selected based on environmental and social criteria”.

Our automation and data analysis have evolved towards improving risk prediction processes, enhancing efficiency in supply chain audits, and assisting in decision making leading to more responsible sourcing. As such, we have established and maintained important partnerships which support us in this transformation journey.

The Supplier Performance Index ([SPI](#)) program, aimed at assessing critical suppliers, was redesigned and new issues were introduced into the method, most notably in the environmental, social and safety requirements, with a 97% average approval rating. For suppliers who fell below the desired index, we have set action plans, which entail the possibility of blocking, suspension, or disqualification in case of non-compliance.

The goal of implementing the **second-party external audit** process for high risk suppliers from a socio-environmental perspective has been achieved. This process considered suppliers identified as priorities for the first cycle of the initiative. 100% of suppliers presenting sustainability risk have also been monitored by means of the Reprisk platform.

Suzano understands [critical suppliers](#) as those providing items with potential to cause major impact on product capacity or quality, process performance, equipment and employee safety, team health, and equipment integrity.

High sustainability risk suppliers are deemed as those who present high level of severity and probability of socioenvironmental impact and high level of co-responsibility for Suzano. For more information, go to our [Sustainable Procurement Policy](#).

For the success of actions with suppliers, training sessions are periodically conducted with buyers through the Supply Academy, a program developed to promote technical, behavioral and business knowledge. In 2022, four trainings related only to ESG topics were held:

- Social Development and Human Rights: 146 participants - 71% of the Supply team
- Water and Effluents: 180 participants - 86% of the Supply team
- Climate Change: 135 participants - 65% of the Supply team
- Sustainability: 154 participants - 73% of the Supply team

Wood Suppliers

Wood supply, as assessed from an environmental, social and economic perspective, is established in the Socio-environmental Matrix as critical and of high sustainability risk ([sustainable procurement policy](#)). As an additional risk assessment methodology, we have adopted internationally recognized certification and regulation standards, such as the FSC® standards, National Risk Assessment for Brazil, the European Timber Regulation (EUTR) and the United Kingdom Timber Regulation (UKTR), which are included in [the Wood Supply Policy](#).

Monitoring and risk mitigation processes are detailed in the indicator “Total number and percentage of suppliers having undergone environmental and social assessments”.

In support of sustainability practices in the Supply Chain, Suzano is firmly committed to encouraging wood suppliers to seek FSC® and/or PEFC Forest Stewardship certifications. To ensure responsible sourcing from partners that do not participate in the certification program, we employ the Due Diligence system, established according to the Controlled Wood/Controlled Sources standards, in which an independent third party organization verifies and audits the commitment of this partner to social, legal and environmental standards and requirements.

The following information is available in the tables below:

- Total number of critical suppliers;
- Percentage of critical suppliers.

Total number of critical suppliers¹

	2020	2021	2022
	overall number	overall number	overall number
Total number of critical suppliers (except wood suppliers)	458	410	696
Total number of critical suppliers (wood suppliers)	n/d	853	1,218
Total critical suppliers (Tier 1 and non-Tier 1) assessed ² (except wood suppliers)	n/d	375	696
Total critical suppliers (tier 1 and non-tier 1) assessed (wood suppliers)	n/d	853	1,218
Total suppliers of high risk to sustainability assessed ² (except wood suppliers)	n/d	702	533
Total suppliers of high risk to sustainability assessed ² (wood suppliers)	n/d	853	1,218

1. Our critical suppliers are yearly assessed in the Supplier Performance Index (SPI) and all suppliers of high risk to sustainability have been ESG audited by a second party. In addition to assessing suppliers of high risk to sustainability, we monitor 100% of suppliers at sustainability risk on the Reprisk platform (tier 1). We have made progress in identifying supplier risks beyond tier 1 and management measures will be implemented in 2023.
2. Wood suppliers: owners of supplying plantations (750) + companies responsible for harvest and transportation employed by Suzano (128) and employed by the owner (340: non-tier 1) are taken into account.

Percentage of critical suppliers

	2020	2021	2022
	%	%	%
Percentage of critical suppliers (out of total suppliers) - except wood suppliers	4.00%	3.00%	5.00%
Percentage of critical suppliers (out of total suppliers) - wood suppliers ¹	100.00%	100.00%	100.00%
Percentage of total procurement expended on critical suppliers - except wood suppliers	41.00%	37.00%	37.00%
Percentage of total procurement expended on critical suppliers - wood suppliers ¹	100.00%	100.00%	100.00%

1. At Suzano, as per the Supplier Assessment Matrix, every wood supplier is considered critical, thus all expenditures incurred with wood suppliers is regarded as expenditures with critical suppliers.

Supplier Screening in 2022

	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 on significant suppliers in Tier-1
	overall number	overall number	overall number	overall number	%
Wood supplier	878	1,218	878	340	100.00%
Suppliers, except wood	12,722	696	696	0	37.00%
Total	13,600	1,914	1,574	340	38.91%

Additional information

Suppliers except Wood

Given Suzano's diverse businesses, we have introduced a [Socioenvironmental Risk Matrix](#) that enables us to set consistent monitoring criteria aligned with the company's Commitments to Renew Life, thereby mitigating risks from the time of registration, through monitoring and performance assessment in line with our [Sustainable Procurement Policy](#) and [Supplier Code of Conduct](#). We have made progress toward identifying supplier risks beyond tier 1 and will implement management measures through 2023.

Wood Suppliers

All wood supply areas for Suzano, including those of suppliers (Tier-1 and non-tier 1), are monitored under environmental, social, economic and legal requirements. To this end we have adopted a Wood Supply Policy and Deforestation Policy in compliance with the Brazilian Forest Code, the FSC® Policy for Association, the 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 and the Fundamental Principles of the International Labor Organization (ILO).

Total number and percentage of new suppliers selected based on environmental and social criteria



GRI Dimension

Environmental

GRI Dimension

Social

GRI Code

308-1

GRI Code

414-1

Context

At Suzano, the process of registering and certifying new suppliers considers their scope of activity to define which criteria they will be analyzed.

In this regard, the suppliers selected based on environmental criteria are those that operate in activities that are directly related to issues of this nature and have gone through the company's registration and certification process. In 2022, 100% of new suppliers registered and certified by Suzano whose scope of activity involves environmental aspects - 874 suppliers - were selected based on these criteria (around 55% of all new suppliers registered and certified by the company during the referenced period).

With regard to social criteria, all suppliers are invariably analyzed and are only registered if they agree with Suzano's Code of Conduct. Therefore, by 2022, 100% of new suppliers registered and certified by the Company - 1,607 suppliers - were selected under these criteria.

Below are tables presenting this 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
	overall number	overall number	overall number
Total new suppliers that were considered for contracting	1,395	1,254	1,607
Total new suppliers certified based on environmental criteria	195	184	874

Percentage of new suppliers selected based on environmental criteria

	2020	2021	2022
	%	%	%
Percentage of new suppliers selected based on environmental criteria	13.98%	14.57%	54.39%

Total number of new suppliers selected based on social criteria

	2020	2021	2022
	overall number	overall number	overall number
Total of new suppliers that were considered for contracting	1,395	1,254	1,607
Total of new suppliers certified based on social criteria	1,395	1,254	1,607

Percentage of new suppliers selected based on social criteria

	2020	2021	2022
	%	%	%
Percentage of new suppliers selected based on social criteria	100.00%	100.00%	100.00%

Total Number and Percentage of Suppliers that have undergone Environmental and Social Assessment



GRI Dimension

Environmental

GRI Dimension

Social

GRI Code

308-2

GRI Code

414-2

Context

Different management measures are adopted to evaluate our suppliers. We use the Suzano supply chain socio-environmental risk matrix to segment our total supplier base and identify risks by analyzing the purchasing categories from a socio-environmental perspective that includes environmental and social requirements.

Suppliers, except Wood

To evaluate our suppliers, we reformulated the Supplier Performance Index ([IDF](#) in Portuguese acronym) with new questions incorporated into the evaluation method referring to critical suppliers, mainly in the environmental and social evaluation requirements. For suppliers who fall below the desired index, action plans are defined. Companies that fail to comply with the plan are blocked/suspended, do not receive new orders, and are subject to disqualification from the Suzano supply chain. We achieved our goal of implementing and executing a robust second-party ESG audit process for very high sustainability risk suppliers, auditing 280 suppliers, or 41% of the spend contracted by the Procurement area.

Wood Suppliers

Suzano has the commitment and the goal to monitor and mitigate risk in 100% of its wood supply, be it from company management or suppliers (tier 1 and non-tier 1), in terms of environmental, social, economic, and legal requirements.

Therefore, we have adopted a [Wood Supply Policy](#) and a Commitment to Zero Deforestation, whose development complies with the Brazilian Forest Code, the criteria of the FSC® Association Policy, the standards of forest stewardship, and the FSC® and PEFC chain of custody, 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 wood, such as European

Timber Regulation (EUTR), United Kingdom Timber Regulation (UKTR), Lacey Act (USA), Australian Illegal Logging Prohibition Act.

We implement these guidelines in practice through the Due Diligence System, a monitoring program that consists of assessing and mitigating risk in the supply chain. Thus, we aim to ensure:

- Compliance with all applicable legislation, respect for the right to property, possession, and use of land
- The non-commitment of High Conservation Value Areas
- 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
- The verification of anti-deforestation through maps and field visits and the engagement of suppliers in environmental and social issues, such as the preservation of water resources, soil, and vegetation

These principles are audited using checklists, documentation, maps, periodic field visits, and management applications, by qualified technicians, from the contract formalization on, covering the wood harvesting and transportation operations, and considering that planting regularity is a contract prerequisite.

For identified deviations, there is a field guide/documentation, which guides the deadlines and the actions to be taken for each type. Besides this, the deviations are registered in a management application to ensure the follow-up and closure of pending issues. In case of violations of deadlines and policies, suppliers can be disqualified. In 2022, we had closure with only one supplier.

Annually, third-party internal and external audits are carried out by the independent certifying body, in which standards criteria are verified. During the audits, documents of compliance with the standards and legal documents are verified, as well as on-site visits to evaluate the standard practice in the field. 750 direct wood suppliers (100%) were audited by the operational areas in 2022. Of these 750, 340 indirect suppliers were also audited, totaling 1090 (100% of the supply).

Furthermore, in the external audit process that took place in a sample, by an independent certifier, in the Belém (PA), Jacaréí (SP), and Limeira (SP) Units, no non-conformities were identified related to legality in the wood supply.

Below are four tables with the following data:

- Total number of suppliers that underwent environmental screening
- Percentage of suppliers that underwent environmental screening
- Total number of suppliers that underwent social screening
- Percentage of suppliers that underwent social assessment

Total number of suppliers that underwent environmental screening¹

	2020	2021	2022
	overall number	overall number	overall number
Number of suppliers evaluated (except wood suppliers)	306	271	549
Number of suppliers evaluated (wood suppliers)	n/d	853	1,090
Number of suppliers identified as having significant actual and potential negative environmental impacts (except wood suppliers)	5	9	59
Number of suppliers identified as having significant actual and potential negative environmental impacts (wood suppliers)	n/d	26	8
Number of suppliers identified as having significant, actual and potential negative environmental impacts with whom improvements have been agreed as a result of the assessment (except wood suppliers)	5	9	59
Number of suppliers identified as having actual and potential significant negative environmental impacts for which improvements have been agreed as a result of the assessment (wood suppliers)	n/d	26	8

1. Suppliers, except Wood

- Suppliers that have undergone evaluation in the Supplier Performance Index (SIP) process and second-party ESG audit were considered for the indicator.
- Once the actual and potential significant negative environmental impacts have been identified in the IDF and second party ESG audit processes, we begin to draft action plans. For suppliers that fall 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 the Suzano supply chain.

2. Wood Suppliers

- Wood supplier data started to be reported in 2021.
- The number of Wood suppliers is composed of tier-1 suppliers (750) and non-tier-1 suppliers (340) who are contracted by tier-1 suppliers to do the harvesting and transportation.

Percentage of suppliers that underwent environmental screening¹

	2020	2021	2022
	%	%	%
Percentage of suppliers identified as having negative environmental impacts (except wood suppliers)	2.00%	3.00%	11.00%
Percentage of suppliers identified as having negative environmental impacts (wood suppliers)	n/d	3.00%	1.00%
Percentage of suppliers identified as having significant, actual and potential negative environmental impacts with which improvements have been agreed as a result of the assessment (except wood suppliers)	100.00%	100.00%	100.00%
Percentage of suppliers identified as having significant actual and potential negative environmental impacts for which improvements were agreed as a result of the assessment (wood suppliers)	n/d	100.00%	100.00%
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with whom relationships have been terminated as a result of the assessment (except wood suppliers)	0.00%	0.00%	0.00%
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with whom relationships have been terminated as a result of the assessment (wood suppliers)	n/d	0.00%	0.00%

1. Number of suppliers with negative environmental impact over the total number of suppliers evaluated in the requirement.

Total number of suppliers that underwent social screening¹

	2020	2021	2022
	overall number	overall number	overall number
Number of vendors evaluated (except wood suppliers)	306	283	558
Number of suppliers evaluated (wood suppliers)	n/d	853	1,090
Number of suppliers identified as having significant actual and potential negative social impacts (except wood suppliers)	4	11	71
Number of suppliers identified as having significant actual and potential negative social impacts (wood suppliers)	n/d	53	33
Number of suppliers identified as having significant, actual and potential negative social impacts with whom improvements have been agreed as a result of the assessment (except wood suppliers)	4	11	71
Number of suppliers identified as having significant actual and potential negative social impacts with whom improvements have been agreed as a result of the assessment (wood suppliers)	n/d	47	33

1. Suppliers, except Wood

- Suppliers that have undergone evaluation in the Supplier Performance Index (SIP) process and second-party ESG audit were considered for the indicator.
- We achieved our goal of implementing and executing a robust second-party ESG audit process, which allowed us to identify social risks and opportunities. For suppliers that fall below the desired index, action plans are defined. If the plan is not met, the companies are blocked/suspended, do not receive new orders, and are subject to disqualification from the Suzano supply chain.

2. Wood Suppliers

- Wood supplier data started to be reported in 2021.
- The number of Wood suppliers is composed of tier-1 suppliers (750) and non-tier-1 suppliers (340) who are contracted by tier-1 suppliers to do the harvesting and transportation.

Percentage of suppliers that underwent social assessment¹

	2020	2021	2022
	%	%	%
Percentage of suppliers identified as having negative social impacts (except wood suppliers)	1.00%	4.00%	13.00%
Percentage of suppliers identified as having negative social impacts (wood suppliers)	n/d	6.00%	3.00%
Percentage of suppliers identified as having significant, actual, and potential negative social impacts with whom improvements were agreed upon as a result of the assessment (except wood suppliers)	100.00%	100.00%	100.00%
Percentage of suppliers identified as having significant actual and potential negative social impacts for which improvements were agreed upon as a result of the assessment (wood suppliers)	n/d	5.00%	100.00%
Percentage of suppliers identified as having significant actual and potential negative social impacts with whom relationships were terminated as a result of the assessment (except wood suppliers)	0.00%	0.00%	0.00%
Percentage of suppliers identified as having significant actual and potential negative social impacts with whom relationships were terminated as a result of the assessment (wood suppliers)	n/d	1.00%	0.00%

1. Number of suppliers with negative social impact over total suppliers evaluated in the requirement.

Additional information

Suppliers, except Wood

Due to the different businesses of Suzano, we implemented the [socio-environmental risk matrix](#) that allows us to define consistent management measures aligned with our Commitments to Renew Life, guaranteeing the mitigation of risks from the registration through the monitoring and evaluation of supplier performance, aligned with the [sustainable purchasing policy](#) and the [Supplier Code of Conduct](#).

Wood Suppliers

The certification standards used for analysis are described below.

FSC® Chain of Custody:

- FSC-STD-40-003 V2-1_EN_Certification CoC Multi_Site
- 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 V2-0_EN_Requirements for use of the FSC® trademarks by certificate holders
- PEFC ST 2002:2020 - Chain of Custody requirements for forest products

FSC license codes:

- Chain of custody - units in Brazil - FSC-C010014
- Chain of custody - Europe and United States - FSC-C012430
- Chain of custody - Distribution center in Brazil and Argentina - FSC-C003231

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 forest 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.

Local Development - Expenditure Ratio with Local Suppliers

Context

Local Development

We foster both local economies and entrepreneurship (micro and small businesses), therefore we prioritize local purchases. Transactions of BRL 13.4 billion were made with local suppliers in the Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul and São Paulo states, i.e., locations within Suzano's operations (head office and subsidiaries) accounting for 34% of the overall procurement for the period.

We support these significant partners in consolidating their development with the Semear program with approximately 350 companies already trained. Beyond this, we are one of the sponsoring companies of the Prodfor (Integrated Supplier Development and Qualification Program in Portuguese acronym) program in the Espírito Santo state.

Yet another major value driver is supplier financial support. In 2022, for the second consecutive year, we maintained our partnership with fintech Monkey Exchange to facilitate credit access for suppliers. Detailed information about our responsible supplier management processes and policies can be found by accessing the Suzano Supplier Portal.

In support of sustainability practices in the Supply Chain, Suzano is firmly committed to encouraging wood suppliers to seek FSC® and/or PEFC Forest Stewardship certifications. To ensure responsible sourcing from partners that do not participate in the certification program, we employ the Due Diligence system, established according to the Controlled Wood/Controlled Sources standards, in which an independent third party organization verifies and audits the commitment of this partner to social, legal and environmental standards and requirements.

The following table presents the expenditure ratio for local suppliers by State.

Percentage of expenditures with local suppliers, by State¹.

	2020	2021		2022	
	Other suppliers (except wood suppliers)	Wood Suppliers	Other suppliers (except wood suppliers)	Wood Suppliers	Other suppliers (except wood suppliers)
	%	%	%	%	%
Maranhão State	56.00%	13.00%	65.00%	6.50%	71.00%
São Paulo State	86.00%	10.00%	87.00%	5.50%	86.00%
Bahia State	46.00%	28.00%	50.00%	6.50%	46.00%
Espírito Santo State	58.00%	26.00%	66.00%	16.40%	65.00%
Mato Grosso do Sul State	55.00%	58.00%	51.00%	25.00%	47.00%
Suzano Average	n/d	35.00%	67.00%	15.90%	36.00%

1. Supplier information, except for wood:

- Local suppliers are considered those with headquarters or branch offices and supply within the same state where Suzano operates. To ascertain the percentage (%) of local procurement, we compared the State spend x spend with local suppliers. For the percentage calculation for the Maranhão State, suppliers from the Tocantins and Pará States were considered. The report considers 100% of procurement made by Suzano companies (CSPC/PCEL, FPLA).

2. Wood Supplier Information:

- Calculation methodology: 100% CAPEX in wood purchases from each unit (Wood Procurement Capex/Total Capex of the forestry unit). The Suzano average considers the total value of the units, regardless of origin (forest unit/State).

#RISK MANAGEMENT

Risk Management



GRI Dimension

General Disclosures

GRI Code

2-16

Stakeholder

Principles of Governance

Context

High levels of governance require careful risk management. At Suzano, this management is based on three complementary fronts supported by different teams committed to mitigating the probability and possible impacts resulting from the materialization of risks in the various business areas.

RISK MANAGEMENT

Suzano has an Integrated Risk Management Policy. The company's Integrated Risk Management is carried out by the Risk Management area with other business areas and aims to identify, analyze, prioritize, treat, monitor, and report the main risks associated with the company's business, aligned with the corporate strategy, enabling the perpetuity and continuity of our operations. The Risk Management area carries out the ERM - Enterprise Risk Management - process, in which, through workshops and interviews with key executives, it identifies the company's main risks. Subsequently, the risks are consolidated in a **matrix**, and priority risks are presented to all Directors, the CEO, and the Board of Directors. For each of these, at least one action plan is opened.

Action plans for priority risks are monitored and measured through critical analyses. The action plan status is reported to the Executive Committee, the Statutory Audit Committee and the Board of Directors. It is worth reinforcing that the risk management process is continuous, and the matrix may suffer changes in the level of risk assessment as changes occur in the internal and external business-related conditions. Throughout 2022, the Risk Management area updated the risk matrix through more than 40 committees with more than 210 participants, as well as including the international offices.

The risk management process is extended to all units through the **Regional Commissions - Risk and Business Continuity (RCNs)** these commissions are responsible for mapping, analyzing, treating, and monitoring the risks of each unit. The Committees are composed of multidisciplinary strategic members from each location to identify the risks applicable to their reality, besides defining action plans and business continuity plans, which aim to prepare the company in case a risk that can start a crisis materializes. Additionally, within the risk management structure, we have the **Technical Risk Forums**, responsible for

mapping, analyzing, assessing, treating, and monitoring corporate risks, and monitoring the information on those risks raised by the Regional Commissions. The Technical Risk Forums are formed by the functional directors, Suzano's executive management and their support teams. The Integrated Risk Management process undergoes certification and customer audits every year

In 2022, the risk area went through a reformulation in the crisis governance model with the following objectives:

- Construction of transparent rules to define the crisis levels (regional, corporate, and institutional);
- Definition of triggers for each crisis level, including CA and CAE triggering;
- Creation of a Matrix for assessing the severity of crisis impacts;
- Composition of the Crisis Committees, with a clearer definition of the roles of each member;
- Creation of Reporting Rules;
- Support materials for management assistance during crises: one page and quick guide.

Furthermore, for our new crisis management process, training was applied to the units' risk committees. We also perform a yearly regular crisis simulations and crisis management trainings for our business units, management and board of directors.

LINES OF ACTION

Suzano uses the corporate governance model of risks based on the three lines of the Institute of Internal Auditors (IIA) and the best market practices. This model has as its main objective to ensure that the risk management model is duly permeated at all company levels and that the functions are properly segregated, ensuring greater robustness in risk management, supervision and analysis:

- 1st Line – Business Areas: Responsible for process risk management, corrective actions, and action plan implementations;
- 2nd Line – Internal Controls, Corporate Risks, and Compliance plays an advisory and supportive role in mapping, identifying, and managing business risks, providing the development of an effective control, monitoring, and reporting environment that supports the Company's continuity;
- 3rd Line – Internal Audit: Its main function is to ensure an independent assessment of the company's risk and control environment and to ensure proper reporting to Senior Management, the Audit Committee and the Board of Directors.

INTERNAL CONTROLS

The mission of the Internal Controls area is to disseminate the internal controls culture, and to technically support the different areas in the organization, aiming at monitoring critical processes, the mitigation and remediation of risks, the compliance with the applicable rules and the advisory to the top management in decision making, to provide better sustainability and perennity to the company's business.

CORPORATE RISKS

Through Suzano's risk matrix, by the Enterprise Risk Management (ERM) process, COSO, and ISSO 31000, the team identifies and analyzes the company's risks, considering the probability of occurrence and fi-

financial impacts, besides six other aspects such as health and safety, environment, socio-cultural, image and reputation, organizational climate, and legal, all equal relevance. The risk area has the Risk and Business Continuity Committees (RCNs) support, responsible for mapping the main risks in the locations where Suzano operates and defining action plans for the treatment of the priority risks identified, as well as preparing business continuity plans that respond to crisis episodes, should they occur.

CONDUCT AND ETHICS MANAGEMENT

Suzano has instruments that guide the ethical management of its business. Among them, the Code of Conduct, the Ombudsman Policy, the Disciplinary Measures Policy, the Sustainable Procurement Policy, and the Conduct Committee Rules of Procedure establish the guidelines for the company's governance process.

Inspired by the Culture Drivers, our Code of Conduct was reformulated and gathers six ethical principles that guide our daily actions, focusing on the quality of our relationships, products, and services. The new document is a tool that will guide our actions and decisions daily, ensuring that our activities with employees, shareholders, customers, suppliers, government, and community are aligned with the ethical behavior and respect we cultivate in our relationship with multiple publics.

The Ombudsman Channel is confidential and independent, being offered to employees and the external public in general to forward reports and complaints about issues that may violate our Code of Conduct. The work is done by a contracted company and guarantees anonymity if requested by the complainant. The investigation work is carried out by competent people and areas autonomously and impartially to identify the truth and apply the necessary measures, with no form of retaliation against the complainant being allowed or tolerated.

COMPLIANCE

Essential for good corporate governance practices, Compliance initiatives constitute the basis that ensures ethics, integrity and transparency in all Suzano's business and in the relationship with its stakeholders. An intelligence program of 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

Annually, the risk processes go through internal audits that are performed by an internal team and/or by hired Advisors. The external audits, in turn, are performed by accredited national and international certifiers and environmental compliance inspection agencies.

Any identified deviations are registered, and corrective and preventive actions are defined and implemented. Critical Analysis meetings are held annually by Top Management.

Market Risk Management

Suzano has processes for monitoring and controlling market risks considering that the pulp market is cyclical and follows the global price trend, determined by factors such as pulp supply and demand, global

market pulp production capacity, and economic growth conditions.

The price can also be affected by exchange rate variations of the currencies of the main pulp-producing and consuming countries, by changes in stocks held by producers and buyers, given the expectation of future prices, and by strategies adopted by producers that place more competitive products on the market. On the other hand, paper prices are more stable than those of the pulp market, being determined by supply and demand conditions in the markets where they are sold. Furthermore, the price of paper can vary due to several factors beyond our control, including fluctuating pulp prices and specific characteristics in the market in which we operate. We cannot guarantee that pulp prices will remain at current levels, but the proper management of our industrial plants gives us a competitive advantage in production costs and greater resilience in times of falling prices.

In the market risk management process, to mitigate the above points, the identification, evaluation, implementation of strategies, and contracting of financial instruments for risk protection are made. To manage the impacts on results in adverse scenarios, the Company has processes to monitor exposures and policies to implement risk management. These policies establish the limits and instruments to be implemented aiming at:

- I. cash flow protection due to currency mismatch;
- II. mitigation of interest rate exposures;
- III. reducing the impacts of commodity price fluctuation;
- IV. exchange of debt indexers.

OPERATIONAL RISK MANAGEMENT

Within the scope of the operations, the risk area and the units constitute the Risk and Business Continuity Committees (RCN), which meet monthly to discuss the main risks that may affect the operations of the respective units on an individual basis, and to follow up on the progress of mitigating action plans, business continuity plans, and crisis management. The Company is subject to operational risks and emerging risks that may cause its activities to be interrupted, even partially or temporarily. These interruptions can be caused by factors associated with equipment failure, accidents, fires, weather, exposure to natural disasters, cyber-attacks, pandemics, and others.

These events could result in severe damage to our property, a significant decrease in production, an increase in production costs, possible accidents with or without fatalities to our employees or service providers, and adverse effects on our financial and operating result.

Furthermore, in our business, we depend on the continuous availability of logistics and transportation networks, such as roads, railroads, terminals, and ports, among others, which may be interrupted by factors beyond our control, such as social movements, natural disasters, stoppages, interruptions in the supply of inputs to our industrial and forestry units or the delivery of our finished products to customers. All this can affect our financial and operational results.

Climatic Factors

The material effects of climate change can have significant negative impacts on operations, subjecting us to unusual or different climate risks. Any climate changes that negatively affect Brazil's favorable weather conditions may harm the growth rate and quality of eucalyptus plantations or production costs. Although the impact of global climate change is not predictable, such events may lead to increased liabilities and investments in property, plant and equipment, negatively affecting the business, financial condition and

results of operations. In addition, effects of climate change, such as increased temperatures, water shortages, fires, and impacts resulting from the increased presence and resistance of pests and other diseases affecting forests, favored by the gradual increase in temperature and other adverse weather events, may impact the determination of the fair value of biological assets, lead to the loss of biological assets and reduce productivity or even cause interruptions in our production.

The climate change issue embraces the continuous search for adopting best practices, including research and analysis for emissions management and removal of greenhouse gases from our eucalyptus plantation areas and native forest areas, and to maintain and improve the results of our forestry and industrial production, considering climate scenarios, adaptation, mitigation and emissions reduction actions throughout the chain. Suzano acts to mitigate climate risks by promoting carbon removal from the atmosphere, at the same time that it seeks to reduce its emission intensity and relies on adaptation strategies. To reduce emissions, we invest in modernization projects focused on fuel efficiency and reduction of fossil fuel consumption; reduction of energy use; purchase of more efficient equipment; use of renewable energy; fleet modernization; incentives to suppliers to measure and reduce emissions in the chain, among others. Furthermore, we study the possibilities of generating carbon credits through forestry and engineering projects. To remove carbon from the atmosphere, we invest in expanding the forest base (native and planted) and environmental conservation areas. We also launched a biodiversity target in 2021 and are active daily in restoring native forests.

Among the initiatives to adapt to climate change, Suzano conducts climate modeling studies considering the particularities of each region to generate recommendations for operations and to guide analyses of possible expansions; studies directed at the production of 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 watersheds where we operate. For further information, check the Climate Change page and the TCFD (Task Force on Climate-Related Financial Disclosures).

Regarding specifically the management of environmental risks, besides applying the Integrated Risk Management policy and the Corporate Environmental Management Policy, the environmental teams follow the matrix of operational aspects and impacts, in which the operational risks and controls are periodically monitored through specific processes, which also includes the periodic assessment of compliance with all applicable legal requirements. The operations are audited internally and externally (by independent third parties) regularly.

Social Impact and Risk Management

Suzano's social impact management model seeks to eliminate, reduce or compensate for the negative impacts generated by the company through management practices, socio-environmental investments, and ongoing control and mitigation actions, which must be provided for in the company's management system operating procedures. The Social Development team is responsible for coordinating and identifying social aspects and impacts. Social Aspects and Social Impact updates must be evaluated annually by the Local Shared Value Commission (CVC), a permanent forum for discussion and deliberation of local strategic issues, comprised of company employees appointed by the Executive Committee.

Annually, the Local Shared Value Commission (CVC) of each unit, a permanent forum for discussion and deliberation of local strategic issues, formed by company employees appointed by the Executive Board, assesses the need to review the matrix of social impacts, considering the results of the monitoring and critical evaluation of processes related to the Annual Stakeholder Relationship Plan, as well as the demands of stakeholders raised by SISPART.

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. Thus, we present some examples of emerging risks of the company.

Cyber-Attack Risk

Cyber-attacks have increased exponentially over the years and, according to the World Economic Forum, it is one of the top 10 global risks. Thus, we cannot rule out that attempts to attack our IT and OT systems could have a considerable impact on Suzano's operations, which could be due either to interruptions in commercial transactions with clients or undue alteration of financial data or to critical stops in the industrial production of the company's main products: paper, pulp, and consumer goods.

Given this scenario, Suzano understands that it is one of the main topics that should be discussed and prioritized within the executive agenda periodically since this materialized risk impacts Suzano within its operations and depending on the extent and time of unavailability of the systems, we may have critical impacts on the operation.

Suzano follows the premises of the Risk definition addressed in ISO 31000 and ISO 27005 and seeks to mitigate the negative effects and uncertainties that may affect its objectives. In this scenario, the main objectives to be guaranteed are the confidentiality, integrity, and availability of confidential strategic information and personal data of employees and customers; the continuity of industrial operations without interruptions or downtime as a result of cyber-attacks; and the protection of IT and OT assets, both in the industrial and corporate spheres.

Considering the exposed objectives and the existing cyber threats, Suzano classifies the identified risks into 4 levels: low, medium, high, and critical. The probability and impact rating of a given risk follows the same 4-level scale, and its value is determined by these parameters. From these values, we can evaluate the degree of impact and the probability of materialization of a given risk. Probability is measured based on the context of each analysis during the identification of a risk, for example types of data handled by technology assets (either IT or OT); level of exposure of a system considered critical; location of the infrastructure on which the data is hosted; Information Security maturity of vendors accessing the corporate and industrial networks; level of access that a vendor has in each industrial plant; etc.

- **Cyber Risk Impacts:** Due to Suzano's size and areas of operation, the number of employees and suppliers and the company's exposure, the inherent probability - that is, without taking into account implemented controls and constantly applied mitigating actions - is critical. We can mention as main cyber risks, but not limited to
 - i. Improper Access to strategic company data, such as financial data, commercial information, technical manufacturing data, sales information, etc.;
 - ii. Attack of ransomware-type on the IT infrastructure, causing an interruption in IT operations, Logistics, Sales, among others;
 - iii. The leak of personal or restricted data of employees and customers, generating fines and severe impacts on the company's image;
 - iv. Leak of data related to manufacturing intellectual property, generating a loss of market value;
 - v. Ransomware-type attack on OT servers, causing industrial production stoppage in one or more manufacturing units;
 - vi. Improper alteration in manufacturing parameters generating serious impacts in the industrial production, either in the process or in the final product.

At Suzano, the impact is also measured by taking into consideration the context of each analysis during the identification of risk, such as types of data handled by technology assets and their degree of confidentiality; the criticality of the unavailability of certain data; the consequences of a cyber-attack on a service provider that has access to industrial and corporate networks; etc. The impact of a risk is measured by analyzing the degree of the consequences in the following spheres: financial, company image and reputation, impact on plant operations, and legal impact. The impact is critical if we consider the materialization of the risks mentioned because we may have as a consequence

- i. A relevant impact on the company's results, due to losses or interruptions in industrial production;
 - ii. Loss of equity and financial position in the pulp and paper and consumer goods market;
 - iii. Interruption or stoppage of operational processes at the industrial units, critically impacting the supply chain of pulp, paper, and consumer goods production;
 - iv. Failures in commercial operations, significantly impacting the company's fulfillment process;
 - v. Fines and lawsuits due to legislation impacting Suzano, such as LGPD and GDPR, due to employee or customer data leakage.
- Cyber Risk Mitigation Measures: the Information Security risk management is constantly monitored, due to its probability and impact of materialization according to Suzano's corporate risk matrix. We perform continuous risk mitigation work through the execution of action plans and implementation of security controls to work at an acceptable risk level within the company's risk appetite. Among the controls and action plans, we highlight:
- i. Information Security Master Plan structuring, mapping the main risks and impacts for the company, plus action plans within a three-year Roadmap, considering the growth of security maturity over 3 years through the mapped actions;
 - ii. Evaluation of security risks for new technology initiatives and projects, considering the guarantee of availability, integrity, and confidentiality of data and systems;
 - iii. Program for continuous monitoring of the environment, ensuring the visibility of systemic vulnerabilities and weaknesses for treatment and correction within Suzano's environment;
 - iv. Training and awareness of people on the subject of security through training, courses, and workshops for employees and contractors according to their function;
 - v. Use of frameworks such as NIST CSF and standards such as the ISO 27000 family as a guide to best practices within the implementation of security processes and controls to mature technological and procedural capabilities;
 - vi. Implementation of the Cybersecurity Policy within the corporate and industrial environment, which instructs employees and contractors on behaviors and good practices to reduce the risk of cyber-attacks within Suzano, considering the controls implemented within the company and its applicability guideline, applying controls such as access management, asset management, incident response, vulnerability management, risk assessment and management plans and business continuity;
 - vii. Technology controls aimed at protecting the devices and systems against malware and advanced threats;

- viii. Technology controls considering endpoint, cloud, and network scope for protection and detection of threats in the environment;
- ix. Security test plan focused on offensive and defensive security to validate the implemented processes and controls;
- x. Structured team to attend and contain security incidents, besides the continuous monitoring of the systems.

Risk of Water Shortage

According to the Intergovernmental Panel on Climate Change (IPCC) Report, released on February 28, 2022, human-driven climate change has caused irreversible impacts not only on nature but on the lives of billions of people around the globe.

The scientific evidence is unequivocal: in the last decade, mortality from extreme events was 15 times higher in more unprotected regions, such as South America. The dispute for water will increase in the region. The resource scarcity will affect not only food production but public health and energy production - in Brazil most of the electricity comes from hydroelectric stations.

The country is still trying to come out of its worst water crisis, registered during the last dry season, caused by years of irregular rainfall. Pulp and paper production depends on the water availability in the appropriate volume and quality for the process used, as well as for the purification of the treated liquid effluents discharged into surface aquifers.

Suzano systematically tracks and maps the water use of all Industrial Units with the comprehensive water tool Aqueduct Water Risk Analysis. According to this wide-ranging tool, which systematically tracks and maps the water stress of each region, most of Suzano's Units are in cities with low water stress (less than 10%), such as Limeira, Jacareí, Imperatriz, Mucuri, and Três Lagoas. Aracruz is considered an area with medium-high water stress (between 20-40%). The only Unit located in a high-water stress area (between 40-80%) is in Suzano, mainly due to the high urbanization rate (this city is close to the São Paulo).

The production capacity of the Suzano Unit represents 5.7% of the installed production capacity of Suzano.

- Impacts:

- i. Partial or total interruption of the process, generating financial losses;
- ii. Customer dissatisfaction and loss of customers;
- iii. Negative impact on market value, credit rating and company reputation;
- iv. Lawsuits and penalties for non-compliance with contracts and sales commitments.

- Mitigation Measures:

- i. Reduced water withdrawal volume;
- ii. Return of 82% of the water captured to the water bodies;
- iii. Treatment of 100% of the liquid effluents generated in all Units, with subsequent return to the water body according to national and international references;
- iv. Establishment of Long-Term Goals for reducing specific water withdrawal by 15% by 2030;
- v. Establishment of Long-Term Goals for increasing water availability in 100% of critical watersheds by 2030;

- vi. Water Reuse Program;
- vii. Monitoring of the quantity and quality of the water in the water bodies where the Units catch water;
- viii. Conservation and Protection of riparian forests.

Extreme Weather Events

The risks and opportunities arising from climate change have different levels of materiality for Suzano's business, according to the probability of when and where they will occur, as well as the magnitude of the effects that can be measured from the potential impact.

Extreme weather events are acute risks of climate change, such as floods, fires, and storms, among others, it can also be interpreted as a systematic change in ongoing weather patterns. Extreme weather events are considered the most relevant emerging risks for Suzano as they are natural disasters that may impact Suzano's operations with greater frequency and magnitude over the years. Therefore, Suzano constantly seeks to adapt and adjust its corporate strategy considering this scenario to mitigate economic and material losses better described in the following item.

- Impacts: Extreme climate events can impact Suzano at different stages of the value chain with variable magnitudes and economic losses. The most relevant climate risk is the loss of forest productivity due to changes in the hydrological cycle. Besides this, other impacts from extreme weather events can occur with different scales of probability. Among them
 - i. Loss of forest assets due to fires in drought periods;
 - ii. Partial interruption of industrial and forestry operations due to unavailability of water resources in dry periods;
 - iii. High energy prices in unfavorable hydrology scenarios associated with increased load on the Brazilian electricity system;
 - iv. Logistical interruption in product distribution due to extreme weather events such as storms;
 - v. Interruption of industrial operations due to power supply interruption in the event of storms.
- Mitigation Measures: Beyond the prioritization of climate risk at the corporate level, the risk management process also foresees specific approaches at the operational level of forestry and industrial production. The R&D technical team performs the identification and monitoring of a series of indicators to evaluate the exposure of forest operations to climate risks (and also other environmental dimensions) to draw mitigation plans that involve, for example:
 - i. Modeling of climate change scenarios;
 - ii. Optimization of the allocation of clones through the best interaction between genotypes and environmental responses in different biomes and forest management techniques;
 - iii. Monitoring indicators, which are used to calibrate harvest and planting planning models to assist in future investments, asset sales, or other strategic decision.

Russia x Ukraine Conflict

The company continuously monitors the direct and indirect effects of the current conflict between Russia and Ukraine on society, the economy and markets (international and domestic), to assess the potential impact on and risks for its business.

We can divide Suzano's primary assessment areas into three groups:

Inputs: The company has not identified any short- and long-term risk of a potential interruption or shortage in the supply of inputs for its industrial and forestry activities. So far, Suzano has only detected increased volatility in the prices of energy resources and commodities.

Logistics: At the international level, there has been no change in logistics operations, that is, all planned routes and port locations remain unchanged. The same is true for domestic logistics operations.

Commercial: Up until now, the company has continued its transactions as planned, consistently serving its customers in all sectors. The only exception was the suspension of service to a few customers located in Russia, with no significant financial impact.

- Impacts:

- i. Physical security of employees in the offices in Europe;
- ii. Continuity of operations carried out by the offices in Europe;
- iii. Logistics crisis in case other European countries enter the war or are attacked;
- iv. We are monitoring the impact on the business of a potential energy crisis caused by the conflict.

- Mitigation Plans:

- i. Operational contingency plan for cases of logistics interruptions.
- ii. Transfer plan for employees working in offices in Europe to ensure their safety and business continuity.
- iii. Systems backup and transfer of critical activities to teams in other Suzano offices.
- iv. Monitoring of scenarios of each affected area.

Biodiversity Loss

According to the Food and Agriculture Organization of the United Nations, 43%¹ of countries recorded loss of forest area in the last three decades, with Brazil showing a loss of 15%. This forest loss contributes to habitat fragmentation, one of the main threats to biodiversity loss in Brazil and worldwide. Biodiversity loss is a risk for Suzano, as it directly impacts forestry production. Wood supply depends on the provision, regulation and support of natural resources, with biodiversity being the primary support of these resources. Fragmentation alters ecological interactions in the environment; isolates species, resulting in reduced genetic variability and reproductive success, which may contribute to their extinction; and lowers the resilience of areas to climate change and the provision of ecosystem services; among other negative effects.

- Impacts

- The potential impact on the business is directly linked to fact the biodiversity loss compromises the integrity of ecosystem services that are necessary for the company's activities, such as:
 - i. Impact on water quality and supply, and on soil fertility.
 - ii. Loss of resilience of species caused by an imbalance of pests, diseases and natural enemies.

- Mitigation Plans

- Currently, Suzano protects and conserves approximately 1 million hectares of areas of native vegetation in the Cerrado, Atlantic Forest and Amazon, playing an important role in conserving the wealth of biodiversity in Brazil. In these conserved and protected areas, we conduct:
 - i. Periodic monitoring to assess the perpetuity of fauna and flora species.
 - ii. Property surveillance to register incidents and take protective measures to control hunting, predatory fishing, theft of flora, deforestation, and others.
 - iii. Fire monitoring and control and firefighting.
 - iv. Ecological restoration of degraded areas (due to previous use as cattle pasture by third parties), aiming to restore their natural processes.
 - v. Conservation of ecosystems and their biodiversity to not only prevent net loss, but also generate a positive net impact.
 - vi. Prevention and control of air emissions (NO_x, SO_x, TRS, GHG and particulate matter) and effluents (COD and AOX).
 - vii. Compliance with the environmental legal frameworks, binding international agreements and voluntary commitments that are relevant to Suzano's operations, such as Green Seals.
 - viii. Optimization of energy performance in pursuit of a low-carbon energy matrix.

#NON-DISCRIMINATION MANAGEMENT

Management on Non-Discrimination, Cases of Discrimination and Corrective Actions Taken



GRI Dimension

Social

GRI Code

406-1

Context

Suzano is against any discrimination inside and outside the work environment. To reinforce this position, our Code of Conduct has a specific ethical pillar for this topic: equality. We seek to treat with respect, dignity, and attention all people with whom we relate, whether inside or outside the company, besides valuing the diversity of people and ideas, repudiating discrimination motivated by any reason, whether by race, political conviction, gender, religion, sex, sexual orientation, age, place of birth, disability, among other aspects.

