

SUPPLEMENTARY GRI DISCLOSURES

Suzano
2022



GENERAL CONTENTS

GRI 2-2 Entities included in the organization's sustainability reporting

The data reported in the Sustainability Report covers Suzano S/A, which integrates data from national and international operations and offices, Ecofuturo, as well as Facepa, which was fully incorporated by Suzano in 2020. Additionally, in 2021, Futuragene was incorporated by Suzano. In the 2022 cycle, the 2020 and 2021 reports were reviewed, and data began to be reported in a consolidated manner.

Both the sustainability report, composed of the Sustainability Report and GRI Annex, and the company's financial reports include information regarding Suzano, Futuragene, Facepa (fully incorporated by Suzano SA), and national and international offices. Ecofuturo is only considered for sustainability reports and is included in financial statements as a transaction with Suzano Group companies and other related parties.

Regarding the distinctions between the aforementioned reports, all entities included only in the financial statements are listed below, as well as the approach used to consolidate the information. Throughout the sustainability report, the same approach is maintained, and in explanatory note number 3 of the December 31, 2022, financial statements available on Suzano's IR website, details are provided on how the approach adopted considers mergers, acquisitions, and divestitures of entities.

The Company holds equity interests in the following entities:

Entity	Main activity	Country	Type of investment	Accounting method	% equity interest	
					December 31, 2022	December 31, 2021
Caravelas Florestal S.A. ^{(5) (17)}	Industrialization and commercialization of standing wood	Brazil	Direct	Consolidated		
Cellulose Inc.	Nanocrystalline pulp research and development	Canada	Direct	Fair value through other comprehensive income	8.28%	8.28%
Ensyn Corporation	Biofuel research and development	United States of America	Direct	Equity	26.59%	26.24%
F&E Technologies LLC	Biofuel production, except alcohol	United States of America	Direct/Indirect	Equity	50.00%	50.00%
F&E Tecnologia do Brasil S.A.	Biofuel production, except alcohol	Brazil	Direct	Consolidated	100.00%	100.00%
Fibra Celulose (USA) Inc.	Business office	United States of America	Direct	Consolidated	100.00%	100.00%
Fibra Overseas Finance Ltd.	Financial fundraising	Cayman Island	Direct	Consolidated	100.00%	100.00%
Fibra Terminal de Celulose de Santos SPE S.A.	Port operations	Brazil	Direct	Consolidated	100.00%	100.00%
FuturaGene Ltd.	Biotechnology research and development	England	Direct	Consolidated	100.00%	100.00%
FuturaGene Biotechnology Shanghai Company Ltd. ⁽¹⁾	Biotechnology research and development	China	Indirect	Consolidated	100.00%	100.00%
FuturaGene Delaware Inc.	Biotechnology research and development	United States of America	Indirect	Consolidated	100.00%	100.00%
FuturaGene Israel Ltd.	Biotechnology research and development	Israel	Indirect	Consolidated	100.00%	100.00%
FuturaGene Hong Kong Ltd. ⁽⁶⁾	Biotechnology research and development	Hong Kong	Indirect	Consolidated	100.00%	100.00%
FuturaGene Inc.	Biotechnology research and development	United States of America	Indirect	Consolidated	100.00%	100.00%
Ibema Companhia Brasileira de Papel	Industrialization and commercialization of paperboard	Brazil	Direct	Equity	49.90%	49.90%
Maxcel Empreendimentos e Participações S.A.	Holding	Brazil	Direct	Consolidated	100.00%	100.00%
Itacel - Terminal de Celulose de Itaquij S.A.	Port operations	Brazil	Indirect	Consolidated	100.00%	100.00%
Mucuri Energética S.A.	Power generation and distribution	Brazil	Direct	Consolidated	100.00%	100.00%
Paineiras Logística e Transportes Ltda.	Road freight transport	Brazil	Direct	Consolidated	100.00%	100.00%
Portocel - Terminal Espec. Barra do Riacho S.A.	Port operations	Brazil	Direct	Consolidated	51.00%	51.00%
Projétoes Especiais e Investimentos Ltda.	Commercialization of equipment and parts	Brazil	Direct	Consolidated	100.00%	100.00%
Rio Verde Participações e Propriedades Rurais S.A. ⁽⁷⁾	Forest assets	Brazil	Direct	Consolidated	100.00%	100.00%
SFBC Participações Ltda.	Packaging production	Brazil	Direct	Consolidated	100.00%	100.00%
Spinnova Plc ⁽²⁾	Research and development of sustainable raw materials (wood) for the textile industry	Finland	Direct	Equity	19.03%	19.14%
Stenfar S.A. Indl. Coml. Imp. Y. Exp.	Commercialization of paper and computer materials	Argentina	Direct	Consolidated	100.00%	100.00%
Suzano Austria GmbH.	Business office	Austria	Direct	Consolidated	100.00%	100.00%
Suzano Canada Inc.	Lignin research and development	Canada	Direct	Consolidated	100.00%	100.00%
Suzano Finland Oy	Industrialization, commercialization of cellulose, microfiber cellulose and paper.	Finland	Direct	Consolidated	100.00%	100.00%
Suzano International Finance BV ⁽⁹⁾	Financial fundraising	Netherlands	Direct	Consolidated	100.00%	100.00%

Suzano International Trade GmbH.	Business office	Austria	Direct	Consolidated	100.00%	100.00%
Suzano Material Technology Development Ltd. ⁽⁶⁾	Biotechnology research and development	China	Direct	Consolidated	100.00%	100.00%
Suzano Operações Industriais e Florestais S.A.	Industrialization, commercialization and exporting of pulp	Brazil	Direct	Consolidated	100.00%	100.00%
Suzano Pulp and Paper America Inc.	Business office	United States of America	Direct	Consolidated	100.00%	100.00%
Suzano Pulp and Paper Europe S.A.	Business office	Switzerland	Direct	Consolidated	100.00%	100.00%
Suzano Shanghai Ltd.	Business office	China	Direct	Consolidated	100.00%	100.00%
Suzano Trading International KFT	Business office	Hungary	Direct	Consolidated	100.00%	100.00%
Suzano Trading Ltd. ⁽⁷⁾	Business office	Cayman Island	Direct	Consolidated	100.00%	100.00%
Suzano Ventures LLC ⁽⁹⁾	Corporate venture capital	United States of America	Direct	Consolidated	100.00%	100.00%
Veracel Celulose S.A.	Industrialization, commercialization and exporting of pulp	Brazil	Direct	Proportional Consolidated	50.00%	50.00%
Vitex BA Participações S.A. ⁽⁴⁾⁽⁷⁾	Holding	Brazil	Direct	Consolidated		
Parkia BA Participações S.A. ⁽⁴⁾⁽⁷⁾	Holding	Brazil	Direct/Indirect	Consolidated		
Garacuí Comercial Ltda. ⁽⁴⁾⁽⁷⁾	Industrialization and commercialization of standing wood	Brazil	Indirect	Consolidated		
Vitex SP Participações S.A. ⁽⁴⁾⁽⁷⁾	Holding	Brazil	Direct	Consolidated		
Parkia SP Participações S.A. ⁽⁴⁾⁽⁷⁾	Holding	Brazil	Direct/Indirect	Consolidated		
Sobrasil Comercial Ltda. ⁽⁴⁾⁽⁷⁾	Industrialization and commercialization of standing wood	Brazil	Indirect	Consolidated		
Vitex MS Participações S.A. ⁽⁴⁾⁽⁷⁾	Holding	Brazil	Direct	Consolidated		
Parkia MS Participações S.A. ⁽⁴⁾⁽⁷⁾	Holding	Brazil	Direct/Indirect	Consolidated		
Duas Marias Comercial Ltda. ⁽⁴⁾⁽⁷⁾	Industrialization and commercialization of standing wood	Brazil	Indirect	Consolidated		
Vitex ES Participações S.A. ⁽⁴⁾⁽⁷⁾	Holding	Brazil	Direct	Consolidated		
Parkia ES Participações S.A. ⁽⁴⁾⁽⁷⁾	Holding	Brazil	Direct/Indirect	Consolidated		
Claraiba Comercial Ltda. ⁽⁴⁾⁽⁷⁾	Industrialization and commercialization of standing wood	Brazil	Indirect	Consolidated		
Woodspin Oy	Development, production, distribution and commercialization of wood-based textile fibers, yarns and filaments, produced from cellulose and microfiber cellulose.	Finland	Direct/Indirect	Equity	50.00%	50.00%