Given this scenario, we initiated the Plural Program, a movement that emerged at Suzano in 2016, organically and voluntarily, and was institutionalized in 2019, aimed at fostering a culture of valuing diversity and encouraging inclusion. Aligned with Suzano's Sustainability and Diversity, Equity & Inclusion (DE&I) strategies, the group in charge of the Program is co-responsible for promoting non-discrimination in the workplace, among other actions related to the DE&I theme. Additionally, to ensure proper management of the topic, in December 2019, we launched our Diversity and Inclusion Policy, aimed at determining the guidelines governing initiatives related to the topic in all our operations. Based on this, we hope to ensure that cases of discrimination do not occur in the company and to foster a culture of respect for individuality throughout our value chain. To learn more, access the indicator "Diversity Management".

Discrimination case numbers¹

	2019	2020	2021	2022
	overall number	overall number	overall number	overall number
Incoming cases	1	4	5	3
Cases for which a remediation plan is being implemented	0	0	0	0
Cases for which the remediation plan was implemented and its results analyzed through routine internal management review processes	0	0	0	0
Solved Cases	1	4	5	3

1. In the indicator, data from the Cerrado Project and Suzano Holding S.A. are not taken into account

Additional information

Suzano has a Human Rights Policy aimed at committing to respect human rights, through risk and opportunity management, reducing adverse impacts and maximizing the positive impacts of the company and its value chain. The Policy has a chapter related to Harassment and Discrimination, where it highlights the commitment to building dignified and inclusive work environments, free from any form of harassment or discrimination.

The company respects, values and promotes diversity and inclusion and repudiates any form of violence or harassment, moral or sexual, considering unacceptable behaviors, practices and threats that may result in physical, psychological, moral or material damage.

We promote work environments where people are treated equally without tolerating any discrimination based on gender identity or expression; race; ethnicity; sexual orientation; age; origin; socioeconomic condition; political affiliation; religion/beliefs (or lack thereof); family composition/structure/appearance/makeup among others.

Suzano has a structured process for receiving evaluation response monitoring all manifestations by stakeholders related to our activities/products. For internal & external audiences Suzano provides an Ombudsman Channel that ensures confidential treatment for all issues presented including demands related to discrimination & harassment. In case of violation of Conduct Code/Human Rights Corporate Policies/Diversity & Inclusion Policy we have People Management Teams prepared acclimatize treat allegations regardless their nature besides confidentiality guarantee non-retaliation those involved.

The channel is available 24 hours per day during 7 days per week can be accessed via telephone number 0800 771 4060 email ouvidoriaexterna@austernet.com.br portal valid operations throughout Brazil worldwide wherever we have offices channels available employees own third parties local community children other stakeholders general public.

In cases involving allegations regarding Discrimination / Harassment / Sexual Misconduct follow below procedures:

1. The ombudsman channel receives the complaint, and Ethics & Ombudsman team analyzes reported facts and evidence to plan the investigation of the complaint;
2. Ombudsman channel contacts People Management Business Partner requesting support in arranging schedule for interviews with complainant, witnesses (if any) and respondent;
3. Given the criticality of these themes, interviews are conducted by Ethics & Ombudsman team members;
4. If allegations materialize with evidence a GT (Working Group) is formed with Ethics & Ombudsman team, Legal Department, People Management and Respondent's Manager for consensus and immediate implementation of corrective/disciplinary measures.
5. The case is closed at ombudsman channel and an alignment dialogue is held with victim and manager if they aren't involved.

If it becomes evident that we are directly involved causing or contributing to adverse impacts on human rights, we will seek to mitigate or remedy the situation through dialogue with stakeholders according to UN Guiding Principles.

#TAX MANAGEMENT

Management and Tax Approach



GRI Dimension

Economic

GRI Code

207-1

GRI Code

207-2

GRI Code

207-4

Context

Suzano's Tax Policy is based on the development of strategies to manage the tax burden, always in compliance with the prevailing legislation. Suzano, as a multinational company that does business in several countries and is publicly traded, maintains a transparent relationship with government agencies and industry associations to generate value and tax collection for the tax-paying entities at the federal, state, and municipal levels.

The company has terms of agreement/protocols of intent with the state entities aiming at optimizing the tax burden following Brazilian legislation. In line with this topic, Suzano participates in the tax committees of sector associations (Brazilian Tree Industry - Ibá), industrial federations (Federation of Industries of the States of Espírito Santo - FINDES, of São Paulo - FIESP, of Maranhão - FIEMA, among others) and specific groups to discuss the subject, such as the Applied Tax Studies Group (GETAP).

Suzano's tax strategy is aligned with its current business and future plans. Only tax opportunities related to the business plan are evaluated. All tax decisions are derived from the business strategy and are, therefore, additional effects on the results of the commercial and operational activities. In this case, the cost reduction or tax impact is only one of several factors considered in investments and business decisions, not the main ones.

The company's tax strategies are monitored by the Board of Directors and the Statutory Audit Committee, as applicable. Any alterations to the Tax Conduct Policy must be approved by the Financial Management Board. Suzano's Tax Conduct Policy is based on compliance with the tax rules in force in all the countries in which it operates.

Governance, Control and Fiscal Risk Management

The Tax Conduct is complemented by Suzano's Risk Management Standards, which cover the definitions of various tax-related functions and responsibilities. The company's tax strategies are monitored by the Board of Directors and the Statutory Audit Committee to the extent applicable. Any changes to the Tax Conduct Policy must be approved by the company's Board of Finance.

Suzano, its subsidiaries, and affiliates are guided by the business principles of strict compliance with the prevailing tax and regulatory laws, always in line with the strategies defined by company management, ensuring that the taxes due in all the jurisdictions where it operates are calculated and paid. The company's tax conduct follows the highest standards of integrity and ethics, in which all employees who work in the tax area follow the content described herein as the basis for their activities.

The company adopts as a premise the transparency and suitability of tax information, which can be accessed in its regularly published reports. To demonstrate the transparency of its operations, Suzano adopts the commitment to present all information related to the applicable tax treatment to the Tax and Fiscal Authorities through the accessory obligations required by the applicable legislation.

Tax Report, by Country¹

		2020							2021								
Brazil - Consolidated	Manufacture of pulp and papermaking pulp	Primary organization activities	Number of employees and the calculation basis for this number ²	Revenue from sales by third parties	Revenue from intra-group transactions with other tax jurisdictions	Pre-tax profit/loss	Tangible assets other than cash and cash equivalents	Corporate income tax paid on a cash basis	Corporate income tax levied on profit/loss	Primary organization activities	Number of employees and the calculation basis for this number ²	Revenue from sales by third parties	Revenue from intra-group transactions with other tax jurisdictions	Pre-tax profit/loss	Tangible assets other than cash and cash equivalents	Corporate income tax paid on a cash basis	Corporate income tax levied on profit/loss
		overall number	R\$	R\$	R\$	R\$	R\$	R\$	overall number	R\$	R\$	R\$	R\$	R\$	R\$	R\$	
		17,384	32,291,606,855.00	24,576,037,975.00	-16.518.339.170	162,174,614,181.00	999,147,024.00	264,150,882.00		19,345	42,349,525,661.00	27,525,821,283.00	20,041,393,318.00	167,741,002,699.00	136,276,891.00	366,141,608.00	

1. Since the last Country-by-Country Declaration transmitted refers to the calendar year 2021, the figures reported in this spreadsheet reflect the same period. The information is from Suzano S.A. and its subsidiaries, direct or indirect subsidiaries, presented in consolidated form. The payment of taxes in other countries is reported in the positions of the parent company and consolidated. Regarding the number of employees and the basis for calculating this number, the same data reported in the Country-by-Country Declaration are being considered, in a consolidated form as Suzano, that is, without opening by units.

#SOCIAL INVESTMENT

Development and Impact of Investments in Infrastructure and Services Delivered



GRI Dimension

Economic

GRI Code

203-1

Context

In the following tables, you can find data referring to:

- Development and impact of investments in infrastructure and services delivered in 2022
- Development and impact of investments in infrastructure and services delivered, by region

Development and impact of investments in infrastructure and services delivered in 2022

Project/Activity	State/Unit	2022	
		Investments cost	Current or expected impacts on local communities and economies, including significant positive and negative impacts
		R\$	
Public Roads Improvement Investment	Espírito Santo	20,318,932.00	Improved access for vehicle traffic
Boca da Barra Opening	Espírito Santo	150,393.00	Dredging for fishing boat passage
Current Federal Highway Police Kennel (ES) Renovation	Espírito Santo	25,287.00	Kennel improvement, where animals are kept to combat drug and weapons trafficking and crimes on federal highways and areas of interest to the union
Welded Soccer Field at Esporte Clube Riacho	Espírito Santo	4,500.00	Esporte Clube Riacho soccer field fencing
Ecoponto Vila do Riacho deployment	Espírito Santo	1,964.00	Implementation of an appropriate place for waste disposal in Vila do Riacho area
Ecoponto Vila do Riacho deployment	Espírito Santo	8,935.00	Implementation of an appropriate place for waste disposal in Vila do Riacho area
Municipal Garden Expansion and Spring Fencing	Espírito Santo	44.00	Expanding the municipal garden and fencing off springs
Public Roads Improvement Investment	Mato Grosso do Sul	2,017,877.00	Improved access for vehicle traffic

Project/Activity	2022		
	State/Unit	Investments cost	Current or expected impacts on local communities and economies, including significant positive and negative impacts
		R\$	
ACAMAR gravel	São Paulo	5,580.00	ACAMAR association's headquarters improvement
Timber for Bridge Construction and Renovation	São Paulo	25,201.00	Bridge construction and recovery to enable access to the communities
Timber for Bridge Renovation	São Paulo	7,200.00	Bridges recovery to enable access to the communities
Road Improvement Gravel	São Paulo	5,400.00	Improving roads for vehicle traffic
Bridge Construction Timber	São Paulo	10,500.00	Bridge construction to enable access to the communities
Bridge Replacement, Road Maintenance and Paving	São Paulo	53,500.00	Road and bridge improvements to enable vehicle traffic
Road Paving with Gravel	Maranhão	5,000.00	Improved access to the village
Support for the Renovation and Expansion of the Navy Command's Public Service Compartment - Imperatriz Fluvial Agency	Maranhão	13,650.00	Improving the Navy Command's public attendance structure - Agência Fluvial de Imperatriz
Gravel Shipload	Maranhão	1,126.00	Improvement of local roads
Road Maintenance Machinery in Bom Jesus das Selva Municipality	Maranhão	16,809.00	Improved access for vehicle traffic
Gravel Shipload	Maranhão	3,141.00	Recovery of the main street in the village of Carlos, João Lisboa
Bridge Headland Reconstruction over the Pampam Stream	Bahia	40,420.00	The highway is important for the city's agricultural and livestock production and is also a traffic route for Suzano's products.
Road Improvements on the CRMG-418 Highway	Bahia	977,892.00	Improvement in the CRMG-418 stretch of highway, which will allow traffic for special vehicles
NGO Bicho Amigo's Wall Construction	Bahia	20,000.00	Improving the NGO Bicho Amigo's environment
Recovering Gravel for the Santo Antônio Hillside	Bahia	3,076.00	Improved access to the slope, ensuring safety and traffic fluidity
Public Road Improvements Investment	Maranhão	13,070,022.00	Improved access for vehicle traffic
Public Road Improvements Investment – Três Lagoas	Mato Grosso do Sul	2,089,020.00	Improved access for vehicle traffic
Public Road Improvements Investment	São Paulo	2,509,116.00	Improved access for vehicle traffic
Public Road Improvements Investment	Bahia	24,992,479.00	Improved access for vehicle traffic

Development and impact of investments in infrastructure and services delivered, by region¹

	2020	2021	2022 ¹
	R\$	R\$	R\$
São Paulo	0.00	14,005.52	2,616,497.00
Mato Grosso do Sul	43,359.00	69,465.26	4,106,897.00
Espírito Santo	1,487,345.00	1,622,891.00	20,510,055.00
Bahia	14,000.00	48,962.00	26,033,867.00
Maranhão	58,500.00	0.00	13,109,748.00
Total	1,603,204.00	1,755,323.78	66,377,064.00

1. As of 2022, investments to improve the infrastructure of the road network that benefits the communities will be accounted for in this indicator. This data is obtained from the Logistics area.

Private Social Investment Management



Context

Socio-environmental investment and donations **are strategic instruments to generate value**, both for **business** and for neighboring **communities** and **regions** where the company operates, ensuring engagement with stakeholders. Suzano's various types of socioenvironmental investments and donations **are managed** to ensure 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 Renew Life (CPRV), long-term social targets publicly assumed by the company. Our management of this issue is based on the Corporate Policy on Socioenvironmental Investments and Donations, the Social Demands Management Procedure, the Socioenvironmental Investment Project Management Procedure, and the Relationship Management Manual. The Manual and procedures describe the processes and the principal relationship tools used with stakeholders by Suzano.

The company's **Social Development** area **monitors** and **evaluates** the entire process related to the demands of **social investment** to meet social commitments, the relationship dimension, as well as cooperation, donation, and sponsorship, periodically reporting the results of this monitoring to the Shared Value Commission (CVC), Corporate and Local (Units). The Commission is a forum that brings together managers from different areas to integrate sustainability policies and strategic guidelines into the company's management and operations.

The focus of Suzano's social investment is to drive, together with its partners, the social development of the areas in which it operates by strengthening the relationships with the communities and investing in education, job, and income opportunities.

When investing in social projects, Suzano establishes criteria for selection that involve its Compliance Policy and legal requirements to guarantee the suitability of the social institutions.

Suzano adopts two different ways of conducting social projects:

- **The intervention carried out by Suzano (Relationship):** model in which the teams from the Social Development area carry out the intervention directly with the beneficiaries, as well as monitoring the fulfillment of the results expected by the project;
- **The intervention carried out by partner organizations (Poverty):** model in which local partners are responsible **for the intervention with direct beneficiaries, as well as gathering information that allows verifying the achievement of the poverty and education goals.** Some local partner organizations include Civil Society Organizations (CSOs), trade associations, social impact businesses, third-sector management companies, the S System, and others.

The **registration, evaluation, approval, and budget follow-up** activities for all socioenvironmental investment projects are conducted directly by Suzano through the Socioenvironmental Investment Management module of Suzano's Stakeholder System (SISPART).

The monitoring and evaluation of the progress of these projects are made by invested social institutions, independent consultants, and employees from the company's Social Development area, using technical visits and field days with the associations and project participants, according to the schedules established with each one of them.

The **Action Plan** execution **for each project** is monitored with **evidence**, such as photos, reports, attendance lists, and monitoring indicators. Updating the activities performed is the responsibility of the invested institution and the Suzano team responsible locally. The process and performance indicators of the social projects are monitored regularly, by means of an internal platform and reported periodically to this Sustainability Center.

To **monitor** and **assess** the progress of the **projects**, the partner organizations must perform the activities according to the approved planning. Periodically, by what is established in the contract, they send **an activity report and the necessary information for monitoring the results of the projects to Suzano. All the information and activity reports are also inserted** into SISPART.

The evaluation of the efficiency and effectiveness of the related strategies and socio-environmental investments adopted, as well as the use of the material, human, and financial resources available, is carried out using the Social Monitoring and Evaluation System. The system is used both for the formulation and **reformulation of organizational and strategic practices (based on the progress of processes and the achievement of goals). It is also used for over time analysis and comparisons of indicators (focused 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:** oriented towards evaluating the evolution of the contracted practices and the execution of the physical-financial planning
- **Result indicators:** aimed at presenting the status of achievement of the goals established annually
- **Impact indicators:** aimed at showing the internal and external effects related to the established corporate guidelines

Social investments by type

The socio-environmental investment is a priority to establish the relationship with the communities and to achieve the social commitments assumed by the company, with a 2030 deadline:

1. **Reduce poverty:** take 200,000 people off the poverty line;
2. **Improve the quality of education:** increase by 40% the Basic Education Development Index (IDEB) in all high-priority municipalities.

The company acts so that the **social investment is structured** in the medium term and effectively collaborates with the municipalities. The social programs meet the social vocation and demands of the locations, identified from a broad participatory social diagnosis and with expert advice, when necessary. Therefore, the donations, sponsorships, and other motivated actions **are punctual and complementary to the investment in these social strategy initiatives.**

However, especially in **2020 and 2021**, given the health, social, and economic emergency scenario caused by the **Covid-19 pandemic**, Suzano, as well as several other companies in Brazil, **mobilized extra resources in structures and donations** for emergency initiatives in the cities where the company operates and in municipalities in a critical situation to face the disease, especially in the poorest communities. By **2022**, with the **pandemic under control**, the **company resumed its focus on its strategy of investing** in structuring projects to reduce poverty and improve the quality of education.

From 2021 to 2022, **94% of Suzano's social investment was earmarked for social projects** in its social strategy.

Social investments by source

In 2022, **91% of Suzano's social investment came from its resources aligned** with its social strategy.

Own resources obtained by reimbursable financing

In 2022, Suzano did not provide repayable financing to invest in social programs. The resources were obtained through direct disbursements by the company.

The following data is available in the charts below:

- Social investments by type

- Social investments by source
- Own resources obtained through reimbursable financing.

Social investments, by type

	2020		2021		2022	
	R\$	%	R\$	%	R\$	%
Social investment projects ¹	34,314,866.71	40.47%	36,721,475.70	55.64%	49,328,988.60	94.44%
Donations ²	1,891,313.77	2.23%	4,339,482.48	6.58%	2,730,739.25	5.23%
Total resources invested in initiatives to support society in mitigating the effects of the Covid-19 ³ pandemic	48,590,093.96	57.30%	24,936,745.12	37.78%	175,810.75	0.34%
Total	84,796,274.44	100.00%	65,997,703.30	100.00%	52,235,538.60	100.00%

1. Social investment projects: from 2021 to 2022, 94% of Suzano's social investments were allocated to social projects of its strategy focused on poverty reduction, with a 23.8% growth in direct investment, jumping from BRL 36 million to BRL 44 million.
2. Donations: contributions or one-off expenses that meet the specific demands of institutions, bodies, or individuals representing non-profit communities and associations. The source of resources for this type of donation is the budget of the business and functional areas. An example of this was Suzano's strong performance, in 2022, in mitigating the impacts caused by flooding in the extreme south of Bahia.
3. Total resources invested in initiatives to support society to minimize the impacts of the Covid-19 pandemic: from 2020 to 2021, in the context of the pandemic, Suzano made donations to mitigate the effects of the health crisis in Brazil. Given the scenario of fighting the pandemic, donations were mobilized for emergency initiatives in the municipalities where the company operates and those with critical situations for dealing with the virus. Already in 2022, with the control of Covid-19, the company resumed its focus on investing in structuring projects.

Social investments by source

	2020		2021		2022 ¹	
	R\$	%	R\$	%	R\$	%
Company resources ¹	84,698,589.73	99.88%	65,468,503.30	99.20%	47,722,201.94	91.36%
Resources with incentives ²	97,684.71	0.12%	529,200.00	0.80%	4,513,336.66	8.64%
Total	84,796,274.44	100.00%	65,997,703.30	100.00%	52,235,538.60	100.00%

1. Company resources: Suzano's resources allocated to social investments in structuring projects according to its social strategy, combined with occasional and emergency donations. In this item were accounted the resources allocated to initiatives to mitigate the effects of the Covid-19 pandemic.
2. Resources with incentives: projects approved by fiscal incentive laws at the municipal, state, and federal levels and endorsed by the respectively responsible secretariats.

Company resources obtained by reimbursable financing

	2020	2021	2022
	R\$	R\$	R\$
Total amount	0.00	0.00	0.00

#PARENTAL LEAVE

Use of Maternity/Paternity Leave and Return and Retention Rate After Maternity/Paternity Leave



GRI Dimension

Social

GRI Code

401-3

Context

The following tables provide data on the use of maternity/paternity leave, by gender and return and retention rates after maternity/paternity leave, by gender. It should be noted that Suzano takes part in the Citizen Company Program, which grants extended maternity leave to women for a total of six months.

Use of maternity/paternity leave, by gender¹

	2020 ³			2021 ⁴			2022 ⁵		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number
Total number of employees entitled to maternity/paternity leave	416	67	483	430	84	514	412	93	505
Total number of employees who took maternity/paternity leave	416	67	483	430	84	514	412	93	505
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
Total number of employees who returned to work after maternity/paternity leave and were still employed 12 months after returning to work	390	69	459	373	55	428	380	54	434

1. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.
2. The 2020 figures include the sum of the professionals who were entitled to take leave in 2019 and returned in 2020, as well as those who were entitled to take the benefit in 2020 and returned in the same year. It is important to note that there is a balance of employees who took leave in 2020 and returned only the following year. Based on this explanation, we have the following:
 - In the year 2020, 416 men were entitled to paternity leave. Of these, 398 left and returned in the same year (95.7%), and the remaining 18 (4.3%) returned in 2021. The final number of men who returned to work in 2020 totals 398, who left and returned in the same year, and those who left in 2019 but returned only in 2020 total 20 professionals;

- In 2020, 67 women had the right to maternity leave. Of these, 36 left and returned in the same year (53.7%), and the remaining 31 (46.3%) returned in 2021. The final number of women who returned to work in 2020 totals 36, with exit and return in the same year, and those who left in 2019 but returned in 2020 total 41 professionals.

3. The figures for 2021 consider the professionals who went on leave in the current year, and 100% of those who had the right to go on leave.
 - In 2021, 430 men were entitled to paternity leave. Of these, 412 left and returned in the same year (95.8%), and the remaining 18 (4.2%) are expected to return in 2022. The final number of men who returned to work in 2021 accounts for the 412 who left and returned in the same year, plus 39 returns of men in 2021 who left in 2020;
 - In the year 2021, 84 women were entitled to 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 women who returned to work in 2021 accounts for the 41 women who left and returned in the same year, plus 34 returns of women in 2021 who left in 2020.
4. The figures for 2022 consider the professionals who went on leave in the year, and 100% of those who had the right to go on leave.
 - In 2022, 412 men were entitled to paternity leave. Of these, 412 left and returned in the same year (100%). The final number of men who returned to work in 2022 adds up to 412, with leaves and returns in the same year, plus 49 returns in 2022 of those who left in 2021;
 - In 2022, 93 women were entitled to maternity leave. Of these, 50 left and returned in the same year (53.7%), and the remaining 43 (46.2%) are expected to return in 2023. The final number of women who returned to work in 2022 adds up to 50, with exit and return in the same year, plus 50 returns in 2022 of those who left in 2021.

Return and retention rate after maternity/paternity leave, by gender¹

	2020		2021		2022	
	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%
Return rate ²	100.00%	115.00%	105.00%	89.00%	112.00%	108.00%
Retention rate ³	92.00%	95.00%	89.00%	71.00%	82.00%	54.00%

1. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.
2. Calculated by dividing the total number of employees who effectively returned from maternity/paternity leave in the period under analysis (or who are expected to return within the next year, after the reporting cycle) by the total number of employees who took the leave.
3. 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.

#MECHANISMS FOR DIALOGUE AND ENGAGEMENT

Engagement Mechanisms

GRI Dimension

Social

GRI Code

413-1

Context

Community consultation is at the heart of Suzano's relationship model. As part of its Community Relationship and Social Investment Strategy, Suzano evaluates the local communities' needs and demands using engagement processes. These engagement processes are based on the organization of a series of structured dialogues aimed at sharing information, setting short- and long-term goals, and stakeholder actions and responsibilities.

Currently, we have 12 operational units, identified as factories, and the forest base that supplies these units.

The operating units maintain relationships and communication with neighboring communities as a result of implementing our community relationship strategy. Among the existing processes, we have the following instruments: Operational Dialogue, Investment Programs/Projects and Social and Environmental Impact Management Processes.

To identify, prevent and minimize potential impacts caused by its operations, Suzano carries out, on an ongoing basis, the Operational Dialogue process in neighboring communities, in areas that foresee the start of operations, such as carrying out silviculture, harvesting and wood transport, as well as the Social Dialogue in the areas surrounding its manufacturing units.

The community relationship strategy is implemented from the implementation phase of a new operational unit.

In 2021, the company started construction work on a new pulp operating unit (factory) in Ribas do Rio Pardo in Mato Grosso do Sul (Cerrado Project). In the neighboring community, a social inventory was carried out and a visit was made to open dialogue, characterize the location, and obtain information and opinions about the project. The dialog served to broaden the discussions and start the local relationship process.

The tables below provide the following information:

- Number of operations under implementation/development that are at the local community consultation stage;
- Percentage of operations with implemented local community engagement, impact assessments and/or local development programs, by region and initiative type;
- Percentage of operations requiring local community consultation process by region.

Number of operations under implementation/development that are at the local community consultation stage¹

	2020	2021	2022
	overall number	overall number	overall number
São Paulo	0	0	0
Mato Grosso do Sul ²	0	1	1
Espírito Santo	1	0	0
Bahia	0	0	0
Maranhão	0	0	0
Total	1	1	1

1. This indicator considers only consultation for the implementation of new manufacturing ventures. Community consultation is a continuous process and is dimensioned and planned according to the specificities of each enterprise. At Suzano, consultation is a qualified, “two-way” process of dialogue, bringing 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 communities’ experience and knowledge, identify their needs, vocation, economic potential, and concerns, as well as to manage the operations impact mitigation.
2. Suzano is carrying out the implementation of its new factory unit in Ribas do Rio Pardo (MS), the Cerrado Project. The new unit has gone through various stages of consultation with the surrounding communities, relevant stakeholders and public authorities. Learn more about the project by clicking [here](#)

Percentage of operations with implemented local community engagement, impact assessments and/or local development programs, by region and initiative type¹

	2020					2021					2022					
	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	Total
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
Social impact assessments, including gender impact assessments, based on participatory processes	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Environmental impact assessments and continuous monitoring	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
The results of environmental and social impact assessments public disclosure	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Local development programs based on local communities' needs	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Stakeholder engagement plans based on stakeholder mappings	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Committees and processes for wide consultation with the local community, including vulnerable groups	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Labor councils, occupational health and safety committees, and other employee representative bodies to discuss impacts	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Formal complaints and grievance processes by local communities	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

1. All these initiatives are related to community relations and social impact reduction strategy, involving the following processes: Operational Dialogue, Social Dialogue, Socio-environmental Investment Programs/Projects, Community Councils, Community Engagement Processes, and Socio-environmental Impact Management Processes.

Percentage of operations requiring local community consultation process by region¹

	2020	2021	2022
	%	%	%
São Paulo	100.00%	100.00%	100.00%
Mato Grosso do Sul	100.00%	100.00%	100.00%
Espírito Santo	100.00%	100.00%	100.00%
Bahia	100.00%	100.00%	100.00%
Maranhão	100.00%	100.00%	100.00%
Total	100.00%	100.00%	100.00%

1. In order to identify, prevent and minimize potential impacts caused by its operations, Suzano carries out, on an ongoing basis, the Operational Dialogue process in all communities neighboring the areas that foresee the start of operations, such as, for example, carrying out forestry operations, harvesting and transporting wood, as well as Social Dialogue in the areas surrounding its manufacturing units.

Additional information

Engagement represents a deeper, more inclusive and ongoing structured relationship that establishes Suzano as a partner in local development. According to the Company's Policy for Socioenvironmental Investments and Donations (PC.00.0007), Suzano's socioenvironmental investments must result from community engagement processes. Its methodology considers the specificities of different realities and stakeholders involved, privileging and valuing the role of the entire community, the development of solid leaderships, social capital building and the recovery of citizenship and self-esteem. Moreover, it encourages and strengthens local networks, in order to promote dialogue and solidarity among the parties. The methodology is based on the organization of a cycle of dialogues that aims at sharing information, defining short and long term goals, actions, and responsibilities of the parties involved. The dialogue cycle is subdivided into three interrelated phases: Participatory Diagnosis; Joint Action Plan; Monitoring (Evaluation and Planning).

Occurrence Management



GRI Dimension

General Disclosures

GRI Code

2-25

Context

Occurrence management is the process of attending to demands received from the external public, such as complaints, doubts, compliments, and critics related to Suzano's operational activities. The management of the receipt, recording, treatment, and feedback of all impacts reported by this public is carried out in the Occurrences module of the Suzano Stakeholder System (SISPART), a tool used to manage the relationship with the communities and in which all occurrences received by the company are recorded, monitored and evaluated.

The communication channels used to receive incidents related to the environmental, social, and economic aspects and impacts arising from the activities and products of Suzano are: Suzano Responds; Contact Us (Toll-free); Floresta Viva (Toll-free); Operational Dialogue; Transport Monitoring Network (RMT); Odor Perception Network (RPO); besides face-to-face dialogue; sending e-mails and conducting a Satisfaction Survey.

Monthly, the company's Social Development area evaluates, with the claimants, the quality of the service and the effectiveness of the actions taken to treat the occurrences received, using the Index of Satisfaction in the Attendance to the Occurrence. This indicator expresses, as a percentage, the average score of the satisfaction evaluations made by the claimants.

Besides evaluating the quality of the service and the effectiveness of the actions taken, the average time for responding to occurrences is also monitored.

The indicator for service time expresses the number of days elapsed between the registration and the closing (reply) of the complaint in SISPART.

The list below shows the main complaints received in 2022. As can be seen, the main adverse operational impacts of Suzano, identified this year, are related to the transport of wood, such as dust generation, damage to public property and private property, impairment of the road network, nuisance caused by noise and odor, and increased risk of accidents. The other impacts were specific, with no uniform occurrence.

To help mitigate the adverse impacts of wood transportation operations, the company invested in training its employees, traffic education, and improving the dissemination of the communication channels with Suzano, to reduce response time and better meet the demands of the communities.

During long-term operations, measures are implemented to establish more control and adaptation of the operation, seeking to reduce the generation of impacts. The following are examples of the adverse social effects of forest management and the prevention and mitigation measures for each case.

Examples of Adverse Social Impacts and Control Actions

Impact: nuisance caused by product drift¹ in neighboring areas.

Preventive and mitigating measures: use of products authorized by environmental agencies, site signaling, training of employees who apply the products, and maintenance of the equipment used for application.

Impact: Increased risk of accidents.

Preventive and mitigating measures: reduced and controlled speed, mandatory stops to check and re-tighten the cargo transported, and voluntary traffic safety campaigns.

Impact: dust.

Preventive and mitigating measures: dust reduction with wetting of roads using water trucks.

Impact: compromising the quality of the road network.

Preventive and mitigating measures: maintenance of the roads during operations, monitoring, and weight control of the wood transport trucks.

Impact: noise.

Preventive and mitigating measures: negotiate hours of operations.

In the charts below is the following data:

- Index of satisfaction in attendance to the occurrence, by region
- Number of complaints received per region
- Main complaints registered per region
- The average time spent handling complaints, in days

Footnote

1. Drift is when, for example, the wind carries/transport part of a product that would be applied in eucalyptus plantations to areas neighboring the plantation.

Index of satisfaction in attendance to the occurrence by region¹

	2020	2021	2022
		%	%
São Paulo	n/d	82.00%	90.00%
Mato Grosso do Sul	80.00%	89.33%	89.33%
Espírito Santo	90.00%	90.30%	90.00%
Bahia	n/d	90.33%	90.00%
Maranhão	n/d	89.30%	90.00%
Total	85.00%	88.26%	89.67%

1. Every month, the Social Development area evaluates with the applicants the effectiveness of the actions taken to treat the events registered in SISPART. The assessed items have the following scale: good, regular, and bad, considering:
 - Suzano's service upon receipt of your complaint
 - Response time until resolution
 - Result of the resolution of the incident
 - Overall assessment
2. The satisfaction evaluation of Suzano's customer service is performed in at least 10% of the closed incidents per month.

Number of complaints received per region

	2020	2021	2022 ¹
	overall number	overall number	overall number
São Paulo	233	504	784
Mato Grosso do Sul	36	30	69
Espírito Santo	94	123	175
Bahia	34	16	48
Maranhão	72	18	22
Total	469	691	1,098

1. The number of complaints increased due to Suzano's constant efforts to expand its communication channels with the communities surrounding its forestry and industrial operations.

Main complaints registered per region

	2022					
	Bahia	Espírito Santo	Maranhão	Mato Grosso do Sul	São Paulo	Total
	overall number	overall number	overall number	overall number	overall number	overall number
Dust nuisance	7	13	5	7	182	214
Compromising the quality of the road network	9	29	3	15	129	185
Odor nuisance	0	5	0	0	155	160
Damage to public goods and private property	25	69	7	37	0	138
Increased risk of accidents (people and animals)	7	19	1	17	0	44
Noise nuisance	0	0	0	0	36	36
Electric power interruption	2	19	0	1	9	31
Traffic interruption	0	19	0	2	0	21
Change in water availability	0	2	0	2	10	14
Nuisance caused by reduced traffic quality	0	11	1	2	0	14

The average time spent handling complaints, in days¹

	2020	2021	2022
	average	average	average
São Paulo ¹	97,75	63,64	50,08
Mato Grosso do Sul	115,00	120,43	132,82
Espírito Santo	56,00	54,04	82,07
Bahia	113,99	85,49	153,04
Maranhão ²	37,12	77,64	54,86
Total	83,97	80,27	94,57

1. The average time is measured in days.
2. The decrease in the average time for handling complaints is related to improved management processes in the Maranhão and São Paulo units. The units are intensifying the monitoring of the occurrences to result in the reduction of the average time.

Operational Dialogue



GRI Dimension

General Disclosures

GRI Code

2-25

Context

One of the most important tools to guarantee a good relationship between Suzano and its neighbors is the Operational Dialogue - a direct communication channel through which the company informs and provides orientation about programmed operations, including possible risks and adverse impacts and ways to mitigate them.

The annual dialogue plan contemplates all locations and neighboring areas impacted by the company's operational activities: forest planting, harvesting, transport, wood purchases and sales, construction sites, and operational stoppages, as well as areas close to the factories susceptible to odor retention during the winter.

The Operational Dialogues are carried out through group meetings and/or individual conversations and start before the beginning of operations. Through them, the company receives demands or adjustments suggested by the neighbors, as well as impressions and comments after the end of the planned activities.

The company believes that dialogue is only effective when the communication channel is always open. Our priority is to make means available so that the communities can talk to each other and so that the agreements can be fulfilled.

The initiative's objectives are:

- Enable the communities and neighbors to have prior knowledge about the activities that will be carried out in their surroundings;
- Identify, prevent, and minimize potential risks caused by the operations;
- Strengthen the relationship, improve communication, and answer questions about the company and its operational aspects;
- Identify local initiatives and potentialities that can be boosted through partnerships.

In 2022, Suzano held **3,790 dialogues** with over **8,137 participants** and achieved **86.63% compliance with operational demands**, besides **92.56% effectiveness in mitigation actions** (that remedy the possible negative operational impacts).

The compliance index of the Annual Dialogue Program expresses the percentage ratio between the number of locations attended by the Operational Dialogue and the number of locations affected by forestry operations.

2022 Highlights:

- 2,315 people in the vicinity of the operations interviewed, distributed among 50 municipalities in the Vale do Paraíba (SP) and South/West regions, totaling 46,142 km traveled;
- A 105% increase in the number of dialogues held and a 34.8% increase in the number of participants from the communities, compared to the previous year.

The following data is available in the tables below:

- Operational dialogue - Consolidation of program results;
- Index of compliance with the annual dialogue program, by region.

Operational dialogue - Consolidation of program results

2020				2021				2022			
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	Dialogs held	Participants from the communities involved	Meeting rate of operational demands ⁵	Index of effectiveness of mitigation actions ⁶
overall number	overall number	%	%	overall number	overall number	%	%	overall number	overall number	%	%
1,600	9,099	97.50%	94.02%	1,842	6,036	90.47%	93.07%	3,790	8,137	86.63%	92.56%

1. in 2020, 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%).
2. 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%).
3. 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%). In this period, there were no records for the State of Mato Grosso do Sul.
4. In 2021, 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%).
5. In 2022, 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%).
6. In 2022, 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%).

Index of compliance with the annual dialogue program, by region¹

	2020	2021	2022
	%	%	%
São Paulo	100.00%	100.00%	100.00%
Mato Grosso do Sul	100.00%	100.00%	100.00%
Espírito Santo	100.00%	100.00%	100.00%
Bahia	100.00%	96.51%	100.00%
Maranhão	98.20%	100.00%	98.97%
Total	99.64%	99.30%	99.79%

1. Percentage ratio between the number of localities served by the Operational Dialogue and the number of localities affected by forestry operations.

Number of work stoppages, protests, and demonstrations related to Suzano's activities, by region



Context

All occurrences are related to stoppages of activities in Suzano's operations carried out by representatives of local communities, quilombola communities, associations that collect tips and branches, labor unions, and outsourced employees. These stoppages were motivated by the following claims: land, labor, potential impacts of the operations on the communities, and release of tips and branches. All cases were solved after negotiations with community representatives and associations.

The data in the table below are segmented by region.

Number of work stoppages, protests, and demonstrations related to Suzano's activities, by region

	2020	2021	2022
	overall number	overall number	overall number
São Paulo	0	0	0
Mato Grosso do Sul	0	0	0
Espírito Santo	3	8	9
Bahia	4	2	6
Maranhão	2	0	7
Total	9	10	22

#GENETICALLY MODIFIED ORGANISMS (GMOS)

Management over the use of genetically modified organisms (GMOs) and Percentage of revenue derived from GMO products or products containing GMO ingredients



Context

Suzano conducts biotechnology research through FuturaGene, a business unit part of its Technology and Innovation Management Board. FuturaGene has a research center located in Brazil and Israel with a team of approximately 100 employees that work in laboratory, greenhouse, field and administrative activities.

FuturaGene's activities are regulated by the National Technical Commission on Biosafety (CTNBio), a regulatory body associated with the Ministry of Science, Technology, Innovation and Communications, which regulates all issues related to biosafety of Genetically Modified Organisms (GMOs) for the Brazilian federal government. The company complies with the Biosafety Law, as well as regulations and notices enacted by CTNBio, with all its facilities operating under the Biosafety Quality Certificate (CCB) issued by the Commission. FuturaGene's research projects and the respective biosafety evaluations of its technologies in laboratories, greenhouses and fields are conducted in compliance with guidelines established in legislation.

FuturaGene has an Internal Biosafety Committee (CIBio) whose legal function is to ensure compliance with the legislation, promote training, provide biosafety recommendations and monitor the activities with GMOs and their by-products, within the company.

In addition, the business unit voluntarily joins the Compliance Recognition Program to the Principles of Good Laboratory Practices (GLP), operated in Brazil by the National Institute of Metrology, Quality and Technology (INMETRO). GLP refers to a quality system that covers the organizational process and the conditions under which non-clinical human health and environmental safety studies 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 step of molecular characterization and quantification of protein expression in genetically modified events.

FuturaGene has also developed a multidisciplinary Standard Operating Procedure (SOP) for the selection of Research and Development (R&D) projects, including those related to GMOs. Each potential technology/project is evaluated taking into consideration its scientific values (features, concept, history in other species), business prospection (need, cost, return), regulatory issues (previous approval in other countries, potential risks, biosafety) and intellectual property (existing patents, usage right, freedom to

operate). Any technology that poses any risk to the environment, human or animal health is excluded through these filters. Products that show adverse or unexpected results during biosafety or performance evaluations have their development immediately suspended until a full review of all criteria and results is completed, which may lead to project restructuring or cancellation.

In 2021, Suzano published a policy on the experimentation and use of Genetically Modified Trees. This policy indicates, in particular, a commitment to:

- Comply with all applicable laws, conventions, and protocols;
- Transparency with regard to your GMO research;
- Pursue scientific advancement based on ethical decisions;
- Hold a global dialogue on the issue;
- Provide access and benefit sharing throughout the value chain, with technology transfer at no cost for humanitarian or environmental purposes;
- Recognize risks or controversies related to the use of emerging technologies;
- Avoiding 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 Policy on Genetically Modified Trees is available [here](#).

Suzano provides the necessary resources to maintain FuturaGene's operations and project development through an annual budget, using the same model adopted for other areas of the company.

Percentage of revenue stemming from GMO products or products containing GMO ingredients¹

	2019	2020	2021	2022
	%	%	%	%
Percentage of revenue stemming from GMO products	0.00%	0.00%	0.00%	0.00%

1. With regard to the use of Genetically Modified Organisms (GMOs), Suzano only keeps activities for research purposes, outside of the certified area and in compliance with all applicable laws, conventions and protocols.

Additional information

Suzano conducts Genetically Modified Organisms (GMO) activities for research purposes, outside the scope of certification and in compliance with all applicable laws, conventions and protocols. Suzano believes that genetically modified trees represent an important add-on to intensify sustainable wood production from renewable forests, thus reducing the extraction of natural forests in the face of growing demand for wood-based products. These technologies are also essential to increase the resilience of planted materials against the biotic and abiotic pressures caused by climate change.

#CLIMATE CHANGE #CARBON REMOVAL

Balance (removals and emissions), removals and carbon stocks



GRI Dimension

Environmental

GRI Code

305-1

GRI Code

305-2

GRI Code

305-3

TCFD

Related Indicators

Commitment to Renewing Life

Context

Carbon balance (CO₂): the difference between anthropogenic emissions and removals of greenhouse gases from the atmosphere in a determined time interval.

Removals: carbon dioxide removals (CDR). Refers 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 uptake by trees, soil, or other 'carbon sinks') or from chemical processes to, for example, capture CO₂ directly from ambient air and store it elsewhere².

Afforestation (planting new trees in areas where there was no forest) and reforestation (replanting trees in areas where there was a forest but was converted) are also considered forms of CDR because they increase the natural "sinks" of CO₂³.

The IPCC warned in its report on climate change mitigation⁴ that keeping temperature increase within the 1.5°C limit will be impossible without carbon dioxide removals. The removals can offset greenhouse gas emissions from sectors that cannot fully decarbonize their activities or may take a long time.

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

The carbon stock in a reservoir or pool can change as a function of the difference between carbon additions and losses. When losses are higher than additions, the carbon stock becomes lower and thus the reservoir acts as a source of emission to the atmosphere; when losses are lower 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 3 emissions and the balance between direct emissions and removals from 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 increment in carbon is considered as "Direct removal due to land use change". On the other hand, when there is a volume reduction of biomass (as in the harvest period), the equivalent loss in carbon is considered a "Direct Emission from Land Use Change".

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

As a company that carries out responsible forest stewardship, Suzano has eucalyptus cultivation areas where the process of planting, harvesting, and native forest conservation are in the form of a mosaic. Thus, 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, mostly with growing seedlings. The CO₂ removal value linked to the environmental restoration process and the High Conservation Value areas is included in the removal values of native vegetation areas.