- Equity interest discontinued during the year.
- On February 14, May 31, August 17, and December 19, 2022, the equity interest was changed as a result of the issuance of new shares by the entity under its stock option program.
- On May 17, 2022, incorporation of equity interest.
- On June 22, 2022, acquisition of equity interest (note 1.2.4).
- On August 9, 2022, acquisition of equity interest (note 1.2.5).
- On September 22, 2022, establishment of legal entity with full equity interest from Suzano S.A.
- On September 30, 2022, merger of the entity by Suzano S.A. due to corporate reorganization.
- On April 8, 2022, the entity was discontinued.
- On December 29, 2022, establishment of legal entity with full equity interest from Suzano S.A.

GRI 2-6 Activities, value chain and other business relationships

Other frameworks answered: SASB RR-PP000.A, SASB RR-PP000.B, SASB RT-CP000.A

MARKETS SERVED BY THE ORGANIZATION

Suzano's pulp is sold worldwide, mainly to paper producers in the tissue, printing & writing, specialty, and packaging segments. For 2022, sales in the tissue segment represented 63%, followed by printing and writing papers (16%), specialty papers (14%), and Others(7%). Regarding the regions, 44% of the net revenue came from Asia, 31% from Europe, 17% from North America, and 8% from Latin America.

In 2022, Suzano's sales volume reached 10.6 million tonnes of pulp, 0.13% higher than 10.58 million in 2021. Pulp sales outside Latin America accounted for around 92%, with customers located worldwide.

Within the Fluff pulp segment, we serve incontinence products, children's diapers, feminine pads, air-laid paper, and pet hygienic mat segments. There are other application possibilities as civil construction and the food sector, but our prospecting focus is on the disposable sanitary napkins sector. Our customers are mainly located in Brazil, Mexico, China, Japan, Europe, and the Middle East. We currently serve local/regional as well as global companies, all in the disposable sanitary pads industry.

In marketing our paper products, we have a diverse customer base: from producers of notebooks and promotional materials to producers of high-quality packaging and art books. Thus, from these products, we serve markets in Brazil, South, Central, and North America, and other regions on a smaller scale.

For paperboard, we continue operating in the main segments of the paper chain (editorial, promotional, distribution, converting) emphasizing the packaging market (cartridges, belts, delivery, envelopes...), and recently we have also entered the disposable cup market with the Bluecup family. Suzano's sales are made to printers, converters, and distributors, but our relationship with Brand Owners is also strengthened through jointly designed actions and projects.

For the uncoated market, we operate in the main segments of the paper chain, among them the publishing market - both in educational systems and schoolbooks, and in the non-educational market, in the sale of books on the main marketplaces (physical and online), notebook, promotional, and packaging. Suzano also acts as a paper distributor for clients with lower purchase volumes, directly servicing the pulverized and micro pulverized channels.

Uncoated products are also sold to the single use and packaging segments in specific products for retail bags, straws and cardboard. The Cutsized paper, which is part of Suzano's portfolio of printing and writing papers, is another strong market in which the company operates. With a comprehensive portfolio of brands and different formats and grammages, we deliver a strong and resistant paper, a leader in performance that contributes to our customers' business both inside and outside Brazil, mainly through the premium brand Report. Within our client portfolio, we have corporate markets, stationery stores, auto service, copy shops, distributors, bidders, and the end consumer, who can count, besides our Premium Report paper line, on our Senninha children's line, ideal for coloring and cutting out.

Regarding the Coated Paper market, we offer the best paper options for magazines, catalogs, promotional and editorial pieces, inserts, and photography art books. Our papers are produced with the ideal proportion of fiber and coating, a factor that ensures better printability and bulk. This allows us to deliver printed material with greater robustness, better appearance and quality, and more vivid colors. We are the only producer of coated paper in the country and operate in the main segments of the paper chain (promotional, distribution, converting, packaging, and pulverized) supplying mainly the Brazilian and Latin American markets.