Regarding the planted forest areas, since Suzano has a cultivation cycle of approximately 7 years, only one-seventh (1/7) of planted forest areas are under constant harvest. The other six-sevenths (6/7) of planted forest areas are, at different intensities, storing carbon over time and guaranteeing the permanence of this stock in the field.

The following information is available in the tables below:

- Carbon balance (removals and emissions);
- Carbon Removals;
- Carbon Stock.

Calculation Methodology

The method currently used to estimate carbon removal in eucalyptus plantations is in line with international methodologies, based on IPCC guidelines. The calculation of carbon removals was performed according to the "stock change method" according to the IPCC Guidelines for National Greenhouse Gas Inventories; Volume 4: Agriculture, Forestry and Other Land Use; Chapter 4: Forest Lands.5

Primary data from the Forest Inventory are used to calculate wood volume, and standard IPCC factors to convert wood volume into carbon stocks.

For the calculation of removals, Cadastral Inventory data from plantations as of 2 years of age are used.

Thus, the 2022 carbon removals reflect the biomass increment from plantations that occurred until 2020 and the biomass loss from harvests that occurred in 2022. Plantings that took place in 2021 and 2022 will have their removals accounted for in the Inventory of Carbon Stock and Removals only as of 2023 and 2024, respectively.

Thus, the GHG removals by planted forests are calculated using the “stock change” method by the IPCC Guidelines. To calculate the carbon stock (which increases with the growth of the vegetation and reduces when harvesting occurs), Suzano uses data from its forestry registration base that includes information on areas, in hectares, separated by age and clone, density, and biomass volume for each one of these ages. Based on this information, the IPCC-recognized conversion factors (C to CO₂), above and below-ground biomass ratio factor, and biomass expansion factors (BEF) are applied, and thus the carbon stocks are calculated.

For areas intended for conservation and restoration, the “gain-loss” method is used to calculate the volume of carbon removals. 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 bibliographic references in Brazil and from the IPCC itself.

GHG Protocol Land Sector and Removals Guidance

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

Since 2020, the GHG Protocol has developed Land Sector and Removals Guidance⁶ to assist companies in accounting and reporting 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 Standard for Scope 3

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

In 2022, Suzano also agreed to participate in the pilot test phase of the Guidance and evaluate its preliminary guidance and new calculation methods using the company’s data. The pilot testing phase is underway and the deadline for feedback is February 28, 2023.

After 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. Suzano is also awaiting the Guidance’s final version as it will be used by the Science Based Target Initiative (SBTi) to update its own Forest, Land Use and Agriculture (FLAG) guidance⁷ so that companies in land-use intensive sectors can set science-based targets that include emissions reductions and carbon removals. The SBTi’s FLAG guide, when updated from the final version of the GHG Protocol Land Sector and Removals Guidance, will be used by Suzano to validate its own with the SBTi.

Notes

1. Reference is available [here](#).
2. Reference is available [here](#).
3. Reference is available [here](#).
4. Reference is available [here](#).
5. Reference is available [here](#).
6. Reference is available [here](#).
7. Reference is available [here](#).

Carbon balance (removals and emissions) ¹

	2020	2021	2022
	tCO ₂ e	tCO ₂ e	tCO ₂ e
Emissions Scope 1	2,155,102.69	2,328,335.53	2,378,304.09
Emissions Scope 2	59,531.90	137,822.64	49,216.75
Emissions Scope 3	1,568,893.44	1,842,093.64	1,737,960.57
Total de emissões	3,783,528.03	4,308,251.81	4,165,481.41
Balance between emissions and removals from land use	-18,983,839.64	-13,204,509.36	-2,080,751.67
Total balance (emissions - removals)	-15,200,311.61	-8,896,257.55	2,084,729.74

1. The indicator accounts for Suzano's emissions. For further details, see specific indicators for each type of emission: Direct greenhouse gas emissions (scope 1); Indirect greenhouse gas emissions (scope 2); Other indirect greenhouse gas emissions (scope 3); Carbon removals.

Carbon Removals

	2020			2021			2022		
	Suzano S.A. - planted forests	Suzano S.A. - native vegetation	Suzano - total	Suzano S.A. - planted forests	Suzano S.A. - native vegetation	Suzano - total	Suzano S.A. - planted forests	Suzano S.A. - native vegetation	Suzano S.A. - total
	tCO ₂ e		tCO ₂ e	tCO ₂ e		tCO ₂ e	tCO ₂ e		tCO ₂ e
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
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
Balance between emissions and removals of 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

Carbon stocks¹

	2020	2021	2022
	tCO ₂ e	tCO ₂ e	tCO ₂ e
Suzano S.A. - planted forests	164,799,325.93	170,785,672.50	160,351,112.79
Suzano S.A. - native vegetation	150,992,295.12	165,973,008.90	158,149,838.43
Suzano S.A. - total	315,791,621.05	336,758,681.41	318,502,973.22

1. The indicator accounts for Suzano's emissions. For further details, see specific indicators for each type of emission: Direct greenhouse gas emissions (scope 1); Indirect greenhouse gas emissions (scope 2); Other indirect greenhouse gas emissions (scope 3); Carbon removals.

Additional information

Carbon Balance

The carbon balance considers the emissions and removals in Suzano's operations. The details of greenhouse gas emissions can be checked in the indicator "Greenhouse Gas Emissions (GHGs) and methodology". In 2022, despite the reduction in emissions, there was a drop in the absolute value of removals, which made the balance positive.

Carbon Removals

In 2022, we had total (anthropogenic biogenic) removals of -46 million tons of CO₂ from the atmosphere and total (anthropogenic biogenic) emissions of +44 million tons of CO₂, resulting in a balance of -2 million tons of CO₂ removed from the atmosphere in 2022.

In 2022 Suzano carried out a significant planting that will have its removals reported in the 2024 inventory, 2 years after planting, according to the methodology premise. The balance sheet considers plantations (with age equal to or greater than 2 years), forest growth, harvesting, and management of the forest base for the current year. Thus, the 2022 variation is in line with the strategy of harvesting and supplying wood to meet production demand, in parallel with a movement to expand the forest base that will provide the company with greater resilience and supply of wood in the long term, in line with its business strategy.

Carbon Stock

Regarding carbon stock, in 2022, we had a decrease in the carbon stock of the eligible areas in the calculation methodology. Influenced, as mentioned above, in line with the strategy of harvesting and supplying wood to meet production demand, in parallel with a movement to expand the forest base.

Native vegetation, on the other hand, had an increase in area in 2022 and a lower carbon stock about the previous year. However, this reduction was due to a refinement/improvement in the classification process of native areas with a more granular update of phytophysionomies in subclasses according to the Brazilian Institute of Geography and Statistics (IBGE in Portuguese acronym). Thus, the calculation of carbon stocks in these areas was also updated, and some areas showed lower stocks according to their new subclasses.

For 2022, both emissions and removals were verified by a third party.

Suzano will continue with its forestry-based expansions in line with its positioning strategy for 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 path to achieving its commitment to renew life.

Climate Change at Suzano



SASB Dimension

Greenhouse Gas Emissions

SASB Code

RR-PP-110a.2

SASB Code

RT-CP-110a.2

SASB Sector

Pulp & Paper Products

SASB Sector

Containers and Packaging

GRI Dimension

Material Topics

GRI Code

3-3

TCFD

Context

TCFD

Related Indicators

Commitment to Renewing Life

Context

What is Climate Change

Climate change is a major global challenge. Planet Earth has been registering sharp temperature increases since the pre-industrial era, mainly due to the advent of the Industrial Revolution and other anthropic actions that lead to the emission of Greenhouse Gases (GHGs), as stated by the Intergovernmental Panel on Climate Change (IPCC). This increase in average global temperature triggers a series of effects, such as increased frequency and severity of extreme weather events, changes in rainfall patterns, resource shortage, and sea level rise, which, in turn, affect natural ecosystems, human communities, and the development of economic activities.

The rise of the debate on this issue in the global agenda had its first evidence by means of the elabora-

tion of the document known as the United Nations Framework Convention on Climate Change (UNFCCC), issued by 179 countries during the United Nations Conference on Environment and Development held in Rio de Janeiro in 1992, commonly referred to as Rio 92, aimed at promoting the stabilization of GHG concentrations in the atmosphere. This conference marked the increasing concern of global leaders regarding the future of the environment and society, and their commitment to a global agenda of actions directed to the mitigation of socio-environmental impacts, especially climate change. In 1994, the Convention was ratified and began to be conferred annually at the Conference of the Parties (COP), whose main objective is to assess the state of the climate emergency and address effective solutions.

The UN Sustainable Development Goals (SDGs), established in 2015, also acknowledge challenges and set global targets to fight climate change and issues directly related to climate, such as sustainable consumption and production, availability of clean water, clean energy generation, and preservation of terrestrial ecosystems. Aligning their goals with the SDGs is therefore essential for the private sector. Faced with this scenario, at the COP21 in 2015, national governments acknowledged the urgency of adopting further measures to mitigate climate change and adjust to its effects. This led to the Paris Agreement, signed by 195 countries, and its primary goal was to reduce GHG emissions. From this agreement arose the Nationally Determined Contributions (NDC), which consist of voluntary emission reduction commitments defined by each country and proportional to its responsibility in the global emissions scenario. This agenda has been endorsed by the private sector, civil society and subnational governments to contribute to and even exceed their defined ambitions to limit the temperature increase to 1.5°C compared to pre-industrial levels.

COP27, held in 2022 in Egypt, raised great expectations for the implementation of important agreements such as the Paris Agreement and other commitments made in previous conferences. It was expected decisions would be taken to solve the main current challenges related to climate change, such as limiting the average global temperature increase to 1.5°C as well as the lack of funding for adaptive actions, among others. Further information about the expectations and results of COP27 can be found below, in the item "Suzano at COP27".

Climate change is the consequence of actions taken by a range of different entities in society, from different sectors. As such, it should be the collective duty of the public and private sectors to act towards the development of solutions that foster the adaptation and mitigation of climate change effects.

Visit the Climate Change page to see how Suzano is engaged in this agenda.

Suzano's Climate Plan

Considering that the activities of the paper and pulp sector rely on forest management, use of water resources, soil use and industrial activities, climate change poses substantial challenges and opportunities for the sector. In Suzano's business model, planted and native forests contribute directly to the removal and storage of carbon dioxide (CO₂) from the air, preservation of biodiversity, and regulation of the hydrologic cycle, among other benefits. Simultaneously, the company operates under a model focused on eco-efficient operations and on providing renewable source products as a substitute for fossil-based products. Consequently, Suzano has a great responsibility concerning its role in the mitigation and adaptation to climate changes, contributing with governments, civil society and other private sector entities to confront this challenge.

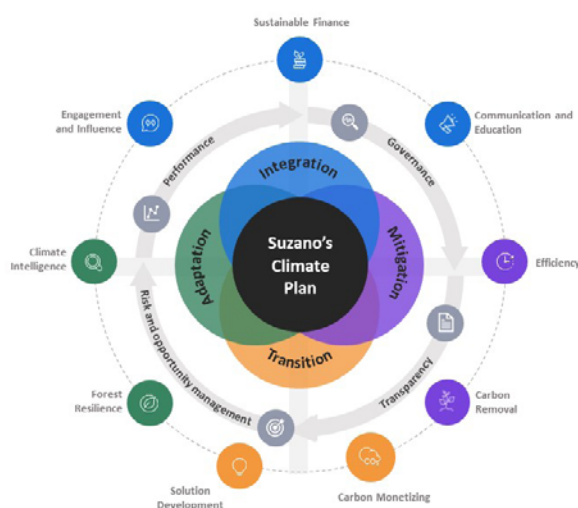
As such, Suzano, with its Sustainability Strategy, acknowledges the importance and need to be a leader and transforming agent in the combined development of innovative and sustainable solutions that can contribute to solving society's challenges. Assuming a systemic and collaborative approach, connecting

local and global agendas and considering the main frameworks, challenges, and scientific advances, the company remains committed, based on a robust management model for the issue of climate change. The goal of [Suzano's Climate Plan](#) is to further integrate climate change into business, driving its strategic outlook toward the transition to a low carbon economy. We strive to create a thriving business model of increasing resilience and catalyzing opportunities.

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**.



The Plan is represented by the company's main focal points regarding the issue (Integration, Mitigation, Transition and Adaptation), work fronts that are linked to these focal points (Sustainable Finance, Communication and Education, Engagement and Influence, Climate Intelligence, Forest Resilience, Efficiency, Carbon Removal, Solutions Development and Carbon Monetization) and the four coordinates that demonstrate how Suzano manages its fronts (Governance, Risks and Opportunities, Performance and Transparency). This model was designed considering the complexity and multidisciplinary of the issue and was developed following the leading management recommendations for the issue, such as those of the Task Force on Climate-related Financial Disclosures (TCFD). The four areas of action gather nine work fronts and are linked together as indicated by the graphic representation's colors. Coordinates crosscut the entire action plan.

This Plan guides internal and external actions of Suzano with its multiple stakeholders and strives to contribute to the achievement of the Commitments to Renew Life, containing two climate targets:

- Remove 40 million tonnes of CO₂ equivalent from 2020 to 2030; a deadline that, in 2021, was shortened to 2025 on account of the company's perception regarding the urgency of the issue as well as its ambition to achieve it;
- Reduce carbon emissions intensity (Scope 1 and Scope 2) per ton of product produced (tCO₂eq/t) by 15% by 2030.

With these targets, the company commits to go beyond being carbon neutral and reduce the intensity of greenhouse gas emissions. This means that Suzano commits to remove more greenhouse gases (GHG) from the atmosphere than it emits, effectively working towards significant additional removal, becoming carbon negative. By offsetting its own emissions, due to its extensive forest base, the company does not depend on other compensatory measures such as carbon credit purchases. Rather, it has the capacity to

generate carbon credits itself by way of specific projects, as can be seen in the indicator “Suzano’s carbon market”.

Suzano’s GHG emission intensity indicators per tonne of product produced are among the lowest in the sector. Still, the company continues to implement projects and recurring initiatives aimed at reducing these indexes. To keep abreast of good international practices and positively influence the progress of the private sector on this issue, Suzano has historically been involved in voluntary initiatives. Furthermore, Suzano always seeks to base itself on scientific evidence and voluntary market standards supporting private sector engagement, while considering the challenges and transforming potential of business. Accordingly, studies by the Intergovernmental Panel on Climate Change (IPCC) including climate scenarios, the GHG Protocol and Science Based Target standards for measuring and reporting GHG emissions and removals are used as reference for the company’s climate change management. In addition, Suzano has the Climate Change Manager participating on the Steering Committee of the Greenhouse Gas Protocol Land Sector and Removal initiative for the development of an emissions removal methodology applicable to sectors linked to land use.

Suzano has a public position on the Zero Deforestation and Wood Supply Policy, which states that the company does not perform any type of native forest suppression for its production. Cultivation expansion is done invariably in areas that have undergone human interference. In this regard, additionally to abiding by the Forest Code and further Brazilian legislation regarding this issue, the company also makes a public commitment to adhere to the Principles and Criteria of the Forest Stewardship Council® (FSC®)¹ and the Brazilian Forest Certification Program (CERFLOR), thereby certifying its good conduct when developing forest products in areas under the scope of certification, respecting the region’s environmental, social and economic aspects. The company also has an environmental restoration program that aims to restore native forest areas, including river spring areas.

In line with the premise of contributing to fight the climate crisis, besides the two Commitments to Renewing Life directly related to the topic, six other targets, with a deadline of 2030, are indirectly connected:

- Substitution of plastics and petroleum derivatives: offer 10 million tonnes of products of renewable sources;
- Water (Forestry): increase water availability in 100% of critical watersheds;
- Water (Industrial): reduce abstracted water by 15%;
- Industrial Waste: reduce by 70% waste sent to landfill, turning it into by-products;
- Energy: increase renewable energy exports by 50%;
- Biodiversity Conservation: connect half a million hectares of priority areas for biodiversity conservation in the Cerrado biome, Atlantic Forest, and Amazon.

Recognitions regarding Climate Change

Suzano’s commitments to sustainability and long-term value generation are recognized by external assessors, who play a relevant role in the global agenda concerning the issue. Regarding the climate change agenda, in 2022 the company received the following recognition:

ACT Initiative: ACT is a joint voluntary initiative of the UNFCCC secretariat that aims to spur climate action in companies and align their strategies with relevant and ambitious low-carbon pathways. Effectively, ACT provides sector-specific methodologies to develop transition plans to achieve the net zero target of the Paris Agreement. ACT promotes climate responsibility for policymakers, empowers financial institu-

tions, and advocates for relevant data on decarbonization strategies to be publicly accessible. Suzano has been a participant in the Working Group to develop the methodology for the Pulp and Paper sector since 2020. In 2022, Suzano scored 12B+ in the ACT pilot, while the pulp and paper sector average was 8.6C.

Corporate Climate Action Transparency Index (CATI): Suzano ranked 63rd out of 1,000 companies worldwide in the Corporate Climate Action Transparency Index (CATI), an index that recognizes companies' efforts to reduce greenhouse gas (GHG) emissions in the supply chain. The index was developed by IPE (Institute of Public and Environment Affairs), a prestigious Chinese NGO dedicated to tracking the full range of GHG emissions for companies, especially in supply chain carbon emissions in pollution-heavy industries. In addition to its good standing, Suzano stood out for:

- being the first company in South America to join the CATI rating and being top 1 in the pulp and paper sector;
- being cited twice as a benchmark for carbon-neutral corporate enterprise;
- sharing green supply chain management at the IPE organized by the Green Supply Chain Forum.

ESG Leading Enterprise Awards 2022: The company received the ESG Model Enterprise Award at the 2022 International Green Zero-carbon Festival held in Beijing, China. The Festival gathers over a thousand representatives from politics, business, academia, and media, as well as several companies presenting their sustainability goals and plans for a zero net emissions economy, as part of China's carbon neutrality goals for 2060. The awards recognize companies with outstanding contributions in the areas of green energy, carbon emissions reduction, technology innovation, and environmental protection. In addition, the main figures at the event highlight companies that display particular emphasis on the need for organizations in China and around the world to pursue a collaborative approach to green innovation.

Corporate Sustainability Index (ISE): The B3 Corporate Sustainability Index (ISE B3) was the fourth sustainability index created in the world, in 2005, and is the leading one in Brazil. It is a tool for comparative performance assessment of companies listed on the B3 under the corporate sustainability aspect. Among the dimensions assessed is Climate Changes. Suzano was selected to integrate the 2020/2021, 2021/2022 and 2022/2023 portfolios of the questionnaire, the latter comprising shares from 70 companies.

B3 Carbon Efficient Index (ICO₂): The Carbon Efficient Index is an indicator created by B3 in partnership with BNDES, (National Bank for Economic and Social Development). The index is composed of shares of companies participating in the IBrX-100 (indicator composed of the 100 most traded assets in the Brazilian capital market), which have agreed to assume transparent practices concerning their emissions of Greenhouse Gases (GHGs), such as preparing and disclosing the Greenhouse Gas Inventory, thus affirming their concern with global warming. When selecting the participating companies, the degree of efficiency in GHG emissions and the free float of each company are taken into consideration. This select group comprises 80 stocks listed on the B3, and Suzano was one of the companies listed in the portfolio from January to April 2023, for the third consecutive year. Suzano's number of shares corresponds to approximately 2% of the total theoretical index composition.

Carbon Disclosure Project (CDP) – Questionário Mudanças Climáticas: In 2020, we joined the CDP platform, which fuels investors and governments in their decision-making process based on important information about risk management, opportunities as well as social and environmental impacts. It is an initiative created to mobilize these parties to build and accelerate collaborative actions towards an effective development for current and future generations. In our debut year, according to the organization's methodology, we scored B in the three questionnaires answered, referring to climate, water, and forests.

In 2021 and 2022 we focused on constantly improving our performance, working on identified gaps, both related to the company's actions and to transparency in the disclosure of these actions. This is how we scored, in all three questionnaires answered, an A- grade.

Transition Pathway Initiative (TPI): According to the platform, the reduction target for the intensity of Scope 1 and 2 emissions at Suzano is among the best in the sector and in line with the climate scenario of "below 2°C", that is, beyond the reduction scenario established in the Paris Agreement. In 2021 Suzano was at level 2 - Building capacity, but by 2022 its progress was recognized by the initiative, positioning the company at level 3, which considers the integration of GHG emissions management as well as risks and opportunities related to the transition to a low carbon economy at Suzano's operational and decision-making level (integrating into operational decision making).

Climate Action 100+ (CA100+): Released in 2017, the investor-led initiative has an initial focus on the 100 companies with the highest volume of direct (Scopes 1 and 2) and indirect (Scope 3) emissions, as identified from data modeled and reported by CDP. Within a year of the launch, investors were invited to nominate companies that have specific opportunities to drive the clean energy transition; that may be highly exposed to climate-related financial risks; or that may be critical at a regional or national level. A further 66 companies were identified through this process. Suzano was nominated for the initiative in late 2020, identified as having an important role in the transition to zero net emissions by 2050 or earlier. In 2022, out of the 10 indicators assessed according to Suzano's public information, only 2 match the initiative's criteria (medium and short-term GHG reduction targets). another two match partially, five do not match any criteria, and one was not evaluated because it is in Beta phase.

Task Force on Climate-Related Financial Disclosures (TCFD): Suzano was the first company in the pulp and paper sector to present a case study from the Task Force on Climate-related Financial Disclosure (TCFD), which was launched in 2015 on the TCFD Knowledge Hub - a page where initiatives related to TCFD recommendations are disclosed, and which has so far presented 14 case studies (primarily from companies in the financial and non-financial sectors). The highlight in Suzano's case was this Indicator Center, which contains financial information related to climate change, aligned with measurement recommendations and transparency of results proposed by the TCFD.

Science Based Target Initiative (SBTi): Suzano has joined the Business Ambition for 1.5°C and Science Based Target Initiative (SBTi), global initiatives to drive decarbonization of the world economy. In addition to these commitments, Suzano will establish goals in line with the 1.5°C science-based emission reduction target scenarios, as stipulated by the initiative. This effort will cover its own emissions as well as emissions from the value chain. It is worth noting that the Company's current decarbonization target is adherent to science and in compliance with the Paris Agreement. Suzano has been following SBTi publications and methodological revisions, such as the revision of the SBTi Sectoral Decarbonization Approach for the Pulp and Paper sector and the SBTi Flag, which may be updated after the publication of the global methodology for calculating removals (GHG Protocol Land Sector and Removals).

Suzano's Decarbonization Plan

Having one of the largest forestry bases in the world, Suzano understands its important role in the fight against climate changes and is constantly seeking to expand its activities and engagement on this issue. At Suzano, 2050 is now.

Accordingly, the Company is committed to go beyond reducing the intensity of greenhouse gas emissions

(GHGs) and to be carbon neutral. This means that Suzano is committed to remove more GHGs from the atmosphere than it emits, that is, working toward being even more positive for the climate by means of the net removal of 40 million tonnes of carbon from the atmosphere by 2025, five years ahead of the original goal (2030).

We recognize that progress toward a low-carbon economy requires not only carbon removals, but also emission reductions. Both are substantial and urgent measures for mitigating the climate crisis and must occur concomitantly. And that is why Suzano has been working on the development of its Decarbonization Plan for all its Industrial and Forestry Units and logistics operations.

Most of Suzano's mills are energy self-sufficient, that is, they meet the demand for internal consumption and still export the surplus to the national interconnected system, with a degree of renewability of 88.1% of their matrix. Currently, Suzano has one of the lowest levels of GHG emissions per ton of product produced in the global pulp and paper sector. This is due to the implementation of several measures in recent decades to attain this degree of renewability and low carbon intensity, such as, for example, the replacement of fossil energy sources with renewable ones, such as biomass and black liquor.

Actions

Seeking the continuity of our decarbonization journey, in 2020 we assumed the commitment to reduce by 15% the intensity of Scope 1 and 2 emissions per ton of production (tCO₂e/t) by 2030 relative to 2015 emissions, chosen as the base year in reference to the Paris Agreement. As such, our Decarbonization Plan encompasses emission reduction projects on three main operational fronts, in addition to internal management and governance processes to leverage the approval of these projects and include carbon in decision-making at the Company.

- Industrial

In the Industrial Units, the company has reduced emissions through retrofit projects and increased efficiency of furnaces, boilers and turbogenerators in a gradual movement of reduction and replacement of more emitting fuels (such as fuel oil and natural gas) for less emitting fuels (such as biomass and black liquor), and also through the adoption of new technologies such as biomass gasification (Syngas), which will take place in the future Unit in Ribas do Rio Pardo (Mato Grosso do Sul State), currently under construction.

Gasification is a thermochemical biomass conversion process intended to produce a gas which can be used as a substitute for fossil fuels, replacing around 250 tonnes/day of fossil fuel at the future Unit in Mato Grosso do Sul.

Biomass gasification is an essential technology for the decarbonization of the pulp and paper sector. This is because all the carbon dioxide emitted during the use of this renewable gaseous fuel is absorbed by the growth of eucalyptus trees which will be reused in the gasification process, preserving a neutral carbon balance.

To this end, the Company has also sought to increase the generation of surplus renewable energy (based on biomass and black liquor) that is exported to the national interconnected system. This exportation contributes to the renewability of the Brazilian energy matrix and to the transition to a low carbon economy. The energy surplus sold may be subject to international certification of renewable energy, known as "I-REC (Renewable Energy Certificate)". In 2022, sales of I-RECs totaled BRL 411 thousand.

- Forestry

In the forestry area, Suzano achieves emission reductions by employing state-of-the-art technologies

linked to the use of equipment with greater energy efficiency in forestry operations such as the use of cranes with greater production capacity and harvesters with lower fuel consumption per cubic meter produced. In wood transportation, the company carries out projects to reduce the average radius (distance between forests and mills), assesses the best modal and works on optimizing operation routes and expanding the cargo box, such as compositions of six-trailer trucks, reducing the number of trips required.

In addition, the Company also carries out studies aimed at the use of alternative fuels to replace diesel oil, electrical equipment, remote support systems, and reducing the need for on-site visits, as well as automatic detection of faults and deviations. One such example is the project deployed in the Mato Grosso do Sul operations which uses onboard technology in the trucks that monitors driving indicators, making it possible to pinpoint best practices and correct operational failures caused by drivers.

- Logistics

For the entire logistics chain, the Company employs technologies that expand efficiency and scale in transportation, seeking route optimization and synergies in product transportation between business units through the diversification of modals, use of less carbon-intensive fuels, such as CNG, and improvement in the vehicle occupancy rate. Suzano has also developed projects for the use of non-fossil fuels, such as the pilot project for transporting paper in electric vehicles in São Paulo, which will begin in 2021.

In 2022, Suzano and Grieg Maritime, in partnership with other players in the maritime industry, began a technical-economic feasibility study, investigating possibilities of using green ammonia in ships for transatlantic trips. Additionally, Suzano is working together with COSCO Shipping on sustainability initiatives in the logistics chain, such as actively participating in the manufacturing design of new ships in order to maximize operational efficiency and reduce CO₂e emissions.

In addition, Suzano increased the inclusion of ESG criteria and criteria related to GHG emissions in contracting processes for new logistics service providers and conducted training with suppliers who participate in the Climate Change program in the value chain in partnership with the CDP Supply Chain.

- Internal Carbon Pricing

We perform internal carbon pricing exercises in new project analyses to measure and verify the impact on emissions, considering regulatory scenarios or opportunities linked to the carbon market. Accordingly, based on this analysis, financial indicators are created with and without the shadow carbon price, so that the impact on emissions is considered in the approval processes for new investments. One of our goals in 2023 is to expand the use of internal carbon pricing in the company.

Suzano expects the regulation of a carbon pricing system in Brazil to be implemented within the next three years. The company has been following various government debates on the subject, such as the establishment of a decree in 2022 as well as debates around draft legislation. Pending the establishment of this market, Suzano employs an internal carbon price to estimate its potential impacts.

Suzano supports the creation of a carbon market in Brazil and acknowledges an opportunity in future regulations to include afforestation, reforestation and restoration as an alternative to offset emissions. Our goal is to foster national and international debate on carbon regulations, raising the issue with the Brazilian Tree Industry (IBÁ), the World Business Council for Sustainable Development (WBCSD) and the Brazilian Coalition on Climate, Forests and Agriculture. We also monitor trends and engage in initiatives on this issue, such as the development of a European Union Carbon Border Adjustment Mechanism (CBAM).

For 2023, we aim to continue to further develop the issue within the Company, training employees in the use of internal carbon pricing. We also intend to update our implicit carbon price through the MACC curve developed in 2020 on the basis of mapping new technologies and studying future modernization projects

that increase energy efficiency while reducing and substituting fossil fuel consumption.

To further improve its practices and actions, Suzano always strives to base itself on scientific evidence and voluntary market standards that support private sector engagement, considering the challenges and transformative potential of the business, as is the case of the Taskforce on Climate-related Financial Disclosures initiative. Access [TCFD](#) indicator to find out more.

Suzano at COP27

Having one of the largest forestry bases in the world, Suzano understands its important role in the fight against climate changes and is constantly seeking to expand its activities and engagement on this issue. Accordingly, the Company is committed to go beyond reducing the intensity of greenhouse gas emissions (GHGs) and to be carbon neutral. This means that Suzano is committed to remove more GHGs from the atmosphere than it emits, that is, working toward being even more positive for the climate by means of the net removal of 40 million tonnes of carbon from the atmosphere by 2025, five years ahead of the original goal (2030).

The systemic approach adopted by Suzano in dealing with climate change makes us believe in the significance of engaging and influencing all different sectors towards a low carbon economy in building a prosperous and just future, centered on regeneration and sustainability. Therefore, we are involved in several fronts, associations and initiatives to formulate this agenda, to implement the Paris Agreement and facilitate a regulated carbon market, a significant financial tool for the decarbonization of the global economy.

As part of these actions, Suzano executives were involved in the COP27 agenda held in November 2022 in Egypt, attending various debates regarding relevant issues listed by Suzano as engagement priorities:

- Carbon Market, advancing negotiations towards the establishment of a regulated and international market, as a tool to contribute to the achievement of the Nationally Determined Contributions as well as to accelerate feasibility of solutions for removal or reduction of greenhouse gas emissions, properly connected to current regional voluntary and regulated market models;
- Nature-Based Solutions as an important and time-efficient solution for reducing greenhouse gas concentrations in the atmosphere, linking with conservation, preservation and sustainable management of natural and modified areas combating climate change and biodiversity loss while supporting other sustainable development goal;
- Innovative Financing as an enabling tool not only for nature-based solutions, but any others that contribute to the reduction of greenhouse gas concentration in the atmosphere and to establish as well as operationalize facilitating tools and tools for regional and global management related to the agenda.

We seek to further encourage and engage the business sector and governments to increase the level and speed of their climate commitments by starting today. Promising results by 2050 or even 2030 would be too late.

Walter Schalka, Suzano's CEO, as a member of the World Economic Forum's Alliance of CEO Climate Leaders, signed the open letter addressed to COP27 World Leaders urging them to accelerate the transition to Net Zero.

Further, Suzano, in association with Itaú Unibanco, Marfrig, Rabobank, Santander and Vale announced **Bio-mas**, a fully dedicated company to the restoration, conservation and preservation of forests in Brazil,

during an event held at the Climate Conference, COP27, in Egypt. It aims, over the course of 20 years, to have 4 million hectares of native forests restored and protected in different biomes in Brazil, such as the Amazon, Atlantic Forest and Cerrado. The area is equivalent to the territory of Switzerland or the Rio de Janeiro.

The project's first stage consists of identifying and prospecting areas, fostering nurseries for large-scale production of native trees, engaging local communities in the company's activities, debating project application in public areas, partnering with carbon credit certification platforms, and implementing pilot projects. From 2025 on, the goal is further expansion of scale up to the target of 4 million hectares. For more information, go to: <https://www.wearebiomas.com/>

During COP27, Suzano executives attended events where they engaged in debates and contributed to the progress of the climate agenda and related topics, such as:

- *The Role of Voluntary Carbon Markets in Corporate Net Zero Strategies – World Economic Forum;*
- *The role of certified timber plantations in keeping 1.5C alive - Ibá and International Chamber of Commerce (ICC);*
- *Panel Landscapes for Life;*
- *Biomass Cocktail;*
- *Business Dialogue for a Low Carbon Economy - CNI;*
- *Brazilian Industry Day - National Industry Confederation – Espaço Brasil CNI;*
- *Public-Private Partnerships for the Climate Solution in Pará - Legal Amazon Consortium;*
- *COP2COP Roundtable: Resource Mobilization Collaboration: the action agendas addressing the intertwined crises;*
- *Biodiversity day, panel with Nestlé and Global Canopy at Nature Newsroom;*
- *Interview in Nature Newsroom, Nature Pavilion.*

Further, they participated in discussions, meetings with several players regarding the COP27 and related topics:

- International Chamber of Commerce (ICC);
- National Industry Confederation(CNI);
- CEBDS - Brazilian Business Council for Sustainable Development - WBCSD Brazil Chapter;
- World Economic Forum (WEF);
- WEF Alliance of CEO Climate Leaders;
- Science Based Target Initiative (SBTi);
- Race to Zero;
- Global Compact;
- WWF;
- World Business Council for Sustainable Development (WBCSD);
- International Emissions Trading Association (IETA);
- World Environment Center (WEC);

- Brazilian Tree Industry (Ibá);
- Brazilian Association of Public Companies (Abrasca);
- Brazilian Coalition on Climate, Forests and Agriculture;
- Amcham Brasil;
- Legal Amazon Consortium;
- [Business for Nature](#);
- [Rainforest Alliance](#);
- [GIZDeutsche Gesellschaft für Internationale Zusammenarbeit](#) (German International Cooperation Agency);
- [World Resource Institute \(WRI\)](#);
- [Inter-American Development Bank \(IDB\)](#).

To learn more about Suzano's participation in associations, [access the indicator "Participation in Associations"](#).

Communication as a tool for engagement

We understand the power of strategic communication to enhance engagement with Suzano's stakeholders. Therefore, we designed a communication plan that would tie together all the articulation made by the company. Among the actions developed were:

- Launch of Biomás at the ICC booth at COP 27;
- [Creation of the Biomás landing page \(wearebiomas.com\)](#) encouraging the engagement of various stakeholders in the initiative;
- Production of a video to launch Biomás featuring messages about the importance of restoration, preservation and conservation of native forests;
- Interviews granted to vehicles in Brazil, Europe and North America to raise awareness about the role of climate change in the future of humanity and the launching of Biomás;
- Use of Suzano's social networks and Suzano spokespersons to increase visibility of the issues addressed during the event and the social networks of Biomás' partners to raise awareness about the importance of restoration, conservation and preservation;
- Use of internal channels to raise awareness and engage internal employees and contractors in the climate change agenda;
- Use of communication channels with external stakeholders to present Biomás and reinforce the role of Suzano and each company in mitigating the effects of climate change.

The debate on the climate agenda does not end with the COP27. That is why we will continue with our strategy of decarbonization, engagement and influence on the issue, striving to remain aligned with expectations of various stakeholders to build a real, effective and ambitious low carbon economy.

TCFD at Suzano



Stakeholder

Planet

TCFD

Suzano and the TCFD

Commitment to Renewing Life

Context

What is the TCFD?

The Task-force on Climate-related Financial Disclosures (TCFD) offers a set of voluntary recommendations for reporting climate change-related risks and opportunities. The task force, created by the Financial Stability Board (FSB) along with representatives from different economic sectors, both public and private, published its guidelines in 2017, structured into four reporting dimensions: governance, strategy, risk management, and metrics and targets. As of November 2022, the TCFD had over 4,000 supporters from over 100 countries, with a combined market capitalization of USD 27 trillion¹.

For more information go to: <https://www.fsb-tcf.org/>

Suzano's Track Record

Suzano formally supports the TCFD and adopts its recommendations as a reference for reporting potential climate-related financial impacts.

Since 2019, the company has implemented actions to improve climate change management, in line with corporate best practices.

This effort involved mapping and formalizing climate risk and opportunity management processes in several areas. Suzano began to perform yearly assessments of compliance with the TCFD recommendations, based on the criteria defined by the *TCFD Maturity Map of Accounting for Sustainability*. This diagnosis shows that the maturity level of Suzano's compliance with the TCFD criteria has increased over time, reaching 79% in 2022, as shown in the table following the indicator.

In 2022, Suzano hired a specialized external consulting service with the aim of expanding internal capacity to assess and manage physical and transition risks under different climate scenarios, covering forestry, industrial and logistics operations, as well as a number of critical suppliers, totaling 50 locations. The ongoing work should also promote advances in the financial quantification process of mapped risks and in climate governance. This combined with the expanded use of internal carbon pricing to measure projects and manage transition risk for a future carbon market has increased our score in the Strategy and Management of Risks and Opportunities field.

Considering the ongoing development of a strategic approach to managing climate-related risks and opportunities, as well as studies conducted in 2022, these practices will be incorporated into Suzano's business practices by 2023.

Governance

The Board of Directors is responsible for overseeing sustainability strategy, including aspects of climate change, supported by the Sustainability Committee, a collegiate advisory and instruction body, which is responsible for setting the management strategy on climate change, assessing and monitoring implementation of defined goals, indicators, and targets three times a year.

In 2022, part of the variable remuneration for executive directors was tied to sustainability targets, with the CEO and five directors committed to climate-related targets.

Climate change and its potential effects are considered one of the priority risks for Suzano at a corporate level. In this regard, it has its own structured system for assessment, treatment (i.e., risk response), monitoring and reporting. The Risk Management area monitors the progress and mitigation of priority risks by establishing action plans and controls, with reports to the Board of Directors being issued at least once a year.

In 2022, the Investment Committee began to include sustainability criteria, including climate change, in the assessment of industrial modernization projects.

Considering it is a material topic for the company, several Executive Committee and departments have direct responsibility for climate change. This includes Sustainability and Communication, Forestry, Industrial and Logistics Operations, New Business, Research and Development, Strategic Planning, Recovery and Utilities, and Risk Management, among others.

In addition, in 2022, we launched a Corporate Climate Change Policy to steer our employees on business values and align attitudes toward a common goal. The climate change principles described in the Policy aim to ensure mitigation actions to reduce and remove GHG from the atmosphere and maximize the company's positive impacts, in addition to developing adaptation actions to the effects of climate change. The Policy's goal is to ratify the company's commitment to combat climate change as it progresses towards a low-carbon economy and to contribute to a resilient future for society.

Engagement and awareness

Externally, the company fosters debate and partnership with governments, companies, non-governmental organizations, associations and academia through active participation in forums and working groups. In 2022, it outlined a vast engagement strategy for COP27, the United Nations Climate Conference. Our primary goal was to engage the business sector and exert influence on positive climate policies, such as carbon markets and pushing the carbon neutral and even carbon positive agenda.

Internally, Suzano created multidisciplinary Working Groups (WG). The WG Climate Engagement and Influence is responsible for monitoring regulations and agreements, as well as methodologies for accounting for emissions and removals. The ESG WG strives to bring about sustainability debates which require financial department involvement, such as the implementation of the TCFD Guidelines.

To learn more about Suzano's involvement in initiatives, see the indicator "*Participation in Associations*".

Strategy

It is evident that natural resources are increasingly scarce. The future depends on our ability to innovate and our responsibility to optimize the use of the available resources. For Suzano, this scenario represents opportunities, which led us to define our long-term strategic vision:

1. To continue to be an industry benchmark in efficiency, profitability and sustainability from the forest to the customers,
2. To be a transforming agent in the expansion of our biomass into new markets,
3. To be a benchmark in sustainable and innovative solutions for bio-economy and environmental services, based on cultivated trees.

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

- Lignin;
- Bio-petroleum;
- Nanocellulose;
- Biocomposites.

These areas represent opportunities to replace fossil-based products, which require greater energy and water consumption.

In our ambition to "boldly expand into new segments" (with a timeframe ranging from 5 to 10 years), partnerships to substitute single-use plastic and a partnership with Spinnova to produce micro fibrillated cellulose (MFC), which is obtained from eucalyptus planted in Brazil, are some significant examples of opportunities being seized for Suzano.

Having one of the largest forest areas in the world, Suzano understands its role in combating climate change. Together, native forests and eucalyptus plantations contribute directly to the removal and storage of CO₂ from the atmosphere. Therefore, we are committed to doing more than neutralizing direct and indirect emissions from our value chain. We aim to remove significant additional amounts of carbon from the atmosphere, thereby mitigating the effects of the global climate crisis.

Risks and Opportunities Management

Climate change and its potential effects are considered one of the priority risks for Suzano at a corporate level. In this regard, it has its own structured system for assessment, treatment (i.e., risk response), monitoring and reporting.

The Company is equipped with a structure dedicated to corporate risk management, including risks related to climate change, with its own methodologies, tools and processes that aim to ensure the identification, assessment and treatment of its main short, medium and long-term risks. Such structure, through its management system, allows for the continuous monitoring of risks and potential impacts, control of variables involved and definition and implementation of mitigating measures, aimed at reducing identified exposures. The company's assessment of potential physical impacts from climate change, as well as

from the transition to a low carbon economy, is continuously conducted and will continue to evolve.

Climate-related risks are incorporated throughout the Company's Enterprise Risk Management (ERM) process. As part of the continuous monitoring process of climate risks, we set up action plans focused on mitigating the medium- and long-term impacts of Climate Change, while critical actions are regularly reported to the Executive Committee and the Board of Directors.

Risk management process also encompasses specific approaches at operational level. One such example is climate change scenario modeling and monitoring indicators for technical research and development staff. This data is used to calibrate the crop and planting planning models and to review the assessment of associated climate risks in order to establish new specific action plans where necessary.

Climate Scenario Analysis

Physical Risks: can influence wood supply planning, silviculture operations, as well as strategic directions of innovation projects. Risk mapping considers 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) as well as four future periods (2021-2040, 2041 - 2060, 2061 - 2080, 2081 - 2100), considering nine global climate models.

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

Determining these potential impacts is crucial for business and has been done for years. For instance, in 2006, we measured the increase in CO₂ in most genotypes planted, by means of various physiological variables in trees. In 2009, Suzano updated its database using three global models (HAD, CSIRO and PCM), according to IPCC scenarios (A1, B1, A2 and B2). This study was revisited in 2015, when researchers assessed and identified risks under both scenarios (RCP 2.6 and RCP 8.5).

We invest in research and development to drive innovation along the value chain, targeting adaptation and mitigation to current and future climate effects. Ongoing projects seek to increase forest clone resilience to climate adversities, as well as tolerance to pests and diseases; Additionally to developing tools for early diagnosis of these impacts. We conduct increasingly sophisticated assessments by means of artificial intelligence, big data & analytics to attain even more sustainable forest stewardship within the context of climate change.

Climate indicators are used to calibrate harvest and planting planning models, to mitigate possible productivity losses, optimize forest productivity and assist in investments and other strategic decisions. For instance, Suzano has the largest private genetic base of eucalyptus worldwide and an extensive climatic monitoring base to mitigate and monitor climate effects.

Transition risks: Suzano continually assesses possible climate transition risks that might impact its operations, such as political, legal, market and reputational risks.

Despite being one of the best performers in the industry regarding carbon intensity per product manufactured as well as one of the best performers projected for 2030, we understand that global competitiveness will also depend on greater ambitions and efforts to reduce greenhouse gas (GHG) emissions. To this effect, in addition to committing to develop an SBTi goal aligned to a 1.5°C scenario, we have assessed our GHG emissions projections for the remainder of this decade under different decarbonization scenarios and by means of different areas:

- 1.5°C, developed by SBTi (Science-Based Target Initiative) using the IPCC Special Report on Global Warming of 1.5°;
- TPI tool (Transition Pathway Initiative), which utilizes the 2DS and B2DS scenarios developed by the International Energy Agency (IEA);
- Assessing Low Carbon Transition (ACT) methodology, which draws on the IEA's B2DS and NZE 2050 scenarios.

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

Regarding negative impact, we use carbon pricing (shadow pricing) both in new project approval processes and to quantify the risk of a future carbon tax or regulated market mechanism on our total emissions.

We use different data sources in our pricing scenario modeling to set internal carbon prices for different areas that in turn have different contexts, such as industrial (Scope 1 and 2), road and maritime logistics (Scope 3), and forest planting (Scope 1 removals). The modeling considers carbon tax prices practiced in Latin America, current prices from international regulated and voluntary carbon markets, as well as price projections for the next decades estimated by different institutions such as the Partnership for Market Readiness of the World Bank (PMR Brazil), International Energy Agency (IEA), International Renewable Energy Agency (IRENA), United Kingdom.

Regarding political and legal risks, we have followed up on the debate over establishing a regulated carbon market in Brazil, as well as public consultations of new international schemes, such as the Carbon Border Adjustment Mechanism (CBAM), part of the Europe Union Green Deal.

Mapped Risks

The Company's assets, notably biological assets, which are measured at fair value, property, plant and equipment and intangible assets, may be impacted by climate change.

Management considered the main data and risk assumptions highlighted below:

1. Possible impacts on fair value determination in biological assets due to: effects of climate changes, such as temperature rise, water shortage, may impact some assumptions used in accounting estimates related to the Company's biological assets, as follows:
 1. Losses of biological assets due to fires and impacts arising from increased presence and resistance of pests and other forest diseases favored by the gradual increase in temperature;
 2. Reduction of productivity and expected growth (IMA) due to reduced availability of water resources in watersheds and other atypical weather events such as droughts, frosts and torrential rains;
 3. Production chain interruption due to adverse climatic events.
2. Water shortage in the industry: although our units are water-efficient, there are contingency plans for all units affected by possible water shortages and action plans to address the water crisis in critical regions.
3. Structural changes in society and their impacts on business, such as:

1. Regulatory and legal: resulting from changes in Brazilian and/or international scope that demand capital investment in new technologies and/or operation costs. Among anticipated issues are carbon pricing, carbon customs taxation, trade barriers and/or restrictions related to the supposed contribution, even if indirect, to the intensification of climate change, increasing the litigation risk;
2. Technological: resulting from the emergence of improvements and innovations towards a more energy efficient and low carbon economy;
3. Market: resulting from changes in supply and demand for certain products and services as climate-related issues are considered in decision-making;
4. Reputational: related to customer and society's perception of an organization's positive or negative contribution to a low carbon economy.

Compliance with contractual clauses related to sustainability in debt securities and sustainable loans (Sustainability Linked Bonds - "SLB" and Sustainability Linked Loans - "SLL")

The Company issued debt securities and loans linked to Sustainability Performance Targets - SPT concerning GHG emissions intensity, water capture intensity for use in industrial processes and percentage of women in leadership positions. Non-attainment of these targets may result in a future increase in the cost of said debts, as established in the corresponding contracts.

Suzano is one of the world's largest issuers of Sustainability Linked Bonds (SLB) - a financial tool that links the cost of funds raised with investors to the fulfillment of sustainability commitments. In 2020, the company issued its first bond based on the SLB Principles, becoming the second company in the world and the first in the Americas to make an issue of this kind. In 2021, Suzano issued two new bonds under the SLB Principles and, for the very first time, connected, alongside an environmental goal, a social goal - namely, a diversity, equity and inclusion goal. Its first Sustainability Linked Loan (SLL) was issued in 2021, and in 2022 the company contracted a new loan with the International Finance Corporation (IFC) following the guidelines of the SLL Principles.

Opportunities

Due to the large removal volume of CO₂ by eucalyptus and native forest, Suzano sees a potential supply of carbon credits for commercialization to companies and institutions that wish 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.

A further opportunity identified in our business is the reuse of biomass and wood waste from the production process to yield a significant portion of our energy needs. Approximately 88.1% of the entire operation and energy matrix (which embraces 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). We are self-sufficient in the Aracruz, Mucuri, Imperatriz, and Três Lagoas units in terms of energy needs, and sell surplus energy to the grid. By 2022, 1,509,949.59 MWh (1500 GWh) of renewable electricity was supplied to the public grid from these units. This surplus energy sold can be subject to international renewable energy certification, the so-called "I-REC (Renewable Energy Certificate)", in 2022, sales of I-RECs totaled BRL 411,776.54.

We operate throughout our chain to ensure resource efficiency as well as waste and environmental impact

reduction - from eucalyptus seedlings to the final product. However, we take this a step further: we strive for an ongoing debate and sustainability outlook in our relationships with employees and customers, partnerships with suppliers and financial processes. To strengthen the relationship between Suzano and its suppliers and encourage them to undertake joint emission reduction commitments, in 2021 Suzano initiated the CDP Supply Chain program. The 100 most critical suppliers mapped in the Socioenvironmental Risk Matrix were invited to join the program. During the first cycle in 2021 we obtained 78% engagement, a significantly higher result than the average of 67% of other CDP Supply Chain participants. For the second cycle, in 2022, we had 91% adhesion, representing 31% improvement over the first cycle, and surpassing the global engagement of 280 member companies. In addition to the continuity of the program, we held engagement sessions with our suppliers in order to assist them in taking further steps in their climate change strategy and in establishing targets and actions to reduce GHG emissions.

The logistics area has also been working to find low carbon technological alternatives for transportation and distribution of our products, which is the biggest challenge in reducing emissions from our value chain.

And, associated with Suzano's Strategy, the expansion of current and new low carbon intensity products that can substitute other products of fossil origin is expanding in a scenario where our customers are striving to find solutions for their decarbonization strategies.

Metrics and Targets

Suzano discloses over one hundred indicators used for climate risk and opportunity assessment, including GHG emissions and removals in scopes 1, 2 and 3, which are calculated in line with the GHG Protocol methodology. Part of these metrics is also incorporated into operational performance indicators, with specific targets to be achieved.

Among the 15 long-term commitments, two comprise the climate change front:

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

Meanwhile, other targets contribute to the climate agenda by potentially contributing to the substitution of fossil products:

- Offer 10 million tonnes of renewable products that can replace plastics and petroleum products by 2030;
- Increase exports of renewable energy by 50% by 2030; By 2022, part of the executive directors' variable compensation was tied to sustainability targets, with the CEO and five directors committed to climate-related targets.

Since joining the Science Based Target Initiative (SBTi) in 2021, Suzano has been working to establish a GHG emission reduction target aligned with the 1.5°C scenario. This effort should include direct emissions and emissions from the value chain (scope 3).

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

Regarding metrics, Suzano's environmental management system includes a series of metrics related to the emission and capture of GHGs, forest restoration, water capture and consumption, energy consumption and self-generation, and waste generation and disposal.

Listed below are the metrics monitored by topic.

Biodiversity

1. Forest area in endangered species habitat;
 2. Owned, leased, or managed area within, or adjacent to, protected areas, and areas of high biodiversity value outside protected areas;
 3. Commitment to Biodiversity Conservation;
 4. Zero Deforestation Commitment;
 5. Commitments and Partnerships;
 6. Species included in the IUCN Red List and in national conservation lists with habitats located in areas affected by the organization's operations, by biome;
 7. IUCN Red List species and national conservation list species with habitats in areas affected by organization's operations, by level of risk and extinction;
 8. Biodiversity management in forestry operations;
 9. Protected habitats by type;
 10. Protected habitats by habitat type;
 11. Significant impacts of activities, products, and services on biodiversity;
 12. Location and size of land owned, leased or managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas;
 13. Monitoring of Fauna and Flora (Casa da Floresta);
 14. Total number of owned, leased or managed areas within, or adjacent to, protected areas, and areas of high biodiversity value outside protected areas
 15. Total number of species found in monitoring;
 16. Total number of species found in monitoring, by type;
 17. Total size of High Conservation Value Areas (HCVA);
 18. Total size of areas in restoration process;
 19. Total areas maintained by Suzano by type of land use;
 20. Total areas for development by type of land use.
 21. Restoration and firefighting
 22. Number of fire outbreaks in Suzano's areas;
 23. Total conservation areas affected by fires, in hectares;
 24. Total of plantation areas affected by fires, in hectares;
 25. Total number of areas in restoration process;

26. Total number of seedlings planted for restoration;
27. Percentage of the area verified by third parties as being in legal compliance;
28. Ecological Restoration Program
29. Nascentes do Mucuri Program
30. Size of areas with initiated restoration process.

Water

1. Water consumption in industrial operations;
2. Percentage of water withdrawn in forest operations in water-stressed areas;
3. Percentage of water withdrawn from industrial operations in water-stressed areas;
4. Percentage of water consumption from alternative water sources (rainwater, sewage, graywater, among others);
5. Specific water consumption in industrial operations;
6. Water withdrawal by source in forestry operations;
7. Water withdrawal by source in industrial operations;
8. Percentage of water recycled or reused in industrial operations;
9. Water consumption in industrial operations in water-stressed areas;
10. Water withdrawal by source in forestry operations in water-stressed areas;
11. Water withdrawal by source in industrial operations in water-stressed areas;
12. Percentage of water consumed in industrial operations in water-stressed areas.

GHG emissions and sequestration

1. Biogenic CO₂ emissions (scope 1);
2. Biogenic CO₂ emissions (scope 3);
3. Greenhouse gas emissions (GHGs) and methodology;
4. Direct greenhouse gas emissions (scope 1);
5. Direct greenhouse gas emissions (scope 1) by category;
6. Direct greenhouse gas emissions (scope 1) by type;
7. Indirect greenhouse gas emissions (scope 2);
8. Management of GHG emissions in forestry, industrial and logistical operations;
9. GHG emissions intensity (scopes 1 and 2), by ton of product
10. Greenhouse gas emissions intensity (scopes 1, 2 and 3), by net revenue;
11. Greenhouse gas emissions intensity (scopes 1, 2 and 3), by ton of product
12. Other indirect greenhouse gas emissions (scope 3);
13. Other indirect greenhouse gas emissions (scope 3) by category;
14. Other indirect greenhouse gas emissions (scope 3) by category - segregation of transport and

distribution category;

15. Practices and initiatives to reduce the intensity of emissions.

Energy

1. Consumption of fuels from non-renewable sources;
2. Consumption of fuels from renewable sources;
3. Energy consumed outside the organization;
4. Energy consumed by type;
5. Energy sold (exported) by type;
6. Energy management;
7. Degree of renewability of the energy matrix;
8. Energy intensity;
9. Percentage of electricity from the grid, biomass and other renewables;
10. Reductions in energy consumption from conservation and efficiency improvements;
11. Total energy consumed;

Waste Management

1. Generation of non-hazardous waste in industrial operations;
2. Generation of hazardous waste in industrial operations;
3. Solid waste management in forestry operations;
4. Solid waste management in industrial operations;
5. Waste sent to landfill cell in industrial operations;
6. Waste sent for disposal in forestry operations;
7. Waste destined for disposal in industrial operations;
8. Waste generated in forestry operations;
9. Waste generated in industrial operations;
10. Waste not destined for disposal in forest operations;
11. Waste not destined for disposal in industrial operations;
12. Non-hazardous waste destined for disposal by disposal operation in forestry operations;
13. Non-hazardous waste destined for disposal by disposal operation in industrial operations;
14. Non-hazardous waste recovered by recovery operation in forestry operations;
15. Non-hazardous waste recovered by recovery operation in industrial operations;
16. Hazardous waste destined for disposal by disposal operation in forestry operations;
17. Hazardous waste destined for disposal by disposal operation in industrial operations;
18. Hazardous waste recovered by recovery operation in forestry operations;
19. Hazardous waste recovered by recovery operation in industrial operations;

20. Total waste generated at Suzano.

Carbon Credit

1. Carbon market;
2. Guidelines for generating a credit;
3. Carbon credits at Suzano;
4. Suzano's credit generation projects;
5. KPIs related to carbon credits.

Circular Economy

1. Strategies to reduce the environmental impact of packaging throughout its life cycle;
2. Percentage of recycled fiber purchased and used in products;
3. Revenue from reusable, recyclable and/or biodegradable products;
4. Volume of recycled fiber purchased, by product segment;
5. Volume of recycled and/or recovered fiber, by product segment;
6. Volume of recovered fiber, by product segment;
7. Total volume of recycled and/or recovered fiber, by business unit;

1. <https://www.fsb-tcf.org/about/>
2. <https://www.accountingforsustainability.org/content/dam/a4s/corporate/home/KnowledgeHub/Guide-pdf/TCFD%20Recommendations%20Maturity%20Map.pdf.downloadasset.pdf>

Percentage of TCFD compliance, by area:

	2019	2020	2021	2022
	%	%	%	%
Governance	13.00%	42.00%	75.00%	75.00%
Strategy	17.00%	46.00%	73.00%	81.00%
Targets and Metrics	50.00%	67.00%	82.00%	82.00%
Risk and Opportunity Management	25.00%	50.00%	75.00%	78.00%
Total	25.00%	50.00%	76.00%	79.00%

#NUMBER OF EMPLOYEES

Number of employees by type of employment contract and gender



SASB Dimension

Activity Metrics

SASB Code

RT-CP-000.C

SASB Sector

Containers and Packaging

GRI Dimension

General Disclosures

GRI Code

2-7

Context

The tables below present data considering the Suzano 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 with the company's indicators. Furthermore, in 2021, FuturaGene was incorporated by Suzano. In 2022, the reports for 2020 and 2021 were reviewed since the data began to be reported on a consolidated basis.

Number of employees by type of employment contract and gender¹

	2020			2021			2022		
	Defined period	Indefinite period	Total	Defined period	Indefinite period	Total	Defined period	Indefinite period	Total
	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number
Man ²	0	12,615	12,615	0	13,852	13,852	0	15,110	15,110
Woman ²	0	2,277	2,277	0	2,827	2,827	0	3,433	3,433
Total	0	14,892	14,892	0	16,679	16,679	0	18,543	18,543

1. In the 2022 cycle, the reports for 2020 and 2021 were revised since the data from Instituto Ecofuturo, Facepa, and FuturaGene are now reported jointly with Suzano.
2. Although Suzano recognizes that there are more gender identities beyond these (male and female), such as non-binary people and others, we report this way to meet what the indicators call for.

Number of employees by type of labor contract and region¹

	2020			2021			2022		
	Defined period	Indefinite period	Total	Defined period	Indefinite period	Total	Defined period	Indefinite period	Total
	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number
North	0	981	981	0	869	869	0	785	785
Northeast	0	8,282	8,282	0	4,790	4,790	0	5,043	5,043
Central-West	0	2,061	2,061	0	2,737	2,737	0	3,696	3,696
Southeast	0	7,281	7,281	0	7,940	7,940	0	8,645	8,645
South	0	76	76	0	79	79	0	74	74
Foreign	0	247	247	0	264	264	0	300	300
Total	0	18,928	18,928	0	16,679	16,679	0	18,543	18,543

1. In the 2022 cycle, the reports for 2020 and 2021 were revised since the data from Instituto Ecofuturo, Facepa, and FuturaGene are now reported jointly with Suzano.

Number of employees by type of working hours and gender¹

	2020			2021			2022		
	Man ²	Woman ²	Total	Man ²	Woman ²	Total	Man ²	Woman ²	Total
	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number
Full time	12,615	2,277	14,892	13,852	2,827	16,679	15,110	3,433	18,543
Part-time	0	0	0	0	0	0	0	0	0
Total	12,615	2,277	14,892	13,852	2,827	16,679	15,110	3,433	18,543

1. In the 2022 cycle, the reports for 2020 and 2021 were revised since the data from Instituto Ecofuturo, Facepa, and FuturaGene are now reported jointly with Suzano.
2. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.

Number of employees, by type of job and age group¹

	2020	2021	2022
	overall number	overall number	overall number
Under 30 years	3,229	3,650	4,194
Between 30 and 50 years	9,843	11,089	11,976
Over 50 years	1,820	1,940	2,373
Total	14,892	16,679	18,543

1. In the 2022 cycle, the reports for 2020 and 2021 were revised since the data from Instituto Ecofuturo, Facepa, and FuturaGene are now reported jointly with Suzano.

Number of employees, by functional category¹

	2020	2021	2022
	overall number	overall number	overall number
Administrative	2,993	3,344	3,659
Consultant	611	705	807
Coordinator	300	361	382
Director	17	21	26
Executive Director	11	13	13
Specialist	47	61	67
Executive Manager	95	117	125
Functional Manager	293	325	357
Operational	10,198	11,331	12,651
Supervisor	326	400	455
Chairperson	1	1	1
Total	14,892	16,679	18,543

1. In the 2022 cycle, the reports for 2020 and 2021 were revised since the data from Instituto Ecofuturo, Facepa, and FuturaGene are now reported jointly with Suzano.

Additional information

Suzano's contracts are, in their entirety, for an indefinite term. In 2022, there was growth in the North, Southeast, and Central-West regions, driven mainly by primarization processes, the recomposition and increase of operations, and the startup of the Cerrado Project¹, as we call the new company factory located in Mato Grosso do Sul and which will go into operation in 2024.

During the year, Suzano maintained its characteristic of 100% full-time employees. Regarding gender representation² in the global picture, we demonstrated an advance in line with our commitments to diversity, equity, and inclusion since the percentage of women rose from 15% in 2020 to 16% in 2021 and 18% in 2022.

In 2021 and 2022, the age brackets with the highest growth were those under 30 and 30 to 50 years. There was also growth in all job categories, with an emphasis on the operational and administrative levels and also in management positions to accommodate the increases in the structure of the operations.

At Suzano, there are no employees without a guaranteed workload.

1. For further information about the Cerrado Project please access this [link](#).
2. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.

#PARTICIPATION IN INITIATIVES

Participation in Associations



GRI Dimension

General Disclosures

GRI Code

2-28

Context

Suzano is part of a series of national and international associations/organizations, considered strategic for its operations. See the list below.

The table at the end of the list shows the total amount of contributions and other expenses with trade associations, from 2018 to 2022.

1t.org (International)

As part of the World Economic Forum's (WEF) 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.

Alliance for the Restoration in the Amazon (National)

Suzano has also joined the Alliance for the Restoration in the Amazon, 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.

Forest Plantation Producers Association of Bahia – ABAF (State)

ABAF represents the forest-based companies in Bahia, as well as their suppliers. It also works to anticipate scenarios, exchange information about the sector and work together to defend their interests. Suzano participates in the Board of Directors with one Director on the Fiscal Council.

Brazilian Association of BioInnovation - ABBI (National)

It is a non-profit, non-partisan, national civil organization that believes in Brazil as a potential leader of the advanced bioeconomy. Its objective is to promote an institutional environment favorable to bioinnovation by representing companies and institutions from various economic sectors. Suzano joined the organization in December 2021 as a full member, participating in the working groups.

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 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 (National)

A non-profit civil entity that prioritizes the promotion of ethical debate, focusing on strategic issues for formulating public policies and regulatory frameworks.

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 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.

Imperatriz Commercial and Industrial Association - ACII (Regional)

A representative entity of the Industry and Commerce of Imperatriz (MA) to care for the common interests of the industry and commerce in the municipality. Suzano is a member of its 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.

Mato Grosso do Sul Planted Forest Producers and Consumers Association - Reflore (Estadual)

It gathers the leading 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 occupies the entity Vice Presidency.

Business Association of the Northern Coast of Espírito Santo - ASSENOR (Regional)

A business association that articulates and defends business interests in the municipalities of São Mateus, Jaguaré, Conceição da Barra, and Pedro Canário. It provides significant support to the defense actions of the sector and industrial and forestry operations in the municipalities where it operates. Suzano is a member of its 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 Business Association for the articulation and defense of business interests in the municipalities of Aracruz, João Neiva and Ibirapu (ES) - AMEAR (Regional)

Substantial support to defend the sector and industrial and forestry operations in the municipalities in Espírito Santo. Suzano is a member of the Communication Board and the entity's Operational Council.

Linhares and Region Development Association - ADEL (Regional)

A business association that articulates and defends business interests in Linhares, Sooretama, and Rio Bananal, all located in Espírito Santo. It provides important support to defend the sector and forestry operations in the municipalities where Suzano operates. The company participates in the Operational Council, and the associative purpose is representation.

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)

The Portuguese Chamber's 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.

Brazilian Center for International Relations - CEBRI (National)

International relations Think Tank in Brazil holds relevant events and content with influence on the formulation of public policies focused on promoting the international agenda in Brazil.

Center of Industries of the State of São Paulo - CIESP (State)

Approximation for regional performance with the municipal government and public forums such as municipal councils, councils for Conservation Units (UCs), etc., in São Paulo State. Suzano is a member of the Board of Directors.

Center of Industries of the State of Maranhão - CIMAR (State)

An entity linked to the Federation of Industries of the State of Maranhão (FIEMA) that defends the interests of Maranhão's industries. It was founded in 1967, deactivated in 2003, and resumed in 2022. CIMAR has important support in the sector's defense actions and industrial operations.

Center of Agribusiness Development - CEDAGRO (State)

An organization that works to defend, promote, and strengthen agribusiness in Espírito Santo. Suzano participates on the Board of Directors and Audit Committee as vice president.

Climate Connection (Internacional)

A group led by private sector companies to promote voluntary and regulated carbon markets. Association in constitution process.

Brazilian Coalition on Climate, Forests and Agriculture (National)

The participants of the Brazilian Coalition on Climate, Forests, and Agriculture are committed to organizing and operating in a multi-sectoral and multidisciplinary way while remaining open to new memberships and contributions. Seek convergence and use divergence to move forward and build solutions. As a member of the Strategic Group (GE) and Executive Group (GX) are the Suzano CEO.

National Confederation of Industries - CNI (National)

It represents the industrial sector nationally, promoting actions to improve the industry's competitiveness and defend its interests.

Advisory Council of Porto do Itaqui - CCPI (Regional)

An advisory body of the Maranhense Port Administration Company (EMAP) that gives its opinion on the Strategic Development Plan of the Port of Itaqui in São Luís (MA), and delegated areas, Annual and Multi-Year Budgets of Funding and Investment, assists in the formulation of actions to support the development of the infrastructure of the Port. It also gives its opinion about the measures for raising technological and financial resources with the public and private sectors. Suzano has a seat as a board member.

Young Businessmen Council of Imperatriz - CONJOVE (Regional)

An institution affiliated with the Commercial and Industrial Association of Imperatriz (MA) that aims to promote the interests of the city's young industrial and business class. Suzano has a permanent seat on the entity's Board.

China-Brazil Business Council - CEBC (National/International)

It promotes the exchange and cooperation in the economic, academic, and cultural fields between Brazil and China and fosters the relationship between the business community, diplomatic circles, and government of the two countries.

Brazilian Business Council for Sustainable Development - Cebds (National)

It reinforces the sustainable development agenda of the companies operating in Brazil through coordination with governments and civil society while spreading the most current concepts and practices on the subject. Suzano participates in the Technical Chamber (TC) of Biodiversity and Technology, TC Energy and Climate Change, and TC Social, developing projects and content.

Council of the Americas - COA (International)

An international business organization engaged in economic and social development, open markets, and promoting networking, events, and debates with its members and important stakeholders.

Maranhão State Council of Water Resources - CONERH (State)

Superior organ of the State System of Integrated Management of Hydric Resources. Its purpose is to defend and protect water resources. That includes the management of the use and occupation of urban land and the collection, the execution of governance instruments, and the treatment and disposal of solid and liquid waste. Suzano has a seat as a board member.

State Council of Environment of Maranhão - CONSEMA (State)

It is a superior collegiate body with the primary purpose of executing the State Environmental Policy. It controls and inspects the exploitation of natural resources. It adopts measures to maintain and promote the ecological balance. Promotes environmental education and public awareness for the preservation, conservation and recovery, and improvement of the environment. Suzano has a seat as a board member.

Regional Innovation Ecosystem - Pulp Valley of Três Lagoas (MS) (Regional)

The Ecosystem provides the connection between entrepreneurs, public and private organizations, teaching 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 region.

Espírito Santo in Action (State)

This is an outstanding business articulation entity with wide penetration, prestige, and representativeness with the executive and legislative powers of Espírito Santo State. Suzano participates in the Coordination of the Project Guidelines and the Operational Council.

Agriculture and Livestock Federation of Mato Grosso do Sul - Famasul (State)

It is a union entity that focuses on the sustainable development of agribusiness, representing the interests of producers and rural unions in Mato Grosso do Sul and strengthening institutional relationships. Suzano acts through articulations and agendas with the president and defense of the sector's guidelines through the Mato Grosso do Sul Association of Planted Forest Producers (Reflore).

Agriculture and Livestock Federation of the State of Maranhão - FAEMA (State)

Representative Federation of the common interests of the rural productive sector in Maranhão State. It is linked to The National Service of Rural Learning (SENAR).

Mato Grosso do Sul Industry Federation - Fiems (State)

The entity aims to promote the development of industries and support entrepreneurs and employees. It was formed by bringing together four business units and actions to serve the industrial sector throughout the state: FIEMS itself, the Social Service of Industry (Sesi), the National Service for Industrial Learning (Senai), and the Euvaldo Lodi Institute (IEL). Suzano acts using articulations and agendas with the president and defense of the sector's guidelines through the Paper and Pulp Industry Employers Union of MS (Sinpacems).

Federation of Industries of the State of Maranhão - FIEMA (State)

Federation representing the common industrial interests of the entire Maranhão State. It influences the state government.

Federation of Industries of the State of São Paulo - FIESP (National)

FIESP represents the industrial sector in São Paulo State. Through FIESP, public policies are discussed with government agents. Suzano is a member of the entity's Sustainability Council.

Findes (State)

It represents the industrial sector before the agents of the government of Espírito Santo. Suzano participates in the Council of Representatives, the Council for Legislative Affairs, the Council for Labor Relations, the Council for the Environment, and the Council for Infrastructure.

FLORESTAR (State)

Representative entity for promoting and fostering the forestry sector in São Paulo State. Suzano occupies the presidency of the entity.

Forest Stewardship Council® – FSC® (International)

Suzano is a member of the FSC® and actively participates in discussions and commissions conducted by the organization, both nationally and internationally, to support initiatives directed at responsible forest management, which include the protection of the environment and biodiversity, respect for the rights of the communities and other relevant socio-environmental issues.

GHG Protocol LULUCF (Land Use, Land Use-Change and Forestry) (International)

Suzano participates in the Advisory Committee and the Pilot Test of the GHG Protocol Land Use working group. It aims to develop a methodology for calculating carbon removals and land use sector initiatives (Greenhouse Gas Protocol Carbon Removals and Land Sector Initiative).

Brazilian Tree Industry - Ibá (National)

Its objective is to add value to the original products from pine, eucalyptus, and other species planted for industrial purposes. Suzano participates in the Deliberative Council, in the Coordination of the Biotechnology Committee, and various other committees, such as Certification, Government Relations, Climate, Greenhouse Gas Inventory Working Group, Biodiversity, and Logistics, among others.

Integrity Council for Voluntary Carbon Markets - ICVCM (International)

Formerly called the Taskforce on Scaling Voluntary Carbon Markets (TSVCM), the ICVCM is an initiative of nearly 250 member institutions, sponsored by the Institute of International Finance (IIF) and led by the private sector. Its work is to scale up an effective and efficient voluntary carbon market to help meet the goals of the Paris Agreement. In addition to Suzano being part of the advisory group, our CEO also publicly supports the initiative by signing the signatories of the endorsement letter.

Institute for Industrial Development Studies - IEDI (National)

A private institute for studies on industry and national growth with works that emphasize the responsibility of the private sector and the company in driving industrial development in partnership with the State.

Institute of Forest Research and Studies - IPEF (National)

Created in 1968, it is a non-profit association aiming at the planning, implementation, and coordination of actions and the management of means destined for studies, analysis, and research in natural resources with an emphasis on forest science.

Institute of Governmental Relations - IRELGOV (National)

Institute that aims to raise the professionalism, competence, and ethical standards of the professionals who work in government relations, positioning itself as a think tank for the area.

International Chamber of Commerce Brazil - ICC Brazil (National/International)

ICC Brazil gathers the Brazilian members of the International Chamber of Commerce (ICC), the world's largest business organization, focused on international trade, whose network comprises about 45 million companies and business associations in over 100 countries. Suzano does not have a representative of its executive body on the ICC Board. However, the vice-president of the Suzano Board of Directors, Daniel Feffer, is the chairperson of the ICC Superior Council.

LIDE - Group of Business Leaders (National)

LIDE - Business Leaders Group is an organization that brings together executives from the most varied sectors to strengthen free enterprise for 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, the Group has regional and international units with the purpose of strengthening the business community's role in the construction of an ethical, developed, and globally competitive society.

Entrepreneurial Movement of Espírito Santo - MESSES (Regional)

The business association of articulation and defense of business interests in the southern region of Espírito Santo. It provides important support in the sector's defense actions 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 plantation practices and learn from experience. The platform seeks to influence other companies and governments to make environmentally and socially responsible decisions in their plantation management. Suzano is a member of the Steering Committee of WWF's New Generations Plantations platform.

Pact Against Sexual Exploitation of Children and Adolescents on Brazilian Roadways - Childhood Foundation (International)

The purpose of this Business Pact is to encourage the company to publicly assume its commitment to the cause in pursuit of a common goal: end the sexual exploitation of children and adolescents on the roads. We are a Platinum Sponsor.

Business Pact for Integrity and Against Corruption (National)

The Pact was launched in 2006 and is an initiative articulated by the Ethos Institute, Patri Government Relations & Public Policies, the United Nations Development Programme (UNDP), the United Nations Office on Drugs and Crime (UNODC), the World Economic Forum, and the Global Compact Brazilian Commit-

tee. By becoming signatories to the pact, the companies assume the commitment to disclose the Brazilian anti-corruption legislation to their employees and stakeholders and commit to prohibit any form of bribery, work for legality and transparency in contributions to political campaigns, and excel in information transparency and collaboration in investigations, when necessary. Suzano is a member of the Pact to eradicate corruption cases (including incidents of bribery) throughout the company and thus helping to promote a more ethical market with more integrity.

Global Compact Brazil (International)

International mobilization of companies in support of the United Nations Organization (UN) in the promotion of ten principles that bring together fundamental values in the areas of environment, human and labor rights, and the fight against corruption, as well as the engagement and achievement of the Sustainable Development Goals (SDGs). The Global Compact is a voluntary contribution by companies in the search for a more sustainable and inclusive global economy. Suzano participates in the anti-corruption front and the Energy and Climate Technical Group, in addition to the Board of Directors of the Global Compact Network Brazil.

Atlantic Forest Restoration Pact (National)

The signing of the Atlantic Forest Restoration Pact, which provides for the restoration of 15 million hectares of forests in Brazil by 2050, is a clear example of Suzano's willingness to establish solid partnerships. Over 100 institutions and companies are part of this initiative that will contribute to restoring a significant portion of the native vegetation cover in this biome. Based on the pact, Suzano put into practice in an area in Aracruz (ES) and Mucuri (BA) experiments that aim to develop and test planting models with native species, including the use of eucalyptus as a pioneer species to guarantee economic yield in Legal Reserve areas (RL) and areas with low agricultural potential in the north of Espírito Santo and the south of Bahia.

Partners for the Amazon Platform (National)

A platform for collective action by the private sector to foster new models of sustainable development in the Amazon. Its objective is to develop and identify tangible and innovative solutions for biodiversity and natural resource conservation in the Amazon, as well as to guarantee the quality of life of the region's communities.

Brazilian GHG Protocol Program (National)

The Greenhouse Gas Protocol (GHG Protocol) Initiative is a partnership of companies, non-governmental organizations, governments, academics, and others convened by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI). Launched in 1998, its mission is to create internationally accepted standards and/or protocols for greenhouse gas (GHG) accounting and reporting. Suzano has been a member of the GHG Protocol Brazilian Program, responsible for adapting the GHG Protocol method to the Brazilian context and developing calculation tools for estimating GHG emissions, with the Getúlio Vargas Foundation, since the inception of the initiative. Additionally, we annually report our GHG emissions in the Public Emissions Registry 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 commissions conducted by the organization, both nationally and internationally, to support initiatives directed at sustainable forest stewardship, which include the protection of the environment and biodiversity, community resilience, and other relevant socio-environmental issues.

Territorial Development Network of Maranhão - REDETEMA (State)

An initiative proposed by Vale, Suzano and the Maranhão State Government to integrate their actions in the areas where they operate. Its purpose is to strengthen the activities of private companies in coordination and integration with governmental projects already underway in more than 25 municipalities in Maranhão State. The initiative is coordinated by the Secretaries of Government of Maranhão, of Industry and Commerce, and of Family Agriculture.

Brazilian Business Network for Life Cycle Assessment - LCA Network (National)

Suzano joined the LCA Network in 2017. The entity seeks to debate the importance of the life cycle in the business environment and to establish joint actions to promote and popularize the practice of life cycle assessment (LCA), which analyzes 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.

Science Based Target initiative - SBTi (International)

SBTi is a movement that seeks to promote the reduction of greenhouse gas emissions and the consequent global transition to a low-carbon economy, driving ambitious climate actions in the private sector. In 2021, Suzano joined the initiative, committing to establishing a target aligned with the warming scenario up to 1.5°C (the most ambitious). Throughout 2022, we participated in public consultations and bilateral meetings with SBTi, associations, and customers discussing with these stakeholders the methodologies and lessons learned from the goal-building process. It is worth mentioning that the current decarbonization target assumed publicly by Suzano is adherent to science and in compliance with the Paris Agreement.

Union of Paper, Pulp, Cardboard, Paper Wood Pulp and Paper, and Cardboard Artifacts Industries in the State of Bahia - Sindipapel (State)

Representation of the industrial sector before government agents at the state level. Suzano has a seat on the entity's Board of Directors.

Union of the Pulp and Paper Industry in the State of Espírito Santo - Sindipapel (State)

Representation of the pulp and paper industry sector in Espírito Santo.

Paper and Pulp Industry Employers' Union of MS - Sinpacems (State)

It aims to promote the development and representativeness of the pulp and paper industry in Mato

Grosso do Sul State, strengthening the sector, stimulating innovation, competitiveness, and quality, and promoting sustainable development. Suzano occupies the Vice Presidency of the entity.

Rural Union of Imperatriz - SINRURAL (Regional)

A representative entity of the rural producers in the region of Imperatriz (MA), which works to defend the interests of the agricultural production class.

Rural Union of Paragominas (Regional)

An entity with significant performance and representativeness for the rural producers of Paragominas (PA).

Rural Union of São Francisco do Brejão - SINDBREJÃO (Regional)

A representative entity of the rural producers of 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 assessing and adequately pricing risks related to climate change. Suzano officially supports the TCFD and is committed to continuously improving its reporting. For more information on Suzano's status in implementing the TCFD recommendations, please visit the TCFD page on this website.

Taskforce on Nature-related Financial Disclosures - TNFD (International)

TNFD has a mission to develop and provide a risk management and disclosure framework for organizations to report and act on nature-related risks. The goal is to support a shift 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.

World Environment Center - WEC (International)

WEC works with businesses, government, academia, and NGOs to promote sustainable development. It provides technical, educational, project management, and other services to industry, governments, and other actors worldwide to achieve concrete business and social value.

The World Economic Forum - WEF (International)

Internationally known as WEF, the World Economic Forum is an international organization for public-private cooperation. The Forum aims to shape global, regional, and industry agendas through the participation and involvement of key political, business, and other leaders in society.

Total contributions and other expenses with class associations

	2020	2021	2022
	R\$	R\$	R\$
Total	10,635,224.52	11,531,217.77	15,534,665.75

Additional information

Higher expenses with associations:

Brazilian Forest Industry - Ibá:

Amount paid in 2022: BRL 4,680,870.64. Suzano, as one of the leading companies in the sector in Brazil, actively participates in Ibá, an association that institutionally represents the planted tree production chain. Ibá's main themes are good forest management practices, environmental services, innovation and technology, and sustainability in the sector's production chain, among others. The association has several working groups formed by its member companies, which are responsible for defining public policy priorities and developing advocacy strategies with policymakers (on Climate Change issues, for example) and other relevant stakeholders on each subject.

State trade associations (Bahia Association of Forest-Based Companies - ABAF, and FLORESTAR, in São Paulo):

Amount paid in 2022, respectively: BRL 509,171.00 and BRL 114,000.00 (total of BRL 623,171.00).

ABAF represents the forestry companies in Bahia State, as well as their suppliers. Suzano acts in the institution with other companies on sector benchmarking, environment, relationship with local communities, transportation infrastructure, and legal and tax security.

FLORESTAR: Suzano's participation aims to represent the forestry sector in São Paulo. Several topics are discussed in the association, with the State Forest Plan, monitoring of operational issues (planting and transport), state licensing, and other related topics being a priority.

Other associations:

Amount paid in 2022: BRL 10,266,046.76.

Regarding local activities in Brazil and abroad, we are members of approximately 86 associations. This high number of members is due to the comprehensive presence of Suzano in each of the regions in Brazil (Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul, Minas Gerais, and São Paulo States), as well as our global presence in international associations.

#PRODUCTS AND SERVICES

Activities, Value Chain and Other Business Relationships

GRI Dimension

General Disclosures

GRI Code

2-6

Context

Markets Supplied by Suzano

Suzano's pulp is sold worldwide, mainly to paper producers in the segments of Sanitary Papers, Printing & Writing, Specialty Papers and Packaging. In 2022, sales to the Sanitary Paper segment represented 63%, followed by Printing & Writing papers (16%), Specialty papers (14%) and Others (7%). As for the regions, 44% of sales go to Asia, 31% to Europe, 17% to North America, and 8% to Latin America.

In the same year, Suzano's sales volume reached 10.6 million tonnes of pulp, 0.13% more than the volume of 10.58 million reached in 2021. Pulp sales outside Latin America represented about 92%, with customers located in all regions of the world.

In the fluff pulp segment, we supply the markets for incontinence products, children's diapers, feminine pads, airlaid, and pet mats. There are other possible applications, such as civil construction and the food sector, but our prospecting focus is on the disposable sanitary pads sector. Our customers are mainly located in Brazil, Mexico, China, Japan, Europe, and the Middle East. We currently serve both local/regional companies and global companies, all of which are in the disposable sanitary pads sector.

In marketing our paper products, we have a very diverse customer base: from notebook and advertising material producers, to high quality packaging and art book producers. As such, we supply markets in Brazil, South, Central and North America, as well as other regions on a smaller scale with these products.

Concerning paperboard, we remain active in the main segments of the paper chain (editorial, promotional, distribution, converting), with emphasis on the packaging market (cartridges, belts, delivery, envelopes, among others), while in recent years we have also entered the disposable cup market with the Bluecup family of products. Suzano's sales are made to print shops, converters and distributors, but our relationship with Brand Owners is further strengthened through jointly designed actions and projects.

For the uncoated paper market, we operate in the main segments of the paper chain, including the publishing market - both educational in teaching systems and school books, and non-educational, such as the sale of books on the main marketplaces (physical and on-line), notebooks, promotional and packaging. Suzano is likewise active as a paper distributor for customers with lower purchase volumes, directly servicing the pulverized and micropulverized channels.

The sale of uncoated products also occurs for the single use and packaging segments in specific products for retail bags, straws and cardboard. A further strong market in which Suzano operates is that of Cutsized

papers, which make up the portfolio of printing and writing papers. With an extensive portfolio of brands and different formats and grammages, we offer a strong and resistant paper, a leader in performance that contributes to the business of our customers both within and outside of Brazil, mainly through the premium brand Report. Within our customer portfolio, we have corporate markets, stationery stores, auto service, copy shops, distributors, bidding, as well as end consumers, who can rely, in addition to our Premium Report paper line, on our Senninha children's line, ideal for coloring and clipping.

As for the Coated Papers market, we offer the best paper options for the production of magazines, catalogs, promotional and editorial pieces, inserts, photography art books. Our papers are produced with the ideal proportion of fiber and coating, ensuring better printability and body. As a result, we are able to deliver printed material with greater robustness, better appearance and quality, and more vivid colors. We are the only coated paper producer in the country and we operate in the main segments of the paper chain (promotional, distribution, converting, packaging and sprayed) predominantly supplying the domestic and Latin American markets.

Customer Satisfaction

Pulp

The satisfaction survey applied in 2021 was the second since the merger of Suzano and Fibria, which occurred in early 2019. The main goal is to measure the satisfaction of pulp business clients in their relationship with Suzano. We heard from 45 customers representing about 70.8% of 2021 sales volume. Initially, customers assessed Suzano's reputation, and then they evaluated their actual satisfaction. Beyond NPS (Net Promoter Score), the Survey took into consideration the business relationship pillars, back office, logistics, and technical service. The survey was applied by a private specialized institute on a confidential basis. Overall, the evaluations were positive: 76% of customers are very or completely satisfied, with praise for the good relationship, quality, communication, respect, and long-term partnership.

As in previous years, the 2022 Satisfaction Survey was conducted between November and December, aiming primarily to measure the satisfaction of pulp business unit (UNC in Portuguese acronym) customers and assess their relationship with Suzano.

Thirty-nine customers were surveyed, accounting for approximately 62% of the sales volume in 2022. The Survey is conducted in two stages: an initial evaluation of Suzano's reputation, and a subsequent evaluation of customer Satisfaction. Along with the Net Promoter Score (NPS), the Survey assesses our customers' relationship with competitors, overall satisfaction, as well as their satisfaction regarding four relationship pillars, which are: logistics, back-office services, commercial relations, and technical assistance.

The Survey is carried out by an outsourced company specialized in data security and confidentiality. Overall, the feedback was positive: 74% of customers are completely or very satisfied. Moreover, the average NPS score increased by 0.4, pointing to an increase for the second year in a row. Among key aspects cited by the satisfaction results are good business relationship, fast and quality service, long-term partnership, sustainability, and communication.

Fluff

Eucafluff has been increasingly making its mark and establishing itself as a notorious company in the fluff market worldwide. As a result, it is crucial that we start monitoring customer satisfaction levels regarding both fluff supply service and product quality. Such understanding will be instrumental in enabling us to pinpoint improvement areas as well as opportunities within future operations.