Suzano operates in the consumer goods market with a focus on the tissue segment, composed mainly of paper towels, napkins, and paper for sanitary purposes, mostly toilet paper. The North and Northeast are the most commercially representative regions for the unit. Four industrial units are in these regions - Belém (PA), Imperatriz (MA), Mucuri (BA), and Maracanaú (CE), where Suzano has a well-established market pres-

ence. In 2021, the Cachoeiro do Itapemirim (ES) factory was inaugurated to meet the demand mainly from markets in the Southeast region - continuing the unit's expansion beyond the North and Northeast regions.

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.

Fluff

Eucafluff is increasingly gaining space and notoriety in the fluff market worldwide. Therefore, we must start tracking our customers' satisfaction level with both the service involved in providing fluff, as well as the quality of our product. This understanding will be fundamental for us to identify improvement points and opportunities in our future operations. Starting in 2020, we will begin conducting an annual customer satisfaction survey worldwide, checking issues such as commercial services, logistics, the performance of product features, and more. One of the key indicators we will be tracking is overall satisfaction with the service/product offered by Suzano - data that gives us a snapshot of how the company is doing with its current clients. In 2021, the survey showed stability in our customers' evaluation in a Global scenario, but advancing one position in the NPS ranking, moving from 3rd to 2nd position among the 11 competitors evaluated. There was also an improvement in the assessment of customers in the foreign market, with a 4.5% growth in our average NPS (Net Promoter Score). These advances reflect improvements in service evaluation (back office, technical support, and logistics).

Paper

The satisfaction survey of the Paper and Packaging Unit (UNPE in Portuguese acronym) was carried out, in 2022, by a market company, from contact with customers via telephone and/or e-mail, using a questionnaire formulated internally. The questionnaire aims to understand the customers' opinions about every area and main processes of the unit. The result is evaluated through the NPS and CSAT metrics. The main result is Suzano's score against pre-established NPS (Net Promoter Score) scales, a methodology that aims to measure client recommendation using a scale of -100 to +100, with the final score being classified in one of the following zones: Critical Zone, Improvement Zone, Quality Zone, and Excellence Zone.

In 2022, the survey took place monthly with active customers, that is, who made purchases in the month before the survey was sent out. The survey result was an increase in the NPS indicator for the domestic market and the maintenance of the index in the foreign market, as well as the inclusion of new customer segments, such as small consumers. The results are not disclosed because they are linked to the area's strategic goals.

From the result analysis, it was possible to develop internal improvement projects, to improve the customer experience with the Paper and Packaging Unit and these improvements are transversal to all stages of the purchasing process: from contact with the sales team, navigation in our e-commerce, to logistics and order delivery, payment methods, customer support, and others.

This way, we can see that the actions resulting from the working groups during the year were positive, especially in the domestic market, and due to the reach of new audiences, expanding the feedback received and the voice of the customer in the company. Likewise, we will continue to closely monitor the indicators throughout 2023, with special attention to the projects defined at the end of the year, to improve the level of service and attendance in our product lines and the most diverse customer segments.

Consumer goods

There are consumer surveys done for the development of new brands and products. The results of both surveys are confidential.

Net revenue composition (%)	2020	2021	2022
Pulp	84%	85%	83%
Paper	16%	15%	17%

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

Total sales volume by product type, in thousand metric tonnes (t)	2020	2021	2022
Pulp	10,823	10,586	10,600
Paper and consumer goods	1,177	1,294	1,306
Total	12,000	11,880	11,906

Total sales volume by market type, in metric tonnes (t)	2020				2021				2022			
	Pulp	Paper (Paper-board)	Paper (Printing and Writing)	Paper (Other papers)	Pulp	Paper (Paper-board)	Paper (Printing and Writing)	Pape Paper (Other papers)	Pulp	Paper (Paper-board)	Paper (Printing and Writing)	Paper (Other papers)
Internal Market	786,621	138,937	538,861	124,021	796,708	163,621	637,761	121,527	751,212	159,993	649,039	142,243
External Market	10,036,495	62,816	303,568	8,678	9,789,129	34,935	328,436	7,967	9,848,441	31,654	321,147	1,987
Total	10,823,116	201,753	842,429	132,699	10,585,837	198,556	966,197	129,494	10,599,653	191,647	970,186	144,230