Since 2020, we have been conducting an Annual Satisfaction Survey among customers around the world, assessing issues such as commercial services, logistics, product performance characteristics, among others. A key indicator being monitored is the overall satisfaction concerning the service/product supplied by Suzano - given that this data provides us with a snapshot of how the company fares in the eyes of its current clients. In 2021, the Survey indicated a stable evaluation of our clients globally, albeit one position higher in the NPS ranking, up from 3rd to 2nd position among the 11 competitor companies assessed. An improvement in customer evaluation in foreign markets was also registered, with a 4.5% growth in our average NPS score. Such progress is the result of improvements in the evaluation of the services provided (back-office, technical support, and logistics).

Paper

The Satisfaction Survey of the Paper and Packaging Business Unit (UNPE in Portuguese acronym) was conducted in 2022 by a market company, by contacting customers via telephone and/or e-mail, through an internally formulated questionnaire. The questionnaire aims to grasp the customers' views concerning all areas and main UNPE procedures. Results are measured based on the NPS and Customer Satisfaction Score (CSAT) metrics. The most significant result is Suzano's classification according to pre-established NPS scales, which is a methodology designed to measure customer recommendation using a scale of -100 to +100, with results classified into one of the following zones: Critical Zone, Improvement Zone, Quality Zone and Zone of Excellence, as demonstrated in the picture below.



In 2022, the Survey was conducted monthly with active customers, i.e. those who made purchases in the month prior to sending the questionnaire. Results showed an increase in the NPS indicator for the domestic market and maintenance of the index in the foreign market, along with the addition of new customer segments, such as small consumers. The results are not disclosed due to their link to the UNPE's strategic goals.

Analysis of the findings enabled us to implement internal improvement projects aimed at improving the customer experience with UNPE. Such improvements are extended to all stages of the purchasing process: from contact with the sales team, navigation in our e-commerce, logistics and order delivery, payment methods, customer support, and more.

Accordingly, one can see how the initiatives stemming from the working groups throughout the year proved positive, most of all in the domestic market and due to the inclusion of new audiences, extending both feedback received and the customer's voice in the company. We will closely monitor the indicators throughout 2023, paying special attention to projects defined at the end of the year, seeking to improve service and attendance levels in our product lines and in the most diverse customer segments.

Consumer Goods

There are surveys done with consumers concerning the development of new brands and products. The findings of both surveys are confidential.

Addressing the Identifying and Managing Emerging Materials and Chemicals of Concern Process

SASB Dimension

Product Safety

SASB Code

RT-CP-250a.2

SASB Sector

Containers and Packaging

Context

Paper and Packaging Business Unit (UNPE, in Portuguese acronym) and Pulp

Suzano is committed to reducing or eliminating substances of concern in its products. As a reference for substances of concern, the company considers the Candidate List of substances of very high concern for Authorisation (SVHC list), published by the European Chemicals Agency (ECHA). All chemicals and raw materials used in pulp and paper production process produced by Suzano are assessed under the SVHC criteria, and no chemical substance described in this list is present in concentrations above 0.1% in Suzano's products.

Moreover, producing papers intended to come into contact with food, the company handles only chemicals and raw materials approved on the positive list of the Brazilian regulation RDC 88/2016, which adopts the technical regulation on cellulosic materials, packaging and equipment intended to come into contact with food, of the Brazilian Health Regulatory Agency (ANVISA in Portuguese acronym). Such regulation only endorses chemicals under safe conditions for human health. In effect, this means that Suzano has eliminated all substances proven to be unsafe in this product line. The Company also established a Corporate Product Safety Policy for these products.

To ensure the reduction or elimination of substances of concern, all new chemicals or raw materials intended for use in Suzano's pulp and/or paper production process undergo assessments by the Regulatory Affairs area and must be approved according to regulatory and safety requirements prior to use. Additionally, the Regulatory Affairs area continuously monitors updates in the RDC 88/2016 regulations and the SVHC list and leads new assessments on the company's products in light of any regulatory updates.

Consumer Goods Business Unit (UNBC, in Portuguese acronym)

Although the current process contains certain chemicals of great necessity for its execution, they can affect the environment and/or human health when in direct contact with them. As a mean of mitigating or containing the impact of these substances, containments are employed both in the area and in the containers themselves to prevent potential leaks. Further, all tested chemicals or chemicals used in the process must be approved by the Environment and Safety teams.

Concerning information disclosure, the Material Safety Data Sheets (MSDS) are readily available in the areas, reinforced in the Operating Procedures and easily accessible to everyone in the event of occurrences.

Product Recalls and Recovered Units

SASB Dimension

Product Safety

SASB Code

RT-CP-250a.1

SASB Sector

Containers and Packaging

Context

Paper and Packaging Business Unit, Consumer Goods Business Unit, and Fluff

A recall is when the supplier comes to the public to inform that its product or service presents risks to consumers. At the same time, it recalls the products, clarifies the facts, and provides solutions.

There were no records of recalls in 2022. Even so, Suzano has previously defined processes and action plans aligned in the event of product recalls, including periodic simulations for auditing and training purposes.

The paper, cellulose, and consumer goods products are only released for sale after the tests conducted by the Quality Laboratory have been completed. In this way, we act in a preventive manner so that no product is delivered with contamination or other risks to the customer.

If any problem is detected, the Recall Process must be initiated upon confirmation that the product introduced in the market presents 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 topic and the Recall Plan.

Pulp

The Pulp Business Unit, in 2022, did not carry out product recalls since this type of customer request is not usual. If there is any problem with the pulp batches sent, customers file a formal complaint with the technical teams and may request a financial compensation amount for the problem. Through this notification, the entire treatment of the reported problem is carried out and, if necessary, a sample is sent for the investigation to be successfully performed by the Suzano Quality team. After the analysis is done, the Technical and Quality teams determine whether the complaint is valid or not and respond to the customer. Additionally, in rare cases, if we observe that a product out of specification or with a hidden defect has been directed for shipment to customers, we block the shipping at the ports and reroute to those customers who accept the product in question. This entire process of receiving and managing complaints is documented and managed by the Technical Support team.

Research, Development and Sustainability of Products and Services



Context

Suzano's new product and service development process entails numerous evaluations, including preventive actions and controls. Environmental and social aspects as well as effects related to products and services under development are analyzed in depth according to their magnitude, so as to determine operational controls applicable to each case.

We strive to deliver solutions that encourage the substitution of fossil-based products, thereby reducing the consumption of natural and chemical resources and fostering production of products made from recyclable paper scraps, whenever possible.

We also aim to develop solutions that increase employee and consumer safety, by offering safe and suitable products for consumption.

The Research and Development (R&D) projects carried out in 2022 were driven by the concepts of innovation and sustainability (innovativeness), concepts which are already in Suzano's innovation DNA. As such, within the product development line for plastic substitutes, we highlight improvements in new generations of packaging papers for food contact (Greenpack®, LIN, Bluecup Bio®, Loop® and Loop+®) as well as the primary and secondary Flowpack packaging line, designed for the hygiene and cosmetics industry, such as Greenpack® for flaconettes for clients such as O Boticário. We also launched paper wrap for the Cut Size Reporter A4 line and Paperpack, the paper wrap for the Mimmo® double sheet line.

Following resource reduction criteria, our Natural paper line, aimed at the publishing market, utilizes semi-milled eucalyptus fibers, which require fewer chemicals in their processing and, within the cycle closure, we introduced maculatura (toilet paper tubes made from recyclable scraps). In addition, we have been involved in actions such as the use of post-consumption scraps of Bluecup Bio® utilized at Rock'n Rio, destined to the production of recycled bags.

In search of the substitution of fossil products, several projects are underway to produce Bio-Oil (a fuel of 100% renewable source that can be used as co-processing in oil refineries, producing gasoline and other fuels with a smaller carbon footprint), Bio-Additives (such as Lignin, used in several sectors, such as cosmetics, civil construction, plastics and elastomers, among others), bio-composites (made by incorporating up to 50% of cellulosic fibers in the composition of common plastics), and Microfibrillated Cellulose (MFC), from which we can produce paper with greater competitiveness, apart from being raw material for the textile, paint, and coatings sectors. All of the above based on eucalyptus forests.

Advances in genetics and breeding, drawing greatly on the knowledge of forest stewardship, strive to select clones that yield more wood with lower demand for natural resources, such as water and nutrients. All newly selected clones embody this characteristic. Also in terms of forest development, 100% of natural enemies of forest pests are produced in Suzano's four own laboratories, located in Aracruz (Espírito Santo State), Alambari (São Paulo State), Cidelândia (Maranhão State) and Três Lagoas (Mato Grosso do Sul State). The goal of this effort is to act preventively to reduce or eliminate chemical usage for control of eucalyptus pests.

The "Open Air Laboratories" represent yet another important strategy. These laboratories feature a collection of sensors distributed throughout Suzano's areas, constituting a network composed of 83 meteorological stations and 10 instrumented micro watersheds. By means of this network, we improved our understanding of the relationship between forest water use, carbon balance and the effects of climate change, in an effort to secure production sustainability and natural resource maintenance.

In 2022, Suzano obtained approval from the CTNBio (National Technical Commission on Biosafety in Portuguese acronym) to commercially use two new varieties of genetically modified (GM) eucalyptus that are resistant to herbicide glyphosate, in addition to submitting three more requests for commercial release, two GM herbicide tolerant eucalyptus varieties and one insect resistant GM eucalyptus variety (Bt technology), pioneering technology in the forestry sector to control insect pests of the Lepidoptera order, such as *Thryntaina arnobia*. Such technologies were developed by FuturaGene, a Suzano subsidiary and leader in plant biotechnology targeted to increase productivity and resilience of the global renewable forestry sector.

From a social standpoint, Suzano has engaged landowners and communities within the forestry production chain by introducing a new production technology proposal, the Integrated Crop-Livestock-Forestry Systems (ICLFS). This system offers responsible intensification of soil use, optimizing natural resources and nutrient cycling. Currently, ICLFS covers roughly 16,000 hectares in Suzano's development areas and external partners. The Program's goal is to fully engage our partners, taking advantage of Suzano's developed technologies, such as clones, technical recommendations and more sustainable practices in agricultural, livestock and forestry management.

By way of open innovation strategies and partnerships, we have engaged in projects with universities and research and development centers, among which we highlight The University of São Paulo - USP (São Paulo state), the São Paulo State University - UNESP (São Paulo state), the State University of Campinas - Unicamp (São Paulo state), The University of Lavras - UFLA (Minas Gerais state), Federal University of Viçosa - UFV (Minas Gerais state), Federal University of São Carlos - UFSCar (São Paulo state), Federal University of Rio Grande do Sul - UFRGS (Rio Grande do Sul state), State University of Northern Paraná - UENP (Paraná state), University of Passo Fundo - UPF (Rio Grande do Sul state), Federal University of Pelotas - UFPel (Rio Grande do Sul state), Pontifical Catholic University of Rio Grande do Sul - PUCRS (Rio Grande do Sul state), Federal University of Rio de Janeiro - UFRJ (Rio de Janeiro state), Findeslab (Espírito Santo state), Senai Cimatec (Bahia state), Senai Cetiqt (Rio de Janeiro state), ISI Biomassa (Mato Grosso do Sul state), Embrapa (several units and States), Eldorado Institute (São Paulo state), University of Tennessee (United States), KU Leuven (Belgium), CIRAD (France), Centre Technique du Papier - CTP (France), Fibrenamics (Portugal), among other institutions.

Suzano is also a member of the Working Group for Engagement in Genetically Modified Eucalypt-

tus, along with non-governmental organizations (NGOs) and research and development institutions. Moreover, the company is involved in cooperative projects with the Society of Forest Investigations (SIF in Portuguese acronym), the Institute of Forest Research and Studies (IPEF in Portuguese acronym) and the Brazilian Technical Association of Pulp and Paper (ABTCP in Portuguese acronym), among other partnerships.

Suzano also actively takes part in public consultations regarding new legal milestones, such as those related to Innovation, Intellectual Property and Cultivars, Anvisa (National Agency for Sanitary Vigilance Agency in Portuguese), among others.

The following table shows the amount invested in R&D since 2019.

Total expenditure in research & development

	2019	2020	2021	2022
	R\$	R\$	R\$	R\$
Total	175,892,732.00	163,400,248.00	186,383,080.00	187,047,506.80

#PURPOSE

Employee engagement with the company's purpose



Stakeholder

Principles of Governance

Context

Purpose. A powerful and meaningful word. Having a purpose is to know what moves and inspires us, what drives us and gives us courage to achieve the unthinkable. To know our purpose is to know our role in the world.

Suzano understands that its purpose guides its actions and legacy and that an authentic purpose is not created or invented, but revealed, since it is an inherent part of a person or organization. The work to unveil the company's purpose began in 2019. We listened to nearly 3,500 people, among employees and external audiences, through research, interviews, and workshops, to reach an authentic and true purpose. In December 2020, it was presented to employees in an online party, which also celebrated the year's achievements.

"Renewing life inspired by trees": this is Suzano's purpose. The company believes that it is possible to build a more sustainable future for the planet stemming from trees, since they are part of the solution to some of the challenges of today's world, such as climate change, natural resource shortages, biodiversity loss and increased social inequality. Suzano understands that it is its duty to empower this movement to renew the world. And its purpose is the reason for its existence that connects the company to today's society and to the world that we will leave to the next generations. The company seeks not only its employees, but also its partners, suppliers, customers and all stakeholders to know that everything we do has a higher purpose and involves much more than just the success of the business. Along with the purpose, Suzano also launched its new corporate signature - "Suzano: The Future We Plant" - which embodies this delivery history and is employed in all and any type of communication. The purpose is also made a reality in every product, project, and action of the company, and is corroborated by the Commitments to Renewing Life.

During the course of a reputation survey carried out during the second half of 2020, we asked our internal audience a question about Suzano's contribution to renewing society and the world. The response indicated that the purpose was on the right track. Between the end of 2020 and the beginning of 2021, we conducted an internal online survey with our employees, in which we obtained 2,258 responses, considering the Brazilian and International Office audiences, and the company's purpose was very well evaluated: 93% of the respondents claimed that they identify with the company's purpose and feel inspired by it. In addition, 90% agreed that it is a purpose applied in practice.

In 2021, we strengthened the message as part of the organization's culture, establishing it as the core of Suzano's Essence, getting everyone to live this purpose through communication and engagement with

the theme. At the end of 2021, we applied the online survey again with our employees, and the results remained high, reinforcing the adherence of people to the purpose and the perception of its application in their daily lives. A total of 1,580 people answered and, this time, 89% said they identify with the company's purpose. For 87%, the purpose is implemented into practice.

During 2022, to sustain and maintain the purpose, new initiatives were implemented to keep the internal audience engaged and experiencing Suzano's purpose on a daily basis. At the end of the year, a new survey was performed with the employees and this time, despite a smaller sample of respondents (472 people), the results regarding the purpose remained high: 87% stated that they identify with the company's purpose and 90% agreed that it is a purpose put into practice.

Employee engagement with the company's purpose

	2020	2021	2022
	%	%	%
Percentage of employees who identified with the purpose	93.00%	89.00%	87.00%
Percentage of employees who agree that the purpose is put into practice	90.00%	87.00%	90.00%

1. The 2020 and 2021 percentages were updated considering internal audience participation in Brazil and Suzano's International Offices.

#AIR QUALITY

Air Quality Management in Industrial Operations



SASB Dimension

Air Quality

SASB Code

RR-PP-120a.1

SASB Code

RT-CP-120a.1

SASB Sector

Pulp & Paper Products

SASB Sector

Containers and Packaging

GRI Dimension

Environmental

GRI Code

305-7

Stakeholder

Planet

Context

Atmospheric Emissions Management

To ensure the reduction of the environmental impacts resulting from its operations, Suzano manages atmospheric emissions in the industrial activities by the legislation in effect on the subject, that is, following the regulations of the National Environmental Council (CONAMA), at the national/federal level, and with the environmental licenses of the operations. Additionally, the standards established by the Integrated Pollution Prevention and Control (IPPC) and the International Finance Corporation (IFC) are internalized as reference standards.

The company has an environmental management system in which specific controls and monitoring are defined for the sources of atmospheric emissions. It has continuous analyzers for atmospheric emissions and monitoring campaigns at stationary sources. The Industrial Units also have Quality Monitoring Stations, which continuously assess compliance with the standards defined in the legislation.

The data and information from the historical series of the monitoring of each Industrial Unit are recorded and reported periodically to the state environmental agencies in compliance with the legal conditions of the Operating Licenses. In parallel to the legal requirements, this database and information are part of the ISO 14001:2015 Quality Management System, verified in internal and external audits by third-party certifiers.

ERT Performance

In 2022, regarding Total Reduced Sulfur Compound (TRS) load released in air emissions, there was a 21% reduction compared to the 2021 result.

In specific terms (kg of RPC per ton of product), Suzano also has reduced its emissions from 0.02 kg/t in 2021 to 0.01 kg/t in 2022. These values are in the reference range of the international standards established by the Integrated Pollution, Prevention and Control 2015 - European Commission, which recommends results between 0.1 and 0.2 kg/t as the best performance.

By adopting modern technology, procedures that focus on pollution prevention and control, specialized environmental teams, training, qualification, and maintenance programs, Suzano has achieved significant environmental gains in reducing odor occurrences in the communities surrounding its industrial operations. Added to this are the investments in modernization and improvement, such as those made at the Jacaré Unit (SP) in the amount of BRL 19,717,000.00 in 2019 and 2020. It culminated in a 67% decrease in the number of external odor complaints by the community. Also noteworthy is the structured mapping of fugitive emissions from the three factories at the Aracruz Unit (ES) in 2021. In the same year, the Zero Odor Program was launched at the Mucuri Unit (BA), consisting of an internal communication campaign to raise employees' awareness and support in identifying fugitive sources of odor at the unit so that they can be dealt with briefly and do not reach the communities neighboring the factory.

Particulate Matter (PM) Performance

Particulate matter (PM) released in atmospheric emissions increased by 25% in 2022 compared to the 2021 result. This increase occurred mainly due to efficiency losses in electrostatic precipitators at the Jacaré (SP) and Três Lagoas (MS) units. The operational problems are already being addressed, and we emphasize that, despite the increase, we did not exceed the legal limits allowed.

Specifically (kg of PM per ton of product), Suzano also had an increase of 25%, from 0.4 kg/t in 2021 to 0.5 kg/t in 2022, meeting the internal target of equal or less than 0.5 kg/t in the year. These values are in the reference range of international standards established by the Integrated Pollution, Prevention and Control 2015 - European Commission, which indicates that the best performances are results between 0.2 and 0.5 kg/t.

NOx Performance

Regarding a load of nitrogen oxides (NOx) released in air emissions, there was a 3% reduction in 2022 compared to 2021.

Suzano had a reduction of 4% in specific terms (kg of NOx per ton of product), from 1.27 kg/t, in 2021, to 1.22 kg/t, in 2022. The result met the goal of holding the value at or below 1.30 kg/t and is within the reference range of the international standards established by the Integrated Pollution, Prevention and

Control 2015 - European Commission, which indicates results between 1.0 and 1.5 kg/t as the best performance.

SOx Performance

There was a 15% increase in sulfur oxides (SOx) in atmospheric emissions in 2022 compared to 2021. This increase occurred mainly due to the increased sulfidity at the Aracruz (ES) unit, which operated at a faster production rate in some months of the year since one of the boilers underwent a retrofit.

Suzano's specific SOx emissions (kg of SOx per ton of product) increased by 15%, from 0.19 kg/t in 2021 to 0.22 kg/t in 2022, meeting the internal goal of obtaining results equal to or below 0.25 kg/t during 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 indicates results between 0.2 and 0.4 kg/t as the best performance.

In the following table, the data on air emissions measurement since 2019 is available.

Atmospheric emissions¹

	2019 ³	2020	2021 ⁵	2022
	t	t	t	t
Total Reduced Sulfur (TRS) ²	457.11	233.27	229.79	180.60
Particulate Matter (PM)	4,307.04	4,548.90	4,493.31	5,667.04
NOx	13,925.07	14,167.44	14,328.26	13,853.86
SOx	2,693.75	2,751.62	2,199.23	2,518.75
Volatile Organic Compounds (VOCs) ⁴	n/d	n/d	n/d	n/d
Hazardous Air Pollutants (HAPs) ⁴	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 U.S. Environmental Protection Agency (EPA).
2. The generation of Total Reduced Sulfur (TRS) compounds is characteristic of the pulp manufacturing process, which includes the stages of wood cooking and liquor concentration, burning, and recovery.
3. We ratified the SOx value due to a calculation adjustment.
4. These pollutants are not measured in any of the units because it is not a legal requirement, and they are not legally required to be measured.
5. We rectify the NOx value due to a calculation adjustment.

#TRACEABILITY OF RAW MATERIAL AND PRODUCTS

Percentage of Product and Wood with Traceable Origin



Context

Suzano is committed to guaranteeing that all 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) Chain-of-Custody certifications throughout its scope (Forestry Units, Industrial Units, Distributors and Commercial Offices), which are audited annually by an independent certifying body.

In the traceability program, the professionals are duly qualified and trained to operate with computerized systems, records, note forms, transport, sales or transfer tax documents.

Starting with wood, after the legal, social, and environmental validations instituted in the Due Diligence program, the production unit is registered in our system, called "Zenith", which includes relevant information, such as geolocation of planting and preservation areas, name of the rural property, region, state, certification, among others, and includes wood from our management and from our partners.

This registry is kept from planting, management, harvesting, and transport of the wood to the factory. For transportation, a fiscal document is issued that accompanies the wood to the factory, where the information is registered in our computerized system, which keeps the history and allows the connection with the final product production of pulp and others, such as paper and tissue. The products are identified with the lot number and this information is kept on fiscal documents in storage, transport, and sale to the final customer.

All traceability controls are evaluated during internal third-party audits and external audits conducted by the certification body.

In 2022, Suzano conducted 50 internal audits contemplating the entire scope of the Factories and Controlled Wood [at the units in Aracruz (ES), Belém (PA), Imperatriz (MA), Jacareí (SP), Limeira (SP), Mucuri (BA), Rio Verde (SP), Suzano (SP) and Três Lagoas (MS) and in Finland], scope of the Distributors (25 Centers in Brazil and 1 in Argentina) and in the Traders scope (United States and Europe).

The external audits, carried out by an independent certifier, took place in the Limeira (SP), Jacareí (SP), and Belém (PA) Units in four Distribution Centers and the European Office, totaling 14 audits. As a result, two non-conformities were noted, which do not compromise the traceability program. Details can be accessed on the certification's public website.

You can find the following information in the tables below:

- Percentage of traceable wood, by forest management unit;
- Percentage of products with traceable origin of raw materials.

Percentage of traceable wood by forest management unit

	2019	2020	2021	2022
	%	%	%	%
Mato Grosso do Sul	100.00%	100.00%	100.00%	100.00%
São Paulo	100.00%	100.00%	100.00%	100.00%
Bahia	100.00%	100.00%	100.00%	100.00%
Maranhão	100.00%	100.00%	100.00%	100.00%
Espírito Santo	100.00%	100.00%	100.00%	100.00%
Total	100.00%	100.00%	100.00%	100.00%

Percentage of products with traceable origin of raw materials

	2019	2020	2021	2022
	%	%	%	%
Pulp, Eucafluff and microfibrillated cellulose (MFC)	100.00%	100.00%	100.00%	100.00%
Paper	100.00%	100.00%	100.00%	100.00%
Tissue	100.00%	100.00%	100.00%	100.00%

Additional information

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 Switzerland - FSC-C012430; Chain of Custody - Distribution Centre in Brazil and Argentina - FSC-C003231

Small Wood Suppliers



Context

Suzano believes that the support given to wood suppliers, including the small ones, has a critical effect on environmental preservation and social development. To accomplish this goal, we have a large Forestry Partnership Program.

The Forestry Partnership Program is made up of three categories that change according to the interests of the landowner and the incentives of the company. 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 forest insurance. We highlight that, regardless of the category, the company only receives farmers engaged with the same socio-environmental concerns as it is, following the rules of good labor conditions and stimulating the preservation and reforestation of native forests.

Thus, Suzano stimulates the local economy, contributes to sustainability (environmental, social, and economic), and maintains a highly productive forest, sharing and generating value.

Every wood supply area for Suzano, including those of suppliers, is monitored based on environmental, social, economic, and legal requirements. To achieve this it adopts a Wood Supply Policy whose development complies with the Brazilian Forestry Code, the FSC® Association Policy criteria, the FSC® and PEFC/Cerflor forest stewardship and chain of custody standards, FSC® controlled wood, PEFC/Cerflor controlled sources, European Timber Regulation (EUTR), United Kingdom Timber Regulation (UKTR), Lacey Act (USA), Australian Illegal Logging Prohibition Act and the fundamental principles of the International Labor Organization (ILO).

The program had an impact on about 1,750 small landowners by 2022. In financial terms, it generates almost one hundred million dollars per year, a value that flows into the regions where the plantations are located and contribute to improving the quality of life of the landowner and to remunerating the many small local companies that are part of this entire production chain, from planting the seedlings to transporting the wood.

External and internal audits are carried out annually, in which the criteria of the aforementioned standards are verified. During the audits, compliance documents and legal documents are verified, besides on-site visits to evaluate the practice of the norm in the field.

In the table below you can see how many small suppliers the company has purchased wood from since 2020.

Small Wood Suppliers

About small wood suppliers:	2020	2021	2022
	overall number	overall number	overall number
Total number of contracts with small wood suppliers ¹	1,197	1,963	1,755
Total number of small wood suppliers in the year ²	368	413	639

1. The total number of contracts with small wood suppliers considers those contracts with active suppliers in 2022, in which the supply area is less than four fiscal modules of the municipality. If the property is up to four fiscal modules, it is considered small.
2. The total number of small wood suppliers for the year considers all those who supplied wood to the factories in 2022. The same small supplier concept applies up to four fiscal modules.

#WORKING RELATIONSHIPS

Labor relations management



GRI Dimension

General Disclosures

GRI Code

2-30

Context

Suzano complies with the legislation in force, the collective bargaining standards and the policies established in the company's Code of Conduct.

Regarding labor and union relations, we are committed to maintaining respectful relations with the employees' representatives and to complying with the agreements reached, always disclosing them to all employees. To meet these standards, as well as to have a harmonious, collaborative, and positive relationship with employees, it is every manager's responsibility to be committed to company governance alongside their teams, with the support and guidance of Legal and People and Management areas. All documentation resources, mainly payroll and other human resources tools, are used for this purpose. All such compliance is monitored and analyzed by internal and external audits, as well as by government agencies, mainly the Labor Relations Secretariat and the Internal Revenue Service.

Complaints and grievances can be made to the company's Ombudsman sector, through electronic means or by telephone, with a specific number for this purpose¹. Such channels are constantly disclosed to stakeholders by several means. Furthermore, the company's Labor Relations area is monitored by internal and external audits, and the agreements signed are also monitored by inspections carried out by government agencies, mainly by the Labor Relations Secretariat and the Internal Revenue Service.

This entire governance structure enables business sustainability, preserving the positive and harmonious relationship with stakeholders, as well as enabling the development of joint solutions to demands and opportunities arising from labor relations.

The following information can be found in the tables below:

- Total number of collective bargaining negotiations expected to take place over the next 12 months;
- Minimum notice period given to employees and their representatives before the implementation of significant operational changes;
- Total number of strikes and/or lockouts cases in the year;
- Percentage of employees covered by collective bargaining agreements.

1. To learn more, go to: www.suzano.com.br -> Ombudsman

Total number of collective bargaining negotiations expected for the next 12 months

	2020	2021	2022
	overall number	overall number	overall number
Total number of collective bargaining negotiations expected for the next 12 months	30	30	30

Minimum notice period given to employees and their representatives before implementing significant operational changes

	2020	2021	2022
	overall number	overall number	overall number
Time frame (in weeks)	4	4	4

Total number strikes and/or lockouts cases in the year

	2020	2021	2022
	overall number	overall number	overall number
Total	0	0	0

Percentage of employees covered by collective bargaining agreements

	2020	2021	2022
	%	%	%
Total	100.00%	100.00%	100.00%

#WASTE

Final disposal of hazardous and non-hazardous residues in forestry operations, by type



GRI Dimension

Environmental

GRI Code

306-5

Context

Forest waste management on Suzano follows the provisions under federal, state and municipal laws on the topic, in addition to the standards established by the *Forest Stewardship Council*® (FSC®)¹ and *Programme of Endorsement for Forest Certification* (PEFC) certifications as well as internal manuals and operating procedures.

According to the National Policy on Solid Waste (PNRS, in Portuguese acronym - Federal Law 12.305/2010), the development and implementation of the Solid Waste Management Plan (PGRS, in Portuguese acronym) is mandatory for all large solid waste generators. This document outlines how generators should manage solid waste, considering the stages of segregation, storage, collection, transportation, treatment or final disposal.

All Suzano operating units have a structured management plan, ensuring appropriate guidelines for the management and control of segregation, storage and disposal of each type of waste generated during operations. Reverse logistics are conducted for machinery batteries, pesticide packaging and light bulbs, as required by the PNRS.

Suzano has a permit control system related to the subject, to ensure compliance with the conditions within the deadlines agreed upon with the appropriate environmental agencies.

In addition, the company establishes partnerships with local cooperatives for the disposal of recyclable waste and consequent generation of income, at the units located in Espírito Santo, Maranhão, Mato Grosso do Sul and São Paulo. With the establishment and expansion of these initiatives, the company aims at keeping the waste generated in these operations at its highest utility level, thus giving greater circularity to the economy and providing income generation to local communities.

In the tables below the following data can be found:

- Non-hazardous waste destined for final disposal, by type of disposal, in forestry operations;
- Hazardous waste destined for final disposal, by type of disposal, in forestry operations;
- Hazardous waste destined for final disposal, by class, in forestry operations.

Non-hazardous waste sent for final disposal, by type of disposal, in forestry operations¹

	2020			2021			2022		
	Incineration (without energy recovery)	Landfill containment	Total	Incineration (without energy recovery)	Landfill containment ²	Total ³	Incineration (without energy recovery)	Landfill containment ³	Total ³
	t	t	t	t	t	t	t	t	t
São Paulo	0.00	0.35	0.35	0.00	0.51	0.51	0.00	2.88	2.88
Mato Grosso do Sul	0.00	536.59	536.59	0.00	463.49	463.49	0.00	752.84	752.84
Espírito Santo- Bahia-Minas Gerais	0.00	26.20	26.20	0.00	5,870.82	5,870.82	0.00	343.93	343.93
Maranhão	6.21	12.79	19.00	1.48	6.20	7.68	0.97	6.86	7.83
Total	6.21	575.93	582.14	1.48	6,341.02	6,342.50	0.97	1,106.51	1,107.48

1. According to the National Policy on Solid Waste (PNRS, in Portuguese acronym), final disposal refers to the orderly distribution of waste in landfills or its incineration without energy recovery.
2. In 2021, the quantity destined for the Espírito Santo-Bahia Unit was considerably higher than the other units due to the amount of waste generated at the Sete Lagoas Railroad Terminal (Minas Gerais State), originating from the debarking of wood (bark and short logs). In addition, at the Aracruz mill (Espírito Santo State), the forest logistics waste (PSM - seed orchard by seedling, in Portuguese acronym) was disposed of together with the industry's waste.
3. The reduction in destination of waste to landfills at the Espírito Santo-Bahia Unit, in 2022, concerns waste from debarking wood (bark and short logs) that was disposed of in landfills until 2021. As of 2022, this waste has been destined for incineration with energy recovery and composting.

Hazardous waste sent for final disposal, by type of disposal, in forestry operations¹

Final Disposal Type	2020			2021			2022		
	Incineration (without energy recovery)	Landfill containment	Total	Incineration (without energy recovery)	Landfill containment	Total	Incineration (without energy recovery)	Landfill containment	Total
	t	t	t	t	t	t	t	t	t
São Paulo	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Mato Grosso do Sul	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Espírito Santo Bahia - Minas Gerais	0.00	209.42	209.42	0.01	243.69	243.70	0.00	350.51	350.51
Maranhão	50.32	0.00	50.32	91.57	0.76	92.33	111.29	0.00	111.29
Total	50.32	209.42	259.74	91.58	244.45	336.03	111.29	350.51	461.80

1. According to the National Policy on Solid Waste (PNRS, in Portuguese acronym), final disposal refers to the orderly distribution of waste in landfills or its incineration without energy recovery.

Waste destined for final disposal, by class, in forestry operations¹

	2020			2021			2022		
	Non-hazardous waste	Hazardous waste	Total	Non-hazardous waste ²	Hazardous waste	Total ²	Non-hazardous waste ³	Hazardous waste	Total ³
	t	t	t	t	t	t	t	t	t
São Paulo	0.35	0.00	0.35	0.51	0.00	0.51	2.88	0.00	2.88
Mato Grosso do Sul	536.59	0.00	536.59	463.49	0.00	463.49	752.84	0.00	752.84
Espírito Santo-Bahia-Minas Gerais	26.20	209.42	235.62	5,870.82	243.70	6,114.52	343.93	350.51	694.44
Maranhão	19.00	50.32	69.32	7.68	92.33	100.01	7.83	111.29	119.12
Total	582.14	259.74	841.88	6,342.50	336.03	6,678.53	1,107.48	461.80	1,569.28

1. According to the National Policy on Solid Waste (PNRS, in Portuguese acronym), final disposal refers to the orderly distribution of waste in landfills or its incineration without energy recovery.
2. In 2021, the quantity destined for the Espírito Santo-Bahia Unit was considerably higher than the other units due to the amount of waste generated at the Sete Lagoas Railroad Terminal (Minas Gerais State), originating from the debarking of wood (bark and short logs). In addition, at the Aracruz mill (Espírito Santo State), the forest logistics waste (PSM - seed orchard by seedling, in Portuguese acronym) was disposed of together with the industry's waste.
3. The reduction in destination of waste to landfills at the Espírito Santo-Bahia Unit, in 2022, concerns waste from debarking wood (bark and short logs) that was disposed of in landfills until 2021. As of 2022, this waste has been destined for incineration with energy recovery and composting.

Additional information

1. License Codes: Forest Stewardship BA (State of Bahia) - FSC-C155943; Forest Stewardship ES (State of Espírito Santo) - FSC-C110130; Forest Stewardship MS (State of Mato Grosso do Sul) - FSC-C100704; Forest Stewardship MA (State of Maranhão) - FSC-C118283; Forest Stewardship SP (State of São Paulo) - FSC-C009927.

Solid Waste Management in Forestry Operations



Context

Forest waste management at Suzano follows the provisions of federal, state, and municipal laws on the subject, along with the standards established by the Forest Stewardship Council® (FSC®)¹ and Programme of Endorsement for Forest Certification (PEFC) certifications and the internal operating procedures and manuals.

According to the National Policy on Solid Waste (PNRS, in Portuguese acronym - Brazilian Federal Law 12.305/2010), the preparation and implementation of the Solid Waste Management Plan (PGRS, in Portuguese) are required from large generators of solid waste. This document defines how the management of

solid waste by generators should occur, considering the stages of segregation, storage, collection, transportation, treatment, or final disposal.

Suzano's operating units have a structured management plan, ensuring appropriate guidelines for the management and control of segregation, storage, and disposal of each type of waste generated during the operation. Reverse logistics are conducted for machinery batteries, pesticide packaging, and light bulbs, as required by the PNRS.

Suzano has a system to control the licenses related to the topic and to comply with the conditions within the deadlines agreed upon with the competent environmental agencies.

Furthermore, the company establishes partnerships with local cooperatives to generate income and dispose of recyclable waste, as in Espírito Santo, Maranhão, Mato Grosso do Sul, and São Paulo units. By establishing and expanding these initiatives, the company seeks to keep the waste generated in these operations at its highest utility level, thus giving greater circularity to the economy and providing income generation to local communities.

Additional information

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.

Treatment and recovery of hazardous and non-hazardous residues in forestry operations, by type



SASB Dimension

Waste Management

SASB Code

RT-CP-150a.1

SASB Sector

Containers and Packaging

GRI Dimension

Environmental

GRI Code

306-4

Context

Forest waste management on Suzano follows the provisions under federal, state and municipal laws on the topic, in addition to the standards established by the Forest Stewardship Council® (FSC®)¹ and Programme of Endorsement for Forest Certification (PEFC) certifications as well as internal manuals and operating procedures.

According to the National Policy on Solid Waste (PNRS, in Portuguese acronym - Federal Law 12.305/2010), the development and implementation of the Solid Waste Management Plan (PGRS, in Portuguese acronym) is mandatory for all large solid waste generators. This document outlines how generators should manage solid waste, considering the stages of segregation, storage, collection, transportation, treatment or final disposal.

All Suzano operating units have a structured management plan, ensuring appropriate guidelines for the management and control of segregation, storage and disposal of each type of waste generated during operations. Reverse logistics are conducted for machinery batteries, pesticide packaging and light bulbs, as required by the PNRS.

Suzano has a permit control system related to the subject, to ensure compliance with the conditions within the deadlines agreed upon with the appropriate environmental agencies.

In addition, the company establishes partnerships with local cooperatives for disposal of recyclable waste and consequent income generation, at the units located in Espírito Santo, Maranhão, Mato Grosso do Sul and São Paulo. With the establishment and expansion of these initiatives, the company aims at keeping the waste generated in these operations at its highest utility level, thus giving greater circularity to the economy and providing income generation to local communities.

In the tables below the following data can be found:

- Non-hazardous waste destined for final disposal, by type of disposal, in forestry operations;
- Hazardous waste destined for final disposal, by type of disposal, in forestry operations;
- Hazardous waste destined for final disposal, by class, in forestry operations.

Non-hazardous waste treated or recovered in forestry operations

	2020			2021			2022		
	Recycling	Other recovery operations	Total	Recycling	Other recovery operations ¹	Total ¹	Recycling	Other recovery operations ¹	Total ¹
	t	t	t	t	t	t	t	t	t
São Paulo	32.47	0.00	32.47	119.99	0.00	119.99	115.33	0.00	115.33
Mato Grosso do Sul	296.72	0.00	296.72	383.41	0.00	383.41	349.77	0.00	349.77
Espírito Santo-Bahia-Minas Gerais	48.23	4.79	53.02	785.90	1,616.16	2,402.06	2,160.68	3,052.49	5,213.17
Maranhão	83.46	0.00	83.46	73.23	125.88	199.11	48.37	464.00	512.37
Total	460.88	4.79	465.67	1,362.53	1,742.04	3,104.57	2,674.15	3,516.49	6,190.64

1. The increased destination of waste to other recovery operations is related to the waste from debarking wood (bark and short logs) that was mostly disposed of in landfills until 2021. As of 2022, these residues are destined, in their totality, for incineration with energy recovery and composting.

Hazardous waste treated or recovered in forestry operations

	2020			2021			2022		
	Recycling	Other recovery operations	Total	Recycling	Other recovery operations	Total	Recycling	Other recovery operations	Total
	t	t	t	t	t	t	t	t	t
São Paulo	0.00	77.70	77.70	0.00	66.19	66.19	0.00	148.49	148.49
Mato Grosso do Sul	0.00	107.68	107.68	0.00	120.57	120.57	0.00	206.62	206.62
Espírito Santo-Bahia-Minas Gerais	0.00	507.04	507.04	0.00	356.53	356.53	0.00	641.26	641.26
Maranhão	0.00	1.09	1.09	0.00	125.35	125.35	0.00	90.94	90.94
Total	0.00	693.51	693.51	0.00	668.64	668.64	0.00	1,087.31	1,087.31

Waste treated or recovered, by class, in forestry operations

	2020			2021			2022		
	Non-hazardous waste	Hazardous waste	Total	Non-hazardous waste ¹	Hazardous waste	Total ¹	Non Hazardous waste ¹	Hazardous waste	Total ¹
	t	t	t	t	t	t	t	t	t
São Paulo	32.47	77.70	110.17	119.99	66.19	186.18	115.33	148.49	263.82
Mato Grosso do Sul	296.72	107.68	404.40	383.41	120.57	503.98	349.77	206.62	556.39
Espírito Santo-Bahia-Minas Gerais	53.02	507.04	560.06	2,402.06	356.53	2,758.59	5,213.17	641.26	5,854.43
Maranhão	83.46	1.09	84.55	199.11	125.35	324.46	512.37	90.94	603.31
Overall	465.67	693.51	1,159.18	3,104.57	668.64	3,773.21	6,190.64	1,087.31	7,277.95

- The increased destination of waste to other recovery operations is related to the waste from debarking wood (bark and short logs) that was mostly disposed of in landfills until 2021. As of 2022, these residues are destined, in their totality, for incineration with energy recovery and composting.

Additional information

- License Codes: Forest Stewardship BA (Bahia State) - FSC-C155943; Forest Stewardship ES (Espírito Santo State) - FSC-C110130; Forest Stewardship MS (Mato Grosso do Sul State) - FSC-C100704; Forest Stewardship MA (Maranhão State) - FSC-C118283; Forest Stewardship SP (São Paulo State) - FSC-C009927.

Waste Management in Industrial Operations



SASB Dimension

Waste Management

SASB Code

RT-CP-150a.1

SASB Sector

Containers and Packaging

GRI Dimension

Environmental

GRI Code

306-3

GRI Code

306-4

GRI Code

306-5

Context

Solid Waste Management

All Suzano industrial units have waste management plans and specific operating procedures that adopt the 4Rs concept (rethink, reduce, reuse, and recycle). Therefore, waste management is focused on reducing waste generation at the source and increasing internal recycling and 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 about their solid waste management. By the Commitment to Renewing Life (CPRV) of reducing 70% of industrial solid waste sent to landfills by 2030. By 2022 we have reduced the total volume of industrial solid waste sent to landfills to 18.4 kg/t, an advance of 84% over the baseline target (44.3 kg/t -2018).

After the publication of Suzano's CPRVs in February 2020, the waste target was broken down for each industrial unit, and governance was integrated into the company's management routine. The governance for managing this issue is as follows: annual and monthly targets were established for each industrial unit, and the results are monitored monthly by the Pulp, Engineering, and Energy Board. Suzano also has an Industrial Environment Work Group (GTMAI) that monthly evaluates the results. Each industrial operation monitors the waste indicators on a weekly basis with the Board of Directors, Industrial Management, and executives. The results are disclosed in the monthly results meet-

ings for the knowledge and engagement of all employees on the theme. Individually, the Limeira (SP), Jacareí (SP) and Rio Verde (SP) Units stand out for not having sent waste to landfills in 2022.

Additionally, we invested BRL 72 million in the construction of waste treatment centers at the Três Lagoas Unit (MS), which has been operating at maximum capacity since the end of 2020 and at the Imperatriz Unit (MA), which went into operation in the first quarter of 2021. At the Mucuri Unit (BA), we started a project in 2021 with a composting potential of about 50% of the waste that used to be sent to landfills. In 2022, this unit reduced the specific indicator by 21%, from 59.8 kg/t in 2021 to 47.1 kg/t in 2022.

In 2022, the Non-Operating Items Sales team (VINO, its acronym in Portuguese) managed to dispose of 489.5 thousand tons of industrial waste, with revenues of BRL 11.6 MM. Currently, the area has an average of 30 active contracts that generate more than 300 indirect jobs from industrial waste sales.

Non-hazardous Solid Waste

The generation of non-hazardous waste was similar to the value reported in 2021. In specific terms (kg of non-hazardous solid industrial waste per ton of product), there was a 0.4% reduction in generation, from 127.2 kg/t in 2021 to 126.7 kg/t in 2022. This reduction reinforces Suzano's commitment to eco-efficiency, which seeks to produce more while generating less waste and consuming fewer resources. The yearly figures are below the target of generating up to 130 kg/t, as well as the reference range of the international standards set by the Integrated Pollution, Prevention and Control 2015 - European Commission (IPPC), which indicates as best performers' results below 140 kg/t.

Hazardous Solid Waste

By 2022, Suzano had a 9% reduction in hazardous waste generation compared to 2021. This reduction reinforces Suzano's commitment to eco-efficiency, which seeks to produce more while generating less waste and consuming fewer resources. Among the initiatives to reduce hazardous waste is the Sustainable Tribology Project, which aims to recover used lubricating oil, enabling its internal reuse.

In the period, the specific hazardous waste generation went from 0.12 kg/t, in 2021, to 0.11 kg/t, in 2022, resulting in a 10% reduction from the previous year and meeting the internal target of having the result equal to or below 0.12 kg/t.

The following information is available in the charts below:

- Waste generated in industrial operations, by type
- Waste sent to landfill cell, in kg/ton
- Non-hazardous waste sent for disposal, by disposal operation in industrial operations
- Hazardous waste destined for disposal, by disposal operation in industrial operations
- Non-hazardous waste not destined for disposal by recovery operation
- Hazardous waste not destined for disposal, by recovery operation

Waste generated in industrial operations, by type

	2019	2020	2021 ¹	2022
	t	t	t	t
Non-hazardous waste	1,322,823.45	1,417,100.66	1,425,515.04	1,442,132.77
Hazardous Waste	1,489.19	1,068.40	1,325.75	1,210.03
Total	1,324,312.64	1,418,169.06	1,425,515.04	1,443,342.80

1. We ratified the reported value in the non-hazardous waste category and the total amount as a result of a calculation adjustment.

Waste sent to landfill cell, in kg/tonne

	2019	2020	2021	2022
	kg/t	kg/t	kg/t	kg/t
Consolidated total	36.10	31.70	20.80	18.40

Waste destined for disposal by disposal operation in industrial operations

	2019			2020			2021			2022		
	Non-hazardous ¹	Hazardous ²	Total	Non-hazardous	Hazardous ³	Total	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total
	₹	₹	₹	₹	₹	₹	₹	₹	₹	₹	₹	₹
Incineration (with energy recovery)	203,184.89	145.30	203,330.19	268,999.74	162.44	269,162.18	209,436.90	386.75	209,823.65	243,513.82	244.30	243,758.12
Incineration (no energy recovery)	0.00	110.03	110.03	0.00	180.79	180.79	0.00	47.85	47.85	0.00	185.83	185.83
Landfill containment	381,019.98	268.03	381,288.01	357,000.65	156.82	357,157.47	244,154.25	241.45	244,395.70	220,483.42	227.47	220,710.89
Other disposal operations	185,434.64	254.24	185,688.88	187,104.28	155.19	187,259.47	166,511.35	178.25	166,689.60	137,162.30	83.42	137,245.72
Waste with unknown disposal method	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	769,639.31	777.60	770,416.91	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. We ratified the value reported in the landfill containment category and the total value due to a calculation adjustment.
2. We ratified the value reported in the incineration category (with energy recovery) and, consequently, the overall value due to a calculation adjustment.
3. We ratified the value reported in the category incineration (with energy recovery), other disposal operations, and, consequently, the total amount due to a calculation adjustment.

Waste not destined for disposal, by recovery operation

	2019			2020			2021			2022		
	Non-hazardous ¹	Hazardous ²	Total	Non-hazardous ³	Hazardous ⁴	Total	Non-hazardous ⁵	Hazardous ¹	Total	Non-hazardous	Hazardous	Total
	₹	₹	₹	₹	₹	₹	₹	₹	₹	₹	₹	₹
Reuse preparation	120,038.67	58.46	120,097.13	106,498.30	52.05	106,550.35	95,800.15	144.83	95,944.98	126,870.38	54.02	126,924.40
Recycling	137,931.17	228.27	138,159.44	175,481.89	165.16	175,647.05	166,247.00	58.31	166,305.31	195,530.15	119.08	195,649.24
Other recovery operations	297,045.53	431.84	297,477.37	319,733.42	182.44	319,915.86	493,955.37	335.19	494,290.56	481,116.36	272.51	481,388.87
Waste with unknown disposal method	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	555,015.87	718.57	555,734.44	601,713.60	399.65	602,113.25	756,002.52	538.33	756,540.85	803,516.89	445.61	803,962.50

1. We ratified the reported value in all categories due to a calculation adjustment.
2. We ratified the amount reported in the other recovery operations category and, consequently, the total amount due to a calculation adjustment.
3. We ratified the reported value in all categories due to a calculation adjustment.
4. We ratified the value reported in the category incineration (with energy recovery), other disposal operations, and, consequently, the total amount due to a calculation adjustment.
5. We ratified the amount reported in the categories recycling, other recovery operations and, consequently, the total amount due to a calculation adjustment.

Additional information

There is a slight variation between the values showed in the waste generation chart and the sums of waste sent for final disposal and recovered. This variation is due to the destination strategy that sometimes waits for the accumulation of some waste to be removed from the plant.

#RESTORATION

Ecological Restoration Program



GRI Dimension

Environmental

GRI Code

304-3

Context

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

Given Suzano's territorial expression and the diversity of environments in which it operates, besides the complexity of ecological restoration was necessary to create a diversified network of strategic partners that includes NGOs, universities, companies, and neighboring communities to develop the Program. This network has been innovating in restoration technology, seeking to improve efficiency, reduce environmental impacts, generate job opportunities, and share knowledge to create specific restoration methodologies for the three mentioned biomes. For further information, please check the indicator "[Commitments and Partnerships](#)".

Suzano's Ecological Restoration Program seeks to increase connectivity among the existing forest fragments and to encourage the formation of networks of ecologically representative conservation areas in the areas where it is implemented.

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

The Ecological Restoration Program activities are detailed below

The Program activities are defined in the Suzano Ecological Restoration Management Manual. They are generally distributed into implementation (key activities) and maintenance/monitoring packages. In the implementation package, the methods employed are:

- Passive restoration
- Conducting natural regeneration
- Planting of native species

- Intercropping
- Nucleation
- Direct seeding
- Control of exotic/invasive

After the key activities are completed in the “to be restored” areas, they move into the “in process of restoration” state and are subject to the steps of the maintenance/monitoring package.

The maintenance package comprises activities performed after deployment, such as:

- Fertilization
- Chemical weeding and mowing
- Crowning
- Ant control
- Replanting
- Adaptive management (planting densification and enrichment)
- Among others until the area is considered restored

The need for the maintenance package activities is determined by the operational and ecological monitoring of the areas, carried out by specialized teams, as described below:

- Operational monitoring: includes quality measurements of native seedlings, planting survival, weed and ant monitoring, and implantation operational quality (soil preparation, planting, and herbicide application results).
- Ecological monitoring: conducted five years after implantation, to evaluate the coverage or density of native trees present in the area, as well as the ecological attributes of the area in the restoration process. Spot satellite images are used for the canopy cover assessment. Plots are allocated for evaluation in areas with more than 70% canopy cover. This monitoring aims to verify if adaptive management activities are needed to correct the area’s ecological trajectory. The main activities are densification and enrichment planting, but activities such as control of exotic and invasive species, and cover fertilization, among others, may also be recommended.

Thus, the Suzano Ecological Restoration Program has contributed to increasing the Brazilian native vegetation coverage and reducing environmental impacts, along with the adaptive capacity of these environments to climate change.

You can find the following information in the tables below:

- Total size of areas in the restoration process by forest stewardship unit
- Total number of seedlings planted for restoration by forest stewardship unit
- Size of the areas with restoration process started by forest stewardship unit

Total size of areas in the restoration process by forest stewardship unit¹

	2020	2021	2022
	km ²	km ²	km ²
São Paulo	118.16	121.72	124.04
Mato Grosso do Sul	6.38	6.38	9.27
Espírito Santo-Bahia	204.40	221.56	238.40
Maranhão	1.23	1.23	1.84
Total	330.17	350.89	373.55

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

Total number of seedlings planted for restoration by forest stewardship unit¹

	2020	2021	2022
	overall number	overall number	overall number
São Paulo	390,000	390,000	390,000
Mato Grosso do Sul	49,800	49,800	50,897
Espírito Santo - Bahia	9,980,217	10,762,147	11,646,054
Maranhão	15,200	15,200	15,700
Total	10,435,217	11,217,147	12,102,651

1. The numbers represent the accumulated result of the period in question. The planting of seedlings started in the following years:
- São Paulo Unit: 2010
 - Espírito Santo-Bahia Unit: 2010
 - Mato do Grosso do Sul Unit: 2014 and in 2018

Size of the areas with restoration process started by forest stewardship unit.

	2020	2021	2022
	km ²	km ²	km ²
São Paulo	2.88	3.56	2.32
Mato Grosso do Sul	0.00	0.00	2.89
Espírito Santo-Bahia	2.10	17.16	16.85
Maranhão	0.00	0.00	0.61
Total	4.99	20.72	22.67

1. Only restoration areas implemented in 2022 were considered for this indicator, i.e., areas where the restoration process was started. Thus, this indicator does not include areas of maintenance and monitoring implemented.

Mucuri Springs Project



Context

Held since 2017 by Suzano, the Mucuri Springs project aims to encourage protection of the springs of the Mucuri River and its surroundings and thus promote the perpetuity of this resource, so valuable to the region. The river starts in the northeast of Minas Gerais and flows into southern Bahia, covering a total of 446 kilometers in an area of about 15,400 square kilometers and 537,000 inhabitants. The Project works on environmental education and the qualification of local producers for the consolidation of a preservation culture in the region.

Learn more at this [link](#).

The table below shows the Project's outcomes since 2019.

Project results consolidation, by year¹

	2019	2020	2021	2022
	overall number	overall number	overall number	overall number
Springs in the restoration process	442	464	490	515
Rural properties visited	1,430	1,506	1,510	1,550
Seedlings planted	28,408	31,699	36,763	43,333
People mobilized	10,642	11,131	11,340	12,211
Hours dedicated to socio-environmental education ²	2,288	3,753	4,639	4,764

1. The numbers represent the cumulative result until the end of 2022.
2. The decrease in hours dedicated to socio-environmental education in 2022 compared to previous years is due to the change in the indicator's calculation methodology. After 2022, "internship hours" will no longer be considered hours dedicated to socio-environmental education.

#HEALTH AND SAFETY AT WORK

Health and Safety Figures and Rates for Own and Contractor Employees, by Committee



GRI Dimension

Social

GRI Code

403-9

Stakeholder

People

Context

The following tables contain the information below:

- Health and safety figures for own employees and contractors, considering Deaths as a result of work-related injuries, Injuries with sick leave, Reportable work-related injuries - without sick leave;
- Health and safety figures for own employees and contractors, considering Severity rate, Lost time frequency rate, Cumulative frequency rate/accident rate.

Health and safety figures for own employees and contractors

Committee	Unit	2020			2021			2022	2022 ²	
		Deaths as a result of work-related injuries	Lost time injuries	Reportable work-related injuries	Deaths as a result of work-related injuries	Lost time injuries	Reportable work-related injuries	Deaths as a result of work-related injuries	Lost time injuries	Reportable work-related injuries
		overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number
Forestry Committee	Maranhão	0	1	4	0	1	4	0	0	5
Forestry Committee	Mato Grosso do Sul	0	3	12	0	5	13	0	8	14
Forestry Committee	Bahia	0	2	3	0	2	1	0	3	4

Committee	Unit	2020			2021			2022	2022 ²	
		Deaths as a result of work-related injuries	Lost time injuries	Reportable work-related injuries	Deaths as a result of work-related injuries	Lost time injuries	Reportable work-related injuries	Deaths as a result of work-related injuries	Lost time injuries	Reportable work-related injuries
		overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number
Forestry Committee	Espírito Santo	0	3	4	1	2	12	0	1	5
Forestry Committee	Cerrado (Mato Grosso do Sul)	0	0	0	0	0	3	0	0	3
Forestry Committee	São Paulo	0	2	6	1	2	2	0	3	7
Pulp Committee	Aracruz (ES)	0	7	5	0	7	15	0	2	7
Pulp Committee	Imperatriz (MA)	0	3	4	0	1	4	0	0	5
Pulp Committee	Jacareí (SP)	0	2	7	0	3	6	0	1	13
Pulp Committee	Mucuri (BA)	0	2	8	0	2	6	0	0	2
Pulp Committee	Três Lagoas (MS)	0	1	10	0	2	6	0	1	8
Paper Committee	Distribuição	0	0	3	0	1	3	0	0	3
Paper Committee	Limeira (SP)	0	4	9	0	0	9	0	1	8
Paper Committee	Rio Verde (SP)	0	0	0	0	0	1	0	0	5
Paper Committee	Suzano (SP)	0	3	12	0	2	9	0	3	8
Consumer Goods Committee	Belém (PA)	0	3	6	0	2	2	0	2	3
Consumer Goods Committee	Comercial	n/d	n/d	n/d	0	0	0	0	1	0
Consumer Goods Committee	Belém filial	0	3	2	0	0	1	0	1	0
Consumer Goods Committee	Imperatriz (MA)	0	1	0	0	0	0	0	1	1
Consumer Goods Committee	Mucuri (BA)	0	0	0	0	0	0	0	0	0
Consumer Goods Committee	Fortaleza (CE)	0	0	2	0	0	1	0	0	1

Committee	Unit	2020			2021			2022	2022 ²	
		Deaths as a result of work-related injuries	Lost time injuries	Reportable work-related injuries	Deaths as a result of work-related injuries	Lost time injuries	Reportable work-related injuries	Deaths as a result of work-related injuries	Lost time injuries	Reportable work-related injuries
		overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number
Consumer Goods Committee	Cachoeiro de Itapemirim (ES)	n/d	n/d	n/d	0	0	2	0	0	0
Other Committees ¹	Consolidated	0	5	7	1	11	20	0	9	18

1. Does not consider activities of Engineering of Large Works;
2. Does not consider commuting accidents;
3. Considers only absences that occurred during the year 2022.

Health and safety figures for own employees and contractors

Committee	Unit	2020			2021			2022		
		Severity rate	Lost-time injury frequency rate	Cumulative frequency rate/accident rate	Severity rate	Lost-time injury frequency rate	Cumulative frequency rate/accident rate	Severity rate	Lost-time injury frequency rate	Cumulative frequency rate/accident rate
		average	average	average	average	average	average	average	average	average
Forestry Committee	Maranhão	8.00	0.11	0.54	8.00	0.11	0.55	0.00	0.00	0.54
Forestry Committee	Mato Grosso do Sul	15.00	0.31	1.56	8.00	0.48	1.73	41.00	0.61	1.84
Forestry Committee	Bahia	48.00	0.21	0.52	350.00	0.22	0.33	23.00	0.32	0.74
Forestry Committee	Espírito Santo	57.00	0.54	1.27	848.00	0.27	1.90	38.00	0.12	0.70
Forestry Committee	Cerrado (Mato Grosso do Sul)	0.00	0.00	0.00	0.00	0.00	2.74	0.00	0.00	0.85
Forestry Committee	São Paulo	39.00	0.24	0.97	779.00	0.26	0.51	33.00	0.29	0.96
Pulp Committee	Aracruz (ES)	65.00	1.70	2.92	797.00	1.51	4.76	36.00	0.48	2.16
Pulp Committee	Imperatriz (MA)	29.00	1.49	3.47	5.00	0.40	2.01	0.00	0.00	2.23
Pulp Committee	Jacareí (SP)	17.00	0.63	2.81	50.00	0.99	2.97	4.00	0.29	4.09
Pulp Committee	Mucuri (BA)	12.00	0.38	1.88	6.00	0.51	2.05	0.00	0.00	0.54
Pulp Committee	Três Lagoas (MS)	4.00	0.30	3.27	47.00	0.66	2.65	11.00	0.37	3.37

Committee	Unit	2020			2021			2022		
		Severity rate	Lost-time injury frequency rate	Cumulative frequency rate/accident rate	Severity rate	Lost-time injury frequency rate	Cumulative frequency rate/accident rate	Severity rate	Lost-time injury frequency rate	Cumulative frequency rate/accident rate
		average	average	average	average	average	average	average	average	average
Paper Committee	Distribuição	0.00	0.00	2.13	99.00	0.82	3.27	0.00	0.00	1.98
Paper Committee	Limeira (SP)	8.00	1.26	3.78	0.00	0.00	1.96	0.00	0.00	1.89
Paper Committee	Rio Verde (SP)	0.00	0.00	0.00	0.00	0.00	2.52	0.00	0.00	11.72
Paper Committee	Suzano (SP)	48.00	0.51	2.53	2.00	0.24	2.33	37.00	0.74	2.21
Consumer Goods Committee	Belém	189.00	2.38	7.13	35.00	1.76	3.51	65.00	2.17	5.43
Consumer Goods Committee	Belém filial	0.00	0.00	7.73	0.00	0.00	5.45	181.00	12.07	12.07
Consumer Goods Committee	Imperatriz (MA)	133.00	3.50	3.50	0.00	0.00	0.00	93.00	2.38	4.76
Consumer Goods Committee	Mucuri (BA)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Consumer Goods Committee	Fortaleza (CE)	0.00	0.00	5.13	0.00	0.00	2.82	0.00	0.00	3.86
Consumer Goods Committee	Cachoeiro de Itapemirim (ES)	n/d	n/d	n/d	0.00	0.00	8.15	0.00	0.00	0.00
Other Committees ¹	Consolidated	0.00	0.00	0.00	652.10	1.13	3.20	46.00	0.57	1.72

1. Other Committees - Supplies, Commercial and Logistics Pulp, Plant Engineering, Facilities, Technology, Offices and others.

Health and safety figures for own and contractors' employees and number of high potential work-related incidents recorded



GRI Dimension

Social

GRI Code

403-9

Stakeholder

People

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 injuries, or even fatality. All these occurrences are registered, assessed and investigated by a multidisciplinary team led by the Workplace Safety team.

The tables below provide the following information:

- Health and safety figures for employees and contractors;
- Number of work-related high potential incidents recorded.

Health and safety figures for employees and contractors⁴

	2020			2021			2022		
	Own	Contractors	Own and Contractors	Own	Contractors	Own and Contractors	Own	Contractors	Own and Contractors
	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number
Deaths as a result of work-related injuries ¹	0	0	0	0	3	3	0	0	0
Injuries with leave of absence ²	29	13	42	14	26	40	15	22	37
Reportable work-related injuries ³	53	51	104	50	70	120	50	70	120
Total number of occurrences	82	64	146	64	99	163	65	92	157

1. Deaths.
2. Occurrences with leave of absence.
3. Occurrences without leave of absence.
4. It only considers leave of absence that occurred during the year 2022 and excludes activities related to large-scale engineering and commuting accidents.

Number of work-related high potential incidents recorded

	2020	2021	2022
	overall number	overall number	overall number
Total number	1,099	1,528	1,674

Health and safety rates for own employees and contractors



GRI Dimension

Social

GRI Code

403-9

Stakeholder

Planet

Context

The tables below provide the following information:

- Health and safety rates of own employees;
- Health and safety rates for contractors;
- Health and safety rates for own employees and contractors.

Health and safety rates for own employees³

	2020		2021		2022	
	Results	Reference target	Results	Reference target	Results	Reference target
	average	average	average	average	average	average
Severity rate	42.00	24.00	115.00	30.00	24.00	30.00
Lost-Time Injury Frequency Rate (LTIFR)	1.01	0.44	0.45	0.47	0.42	0.42
Total Recordable Injury Frequency Rate (TRIFR)	2.85	1.96	2.07	1.62	1.90	1.73

1. LTIFR (Lost-Time Injury Frequency Rate)
2. TRIFR (Total Recordable Injury Frequency Rate)
3. Considers only absences that occurred during the year 2022, and disregards activities related to Large-Scale Engineering Projects and commuting accidents.
4. Data coverage: 100%

Rates of work-related injuries among contractors ³

	2020		2021		2022	
	Results	Reference target	Results	Reference target	Results	Reference target
	average	average	average	average	average	average
Severity rate	28.00	24.00	422.00	30.00	30.00	30.00
Lost-Time Injury Frequency Rate (LTIFR) ¹	0.25	0.44	0.80	0.47	0.35	0.42
Total Recordable Injury Frequency Rate (TRIFR) ²	1.22	1.96	1.83	1.62	1.46	1.73

1. LTIFR (Lost-Time Injury Frequency Rate)
2. TRIFR (Total Recordable Injury Frequency Rate)
3. Considers only absences that occurred during the year 2022, and disregards activities related to Large-Scale Engineering Projects and commuting accidents.
4. Data coverage: 100%

Health and safety rates for own employees and contractors

	2020		2021		2022	
	Results	Reference Target	Results	Reference Target	Results	Reference Target
	average	average	average	average	average	average
Severity rate	33.00	24.00	310.00	30.00	28.00	30.00
Lost-Time Injury Frequency Rate (LTIFR)	0.52	0.44	0.51	0.47	0.37	0.42
Total Recordable Injury Frequency Rate (TRIFR)	1.80	1.96	1.92	1.62	1.61	1.73

Occupational Health and Safety Management



GRI Dimension

Social

GRI Code

403-1

GRI Code

403-4

GRI Code

403-8

Context

Suzano's safety, health, quality of life and facilities actions are guided by the preservation of our employees' lives, as well as by the positive impact on society. The areas are structured in such a way as to encompass all of the company's units, with actions that impact its own employees and service providers, as well as their families.

It is understood that the evolution of organizational culture, in which appropriate, safe, and positive processes happen naturally, is a movement that needs to be sustainable, interconnected, and monitored. Thus, there are several approaches, such as digitalizing health and safety tools and monitoring via dashboards in Power BI, a management support platform. In 2022 alone, we had an increase of 169,000 applications of safety tools with the teams during the execution of activities in the operations.

Added to this, in a broad context, is the improvement in the work environment, which corroborates the engagement and sense of belonging of all the people who work in our units. In 2022, we continued to improve the work environments through the Juntos & Misturados (Together & Mixed) program, which aims to enhance and improve the comfort and quality of the environments for our employees, allowing greater agility in the exchange of information, generating greater proximity and quality in relationships. This initiative standardizes workstations, removing the requirement for fixed workstations, creates wraparound rest areas, themed meeting rooms, and adapts spaces to be accessible to everyone.

We seek an approach that allows active professional participation in the health and safety actions planned and carried out. Therefore, all Suzano operating units have structured safety committees, divided into smaller subcommittees, that discuss, analyze and implement actions related to health and safety and actions taken by the Internal Commission for Accident Prevention (CIPA in Portuguese acronym). The committees' responsibilities include active participation in meetings, setting goals and objectives, and dealing with issues at the strategic (Management Committee), operational (Cell Committee), and specific (Technical or Thematic Committee) levels. The committees' meetings take place according to a pre-defined calendar in the units. Also, aiming at the working conditions with ongoing improvement in the sec-

tor, we have formal agreements with unions with specific approaches for each region where we operate. In the following, we will go into more detail about actions with more specific targeting.

1. Behavior & Culture

In 2022, we maintained a strong direction for Behavioral & Cultural actions with our Caring Program, with all levels of hierarchy involved. Our industrial and forestry units all followed customized cultural transformation plans to guide the evolution in the maturity of the safety culture, besides carrying out various campaigns, events, and technical and behavioral training. Actions for continuous improvement in our processes and procedures with a behavioral bias are constant and bring effective and sustainable results because they accompany the gradual evolution of maturity in safety and are directly associated with the areas of Health, Quality of Life, and Ergonomics.

We promote actions that focus on preventive behavior and learning from what happened (lessons learned) to recognize how the results were achieved.

We also work with the “Cuidar em todo lugar Program” (Caring Everywhere Program) with actions that involve family members and friends of our employees, reinforcing the message that safety is a value everywhere.

There were 401 actions developed via the cultural transformation plan, which indicates a high engagement of the units in the realization of initiatives focused on safety culture and the program’s success. Added to other initiatives, we achieved a 12% advance in safety culture compared to the previous year. This result was measured using a diagnosis and calibration of the culture with the Hearts And Minds methodology and its 23 dimensions.

The actions count on wide dissemination in the company’s internal channels to provide alignment, recognition, and engagement of everyone involved in our operations.

2. BomSenso (5S)

Our BomSenso Program (methodology based on the 5S program) covered all the industrial units, with a 17% increase in the number of areas included in the program over the previous year. We also started the implementation in all forest units, consolidating the indicators in Power BI according to the stages of the program (Timeline/Audits of Progress, Radar, and Certification). To ensure the quality of the program, audits and visits for methodological alignment were carried out.

This Program reinforces routine management actions and the alignment that all people are protagonists when it comes to safety.

3. Process Security (SEPRO in Portuguese acronym)

Along with Suzano’s actions, in 2022, we will begin to implement Process Safety management (SEPRO) through the Process Safety Culture Dissemination and critical analysis for the development of SEPRO event indicators. This was another important step in our safety culture and integrated view of analyses, processes and procedures, which increasingly results in a positive culture for life.

4. Monitoring Results and Safety Indicator (SI)

One of the ways we monitor the actions and results is from the Safety Indicator (SI), which adds a management analysis of what was predicted x accomplished, which we call the Safety Management Indicator (SMI), and the quality analysis of the actions, which is the Safety Quality Indicator (SQI). With SI added to the actions and controls already mentioned, we work with the continuous improvement

of processes and the safety culture, in line with Suzano's occupational safety policy.

As an example, these are the tools evaluated in the SMI (quantitative): management of recorded deviations, the execution of the Safety in the Area Program, the performance of employee training, and the performance of inspections, among others. In SQI the measurement is made through detailed and qualitative evaluation of tools such as the Green Signal, Daily Safety Dialogue, Area Safety, and occurrence management, among others.

Additionally, we have a corporate portal that makes available for consultation the security data per unit. Furthermore, we disseminate information through internal communication channels, such as the intranet and e-mails referring to the theme.

5. Integral Health Management and Quality of Life Promotion

Occupational health management at Suzano, in all units, is covered by a Safety, Health and Quality of Life Management System, based on the guidelines of ISO 45001:2018, ISO 9000, Labor Regulatory Standards (especially NRs 07, 09, 15, 17, 31 and 32), on the concept of the PDCA cycle (Plan - Do - Check - Act or Adjust) and on good national and international market practices.

Suzano has a Health and Quality of Life area composed of 319 people, including doctors, nursing staff, psychologists, ergonomists, nutritionists, and quality of life analysts, focused on Quality of Life actions (health promotion and prevention of diseases) for the employees and their dependents, in the company's factories, forestry units, offices, and distribution centers. Moreover, it has a specific Health and Quality of Life program, with a team 100% dedicated to its activities, called the Faz Bem Program, which aims to develop actions to promote health and quality of life for employees and their families (primarily legal dependents, including adults and children).

The Program makes available, among other benefits: 24/7 support (via toll-free number) in the areas of psychology, legal, social, physical, financial, nutritional, and pet support; an online therapy platform for all employees, which covers various sub-specialties of psychology (therapy, career development, family counseling, etc.); personalized and group pregnancy monitoring, by hiring an obstetric nurse; breastfeeding rooms (called "Breastfeeding Corner"), implemented in our units with the highest number of female employees.

Suzano's initiatives regarding Health and Quality of Life also include:

- Management of medical absenteeism by International Statistical Classification of Diseases and Health Problems (ICD) M (musculoskeletal and connective tissue diseases), to monitor illnesses of a musculoskeletal nature;
- Management of medical absenteeism by ICD F (mental and behavioral disorders), to monitor illnesses of a psychic nature;
- Management of leaves of absence from Social Security, with investigation of occupational nexus whenever indicated;
- Application of ergonomics and mental health census linked to the periodic exams, with results governance through the composition of indicators and multidisciplinary team meetings (Health and Quality of Life teams);
- Reception of employees (integral health care), providing the necessary treatment and/or referral to their health condition, aiming at the control or cure of their health conditions;
- Implementation of ergonomic improvements and adaptations in production processes at industrial and forestry units, with continuous workstation analysis and the performance of workplace

exercises at these locations;

- Maintenance and support of the existing Ergonomics Committees, highlighting ergonomic improvements resulting from the work of each of them;
- Carrying out a corporate vaccination campaign against H1N1 Influenza in April, in the drive-thru system.

Programs and Actions that also deserve to be highlighted:

- Sob Medida (Under Size) Program, in which, with the support of nutritionists, psychologists, and physical educators, during a period of 90 days, teams of overweight employees compete among themselves and among units. The team that loses the most weight (adding up the individual weight loss of each member) in the final period is awarded. The area also promotes virtual meetings to take preventive care of employees' mental, nutritional, physical and financial health, providing frequent interactive moments with specialized professionals;
- Gympass, which is a health promotion benefit made available corporatively, extensive to the legal dependents, and covering on-site and online activities, using a cell phone application. We also accompany and stimulate running and walking groups, which count their performance results in specific applications and revert them into donations in partnership with the Voluntariar Program;
- Suzano Faz Bem Application, in which all the benefits of Health, Quality of Life, and HR (People & Management) are concentrated and easily accessible to everyone. The resource includes orientation, training, mindfulness sessions, meditation sessions, nutritional tips, e-books on ergonomics, etc.

5.1 - Actions against Coronavirus

During 2022, the management of the new Coronavirus pandemic continued, with the commitment to provide the maximum in terms of care and prevention for our employees, with emphasis on those people belonging to the risk group, implementing the guidelines established by the World Health Organization and the Ministry of Health.

- All cases of illness (suspected or confirmed), as well as those of hospitalization, were followed up by the medical and nursing teams.
- The outpatient clinics in our largest units continued to be available for care 24/7.

The following information is available in the tables below:

- Suzano Safety Indicators;
- Occupational Health and Safety Management System.

Suzano Safety Indicators

	2019	2020	2021	2022
	%	%	%	%
Safety Management Indicator (SMI)	89.00%	82.00%	89.00%	90.00%
Safety Quality Indicator (SQI)	90.00%	86.00%	91.00%	93.00%
Safety Indicator (SI - average of SMI and SQI)	n/d	84.00%	91.00%	92.00%

About the Occupational Health and Safety Management System¹

	2019		2020		2021		2022	
	overall number	%	overall number	%	overall number	%	overall number	%
Employees covered by the system	36,547	100.00%	38,600	100.00%	40,805	100.00%	48,788	100.00%
Employees covered by an internally audited system	36,547	100.00%	38,600	100.00%	40,805	100.00%	48,788	100.00%
Employees covered by a system audited or certified by an external party	32,876	90.00%	28,970	75.00%	34,101	85.00%	47,926	98.00%

1. All units are certified, except Belém (PA), Maracanaú (CE) and Cachoeiro do Itapemirim (ES).

Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relations



GRI Dimension

Social

GRI Code

403-7

Context

At Suzano, we monitor and evaluate our security processes with the service providers.

The **Sommar** program is conducted at the forestry units. The objective is to inspect legal requirements, certifications, internal procedures, and good practices to verify compliance, aiming to prevent incidents, accidents, and environmental impacts in forestry activities.

The industrial units carry out their monitoring through the **Performance Evaluation** program. The initiative aims to prevent accidents and incidents, and ensure the maintenance of organization and cleanliness in the workplace through indications of compliance with legal requirements, safety and

operational procedures, and other applicable requirements.

In 2022, we implemented a new digital platform of security tools designed also for all service providers. The goal is to make more practical and standardized use of tools for preventing occurrences, treating anomalies, and searching for opportunities that can be comprehensive and effective.

Supplier Evaluation Results from the Sommar and EPS Performance Evaluation Programs

Sommar and EPS Performance Evaluation	
%	
Suzano	91.48%

Work-related employee health problems and health problems for contracted employees



GRI Dimension

Social

GRI Code

403-10

Context

The tables below provide the following information:

- Numbers of employees' health problems, by gender;
- Numbers of employees' health problems, by region.

Number of occupational diseases, by gender¹

	2019	2020	2021	2022
	overall number	overall number	overall number	overall number
Deaths as a result of work-related health problems	0	0	0	0
Cases of reportable work-related diseases	0	0	0	0

1. No cases of work-related illness were recorded.

Number of occupational diseases, by region

	2019		2020		2021		2022	
	Deaths as a result of work-related health problems	Cases of reportable work-related diseases	Deaths as a result of work-related health problems	Casos de doenças relacionadas ao trabalho reportáveis	Deaths as a result of work-related health problems	Cases of reportable work-related diseases	Deaths as a result of work-related health problems	Cases of reportable work-related diseases
	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number
North	0	0	0	0	0	0	0	0
Northeast	0	0	0	0	0	0	0	0
Central-West	0	0	0	0	0	0	0	0
Sudeste	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

#EMPLOYABILITY AND TURNOVER RATES

Positions held by internal candidates



Context

The following tables present data regarding Suzano's staff, the Ecofuturo Institute and Facepa, which was fully incorporated by the company in 2020, and thus its data began to be reported as a consolidated part of the company's indicators. In addition, in 2021, FuturaGene was incorporated by Suzano. In 2022, the reports for 2020 and 2021 were reviewed, since the data began to be reported upon in a consolidated manner.

Percentage of positions held by internal candidates by functional category and gender¹

	2020			2021			2022		
	Male ²	Female ²	Total number	Male ²	Female ²	Total number	Male ²	Female ²	Total number
	%	%	%	%	%	%	%	%	%
Administrative	35.00%	32.00%	34.00%	33.00%	26.00%	30.00%	42.19%	39.82%	41.16%
Advisor	30.00%	29.00%	30.00%	22.00%	19.00%	21.00%	23.21%	36.00%	28.34%
Coordinator	61.00%	67.00%	63.00%	58.00%	60.00%	58.00%	52.08%	54.55%	52.86%
Director	n/d	n/d	n/d	100.00%	0.00%	100.00%	0.00%	100.00%	50.00%
Executive director	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d	n/d
Specialist	n/d	n/d	n/d	7.00%	0.00%	7.00%	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%
Executive manager	40.00%	33.00%	38.00%	57.00%	0.00%	40.00%	42.86%	75.00%	54.55%
Operational	48.00%	23.00%	45.00%	62.00%	49.00%	61.00%	69.34%	39.74%	66.05%
Chairperson	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%
Total	44.00%	32.00%	41.00%	49.00%	29.00%	44.00%	53.19%	49.14%	49.31%

1. Bearing in mind the diversity strategy, initiatives are underway to accelerate preparation of successors for leadership positions, especially women and Black people. In addition, the Recruitment team is proactively mapping women and Black people for positions with short-term succession planning.
2. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.

- Volunteer turnover rate by age group;
- Volunteer turnover rate by region;
- Volunteer turnover rate of black people;
- Volunteer turnover rate of people with disabilities;
- Turnover rate of leadership professionals by level.

Volunteer turnover rate, by gender¹

	2020	2021	2022
	%	%	%
Male	3.50%	4.10%	4.17%
Female	3.50%	6.00%	7.57%
Total	3.50%	4.40%	4.77%

1. The increase in the voluntary turnover rate over the period was due to the competitive environment for labor coming from projects in the sector. In 2021, following an atypical year due to the COVID-19 pandemic and also driven by strong actions by market competitors, there was an increase in voluntary terminations, a matter that has been the subject of several initiatives aimed at generating positive effects on the ability to retain our professionals, such as qualitative assessment on reasons for terminations and monitoring the potential loss of professionals through a risk matrix.

Volunteer turnover rate, by age group¹

	2020	2021	2022
	%	%	%
Under 30	4.40%	5.93%	7.35%
Between 30 and 50	3.60%	4.40%	4.56%
Over 50	1.60%	1.92%	1.41%
Total	3.50%	4.40%	4.77%

1. The increase in the voluntary turnover rate over the period was due to the competitive environment for labor coming from projects in the sector. In 2022, there was an increase in voluntary terminations in almost all age groups, mainly due to competing market actions.

Volunteer turnover rate, by region¹

	2020	2021	2022
	%	%	%
North	3.30%	2.90%	3.79%
Northeast	3.00%	2.80%	2.44%
central-west	7.70%	8.50%	8.84%
Southeast	2.70%	4.50%	4.87%
South	3.70%	0.00%	1.30%
Foreign	0.00%	0.00%	0.00%
Total	3.50%	4.40%	4.77%

1. The increase in the voluntary turnover rate over the period was due to the competitive environment for labor coming from projects in the sector. The most representative terminations in 2021 and 2022 are centered in the Southeast and central-west regions, the base for ongoing projects in the field as well as for more forceful actions by market competitors.

Volunteer turnover rate of Black people¹

	2020	2021	2022
	%	%	%
Black People (black and pardas*)	3.10%	3.70%	4.43%

1. The turnover rate of Black people was calculated by taking into account the number of resignations of black employees in the company over the total number of employees belonging to this group over the period. The turnover of Black people in 2021 and 2022 had more influence by the entry than by the exit of professionals, bearing as a positive balance the increase in the representativity of this group in the total set of employees.

* 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. Source: <https://news.mongabay.com/2021/06/i-am-indigenous-not-pardo-push-for-self-declaration-in-brazils-census/>

Volunteer turnover rate of people with disabilities

	2020	2021	2022
	%	%	%
People with disabilities	1.57%	3.94%	2.01%

Turnover rate of leadership professionals, by level¹

	2020	2021	2022
	%	%	%
Operational Management	16.59%	10.95%	15.28%
Tactical Management	11.95%	11.26%	9.48%
Strategic Management	9.09%	15.38%	21.05%
Total	14.64%	12.53%	13.38%

1. The leadership levels correspond to Operational Management: Supervision and Coordination; Tactical Management: Functional Managers and Executive Managers; Strategic Management: Directors.

#TRAINING AND PERFORMANCE

Amount Spent on Training and Development for Full-time Employees



Context

The data is available in two tables:

- Total amount spent on training full-time employee(s);
- Average amount spent on training and development per full-time employee.

Total amount spent on full-time employee(s) training ¹

	2020	2021	2022
	R\$	R\$	R\$
Total	12,657,685.76	26,050,515.83	21,528,327.46

1. The figures include only full-time employees. In 2020, Facepa was fully merged into Suzano. So that as of that year, its data started being reported on a consolidated basis with the company's indicators, and not separately, as was previously the case.

Average amount spent on full-time employee training and development¹

	2020	2021	2022 ²
	R\$	R\$	R\$
Total	854.13	2,944.85	1,219.52

1. The data includes only full-time employees. The indicator started to be reported as of 2020 and, therefore, has no information from previous years.
2. In 2022, we divided the total value by the number of people trained in the year: total value: R\$ 21,528,327.46; average value of each person trained: R\$ 1,219.52; total number of people trained: 17,653.

Additional information

There was a difference between the years 2020 and 2021 to 2022, as, in 2022, we encouraged greater employee autonomy, so that they would take advantage of interaction moments within a group or directly with another person for their own development, rather than focusing only on training. Considering that such moments do not usually generate costs, but are considered as development actions, the average amount per person during the year was reduced. For the year 2022, in order to be more assertive, we used the specific accounting account for this activity in the SAP system and divided by the total value of employees who underwent training.

Amount Spent on Training Full-time Employees, by Age Group



Context

Fostering diversity strengthens us. This is one of Suzano’s organizational culture pillars. As we strive to continually improve on our Commitments to diversity, equity and inclusion, it is essential that we have data and evidence that demonstrate our current performance, keeping in mind different social clippings, such as those related to generation, race, gender, etc. This enables us to have a reliable picture of reality as well as to propose and carry out measures capable of tackling our main gaps. Accordingly, we offer programs held on a corporate level, along with initiatives targeted to this diverse group - all of which are geared toward the development of these professionals.

Total amount spent on full-time employee training, by age group¹

	2020	2021	2022
	R\$	R\$	R\$
Under 30 years old	2,744,520.84	5,834,050.40	5,630,336.61
Between 30 and 50 years old	8,366,227.17	2,471,848.89	14,061,164.94
Over 50 years old	1,546,931.37	17,744,616.54	1,836,825.89
Total	12,657,679.38	26,050,515.83	21,528,327.46

1. The data includes only full-time employees. The indicator started being reported as of 2020 and, therefore, has no information for years prior to this period.

Amount spent on training full-time employees, by gender



Context

In the table below you can access Suzano’s investment in employee training for the year 2022. In previous years, this indicator was not reported.

Total amount spent on full-time employee training by gender^{1 2}

	2020 ²	2021 ²	2022 ¹
			R\$
Male ³	n/d	n/d	18,112,690.36
Female ³	n/d	n/d	3,415,637.09
Overall	n/d	n/d	21,528,327.46

1. The total amount deviates by +/- 0.01 from budget data due to multiplication of final data.
2. The indicator started being reported in 2022, so it has no yearly records.
3. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.

Amount Spent On Training Full-time Employees, by Race



Context

Fostering diversity strengthens us. This is one of Suzano's organizational culture pillars. As we strive to continually improve on our Commitments to diversity, equity and inclusion, it is essential that we have data and evidence that demonstrate our current performance, keeping in mind different social clippings, such as those related to generation, race, gender, etc. This enables us to have a reliable picture of reality as well as to propose and carry out measures capable of tackling our main gaps. Accordingly, we offer programs held on a corporate level, along with initiatives targeted to this diverse group - all of which are geared toward the development of these professionals.

Total amount spent on full-time employee training, by race¹

	2020	2021	2022
	R\$	R\$	R\$
White	5,405,774.79	10,637,176.03	8,695,496.41
Pardos*	5,554,517.79	11,606,714.88	9,660,629.88
Black people	1,251,999.42	2,817,257.24	2,455,493.67
Indigenous ²	84,146.04	112,300.25	88,548.84
Yellow	259,246.14	572,953.71	410,455.68
Not reported	101,995.20	304,113.71	217,702.95
Total	12,657,679.38	26,050,515.83	21,528,327.46

1. The data includes only full-time employees. The indicator started being reported as of 2020 and, therefore, has no information for years prior to this period. * 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. Source: <https://news.mongabay.com/2021/06/i-am-indigenous-not-pardo-push-for-self-declaration-in-brazils-census/>

Average and Total Number of Training Hours by Employee and Percentage of People Trained by Employee Category



GRI Code

404-1

Stakeholder

People

Context

Suzano's training takes place in person, online through Microsoft Teams or through the UniverSuzano platform. We have adapted and invested our efforts towards the development of our team in e-learning training, which allows them total flexibility to watch UniverSuzano's content regardless of their location. Concerning compulsory in-person training, we follow all safety protocols required by the company. In addition, we also offer leadership and operational training courses aimed at career planning and people development.