GRI 2-7 Employees

Other frameworks answered: n/a

Below are presented Suzano S/A data, including Ecofuturo and Facepa's, which was fully incorporated by Suzano in 2020. Also in 2021, Futuragene was incorporated by Suzano. In the 2022 cycle, the 2020 and 2021 reports were reviewed, so that the data are now reported on a consolidated basis.

Number of employees, by type of employment contract and gender ¹	2020			2021			2022		
	Determined time	Undetermined time	Total	Determined time	Undetermined time	Total	Determined time	Undetermined time	Total
Male	0	12,615	12,615	0	13,852	13,852	0	15,110	15,110
Female	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

- In the 2022 cycle, the reports for 2020 and 2021 were reviewed, since the data from Ecofuturo, Facepa, and Futuragene are now presented jointly with Suzano (GRI 2-4).

Number of employees by type of employment contract and region ¹	2020			2021			2022		
	Determined time	Undetermined time	Total	Determined time	Undetermined time	Total	Determined time	Undetermined time	Total
North	0	981	981	0	869	869	0	785	785
Northeast	0	8,282	4,281	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	7,357	0	7,940	7,940	0	8,645	8,645
South	0	76	76	0	79	79	0	74	74
Abroad	0	247	247	0	264	264	0	300	300
Total	0	18,928	15,003	0	16,679	16,679	0	18,543	18,543

- In the 2022 cycle, the reports for 2020 and 2021 were reviewed, since the data from Ecofuturo, Facepa, and Futuragene are now presented jointly with Suzano. (GRI 2-4)

Number of employees by type work schedule and gender ¹	2020	2020	2020	2021	2021	2021	2022	2022	2022
	Deter- mined time	Undeter- mined time	Total	Deter- mined time	Undeter- mined time	Total	Deter- mined time	Undeter- mined time	Total
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 reviewed, since the data from Ecofuturo, Facepa, and Futuragene are now presented jointly with Suzano. (GRI 2-4)

Number of employees by employment type and age group	2020	2021	2022
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 reviewed, since the data from Ecofuturo, Facepa, and Futuragene are now presented jointly with Suzano. (GRI 2-4)

Number of employees by functional category ¹	2020	2021	2022
Administrative	2,993	3,344	3,659
Advisor	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 reviewed, since the data from Ecofuturo, Facepa, and Futuragene are now presented jointly with Suzano. (GRI 2-4)

In 2022, Suzano's contracts are, in their totality, for an open-ended term, with growth in the North, South-east and Central-West regions, driven mainly by processes of primarization, by the recompositing and growth of operations, and by the start of the Cerrado Project.

Suzano maintained, during the year, its full-time characteristic of 100% and in its representation by gender in relation to the global framework it demonstrates an improvement in the diversity policy, since the per-

centage of women climbed from 15% in 2020 to 16% in 2021 and 18% in 2022.

In 2021 and 2022, the age groups with the highest growth were those below 30 years old and 30 to 50 years old, mainly due to the positions hired, which were mainly for initial operating positions. There was also growth in all job categories, especially at operational and administrative levels, and in management positions, seeking to accommodate increases in operation's structures.

At Suzano, there are no employees without guaranteed workload.

GRI 2-8 Workers who are not employees

Other frameworks answered: n/a

At Suzano, we hire contractors mainly to support the industrial and forestry operations in maintenance, logistics, facilities, technology, and forestry implementation, among other activities.

In the tables below, we have the division of the number of contract employees by gender and by region.

Number of contracted employees by gender ¹	2020	2021	2022 ²
Men	20,152	18,902	22,278
Women	1,356	1,473	1,854
Total	21,508	20,375	24,132

1. The data includes contracted employees of companies that provide services as permanent employees within Suzano's areas.
2. The indicator's information (numbers) construction takes into consideration the database we have regarding the fixed contracted employees who are authorized to work in the operations in all our units and the location of these units by region. Regarding the total or individual unit/region increase or decrease, this corresponds to the company's operational strategy throughout the year and varies from region to region.