When calculating this indicator, the number of employees on the last day of 2022 was used as a basis. As such, at that time, we had 18,861 employees. Of this total, 17,653 employees received training. The breakdown by function is as follows: 11,940 operational, 3,525 administrative, 787 consultants, 472 managers, 451 supervisors, 376 coordinators, 66 specialists, 35 directors, and 1 chairperson.

The following information can be found in the tables below:

- Average number of training hours by employee by functional category;
- Total number of training hours by functional category;
- Percentage of employees trained by functional category.

Average number of training hours by employee by functional category

	2020	2021 ²	2022
	hours	hours	hours
Administrative	18.31	24.50	28.33
Advisor	n/a	n/a	n/a
Consultant	22.65	30.15	30.55
Coordenador	17.00	26.01	18.40
Director	2.60	16.52	4.06
Executive director	0.39	10.23	0.95
Specialist	19.29	19.78	20.36
Executive manager	8.03	21.87	14.03
Functional manager	14.53	20.10	16.54
Operational	44.24	52.55	45.96
Chairperson	n/d	n/d	0.33
Supervisor	36.22	42.89	34.68
Total	36.44	44.12	39.85

1. The data includes only full-time employees. Facepa was fully incorporated by Suzano S.A. in 2020, thus, as of that year, its data began to be reported as a consolidated part of the company's indicators, and not separately, as was previously the case.
2. In 2021, Ecofuturo data were not available for reporting. Training data from the "Chairperson" category are not disclosed due to their sensitivity, and Advisor data are no longer monitored by Suzano S.A.

Total number of training hours by functional category¹

	2020	2021 ²	2022
	hours	hours	hours
Administrative	54,797.71	81,862.99	106,090.63
Advisor	n/a	n/a	n/a
Consultant	13,839.07	21,284.56	24,785.28
Coordenador	5,101.26	9,365.11	7,196.85
Director	44.17	16.97	130.38
Executive director	4.25	214.81	12.50
Specialist	906.69	1,206.69	1,446.26
Executive manager	762.46	2,558.77	1,839.63
Functional manager	4,258.12	6,531.62	5,986.50
Operational	451,153.45	595,563.28	591,227.50
Chairperson	n/d	n/d	1.00
Supervisor	11,807.26	17,154.44	15,960.08
Total	542,674.44	735,759.24	754,447.53

1. The data includes only full-time employees. Facepa was fully incorporated by Suzano S.A. in 2020, thus, as of that year, its data began to be reported as a consolidated part of the company's indicators, and not separately, as was previously the case.
2. In 2021, Ecofuturo data were not available for reporting. Training data from the "Chairperson" category are not disclosed due to their sensitivity.

Percentage of employees trained by functional category¹

	2020	2021 ²	2022
	%	%	%
Administrative	86.00%	87.00%	94.00%
Advisor	n/a	n/a	n/a
Consultant	92.00%	94.00%	97.00%
Coordinator	86.00%	91.00%	96.00%
Director	76.00%	38.00%	85.00%
Executive director	36.00%	80.00%	77.00%
Specialist	96.00%	100.00%	93.00%
Executive manager	83.00%	92.00%	93.00%
Functional manager	88.00%	90.00%	97.00%
Operational	79.00%	92.00%	93.00%
Chairperson	n/d	n/d	33.00%
Supervisor	94.00%	94.00%	98.00%
Total	82.00%	91.00%	94.00%

1. The data includes only full-time employees. Facepa was fully incorporated by Suzano S.A. in 2020, thus, as of that year, its data began to be reported as a consolidated part of the company's indicators, and not separately, as was previously the case.
2. In 2021, Ecofuturo data were not available for reporting. Training data from the "Chairperson" category are not disclosed due to their sensitivity.

Average and total number of training hours per employee, by gender



GRI Dimension

Social

GRI Code

404-1

Stakeholder

People

Context

Suzano's training takes place in-person, online through Microsoft Teams or through the UniverSuzano platform. In keeping with the "New Better" movement, which is the name given to the program proposed by the company for the safety and well-being of employees since the resumption of the Covid-19 pandemic, we have adapted and invested our efforts to develop our team through e-learning training, which allows them total flexibility to watch UniverSuzano's content from wherever they are. Regarding the compulsory face-to-face training, we follow all the safety protocols required by the company.

In addition, in 2022, we had the ELOS D+ program, which was crucial for women's career acceleration in the company. The amount of training hours for women is significantly small compared to the number of men trained, since proportionally the number of women in the company is smaller than the number of men.

For this indicator's calculations, we used as a base the number of employees on the last day of 2022. Thus, at that time, we had 118,861 employees. Of this total, 17,653 employees received training, being 3,237 women and 14,416 men.

In the tables below you can find the following information:

- Average of training hours per employee, by gender;
- Total number of training hours, by gender.

Average of training hours per employee, by gender¹

	2020	2021 ²	2022
	hours	hours	hours
Men ³	39.45	46.75	41.58
Women ³	19.76	31.14	32.40
Total	36.44	44.12	39.90

1. The data includes only full-time employees. In 2020, Facepa was fully integrated into Suzano S.A., and as of that year, its data are consolidated into the company's indicators, and not separately, as was previously the case.
2. In 2021, Ecofuturo's data were not available for publication.
3. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.

Total number of training hours, by gender¹

	2020	2021	2022
	hours	hours	hours
Men	497,674.51	647,660.25	641,016.00
Women	44,999.93	88,098.99	113,431.37
Total	542,674.44	735,759.24	754,447.53

1. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.

Average and total number of training hours per employee, by subject



Context

The data on this indicator is presented in two tables:

- Average number of training hours per employee, by subject;
- Total number of training hours, by subject.

Average number of training hours per employee, by subject¹

	2020	2021 ²	2022
	hours	hours	hours
Development	1.36	1.85	4.50
Technical	2.79	5.62	4.93
Corporate Programs	5.06	3.12	1.90
Health, Safety and Environment	18.06	26.87	23.51
On The Job Training	9.17	6.66	5.00
Total	36.44	44.12	39.85

1. The data covers only full-time employees. In 2020, Facepa was fully incorporated by Suzano.
2. Thus, as of that year, its data began to be reported as a consolidated part of the company's indicators and not separately, as was previously the case.
3. In 2021, data from the Ecofuturo Institute was not available for publication.

Total number of training hours, by subject¹

	2020	2021 ²	2022
	hours	hours	hours
Development	20,193.00	30,888.18	85,261.38
Technical	41,596.00	93,720.74	93,358.45
Corporate Programs	75,360.00	51,958.89	36,177.76
Health, Safety and Environment	268,898.00	448,096.77	445,158.11
On The Job Training	13,627.00	111,094.66	94,720.93
Total	419,674.00	735,759.24	754,447.53

1. Data are for full-time employees only. In 2020, Facepa was fully incorporated by Suzano. Thus, from that year onwards, its data began to be reported in a consolidated manner together with the company's indicators, and not separately, as in the past.
2. In 2021, data from Instituto Ecofuturo were not available for publication. In 2022, we integrated Suzano's data with the Institute's data. (GRI 2-4)

Additional information

Nowadays, the company's main training platform is UniverSuzano. Through this platform, we can establish a baseline regarding the number of people trained and the content accessed. We have adapted and invested our efforts to further improve our team of employees with e-learning training, in which the participants have total flexibility to watch UniverSuzano's materials at the most suitable and convenient time and place.

Regarding mandatory face-to-face training, it was carried out whenever necessary and mandatory, in compliance with all safety protocols reinforced in the company, due to the COVID-19 pandemic.

In addition to UniverSuzano, we have internal and corporate training programs, such as ELOS, First Leadership, Boinas, PULP, Plant Coordinator, among others.

Development Forum - 360° Evaluation



Context

At Suzano we have the Performance Cycle, in which employees in administrative and leadership positions are evaluated according to their deliveries and behavior, aligned with the organizational culture. In 2022, the evaluation model and process was reviewed, unifying the 360° methodology with the performance evaluation for the categories of advisor and above.

In addition, there are programs for the operational team, such as:

Capacitar Program: focused on internal training, aims to develop workforce in our regions of operation, by means of inserting a training pool (group of people we have already trained in our training programs and are ready to be hired or promoted) at the base of industrial operations (Operation and Maintenance) and speed up training of potential successors for critical positions;

Somar Program: focused on external training, fosters development initiatives aimed at people with disabilities (PwDs) and women from the local community, acting as a driver of diversity in Suzano's operations;

Development Journey: aimed at the development of the internal staff, its goal is to restructure the operational development track/route, establishing a robust development journey, standardizing best practices and enabling synergy between operations/processes;

Novas Formas de Aprendizagem (New Ways of Learning, in Portuguese): under development in the industrial operation (Drying area), aims to facilitate/accelerate learning by means of new operational training tools (examples: 3D, virtual reality, simulators);

Cultivar Training Program: focused on external training, aims to develop workforce in our performance regions, offering the local community professional training in the functions of Forestry Operators and Mechanics, making available skilled people immediately for the operation;

Cultivar Acceleration Program: focused on internal development, aims to accelerate the operational maturity of new forestry employees, through the insertion of training pools for operators and mechanics;

Renovar Program: developed for the training of forestry process technicians who act as staff next to the first leadership (supervisors), supporting the development of the operational base.

Percentage of eligible employees evaluated, by type of Performance Evaluation

	2021	2022
	%	%
Employee benchmarking	100.00%	100.00%
Multidimensional performance evaluation (360° Feedback)	85.00%	37.08%

Additional information

In 2019, we had the last year of the “Performance Forum” for Suzano’s operational team. After that, with the merger of the companies Suzano Papel e Celulose e Fibria, this assessment went through a redesign and began to be reapplied in 2022.

In 2020 and 2021, operational employees were collectively evaluated based on their delivery of targets for their areas, and had as recognition for promotions an analysis of the company’s behavioral drivers, added to a career path that allows for promotion through supervised training at UniverSuzano (the company’s training platform). For this reason, we decided to disregard the results of the operational category, since, for this indicator, they will not be considered eligible public.

Number and Percentage of Employees Trained on Climate Change



Context

The following tables show the consolidated data and the percentage of employees who received training on the topic of climate change.

Number of employees trained on climate change, by gender¹

	2020	2021	2022
	overall number	overall number	overall number
Male	187	17	757
Female	129	6	492
Total	316	23	1,249

1. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators’ requirements.

Percentage of employees trained on climate change, by gender¹

	2020	2021	2022
	%	%	%
Male	2.00%	0.00%	4.80%
Female	6.00%	0.00%	12.79%
Total	2.00%	0.00%	6.44%

1. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.

Additional information

During the year 2022, we launched an internal movement to increase knowledge about climate change, through training and meetings held with departments directly related to the topic. Such events, when held online, were available to all those invited.

Additionally, we have also invested in the production of content for internal communication channels, through an approach that emphasizes how Suzano faces the climate agenda and our role in positively contributing to this global challenge. Some of the material produced includes videos, infographics and information that are also used in meetings for the entire company, such as "Suzano e você" (Suzano and you in Portuguese - a quarterly meeting in which the Executive Officers present the results and main initiatives of the company transmitted on-line to all company units), as well as webinars with guests and outside specialists, such as Professor Paulo Artaxo, a renowned Brazilian scientist, among others. We also made available training on the Task Force on Climate-Related Financial Disclosures (TCFD) on Suzano's internal training platform, called UniverSuzano. In 2022, we aligned the topic with other relevant initiatives in the company, such as roadshows (agendas held throughout the year aimed at setting and formalizing the roles and responsibilities of areas relevant to the topic of climate change), training for the Supplies area, in addition to ReImagine, an internal program focused on initiatives to foment a culture of innovation, trends, and potential impacts on the company. These training sessions were open to participation by the entire company. Therefore, the number reported varies between the years 2020, 2021, and 2022. The 2022 training sessions presented the opportunity for many employees to join the initiatives.

Number and Percentage of Employees who Regularly Receive Performance and Career Development Assessments



GRI Dimension

Social

GRI Code

404-3

Context

Our performance assessment process at Suzano is called the “Performance Forum”. It takes place annually, between January and February, and aims to gauge the results and behavior attained by our employees in the preceding year. We utilize the ninebox grid, a tool that allows us to classify the team in the following quadrants: Very Low Contribution (VLC), Low Contribution (LC), Good Contribution (GC), High Contribution (HC), and Very High Contribution (VHC). It should be noted that, in 2021, there was a change in the reference percentage of each employee assessment classification, which we refer to as the “transitional assessment model”.

Number of employees who regularly receive performance and career development assessments, by employee category and gender¹

	2019 ¹			2020 ²			2021 ²			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number	overall number
Administrative / specialist	1,901	1,184	3,085	1,812	1,229	3,041	1,999	1,406	3,405	1,973	1,456	3,429
Chairperson	1	0	1	1	0	1	1	0	1	1	0	1
Advisor	401	126	527	452	170	622	511	194	705	514	229	743
Coordinator	275	87	362	254	96	350	239	122	361	241	124	365
Director	16	1	17	19	1	20	20	1	21	20	5	25
Executive director	10	1	11	11	1	12	12	1	13	11	2	13
Executive manager	84	20	104	79	21	100	95	22	117	99	21	120
Functional manager	246	44	290	244	60	304	241	84	325	253	88	341
Operational	8,822	493	9,315	n/a	0	0	0	0	0	0	0	0
Supervisor	340	42	382	296	37	333	347	53	400	344	70	414
Total	12,096	1,998	14,094	3,168	1,615	4,783	3,465	1,883	5,348	3,455	1,995	5,450

1. 2019 marked the last year of the “Performance Forum” for Suzano’s operational team. Shortly thereafter, following the merger of the companies Suzano and Fibria, this type of assessment was reformulated, and will begin to be reapplied in 2022.
2. In 2020 and 2021, the operational employees were collectively assessed, upon the achievement of goals in their areas, and, for the purposes of promotion, they were assessed based on an analysis of the Company’s performance drivers, along with a career path that allows for promotion through supervised training at UniverSuzano (the Company’s training platform). Consequently, we decided to exclude the results of the operational category, given that for this indicator they will not be considered an eligible public.
3. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators’ requirements.

Additional information

This was the fourth performance assessment cycle carried out by the company following the merger. Behaviors were broken down into Culture Drivers and Leader Profile Attributes. In 2022, this assessment was carried out for 100% of employees holding positions ranging from administrative to Executive Committee level and who were active in September 2022.

The assessment method applied was developed by Suzano and implemented in the 2022 cycle. It advocates collaboration, focus on development, and a look toward career and future.

The operational public was not assessed at this time, however, a pilot project is underway for this public.

Percentage of closed positions with diversity groups



Context

Suzano's diversity, equity and inclusion journey has been evolving since the company's creation in 2019. We understand that in order to have intentional actions that actually reflect the company's reality, we need to measure numerous indicators that point to the demographics of our professional body. Only then will we be able to outline targeted and effective actions that can leverage the numbers toward the Commitments to Renew Life that were defined by the company.

We carry out intentional actions to hire people belonging to minority groups prioritized by Suzano's Diversity, Equity and Inclusion Program, including women, Black people, people with disabilities, LGBTQIAP+ people and people from different generations.

In 2021, we hired 4,714 new people for Suzano, including: 710 women; 1,441 Black people; 108 LGBTQIAP+ people; 76 people with disabilities. In 2022, we hired 5,123 new people for Suzano, including: 1006 women; 1671 Black people; 174 LGBTQIAP+ people; 158 people with disabilities.

In the table below are the percentage of vacancies closed with people from these groups.

Percentage of closed positions with diversity groups¹

	2021	2022
	%	%
Women	15.00%	20.00%
Black people	30.00%	33.00%
PwDs	1.00%	3.00%
LGBTQIAP+	2.00%	3.00%
Total	49.00%	59.00%

1. This indicator began to be reported in 2021, so it has no historical series. Ecofuturo's data were not available for publication in the period. Ecofuturo's data were not available for publication for the 2022 period.

Percentage of Leadership Positions Filled with Internal

Talent, by Gender



Percentage of Leadership Positions Filled with Internal Talent, by Gender^{1 2 3}

	2021	2022
	%	%
Male ⁴	58.00%	39.00%
Female ⁴	19.00%	29.00%
Total	78.00%	69.00%

1. This indicator takes into account promotions in the following positions: Functional Management and above.
2. Given the indicator started to be reported in 2021, there are no yearly records.
3. Ecofuturo's data are not available for reporting in the periods.
4. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators' requirements.

Additional information

Positions filled: Vacancies filled

Internal talents: Promotions

Leadership: as of 2021, functional managers (FM) and above are taken into account for this indicator.

Percentage of trained employees, by gender



Context

Suzano's trainings take place in person, online through Microsoft Teams or through the UniverSuzano platform. In step with the "New Better" movement, the name behind the program proposed by the company for the safety and well-being of its employees after the resumption of the Covid-19 pandemic, we have adapted and invested our efforts to develop our team through e-learning training, which allows total flexibility to watch UniverSuzano's content from wherever they are. In relation to the compulsory face-to-face training, we follow all the safety protocols required by the company.

In addition, this year we had the ELOS D+ program, which was crucial for women’s career acceleration in the company.

For this indicator’s calculations, we used as a basis the total number of employees on the last day of 2022. Thus, at that time, we had 18,861. Of this total, 17,653 employees received training, being 3,237 women and 14,416 men.

Percentage of employees who received training, by gender¹

	2020	2021	2022 ²
	%	%	%
Men ³	82.00%	86.00%	93.50%
Mulheres ³	81.00%	92.00%	92.47%
Total	82.00%	92.00%	93.31%

1. The data includes only full-time employees. In 2020, Facepa was fully integrated into Suzano S.A., and as of that year, its data are reported as a consolidated part of the company’s indicators, and not separately, as they were previously reported.
2. For the calculations of this indicator, we used the number of employees on the last day of 2022 as a basis. Thus, at that moment, we had 18,861. Of this total, 17,653 employees received training, of which 3,237 were women and 14,416 were men.
3. Although Suzano acknowledges the existence of more gender identities beyond these (male and female), such as non-binary people and others, this approach was maintained in order to meet the indicators’ requirements.

Total Number of Training Hours, by Age Group



Context

Suzano’s training takes place in person, online through Microsoft Teams or through the UniverSuzano platform. In step with the “New Better” movement, the program proposed by the company for the safety and well-being of its employees following the resumption of the COVID-19 pandemic, we have adapted and invested our efforts towards the development of our team in e-learning training, which allows them total flexibility to watch UniverSuzano’s content regardless of their location. Concerning compulsory in-person training, we follow all safety protocols required by the company.

In 2022, we introduced the Reflorescer program, targeting our 60+ employees with retirement preparation training.

When calculating this indicator, the number of employees on the last day of 2022 was used as a basis. As such, at that time, we had 18,861 employees. Of this total, 17,653 employees received training.

Total number of training hours, by age group¹

	2020	2021 ²	2022
	hours	hours	hours
Under 30 years	117,666.92	117,666.92	217,506.05
Between 30 and 50 years	358,685.50	358,724.65	484,314.66
Over 50 years	66,322.02	66,324.32	52,855.90
Total	542,674.44	542,715.89	754,676.61

1. The data includes only full-time employees. Facepa was fully incorporated by Suzano S.A. in 2020, thus, as of that year, its data began to be reported as a consolidated part of the company's indicators, and not separately, as was previously the case.
2. In 2021, the Instituto Ecofuturo's data were not available for reporting. In 2022 we merged all data regarding Suzano and Ecofuturo. Moreover, considering previous years, it is reasonable to conclude that there may have been a mistake when filling in data for 2021 given that it repeats the data for 2022.

Total Number of Training Hours, by Race



Context

Suzano's training takes place in person, online through Microsoft Teams or through the UniverSuzano platform. In step with the "New Better" movement, the program proposed by the company for the safety and well-being of its employees following the resumption of the COVID-19 pandemic, we have adapted and invested our efforts towards the development of our team in e-learning training, which allows them total flexibility to watch UniverSuzano's content regardless of their location. Concerning compulsory in-person training, we follow all safety protocols required by the company.

In 2022, we introduced the ELOS D+ program, which aims to train and fast-track women and black people to take on leadership positions in the future.

When calculating this indicator, the number of employees on the last day of 2022 was used as a basis. As such, at that time, we had 18,861 employees. Of this total, 17,653 employees received training.

Total number of training hours, by race¹

	2020	2021 ²	2022
	hours	hours	hours
White	231,778.77	276,936.59	309,473.36
Pardos*	238,155.89	340,290.69	332,805.19
Black	53,681.72	88,424.96	86,582.08
Indigenous	3,607.63	5,520.03	3,788.03
Yellow	11,119.01	15,770.09	14,714.10
Not informed	4,372.88	8,816.88	7,313.86
Total	542,715.90	735,759.24	754,676.62

1. The data includes only full-time employees. Facepa was fully incorporated by Suzano S.A. in 2020, thus, as of that year, its data began to be reported as a consolidated part of the company's indicators, and not separately, as was previously the case.
2. In 2021, the Instituto Ecofuturo's data were not available for reporting. In 2022, we integrated Suzano's data with that of the Instituto Ecofuturo.

* 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. Source: <https://news.mongabay.com/2021/06/i-am-indigenous-not-pardo-push-for-self-declaration-in-brazils-census/>

Training and Learning Management



Context

To promote the continuous learning of its professional team, Suzano offers several training courses (mandatory or not) on subjects that are important for the proper performance of each activity, as well as developing orientation activities for newly contracted employees and offering subsidy policies for language, undergraduate, and graduate courses. Simultaneously, the company seeks to train its leadership in the knowledge and attributes that are desirable for the continuous and joint development of people, always based on the Suzano leadership profile and the Culture Guidelines.

Based on this, it seeks to internally disseminate the performance strategy and connect employee development to the business reality. Every training demand is analyzed and approved by the applicant, their direct manager, the HR business partner (Business Partner), and the teams responsible for each of the company's strategic groups. After all the necessary validations have been made, the action is conducted by Suzano's Internal Training Policy. Those who participate should forward the evidence of their participation (such as attendance lists, certificates, and evaluations) to the area responsible for checking. The information generated serves as input for the internal and/or external audit regarding the effectiveness and accuracy of the actions performed.

Additionally, to support and enhance the different skills of employees and thus improve the execution of their work, the company has the following programs for specific audiences:

All Suzano Employees

- Familiarization Program: introduces new employees to the Suzano culture. Welcomes and prepares them to begin their journey at the company.
- Suzano Talks: an initiative that consists of inviting entrepreneurial people from various fields of activity to chat with employees on current and disruptive topics, promoting the exchange of ideas and experiences between both parties.
- Safety Training: mandatory training to meet health and safety regulations and ensure a safe work environment for all employees. Besides the basic training, some of the operational-functional categories must undergo other mandatory training on the theme for the proper performance of their functions.

- **Technical Training:** specific training for the respective positions and aimed mainly at the operational public. Example: Productive Maintenance Technique Training.
- **Suzano's Digital Academy:** is a strategic initiative designed to drive digital transformation within the company. Its primary objective is to upskill and reskill employees in key areas of technology, fostering a culture of continuous learning. The Academy focuses on six main pillars: Data, Open Innovation, Agility, Development, Creativity, and Digital Strategy. Through a mentorship program, it aims to provide hands-on, practical experience, equipping employees with the skills needed to thrive in a rapidly evolving digital landscape. Suzano's Digital Academy has successfully delivered, only in 2022, 46 projects and trained 99 out of a total of 110 registered and selected individuals, demonstrating its effectiveness in driving innovation and business performance.

Suzano Leadership Programs

- **ECOA:** is a continuous learning movement for 100% of the leadership, which aims to develop this public through formal or informal experiences in a democratic and transformative way.
- **ELOS and ELOS D+:** specific training and development actions for high-performance or high-potential employees in the company through the development forum. In the case of the ELOS D+ Program, participation is defined to meet the criteria of promoting diversity, equity, and inclusion (focus on women and Black people). Thus, the participants are directed to a career acceleration track through development sessions, coaching, training (online and in person), exchanges with leadership, discussion forums, and specific projects, among others. In 2022, for Elos, we had the participation of 547 leaders in the program out of a total of 667 eligible individuals, with a curriculum of 92 hours of synchronous and asynchronous content, resulting in a 96% acceptance rate in a satisfaction survey. In addition, 63 leaders who participated in the program were promoted, representing 11.51% of total participants. For the ELOS D+ program, we had 251 participants. The program's duration was 32 hours, with active participation from 52% of the target audience. Furthermore, the program facilitated 37 promotions (14.17% of participants).
- **ELOS 4:** accelerated development program for top management. The guiding line of the Program is deep and applied development, which emerges in experimentation, coexistence, dialog, and group action. The dynamics of the initiative for directors involves collective exchanges/Influence speakers, Business Schools (on class/virtual), executive Coaching/Mentoring, and humanized experiences.
- **First Leadership Training:** training to prepare Suzano's leadership about the skills desired for the proper performance of their role as leader.

Programs for the Operational Team

- **Capacitar Program:** aimed at internal training, it seeks to develop labor in our regions of operation through the insertion of training pools at the base of industrial activities (Operation and Maintenance) and to accelerate the training of potential successors for critical positions.
- **Somar Program:** an 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 internal public, the program intends to restruc-

ture the operational development track/route, establishing a robust journey, standardizing best practices, and enabling synergy between operations/processes.

- **New Ways of Learning:** initiative under development at the Industrial Unit (Drying area) aims to facilitate/accelerate learning using new operational training tools (examples: 3D, simulators).
- **Cultivate Training Program:** external training program, which aims to develop labor in our regions of operation, offering the local community professionalization in the functions of Forestry Operators and Mechanics, with the premise of making available immediate labor for operation.
- **Cultivar Acceleration Program:** focused on internal development, it aims to accelerate the operational maturity of new employees in the Forestry area through the insertion of pool training for operators and mechanics.
- **Renew Program:** aimed at developing and training Forest Processes technicians who work as staff with the first leadership (supervisors), supporting the development of the operational base.

Programs for the Administrative Staff

- **Papermaker Academy:** to develop technical and behavioral skills for the paper business through experimentation and reflection that will make the participant more aware and intentional about their abilities at Suzano.
- **Program for the Preparation of Managers in Pulp and Paper (PPGCP, its acronym in Portuguese):** conducted in partnership with the Brazilian Technical Association of Pulp and Paper (ABTCP in Portuguese), this program aims to promote the development of newly graduated professionals in Chemical Engineering or Production in topics related to the Pulp and Paper business, to allow better and faster integration of these people to the corporate environment. As part of the scope, the members receive training on the Pulp and Paper sector, Sustainability, People Management, Managerial Aspects, Recovery and Utilities, Nanotechnology, Biorefinery, and Self-Knowledge. It also carries out technical visits to companies in the sector.
- **Program for the Preparation of Forestry Managers (PPGF in Portuguese):** aims to train young forestry engineers in the contents and processes of the forestry business to act in the sector, accelerating the process of adjustment and preparation for their professional experience.
- **Gente que Cuida de Gente:** training and learning program for the HR Business Partners of Suzano to supply tools and guidelines for a more strategic performance and thus equalize the work format in the different business areas.
- **Trainee:** it is an induction program that aims to train and accelerate the growth of future company leaders to work throughout the business. It lasts 18 months, and, in its development proposal, actions are listed such as a month of adaptation, mentoring, training in Emotional Intelligence and Self-Knowledge, Negotiation and Influence, Decision-Making, and Project Management, among others, as well as the Action Learning project (implementation of a project with business impact).
- **Young Executives:** its objective is to form a pipeline of leaders to work at Suzano. The 12-month 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 industry, this is an integrated training in technical lines, soft skills, self-knowledge, leadership, and cross-vision. It is the result of discussions of the internal Pulp Production Working Group, within the Digital and Next Genera-

tion levers, to work on professional acceleration, technical knowledge, formation of a succession pipeline, and attractiveness to the pulp area, besides the synergy between units. At the end of the 11 months, each participant will deliver an Improvement Project in the Pulp area.

- Intern Development Track: a development plan map for the Superior Internship Program, its main objective is to serve as a guide for each intern along the way at Suzano. It has several stages: Welcome Day; mentoring; advanced introduction; meetings with sponsors; Ambassador League; training (Routine, Project Management, and Presentation Techniques); development management; and it is completed with the construction and presentation of the Challenge Project (project developed during the internship to meet some demand/opportunity in the area/business).
- Academia Bens de Consumo (ABC): in partnership with other companies in the sector, it is an integrated training program in technical lines, soft skills, self-knowledge, leadership, and cross-vision. To work on professional acceleration, technical knowledge, succession pipeline formation, and attractiveness to the Consumer Goods area, besides the synergy between units.
- Green Berets: a program that seeks to prepare in-depth employees through specific training with renowned specialists in the market. The approached modules deal with the plant's process, equipment, chemical balance, and best practices employed in several situations, as well as soft skills, aiming to develop and enhance the knowledge of those who work directly in the production process.

With the variety of programs and development opportunities that Suzano has, it is necessary to constantly curate the content and training sessions. Therefore, there is currently a collaboration between the area responsible for People and Management and the technical specialist for the topic for this analysis and validation of content, also provided for in the company's Training Policy. Furthermore, a permanent process of listening to the employees is carried out through reaction evaluations and comments about the training sessions. These, in turn, allow the participants to expose their complaints, comments, suggestions, and compliments, always anonymously.

Suzano's main goal is to guarantee that 100% of its employees complete the mandatory training and the Safety Standards (NRs) training.

Moreover, in 2023, we intend to change the development structure, making it more organic and continuous, adding the concepts of Long Life Learning and Reskilling.

#LAND USE

Forest Area on Indigenous Land



SASB Dimension

Rights of Indigenous Peoples

SASB Code

RR-FM-210a.1

SASB Sector

Forest Management

Context

Suzano has no forest areas located within the perimeter of territories considered to be indigenous lands.

Forest Area on Indigenous Land ¹

	2019	2020	2021	2022
Own area	0	0	0	0
Leased area	0	0	0	0
Administered area	0	0	0	0
Total	0	0	0	0

1. Source: National Foundation of Indigenous Peoples (Funai) - January 2023 - Certified Indigenous Lands.

Land Use Management



GRI Dimension

Material Topics

GRI Code

3-3

Context

Responsible socioenvironmental conduct and the generation of shared value are part of Suzano's business strategy. The company recognizes its forests' value, both in the conservation of their natural resources and in the supply of sustainable eucalyptus wood - its main raw material.

Therefore, the company is committed to a [Zero Deforestation Policy](#) and to adopting the best forest management practices, establishing its plantations exclusively in areas previously occupied by other uses. Likewise, Suzano also undertakes to purchase wood from plantations established in areas previously anthropized or that conversion, if any, has not occurred after the publication of its [Wood Supply Policy](#).

To ensure that deforestation is absent in its value chain, besides providing transparency in its activities to stakeholders, the company has been publishing, since 2020, the Zero Deforestation Annual Report. This report is produced from an analysis of public data on deforestation in Brazil, cross-referenced with its operational base. For more information, access the [2020](#) and [2021](#) Zero Deforestation Annual Report.

Suzano operates in compliance with legislation, standards, and commitments undertaken and is committed to forestry initiatives widely recognized internationally [Forest Stewardship Council® (FSC®) and Programme of Endorsement for Forest Certification (PEFC)]. Furthermore, to monitor Brazilian regulations at the municipal, state, and federal levels and maintain contact with stakeholders for risk mapping and decision-making, the company relies on the support of software called Âmbito.

Currently, Suzano's operations are located in Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul, Minas Gerais, Pará, São Paulo, and Tocantins States, comprising 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 and applicable laws.

The Program covers 100% of wood suppliers. The contracts with suppliers include clauses for compliance with the legislation in force. In some cases, Suzano assists in regularizing the situation before signing the partnership. This control is evaluated by customers, investors, and internal and external auditors of the voluntary forestry certification standards.

Therefore, when acquiring wood for its production processes, the following principles are followed:

- Comply with all applicable legislation and binding international agreements

- Do not convert native areas for commercial use
- Produce exclusively from wood originating from forest plantations
- Do not compromise recognized areas of high conservation value
- Identify the origin of wood and ensure that the entire supply chain is traceable
- Respect property rights, peaceful tenure, and land use
- Respect human rights
- Ensure workers' civil rights, 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 silvicultural and wood supply operations do not cause deforestation
- Conduct field visits to demonstrate documentary compliance

The evaluation, monitoring, and compliance with regulatory issues are also evaluated in Suzano's Integrated Risk Management and comply with the certification mechanisms focused on the topic, such as FSC® and PEFC, that attest to the company's conduct in the development of forest products, respecting the regional environmental, social and economic aspects. In these cases, the company is annually audited based on pre-established and public environmental, social, and economic performance standards.

In recognition of the potential impact of its operations on forests and other natural habitats, based on its [Corporate Environmental Management Policy](#), Suzano establishes for each activity developed, based on the theory of the mitigation hierarchy, a risk evaluation and determination of measures for prevention, mitigation, adaptation, restoration and compensation of adverse impacts, as well as enhancement of beneficial impacts. Suzano believes that a more just and sustainable world is built upon transforming the entire society's attitudes. That is why the company invests in the social development of its operating areas. The purpose of its social strategy is to promote with its partners the social development of the company's operating areas by strengthening relationships with the communities and investing in education and opportunities for work and income.

The relationship programs are built on a community engagement methodology, representing a deeper, inclusive and ongoing structured relationship that establishes Suzano as a partner in local development. This happens in practice from the organization of a cycle of structured dialogues, which have as objectives the sharing of information, the definition of 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 enhance the local development of the neighboring communities, Suzano conducts various programs and initiatives for work and income, culture, sports, and education for rural, urban, and traditional communities and indigenous peoples. Some examples are the Beehives Program, the Sustainable Settlements Program, and the Agente do Bem Program.

The following table exemplifies the commitment to zero deforestation since in none of the regions where the company operates there is the use of the natural forests for wood production.

Total area of natural forest designated for wood/fiber production, by forest management unit

	2019	2020	2021	2022
	ha	ha	ha	ha
São Paulo	0.00	0.00	0.00	0.00
Mato Grosso do Sul	0.00	0.00	0.00	0.00
Espírito Santo - Bahia	0.00	0.00	0.00	0.00
Maranhão	0.00	0.00	0.00	0.00

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 over one million hectares of native vegetation, corresponding to roughly 40% of its total area.

Standing Timber Inventory

SASB Dimension

Activity Metrics

SASB Code

RR-FM-000.B

SASB Sector

Forest Management

Context

The indicator is composed of the total volume of bark in timber from Suzano's forests throughout Brazil.

Standing Timber Inventory¹

	2019	2020	2021	2022
	m ³	m ³	m ³	m ³
Total	123,399,205.00	133,328,645.00	136,165,618.94	132,176,120.95

1. For the indicator, the total volume of timber with bark was considered.

Additional information

Stock reduction is observed between 2021 and 2022:

- Approximately 88% reduction was due to the deactivation of areas (demobilization);
- The rest of it (12%) is due to stock reduction in São Paulo State.
 - o São Paulo productivity has been impacted mainly by the underperformance of the conduction forests and by the water deficit in the region.

Total Land Area Used for Production of Basic Plant, Animal or Mineral Commodities



Stakeholder

Planet

Total planting area within outgrower schemes¹

	2020	2021	2022
	ha	ha	ha
Total	1,472,160.00	1,441,727.00	1,583,649.00

1. Data source: CAD01A - December 2022. Accounts for planted and available area, except market wood, without Veracel.

Total planting area within outgrower schemes



Total planting area within outgrower schemes

	2020	2021	2022 ¹
	ha	ha	ha
Maranhão, Pará and Tocantins Units	13,305.00	12,091.00	11,440.00
Bahia, Espírito Santo, Minas Gerais and Rio de Janeiro Units	97,661.00	96,130.00	86,987.00
Piauí Unit	3,508.00	2,384.00	1,527.00
Rio Grande do Sul Unit	3,448.00	3,448.00	3,448.00
São Paulo Unit	7.68	6.36	4.72
Mato Grosso do Sul Unit	407.00	53.00	0.00
Total	126.01	120.46	108.12

1. Source: Closing December 2022. CAD01 modality Total Development.

Additional information

In 2020, the variation in value was due to the deactivation of most development contracts in Rio Grande do Sul. In 2021, the base register was from the closing of December 2021.

In previous years, this indicator did not include the development base in São Paulo and the region of Três Lagoas and the Cerrado Project, both in Mato Grosso do Sul, for being almost inexpressive about the company's total base. However, we think it is important to report the total base as the company's monthly closings. For this reason, in the 2022 figures, we have inserted the regions of São Paulo, Três Lagoas, and the Cerrado Project in the reporting.

#USE OF AGROCHEMICALS

Management over agrochemical use



GRI Dimension

Material Topics

GRI Code

3-3

Context

The use of agrochemicals at Suzano is used to combat factors that reduce - and in some cases limit - the company's eucalyptus production, such as pests (represented by 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 to be controlled, develop tools for quick detection and perform population monitoring (identifying issues such as incidence and severity of infestation).

Based on this monitoring, we also carry out target control, whether by biological, genetic, physical, cultural, or chemical strategy, **prioritizing biological control whenever possible. The usage of agrochemicals is recommended by a specialized team, based on compliance with national, international and certifier policies.** The operational teams, indicators are generated relating to the use of this type of input in the company, evaluated annually by external auditors.

We strictly follow the FSC® (Forest Stewardship Council®)¹ Pesticides Policy and the PEFC/CERFLOR (Brazilian Forest Certification Program) Pesticides Policy, which have their own rules on the use of agrochemicals. We also comply with the current Brazilian legislation, which regulates the registration and use of agrochemicals in the country and counts on the participation of MAPA (Ministry of Agriculture), ANVISA (Ministry of Health), and IBAMA (Ministry of Environment). Besides voluntarily adhering to the certifications already mentioned, we are part of other initiatives that work technically with the issue of responsible use of agrochemicals. These include:

- Forest Protection Research Program (Protef, in Portuguese acronym): linked to the Forest Research Institute (Esalq-IPEF, in Portuguese), it focuses on the sustainable management of pests, diseases and weeds;
- Forest Defense Committee of the Brazilian Tree Industry (IBÁ, in Portuguese acronym): a group of companies from the forestry sector that discusses issues and aligns strategies for technical positions regarding the Ministry of Agriculture's chemical policy, providing an environment for discussions and advances on the subject;

- 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 (e.g.: UFV, UNESP, UFLA, ESALQ/USP, UFGD, UFES, UFVJM, Clonar, etc).

We are committed to maintaining a technical foundation behind our recommendations involving agrichemical use. That is why any product used in our activities must appear on a technical list reviewed and managed by a qualified professional designated for this purpose. This list contains all the agrochemicals that are approved for use at Suzano - according to the policies we follow - and, whenever it is updated, a communication is made to the person responsible for the acquisition of 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 through the selection of clones that present a certain level of resistance to pests and diseases. Thus, considering that environmental factors (such as temperature, humidity, and fire occurrence, among others) can favor or hinder biological control, we evaluate which control method is most appropriate for each field scenario and each target to be controlled. As a result of these actions, in 2022, we will reach a production of 205 million natural enemies, released on 296,021 hectares. Regarding genetic control, in the same year, we evaluated the resistance to diseases and pests in potential new clones and seedlings from different progenies.

In 2022, the investment in people and infrastructure allowed us to expand the preventive strategies of genetic control (Project FenomicS) and biological control (Project Biocontrol). Furthermore, we have made the risk alerts of some pests and diseases operational and dynamic, allowing for more agile and targeted decision-making, which will enable us to act to control these diseases in smaller outbreaks.

Note

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.

#COMMITMENT TO RENEWING LIFE

FOR PEOPLE

Boost education

INCREASE THE BASIC EDUCATION DEVELOPMENT INDEX (IDEB) BY 40% IN ALL PRIORITY MUNICIPALITIES BY 2030⁴

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.

The Basic Education Development Index (Ideb), created in 2007, by the Anísio Teixeira National Institute for Educational Studies and Research (Inep), was designed to measure the quality of national learning and to establish goals for the improvement of basic education. The Ideb is a national reference indicator that enables the monitoring of the quality of education and is calculated every two years based on two components: the school performance rate (approval) and the performance averages (proficiency in Portuguese and Mathematics) on exams applied by Inep.

Suzano believes that in order to eradicate poverty, it is necessary to interfere structurally in education. In order for children and young people to continue studying, opportunities that generate an increase in family income are necessary. Therefore, Suzano invests in improving the quality of public education through the Suzano Education Program (PSE, in Portuguese acronym).

PSE has the goal of providing a comprehensive education for students during the different stages of life, considering the intellectual, physical, emotional, cultural and social aspects. To do this it works on the professional qualification of public school managers and educators, on the articulation between sectors (Education, Health, and Social Assistance) and on stimulating families and communities to participate¹ more in school life. The methodology is based on an educational diagnosis and on prioritizing common challenges of groups of municipalities that integrate the Arranjos de Desenvolvimento da Educação (ADE) and that, jointly, 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 2030⁴.

Results in 2022

During the second half of 2022, the Ministry of Education released the Ideb results based on the assessment applied by Inep, in 2021, allowing the first result measurement of the goal of increasing this index by 40% in all the municipalities considered to be priority until 2030.

A methodology for monitoring the Commitment was designed with intermediate goals⁵, which allow for periodic performance monitoring of those municipalities participating in the PSE that have reached the goal of 4.7 projected for the corresponding year.

Among the expected results in the Theory of Change (TdM) are city leaders convinced of the value and engaged in the implementation of the Education Development Arrangement (ADE). In this sense, it is worth noting the Cooperation Agreement that formalizes the legal constitution of the ADE of São Paulo, which is now called ADE 5+SP, as a public management instrument to ensure the right to quality education - an important achievement to foster regional educational policies. Furthermore, 100% of the ADEs, which participate in the Program, have prepared long-term Strategic Plans for educational improvement.

The TdM is also expected to result in municipal technicians being equipped to promote social engagement in school communities. In 2022, about 90% of the participating municipalities carried out intersectoral initiatives, contributing to a systemic action to strengthen social protection networks in schools, focusing on the comprehensive development of students.

It is also expected that school managers are prepared to conduct democratic management for learning. Thus, the PSE held the training of school managers on extra-school conditions, such as food insecurity, school exclusion, child labor, social exclusion, and ethno-racial inequality, allowing the recognition of the role of the school in social protection network.

The PSE has impacted nearly 200 thousand students in 888 schools in municipal public education networks throughout Brazil. More than 3,000 educators, including education secretaries, technical teams, school managers, and teachers have participated in the Program's trainings, promoting educational public policies and improving their pedagogical practices in the classroom.

KPI Tracking

	2020	2021	2022
		%	
Percentage advance in IDEB scores	n/d	4.70%	n/d

Our plans for 2023

Continue to implement the Program in the territories, focusing on challenges prioritized by the Arrangements, strengthening its governance and supporting educational managers in carrying out initiatives foreseen in the Strategic Planning. With the intersectoral groups, we intend to work towards the consoli-

dation of protection networks, guiding public policies to ensure rights and seek democratic management.

1. The Suzano Education Program considers civil society's engagement as essential in the education development process.
2. The municipalities were defined considering criteria from the municipalities prioritization matrix for social investment used by Suzano and the goal established by the Ministry of Education of a 6.0 Ideb score.
3. As a baseline, we considered the IDEB results calculated in 2019.
4. Since this indicator is published every two years, we set up 12 monitoring and evaluation indicators that will be systematically monitored on an annual basis.
5. Evaluation of IDEB results of the municipalities participating in the PSE is recorded in the Technical Note produced by Metas Sociais, the consulting firm hired to design the projection of this Commitment.

Decrease poverty

LIFT 200,000 PEOPLE OUT OF POVERTY LINE IN OUR AREAS OF OPERATION.

Our progress

14.8 %

Context

In 2021, Brazil will have reached the highest number of people living in poverty since the beginning of the historical series in 2012. The data are from the Map of New Poverty¹, a study developed by the Getúlio Vargas Foundation (FGV in Portuguese acronym). According to the document, the number of people with per capita household income of up to R\$ 497 per month reached 62.9 million Brazilians in 2021. Compared to 2019, the figure grew by almost 20%. Despite being among the 15 largest economies in the world, Brazil is considered one of the most unequal countries on the planet. According to the World Inequality Report (2022)², made by the World Inequality Lab, the richest 10% in Brazil earn almost 59% of the total national income, while the poorest half has less than 1% of the country's wealth.

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

We used the global monetary poverty reference adopted by the World Bank and ratified by the Brazilian Institute of Geography and Statistics (IBGE), of US\$ 5.50 per day or BRL 486 per month of per capita family income (2022)³. The calculation uses the average monthly income, understood as the total income of household residents from work and other sources of income generation, divided by the number of residents.

Informations

Scope

Expand the scope¹ of our income generation programs aiming to lift people out of poverty², taking into consideration the levels of economic development and social transformation achieved in the regions where we operate.

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 that can be replicated and expanded in different municipalities. The projects are within seven programs that cover regional characteristics and their socioeconomic vocations:

- Sustainable extractivism;
- Inclusive recycling;
- Women and youth entrepreneurship;
- Supply networks;
- Service 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 2022

With the new social strategy, the Supply Networks (Biodiverse Agriculture), Sustainable Extractivism, and Suzano Value Chain programs stood out. Regionally, the States of Bahia, Maranhão, and São Paulo exceeded their targets, leveraging the results for the year. It is worth mentioning that the Cerrado Project, in Ribas do Rio Pardo (MS), was outstanding for including a social component in the hiring of employees and service providers in the Suzano Value Chain, which contributed towards removing over 4,000 people from the poverty line.

In 2022, we doubled the number of people who benefited from social programs. In total, there were more than 47,000 beneficiaries and 18,341 people removed from the poverty line.

Additionally, we have expanded the commercialization of products/services in the local and regional (urban and rural) market, advanced the partnerships and the incubation and acceleration model for social impact businesses, and achieved the intermediate results expected by the Theory of Change.

The total cumulative number of people lifted out of poverty is 29,633 since 2020, which is 14.8 % ahead of the Commitment's target.

Also in 2022, the Theory of Change (ToC) was constructed to materialize the impact outcomes of the

poverty reduction commitment. The method makes visible the path needed to achieve effective social transformation in the short term (1-2 years), medium term (5 years), and long term (10 years). The first step in applying ToC is to admit that a social problem exists. Then a purpose and a vision of impact are established.

KPI TRACKING

KPI Follow-up:	2020	2021	2022	Accumulated
	overall number	overall number	overall number	overall number
Number of people lifted out of poverty line	2,285	9,007	18,341	29,633

Our plans for 2023

In 2023, we will continue to work with a focus on scalable solutions that have a direct impact on reducing multidimensional poverty, and that can be replicated and expanded in different communities in partnership with companies, civil society organizations, associations and cooperatives, and public authorities, among others.

Moving forward with the Theory of Change, the expectation is that Suzano's areas will create integrated opportunities for income generation when hiring employees and suppliers. Furthermore, we will continue to work on strengthening the Social Organizations in the territories for social participation, fund raising, and management, expanding their autonomy and scope.

1. Poverty Map <https://cps.fgv.br/MapaNovaPobreza>
2. World Inequality Report (2022) - <https://wir2022.wid.world/download/>
3. Synthesis of Social Indicators, published annually by IBGE (Brazilian Institute of Geography and Statistics) and released in November or December, based on surveys conducted until the previous year. The most recent publication, which includes poverty indicators with data from PNAD Continuous 2021, was released on December 2, 2022 (IBGE, 2022b).
4. Aiming at greater transparency and alignment of procedures, we adjusted the goal horizon from 2020 to 2030. This does not mean that Suzano has not removed people from the poverty line before. It only means that, for the governance and effect of the target, the removals will be accounted for as of 2020 (the year the target is announced), enabling a more effective evaluation and monitoring of its results in terms of poverty eradication and making the target more ambitious.

Promote diversity, equity and inclusion

- ACHIEVE 30% WOMEN IN LEADERSHIP POSITIONS (FUNCTIONAL MANAGERS AND ABOVE).
- ENSURE A 100% INCLUSIVE ENVIRONMENT FOR PEOPLE WITH DISABILITIES.

Our progress

54.9 %

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.

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

We believe that increasing the number of women in leadership positions promotes gender equity 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 2022

By 2022, we reached 23.6% women in leadership positions (functional management and above), which represents an advance of 7.8 percentage points in the achievement of the commitment and 4.9 percentage points over the previous year. We had significant advances through the career acceleration programs for 164 women focusing on the development of soft skills, as well as a higher number of admissions once we established a more diverse shortlist in the selection processes. Furthermore, all leadership has diversity, equity, and inclusion goals that include increasing the representation of women in leadership positions.

KPI Tracking

KPI Follow-up:	2019	2020	2021	2022
	%	%	%	%
Percentage of women in leadership (%)	15.80%	19.10%	22.50%	23.64%

Our plans for 2023

In 2023, we will revitalize the ELOS D+ program, which aims to accelerate women's careers with a focus on mentoring and getting closer to the board, by reviewing the modules. In addition, we will expand our actions to increase the number of female resumes in our talent bank. We will also create challenge goals per department focusing on areas with the lowest percentages of women in leadership. We will continue to target women in the shortlist for internal and external processes for leadership positions. Another initiative is Suzano's new potential management model (Sommos Desenvolvimento), which will accelerate our diverse talents.

We aim to increase women's representation in the general staff and to increase the number of women in initial leadership positions. For this reason, we will work on the other hierarchical levels to favor the training of future leaders.

1. At Suzano, the information on diversity and inclusion is collected in an integrated and digital manner, allowing for real-time monitoring of results.

- **ACHIEVE 30% BLACK¹ PEOPLE IN LEADERSHIP POSITIONS (FUNCTIONAL MANAGERS AND ABOVE)**

Our progress

19.5 %

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.

Because of slavery in Brazil's colonial period, there was a process of Black people marginalization. As a consequence, an abyss of inequality opened up in the access to quality education, basic sanitation, a minimum income, and to health care. This scenario is reflected in the labor market until today, which can be verified by 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 in the target the positions of functional manager and above. At Suzano, we have the following ranks in their respective hierarchical order: Functional Manager, Executive Manager, Functional Director, Executive Director, and Chairperson.

We believe that increasing the number of Black people in leadership positions promotes racial inclusion at decision-making levels, which brings more representation 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 2022

In 2022, we reached 20.9% of Black people in leadership positions (functional management and above), representing an advance of 2.2 percentage points in the achievement of the commitment and 6.1 percentage points in the previous year. We had significant advances through the career acceleration programs for 109 Black people, focused on the development of soft skills, as well as a higher number of admissions once we established a more diverse shortlist in the selection processes. Moreover, every leadership has diversity, equity, and inclusion goals that include increasing the representation of Black people in leadership positions.

KPI Tracking

KPI Follow-up:	2019 ³	2020	2021	2022
	%	%	%	%
Percentage of African descent in leadership (%)	18.70%	18.30%	19.70%	20.92%

Our plans for 2023

In 2023, we will revitalize the ELOS D+ program, which is designed to accelerate the careers of Black people, with a focus on mentoring and getting closer to the board of directors, by reviewing the modules. Additionally, we will expand our actions to increase the number of resumes of Black people in our talent bank. We will also create challenge goals per department, focusing on areas with lower percentages of Black people in leadership. We will continue with the target of Black people on the shortlist for internal and external processes for leadership positions. Another initiative is Suzano's new potential management model (Sommos Desenvolvimento), which will accelerate our diverse talents.

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.

- ENSURE A 100% INCLUSIVE ENVIRONMENT FOR LGBTQIAP+ PEOPLE.

Our progress

23.7 %

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 LGBTQIAP+ people.

Informations

Scope

The measurement of the inclusive environment is done using a perception survey, which considers the responses of the employees to Suzano’s internal practices to promote this culture, along with personal experiences in the work environment.

Baseline

92.4% inclusive environment, according to the survey methodology (2020)¹.

Ambition

Ensure 100% inclusive environment for LGBTQIAP+² people - from 92.4% to 100% by 2025.

Results in 2022

In 2022, we reached a 94.2% favorability in the inclusive environment for the LGBTQIAP+ public, representing an increase of 1.8 percentage points compared to the baseline and 0.6 percentage points compared to the previous year. The results were driven by strategic actions designed based on the results of the survey from the previous year, considering education and awareness raising on the topic, active listening, welcoming, and mobilization at Suzano’s units, in addition to hiring LGBTQIAP+ people in gateway programs and holding programming focused on LGBTQIAP+ Pride month (June).

KPI Tracking

KPI Follow-up:	2020	2021	2022
	%	%	%
Percentage of LGBTQIAP+ inclusive environment	92.40%	93.60%	94.20%

Our plans for 2023

We will continue to structure action plans and initiatives focused on the main opportunities highlighted in the survey, especially on the experience fronts of this audience.

1. At Suzano, information on diversity and inclusion is collected digitally and in an integrated manner, allowing real-time monitoring of results.
2. At Suzano, we opted to use the acronym LGBTQIAP+, which includes lesbian, gay, bisexual, transgender, queer, intersex, asexual, pansexual and "+", symbolizing all other sexual orientations, identities, and expressions of gender.

- ENSURE 100% ACCESSIBILITY FOR PEOPLE WITH DISABILITIES.

Our progress

38.6 %

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 accessibility the right that ensures that people with disabilities can live independently and exercise their citizenship, whether in urban, school, professional, or leisure spaces. We believe that guaranteeing this right to our employees is essential to promote inclusion.

Informations

Scope

Analysis of adherence to the common spaces at Suzano units about the Brazilian regulatory standard NBR 9050, of the Brazilian Association of Technical Standards (ABNT), which defines the aspects of accessibility that must be observed in buildings, with the definition of specific technical criteria for circulation areas, loading and unloading, door widths, the height of fixtures, furniture, signage, and types of flooring, among others. Through adherence analysis, the percentage of accessible spaces is determined.

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 2022

In 2022, we worked on the metric review of indicator calculation according to NBR 9050, which establishes that accessible areas must be all common areas, i.e., with ample circulation of people. Thus, we adjusted our indicator and removed from the scope the restricted areas, which do not allow the circulation of all people due to security issues. Additionally, we created a way to manage the adequacy works that allow us to follow up more frequently on the achievements.

We ended the year with 62.7% of accessible areas, representing a 39% advance over the baseline. As the main year's deliveries, we can highlight the advances in the Aracruz (ES), Jacareí (SP), and Suzano (SP) units, as well as Neblinas Park (SP), in which the accessibility indicator reached the mark of approximately 40%. Moreover, all the units mentioned above achieved full compliance with the work scope proposed for the year. Among the main works that leveraged this result, we can cite the adaptations in the entrances, administrative buildings of the Juntos & Misturados (open office concept with integration of the different business areas), outpatient clinic, and inclusion of audiovisual alarms, among others.

KPI Tracking

KPI Follow-up:	2020 ²	2021 ²	2022
	%	%	%
Percentage of accessibility (%)	39.20%	51.90%	62.70%

Our plans for 2023

Based on what was accomplished in 2022, we will continue to analyze the adequacy of the structures to establish and monitor action plans, considering the particularities and priorities of each unit. Our performance will continue to be focused on interventions and/or necessary renovations in the common areas of our operations.

1. In the Mapping Review made in March 2022, we identified that the scope of action included restricted access areas. Thus, we removed these locations from the scope, keeping only the common areas, as stipulated by NBR 9050. With this, we adjusted the values for 2020 and 2021.
2. The values for 2020 and 2021 were revised. We revised the indicator metric, adjusting the scope according to NBR 9050. Thus, the restricted areas (operational areas) were removed from the scope and only the common areas, which are of free circulation for all people, were kept.

- ENSURE A 100% INCLUSIVE ENVIRONMENT FOR PEOPLE WITH DISABILITIES.

Our progress

24.4 %

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, gen-

der, religion, sexual orientation, age, place of birth, or disability, among others.

We consider an inclusive environment to be one in which all people can feel welcome, respected, and safe to be who they really are, regardless of individual 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 using a perception survey, which considers the employees' responses to Suzano's internal practices to promote an inclusive culture, along with their personal experiences in the work environment.

Baseline

91.8% inclusive environment (2020).

Ambition

Ensure 100% inclusive environment for people with disabilities - from 91.8% to 100% by 2025.

Results in 2022

In 2022, we achieved a result of 93.8% favorability in the inclusive environment for the PwD public, representing an increase of 2.0 percentage points compared to the baseline and 0.8 percentage points compared to the previous year. The results were driven by strategic actions, which included training programs for gateway opportunities in our operational base, reinforcement in the landing policy, replacement of PwD talents, and online and face-to-face awareness events, such as conversation wheels at the units.

KPI Tracking

KPI Follow-up:	2020	2021	2022
	%	%	%
Percentage of inclusive environment (%)	91.80%	93.00%	93.80%

Our plans for 2023

We will continue to structure action plans and initiatives focused on the main opportunities highlighted in the survey, especially on the experience fronts of this audience.

FOR PLANET

Caring for the water

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

Our progress

8.2 %

Context

Guaranteeing the water renewal cycle is essential for life on the planet and for our production process. Eucalyptus and native forests play an essential role in this cycle. Our forests cover more than two million hectares in Brazil, and we know that some territories are subject to a lack of water 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 the critical ones: historical hydrological monitoring data, occurrences of complaints by the communities in the region, and the company's occupation relevance in the watershed. Forty-four critical watersheds¹ were selected, and a diagnosis was made for each one, with technical recommendations for management actions that directly impact the water balance. Among the main ones, we highlight the demobilization that foresees the closure of Suzano's operations in some areas, the application of age mosaics to reduce the pressure of water demand, and the reduction of planting density, which reduces the number of trees in the same area. In this way, the company has assumed the commitment to anticipate and apply local mitigating and/or transformative measures to prevent water restriction events.

Informations

Scope

Implementation of forest management recommendations in Suzano's planting areas, to increase the availability of water in 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 watersheds mapped as critical until 2030

Results in 2022

In 2022, the actions implemented at Suzano units had as their main aspect changes in the arrangement

of forest plantations, designed to reduce the density of trees in critical watershed areas. As a result, we achieved 8.2% of the target KPI, representing 7,084 hectares.

Furthermore, we worked during the year to guarantee the insertion of specific management premises in the company's Strategic Forestry Planning to increase water availability in the watersheds. We expanded the studies to measure the use of forest water by medium and high-resolution satellites and statistical models to define the amount of water available in critical watersheds. Despite the developments in water monitoring through this technique, more research is needed to expand the accuracy and indicators of water availability.

KPI Tracking

KPI Follow-up:	2020	2021	2022	Accumulated
	%	%	%	%
Percentage of Managed Areas	0.00%	7.30%	0.90%	8.20%

Our plans for 2023

In 2023, the main planned actions are:

- i. Implementation of age mosaic management in the areas determined by the Strategic Forestry Planning;
- ii. Continuity of the execution of research and development (R&D) projects to increase the accuracy of tools for checking the evolution of management actions adopted (procedural modeling and satellite);
- iii. Installation in the field ("in situ") of checkpoints watersheds for monitoring water availability in critical watersheds.
 1. Watersheds considered critical are subject to water unavailability due to natural characteristics (such as climate and soil type) and type of land use (such as the implementation of pastures, crops, etc.). Suzano is focusing on watersheds with significant occupation by the company (equal to or greater than 30%) so that the practices adopted by the forest management 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 management actions for the goal context:
 - i) Extend the diversity of forest ages;
 - ii) Reduce the density of forest plantations;
 - iii) Reduce the amount of forest in the watershed;
 - iv) Extend the forest growth cycle;
 - v) Extend the period for planting the new forest after the previous harvest.

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

Our progress

87 %

Context

Guarantee the renewal cycle of water is essential for life on the planet and also for the production process of Suzano. 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 understand that reducing water consumption in our operations is fundamental to reducing the water footprint of our products and helping reduce the risk of water shortage in the regions where we operate.

Informations

Scope

Specific water withdrawal (m^3/t), total withdrawal (m^3) per ton of saleable pulp and paper from all Suzano's industrial units.

Baseline

29,8 m^3/t (year: 2018¹).

Ambition

Reduce by 15% the industry's water withdrawal per ton of product - from 29.8 m^3/t to 25.3 m^3/t by 2030².

Results in 2022

In 2022, the total water withdrawal by Suzano was reduced by 3% compared to the volume captured in the previous year. As a result, we ended the year with a specific withdrawal of 25.9 m^3/t , which represents an advance of 87% about the baseline.

The year was quite challenging, with six general shutdowns at the Aracruz (ES), Imperatriz (MA), Jacareí (SP), Limeira (SP), Mucuri (BA), and Três Lagoas (MS) units, which usually favor an increase in specific consumption, since we continue to use water, but without producing. In this sense, the units optimized water consumption during the general shutdowns, applying controls in the process, for example, avoiding overflow from the cooling tower. Furthermore, there was the implementation of projects aimed at optimizing water consumption that contributed directly to the indicator improvement³. We highlight the Imperatriz Unit, which reduced about 7% of water withdrawn with a project to reuse osmosis water for make-up of the cooling tower and the installation of a self-cleaning filter in the fiber line. The Suzano (SP) unit also stood out with a reduction of about 6% in the volume of withdrawn water, through the projects for using clarified water in the highlighting shower and the installation of the Water Treatment Station for the new Taiáçupeba river catchment point.

Finally, we strengthened the practices of governance and management of water use in the industrial units. The theme has gained such relevance that water withdrawal reduction targets have been linked to the variable remuneration of executive directors, the unit's direct leadership and employees. The environmental teams' proximity to the operation has been collaborating with the reduction of deviations and creating robustness for the performance indicator reporting. In this sense, we highlight the Três Lagoas unit's initiative, which, through Artificial Intelligence, sends twice a day a report on the performance of the water indicators to the key consumer areas, contributing to increasing the teams' awareness and, consequently, generating a reduction in consumption.

The search for solutions to reduce consumption is continuous, and the units mapped out the best practices and technologies. Based on this, our engineering team conducted studies on the potential of the projects mapped.

KPI Tracking

KPI Follow-up:	2018	2019	2020	2021	2022
	m ³ /t	m ³ /t	m ³ /t	m ³ /t	m ³ /t
Amount of water captured in industrial operations (m ³ /t)	29,8	29.40	28.60	26.30	25,9

Our plans for 2023

In 2022, engineering studies were conducted for the best available technologies to be implemented in the industrial units where there are still opportunities for improvement. Based on these studies, we will define the planning for the implementation, by 2030, of technology solutions that prove to be viable.

1. At the time the goal was created in 2019, we did not yet have data for the full year. As such, data from 2018 was used for its composition.
2. Several positive factors, such as the increase in the pace of production, resumption of efficient operations after shutdowns, and the prioritization of synergies between the industrial units made it possible to anticipate actions and, consequently, results above those expected for the year. The Specific Water Uptake Commitment was linked to some of the company's financial operations, along with other targets, in the form of a Sustainability-Linked Loan (SLL), issued by Suzano in February 2021 for US\$ 1.57 billion; and a Sustainability-Linked Bond (SLB) issued by Suzano in June and September 2021, in US\$ 1.5 billion. To learn more about these financial operations, please access our Annual Report 2021 (with a direct link in the "2021 Report").
3. For more information about our water use efficiency actions, please visit: [Water and wastewater management in industrial operations](#).

Conserve Biodiversity

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

OUR PROGRESS

0.6 %

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 relevance is subdivided into smaller areas with no connection to each other. This happens as a result of changes in land use and occupation caused mainly by human actions.

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

Suzano's forestry operations cover approximately 2.4 million hectares. Therefore, we understand that it is our role to contribute to the connection of these fragments in order to preserve the biodiversity of the biomes in which we are present and mitigate the risk of species extinction.

Informations

Scope

Given Suzano's entire land area and influence, and the understanding that nature does not recognize boundaries between properties, the commitment's challenge considers priority areas for biodiversity conservation in Brazil in the Cerrado, Atlantic Forest and Amazon biomes. The Commitment's scope includes natural areas of forests and other types of fragmented native vegetation that need to be connected and its respective biodiversity corridors between them, both inside and outside the company's operations, in partnership with different stakeholders.

To meet this target, Suzano is focusing on the Connect, Engage and Protect pillars defined for the Commitment. Based on these pillars, the company will act strategically along six lines: implement biodiversity corridors at the landscape scale; implement biodiverse production models; establish business models that generate shared value; alleviate anthropic pressures on biodiversity; conserve populations of endangered primates and palm trees; and create networks of Conservation Units.

Based on the executive project prepared by the Ecological Research Institute (IPÊ), 500 thousand hectares of native vegetation fragments were mapped and the areas for the implementation of restoration and biodiversity models in productive areas were defined for action along the corridors by 2030. A risk analysis process was conducted to assess feasibility and goal achievement within the estimated time-frame, considering operations on Suzano's farms as well as areas belonging to rural landowners located along the corridors. Suzano already has a controlled matrix of environmental aspects and impacts within its operations. These operations are expected to have positive impacts on biodiversity by converting land use to natural areas and implementing production models that are more favorable to biodiversity. To this end, an annual plan of implementation must be followed to increase connectivity and fully achieve the goal.

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 2022

Over the year 2022, we implemented 179.41 hectares (ha) of restoration in Suzano's protected areas within the three ecological corridors, 73.10 ha of which were in the Amazon biome, 52.56 ha in the Cerrado biome, and 53.74 ha in the Atlantic Forest biome. We also implemented 93.14 ha of biodiverse models in Suzano's eucalyptus production areas in southern Bahia, an area belonging to the Atlantic Forest corridor. In 2022, seven models were designed involving the intercropping of eucalyptus with other crops and species, totaling two models proposed with Agroforestry Systems (SAFs), one agroforestry-pastoral model, and four natural regeneration models.

In another action front, we defined the key or priority primate and palm species that will be monitored along the three corridors. The primate species selected were cuxiú-preto (*Chiropotes satanas*) for the Amazon corridor, bugio-marrom (*Alouatta guariba guariba*) for the Atlantic Forest corridor, and maca-

co-prego (*Sapajus cay*) for the Cerrado corridor. The palm species selected for each corridor were mumbaca (*Astrocaryum gynacanthum*) for the Amazon, maria-rosa (*Syagrus macrocarpa*) and juçara (*Euterpe edulis*) for the Atlantic Forest, and acumã (*Syagrus flexuosa*) for the Cerrado. The initiative, associated to the action line “Conserve populations of endangered primates and palm trees”, takes into consideration the importance and potential for productive and economic biodiversification and, consequently, its potential for sustainable productive management, in the case of palm trees.

In the line of “Establishing business models that generate shared value”, we structured a community business to provide restoration services in the Atlantic Forest corridor, in the state of Espírito Santo, and developed an engagement plan with the rural producers mapped along the corridors. Finally, regarding the action line “Creating networks of protected areas”, we analyzed the legal aspects related to the creation of protected areas in the corridor territory at the federal, state and municipal levels.

KPI Tracking

	2020	2021	2022
	ha	ha	ha
Áreas conectadas	0.00	0.00	312.38

Our plans for 2023

For 2023, our goal is to implement corridor sections with the potential to connect 50,000 hectares of fragments. To this end, we will implement management areas with biodiverse¹ models in eucalyptus plantations and ecological restoration on Suzano and neighboring properties, as planned and recommended in the 2023 planning process that is currently under development. Since the restorations shall begin outside Suzano’s properties, we will put into practice the engagement plan with the landowners mapped along the corridors.

We will also begin to monitor the populations of primate and palm species of interest present in the connected fragments, train specialized surveillance teams, who will begin patrols in an effort to reduce environmental incidents, and map the risk of fires in the corridors and source fragments.

1. Biodiverse models consist of differentiated management of eucalyptus plantation areas, combining different production models (silviculture, fruit farming, livestock, beekeeping, agroforestry systems, among others) and seeking a more efficient use of space and natural resources, such as soil, water, and energy.

Generate clean energy

- INCREASE RENEWABLE ENERGY EXPORTS BY 50%.

Our progress

0 %

Context

Black liquor is a residue from pulp production, composed mainly of lignin and chemicals from the cooking stage. After burning the black liquor in the recovery boiler, the chemicals are returned to the production process, and the steam generated is sent to the turbogenerators to convert thermal energy into electricity. This is the main fuel used by Suzano for power generation, which is complemented by forest biomass, generating clean and renewable energy.

As a result, most of Suzano's units are energy self-sufficient that is, they supply the demand for domestic consumption and still export the surplus to the National Interconnected System (SIN). This export contributes to the country's energy demand and the energy matrix renewability, supporting the transition to a low-carbon economy.

Informations

Scope

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

Baseline

214 MWm (year: 2018¹).

Ambition

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

Results in 2022

In 2022, the overall export result was slightly lower compared to the previous year. The positive highlight is the increase in exports from the Imperatriz (MA) and Mucuri (BA) Units, with a growth of 120% and 15%, respectively, compared to 2021. The Imperatriz unit, in 2021, experienced a problem with its turbo generator, which resulted in a low export volume in the year, which justifies the increase once it returned to its operating rhythm. Together, both units represent 35% of Suzano's exports.

The main impact on the reduction was due to an occurrence in a turbogenerator at the Três Lagoas (MS) unit in the first half of 2022. This unit represents approximately 60% of Suzano's energy exports to the SIN. It is worth noting that in 2022, all the exporting units underwent a general maintenance shutdown, which reduces total energy generation and, consequently, exports.

KPI Tracking

KPI Follow-up:	2018	2019	2020	2021	2022
	MWm	MWm	MWm	MWm	MWm
Renewable electric energy exported (in MWm)	214.00	171.00	193.00	188.80	183.00

Our plans for 2023

In 2023, we have the continuity of the works to implement the new industrial unit in Ribas do Rio Pardo (MS). The Cerrado Project will add an installed power generation capacity of 384 MW, with high-tech and more efficient systems and processes, contributing to the supply of renewable energy to the Brazilian grid. The construction schedule is on schedule, and the start-up of the factory will take place in 2024.

The company's other industrial units continue to seek improvements in processes and efficiency. In this context, exchanges are scheduled for more efficient turbo generators in the Aracruz (ES) and Jacaréí (SP) units, along with the Thor project, an initiative that has as its principle the application of machine learning to optimize the allocation of steam in turbo-generators and, consequently, increase power generation.

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.

Offer renewable products

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

Our progress

0.77 %

Context

When we have innovation at the service of sustainability, we seek solutions through innovability aligned with our purpose of renewing life from the tree.

We know that, from the tree, we can have other products due to its essentially renewable origin, biodegradable in different environments, and with great versatility. These products can potentially impact the reduction of carbon emissions, which is fundamental to combat 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 that can be regenerated in a short period. Increasing the availability of renewable products, as well as those we have traditionally produced in our business, is to enable a transition economy and strengthen 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 tons of products available from renewable sources that can replace plastic and other petroleum-based products - from zero to 10 million by 2030.

Results in 2022

In 2022, we offered about 45,000 tons of renewable products, resulting in an accumulation of about 77,000 tons. We achieved record sales of products to replace plastics, advancing in routes already consolidated, as is the case of products aimed at the markets of cups, straws, and cardboard. Moreover, we launched new products, such as the Greenpack[®] line, which seeks to address new paper options for the packaging markets. Also, in 2022, we implemented an MFC plant in Limeira (SP), as well as MFC and textile fiber plants in Finland with 1,000 tons of capacity with our partner Spinnova. Both plants are in the start-up phase for production throughout 2023.

KPI Tracking

KPI Follow-up:	2020	2021 ²	2022	Accumulated
	t	t	t	t
Tons of products of renewable source	0.00	32,000.00	45,000.00	77,000.00

Our plans for 2023

We will continue to focus on expanding our solutions for replacing plastic and providing the market with more sustainable alternatives, always paying attention to their demands. We intend to keep evolving in the development of papers for contact with food, with the Bluecup Bio[®], Loop[®], and Greenpack[®] lines, and keep advancing in routes such as the Greenbag[®] paper, which emerges as an alternative for bags, sacks, and envelopes, Lin[®], which serves the liner and cardboard core segment aimed at the packaging market, or even TP Cycle, the result of a demand from brand owners related to the cycle closure in the packaging itself. We will also ramp up the new operations of our MFC and textile fiber plants in Finland. Regarding lignin, we keep developing applications to enable the growth of the business. In the bio-oil route, we will continue with engineering studies and developing partnerships for the future approval of the first project.

1. This target includes the cumulative sales of products from renewable sources from 2020 through 2030. This does not mean that Suzano did not offer renewable products before 2020. It just means that, for the governance and effect of the target, we began calculating and accounting for this supply of products as of that year.
2. The indicator value is for the years 2020, 2021, and 2022.

Reduce waste

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

Our progress

83.5 %

Context

We dispose of the waste generated in our operations responsibly and in compliance with all legal requirements. We want to be capable of offering our waste a destination that allows greater circularity, enabling it to be used in other production chains. Thus, we seek sustainable technologies and solutions applicable to industrial residues, which we used to send to our landfills and third parties to promote new uses, such as transforming them into soil acidity correctives and other agricultural inputs. Currently, our forestry operations already use this solution and we have managed to reincorporate in the process that was previously discarded. Furthermore, we use part of our waste as biomass to generate energy (energy recycling) and we have an area in our organizational structure dedicated to selling these byproducts 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 (year: 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 2022

In 2022, we have reached 18.4 kg/t, which represents an advance of 84% about the baseline of the Commitment. The year's main highlights are the composting project consolidation at the Mucuri Unit (BA), which reduced its indicator by 21%, from 59.8 kg/t in 2021 to 47.1 kg/t in 2022. Each month, 10 thousand tons of organic waste are generated at the unit, which is no longer sent to landfills and is now composted in partnership with a specialized company, transforming the waste into fertilizer. We also had a significant improvement in the Imperatriz Unit (MA) because during rainy periods it was not possible to reuse the primary and secondary sludge as biomass, due to the high moisture content. To solve the issue, a drying oven was implemented. Besides, this material started to be burned in the boilers for energy generation during the rainy months.

The Non-Operating Items Sales area (VINO) sold 490,000 tons of waste and byproducts from pulp and paper manufacture, which were initially treated as waste, but have the potential for use as raw material for other industries. As a highlight, 125,000 tons of by-products containing fibers were reused and no longer disposed of in industrial landfills.

In recent years, we have invested BRL 72 million in the construction of waste treatment centers at the Três Lagoas (MS) units, which have been operating at full capacity since the end of 2020, and Imperatriz, which went into operation in the first quarter of 2021.

The Jacareí (SP), Limeira (SP), and Rio Verde (SP) Units stand out for remaining without sending waste to landfills.

KPI Tracking

KPI Follow-up:	2018	2019	2020	2021	2022
	kg/t	kg/t	kg/t	kg/t	kg/t
Industrial waste sent to landfill (kg/t)	44.30	37.00	31.70	20.80	18.40

Our plans for 2023

We will deepen the Technical and Economic Feasibility Studies for the installation of Correction Plants at the Aracruz (ES) and Mucuri (BA) Units. We will also continue to develop studies to find alternatives for the disposal of waste from Suzano's units, including the use of by-products in the manufacture of concrete, cement, and agricultural applications.

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.

Tackling the Climate Crisis

- REMOVE 40 MILLION TONS OF CARBON FROM THE ATMOSPHERE BY 2025

Our progress

55 %

Context

Climate change is a major global challenge. According to the Annual Report on Global Risks of the World Economic Forum¹, the most likely risks in the next ten years are the failure of climate action (1st place) and meteorological extremes (2nd place). The planet has been registering temperature increases, especially due to anthropic actions that promote the emission of greenhouse gases (GHG), resulting in a series of impacts² on natural ecosystems and communities, and the development of economic activities.

The Intergovernmental Panel on Climate Change (IPCC), in its Climate Change and Land³ report, describes that "in all assessed modeled pathways that limit warming to 1.5°C or well below 2°C require terrestrial

mitigation and land use change, with most including different combinations of reforestation, afforestation, deforestation reduction and bioenergy with high confidence.”

Suzano has a significant forest base, with a total area of approximately 2.6 million hectares, which includes eucalyptus plantations (afforestation) and one of the largest privately protected native forest areas in Brazil (conservation and reforestation), with approximately 1 million hectares. For the coming years, we have strategies for. Together, conservation areas and eucalyptus plantations contribute directly to removing and storing carbon dioxide (CO₂).

We understand that everyone has a role to play in combating climate change, and the integrated operation of our business - linking our forests to our industrial units - places us as central players in advancing this agenda. Understanding the importance of effective short-term measures, Suzano reaffirmed its commitment to remove more carbon from the atmosphere than it emits and announced the anticipation in five years from 2030 to 2025 the goal of 40 million tonnes of CO₂e from the atmosphere. We are committed to doing more than neutralizing direct and chain emissions. Our goal is to remove additional, significant amounts of carbon from the atmosphere, thereby contributing to mitigating the global climate crisis.

Informations

Scope

Net carbon removal results from the balance between scope 1 (direct), scope 2 (from electricity acquisition), and scope 3 (indirect emissions) emissions and CO₂ removal through eucalyptus planting and conservation areas.

Baseline 0 (2020⁴).

Ambition

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

Results in 2022

In 2022, from the balance between our Scope 1, 2, and 3 emissions (fossil) and the removals (anthropogenic biogenic) coming from our planted and conserved forests, we obtained a balance of +2,084,729 tonnes of carbon emissions (anthropogenic biogenic). It is expected that there will be a variation over the years because the value varies according to the emissions (Scope 1, 2, and 3) and the volume of removals related, in turn, to forest management, the volume of wood in the field and the increase in our conservation areas. Considering this variation between years, the commitment to remove 40 million tonnes of carbon was developed.

Thus, the result of +2,084,729 tonnes of emissions in 2022 is added to the 2020 and 2021 results of -15,200,312 of CO₂e and -8,896,258 ton CO₂e removed from the atmosphere respectively⁵, resulting in an accumulation of -22,011,839 ton CO₂e of removals.

In 2022, Suzano planted a significant amount of eucalyptus, which will have its removals reported in the 2024 inventory, two years after planting, according to the premise of the methodology. In the balance are planting (with age equal to or greater than two years), forest growth, harvesting, and forest base management of the current year. Thus, the 2022 variation is aligned with the harvesting and wood supply

strategy to meet production demand, in parallel with a movement to expand the forest base that will provide the company with greater resilience and long-term wood supply, in line with its business strategy.

Both GHG emissions and removals in 2022 were third-party verified.

KPI Tracking

KPI Follow-up:	2020	2021 ⁹	2022
	tCO ₂ e	tCO ₂ e	tCO ₂ e
CO ₂ balance	-15,200,312.00	-24,965,691.15	-22,011,839.41

Our plans for 2023

Suzano will continue with its forestry-based expansions, in line with its positioning strategy for 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 this Commitment to Renewing Life.

1. Learn more at: <https://www.weforum.org/reports/global-risks-report-2022>
 2. Source: Intergovernmental Panel on Climate Change (IPCC).
 3. Source: https://www.ipcc.ch/site/assets/uploads/sites/4/2020/02/SPM_Updated-Jan20.pdf
 4. Suzano removed carbon from the atmosphere previously, but for target purposes, removals will be accounted for from 2020.
 5. The calculation of greenhouse gas inventories and removals in planted forest areas and native vegetation areas in 2022 and their respective methodologies were third-party audited, according to the standards of NBR ISO 14064 and the Brazilian GHG Protocol Program, as well as the recommendations of the IPCC Good Practice Guide for Land Use, Land Use Change and Forestry (2003).
 6. The indicator value refers to the accumulated in 2020, 2021, and 2022.
 7. For more information on the accounting methodology, access: Carbon Removals. For further information on the context and Suzano's relationship with Climate Change, access: Suzano pelo Clima.
 8. Source: <https://ghgprotocol.org/land-sector-and-removals-guidance>
 9. Source: <https://sciencebasedtargets.org/sectors/forest-land-and-agriculture>
- **REDUCE BY 15% THE INTENSITY OF THE GREENHOUSE GAS EMISSIONS OF SCOPES 1 AND 2, PER TON OF PRODUCTION.**

Our progress

53.5 %

Context

Climate change is a major global challenge. According to the Annual Report on Global Risks of the World Economic Forum¹, the most likely risks in the next ten years are the failure of climate action (1st place) and meteorological extremes (2nd place). The planet has been registering temperature increases, especially due to anthropic actions that promote the emission of greenhouse gases (GHG), resulting in a series of impacts² on natural ecosystems and communities, and the development of economic activities.

Allied with the need to act in mitigation and adaptation to climate change, the private sector has been assuming a leading role in this agenda and seeking to understand how these issues affect its economic-financial performance and which business strategies can respond to the predicted temperature increase

scenarios. This includes risks and opportunities associated with a climate change resilient and low carbon economy - i.e., oriented to capital generation with less GHG emission intensity.

Seeking efficiency in its processes, Suzano has historically reduced the emissions associated with its production considerably. With a degree of renewability in the energy matrix³ greater than 88% (scope 1), the company's GHG emissions intensity indicators per ton of product produced are currently one of the lowest in the sector, as evidenced by the Transition Pathway Initiative⁴. Suzano already has a low-intensity indicator when compared to its main market competitors.

We understand that fighting climate change⁵ is everyone's role, and the integrated operation of our business - which unites our forests and industrial units - places us as central players in advancing this agenda. Therefore, ensuring that we continue to work on decarbonizing our operations inspires us to develop better solutions.

Informations

Scope

The sum of emissions resulting from our production process (Scope 1) and the acquisition of electricity (Scope 2), mapped annually in the Greenhouse Gas Inventory⁶, compared to the volume of finished products.

Our emissions intensity target is aligned with the Paris Agreement, established in 2015. According to the Transition Pathway Initiative, our emissions intensity is already one of the lowest in the industry.

Baseline

0,2133 tCO₂e/t (year: 2015⁷).

Ambition

Reduce the Greenhouse Gas emissions intensity of scopes 1 and 2 by 15% - from 0.2133 tCO₂e/t to 0.1813 tCO₂e/t by 2030.

Results in 2022

In 2022, our emissions intensity (Scopes 1 and 2) per ton of production was 0.1962 tCO₂e/t⁵. There was an accumulated reduction of 8% in 2022, which represents an advance of 53.5% toward achieving the target.

Suzano had a stable production year, with no representative variation compared to 2021. The emissions had a slight increase influenced by the mobile categories and agricultural activities due to the consolidation of the forest base and a reduction in emissions from industrial machinery in line with modernization processes and efficiency gains.

For energy imports (Scope 2), the units that operate with electricity consumption had a reduction in total emissions since the average emission factor for electricity offered in the National Interconnected System by the Ministry of Science and Technology and Innovations (MCTIC) of Brazil decreased by 66% due to the increase in electricity generation by renewable sources in 2022.

Thus, the company presented a 2% increase in Scope 1 emissions and a 64% reduction in Scope 2 emissions, representing an absolute global reduction (Scope 1 + 2) of 1.5% and a global reduction of the intensity of 1.7% (Scope 1 + 2/production).

The reduction in intensity was higher than that of absolute emissions, following the commitment to maximize efficiency and productivity with lower emissions intensity.

The amount of product considered in the indicator's denominator is in tons. It is important to note that the value represents the sum of the total production of pulp, paper, and consumer goods. This number differs from the production figures disclosed in financial statements, which present the volumes finished and made available to the market.

Our ambition was built using historical data from the former Fibria and Suzano Papel e Celulose. In practice, after the merger, the company became more efficient. The integration of the industrial and forestry processes in the regions where the two companies operated generated gains in efficiency that were reverted into a decrease in our emissions.

KPI Tracking

KPI Follow-up:	Scope 1 and 2 emissions (tCO ₂ e)	Results achieved: tCO ₂ e/t emissions
	tCO ₂ e	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

Our plans for 2023

Suzano will continue to execute initiatives and projects to increase the efficiency of its operations and reduce consumption of fossil fuels, seeking to increase its renewable energy matrix, which currently exceeds 88% for Scope 1. One example is the increased use of biomass and black liquor in energy generation and use of new technologies, such as gasification, in the new plant under construction (Cerrado Project).

We will also continue with our strategy of executing initiatives and projects to increase efficiency in operations and reduce consumption of fossil fuels, such as the Master Plan for the Jacaré (SP) plant and modernizations in Aracruz (ES).

As signatories of the Business Ambition for 1.5°C¹⁰, Race to Zero¹¹ and Science Based Target Initiative (SBTi[®]), we are in the process of analyzing the current methodologies and those under development, such as the SBTi Flag, which may be revised after the publication of the GHG Protocol Land Sector and Removals and the update of the Sectoral Decarbonization Approach tool (1.5°C) for the Pulp and Paper sector. In parallel, we are conducting studies of decarbonization scenarios aligned with the Paris Agreement Goals. We will continue to follow and monitor the publication and updating of methodologies for adapting our commitments.

1. Learn 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 about our energy management, see: Energy Management
4. Source: <https://www.transitionpathwayinitiative.org/sectors/paper>
5. For further information on the context and Suzano's relationship with Climate Change, access: Suzano pelo Clima
6. The Greenhouse Gas Inventory 2022 was verified externally, following the standards of NBR ISO 14064 and the Brazilian GHG Protocol Program, and verified by an independent third party.
7. All information necessary to establish the target was extracted from the Greenhouse Gas Inventories generated by the former companies (Suzano Papel e Celulose and Fibria).
8. The emissions reduction target has a specific objective linked to the financial emissions Sustainability-Linked Bonds (SLB) and Sustainability-Linked Loan (SLL) as of 2020 and 2021, respectively. To learn more about our financial emissions, please see our 2020 Report.
9. <https://sciencebasedtargets.org/companies-taking-action>
10. <https://www.unglobalcompact.org/take-action/events/climate-action-summit-2019/business-ambition/business-leaders-taking-action>
11. <https://unfccc.int/climate-action/race-to-zero-campaig>