Number of contracted employees, by region ¹	2020	2021	2022 ²
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
Total	21,508	20,375	24,132

1. The data includes contracted employees of companies that provide services as permanent employees within Suzano's areas.
2. The indicator's information (numbers) construction takes into consideration the database we have regarding the fixed contracted employees who are authorized to work in the operations in all our units and the location of these units by region. Regarding the total or individual unit/region increase or decrease, this corresponds to the company's operational strategy throughout the year and varies from region to region.

GRI 2-9 Governance structure and composition

GRI 2-11 Chair of the highest governance body

Other frameworks answered: n/a

The Company's governance structure is composed of the following bodies and committees:

a. 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; (ii) President of ICC Brazil; (iii) Chairperson of the Board of Trustees of the Arymax Foundation, whose main activity is the defense of social rights; (iv) 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; (v) Chairperson of the Advisory Board of IBÁ; (vi) Member of the IEDI Council - Economic Institute for Industrial Development; (vii) Founding Member of the Council of the All for Education Commitment; (viii) 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 goals 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 Associ-

ation (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: Graduated in Hotel Administration, with an Executive MBA from Fundação Dom Cabral, and holds executive courses at Harvard University, Insper and Insead. Currently, besides being a member of the Board of Directors, is (i) a member of the People Committee and (ii) a member of the Company's Strategy and Innovation Committee. Ms. Gabriela Moll also holds the following positions in other companies: (i) member of the Board of Directors of MDS; (ii) member, ESG and People Committee of Bionexo; and (iii) member of the Board of ELF (Women's Empowerment and Leadership Group of the Federation of Israel of the São Paulo - FISESP); (iii) (iv) Director of Suzano Holding S.A., responsible for the Strategic Management of People and Corporate Communication, also participating in the non-statutory Management, Investments, Operating, and Real Estate Committees; (v) Director of IPFL Holding S.A.; and (vi) Director of Premesa S.A. Gabriela 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 was responsible for developing the commercial and strategic areas of the company. In 2015, joined Dotz, working in business development and implementation of a new 100% digital self-service model to open up the small business market. At Suzano S.A., as of 2017, led product communication and the digital transformation of the Paper and Packaging Unit. At Suzano, after its 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 Chairperson 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, 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. Member of the Board of Directors of Gol Linhas Aéreas for two years, where was an independent member. Member since April/22.

Paulo Rogério 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 Brasília). 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 Febraban - Brazilian Federation of Banks.

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.

b. 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 Anibal 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

c. 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 Advisor in the areas of Corporate Governance, Controllership 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 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 equity interests in other companies of the Alfa Group, and Tegma Gestão Logística S/A., a company whose main activity is to provide 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: Currently 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.

d. 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 Assessment, 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: Nildemar 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 assessment 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](#)).

GRI 2-10 Nomination and selection of the highest governance body

Other frameworks answered: n/a

The election of members to compose the Company's **Board of Directors** must observe the [Governance Policy](#) and [Policy for Nomination of Members of the Board of Directors](#), which aims to determine the criteria for the composition of the Board, respecting the best practices of corporate governance, with due transparency.

The process of nominating and selecting members for the Board of Directors is carried out by the Policy for Nomination of Members of the Board of Directors, Committees and Executive Officers of Suzano S.A. It states that nominations are made by the Nomination and Remuneration Committee and among the criteria must observe whether the candidate has outstanding professional experience - thus considering the opinion of stakeholders - and may be made by the management or any shareholder of the Company, under the terms of the applicable legislation.

The Policy is **based** on:

1. The corporate governance guidelines of the company's bylaws, as amended (Bylaws)
2. The Code of Conduct applicable to the companies of the Company's economic group, whose adoption was ratified at a meeting of the Company's Board of Directors on March 18, 2018
3. Law No. 6,404, of December 15, 1976, as amended
4. The IBGC's Code of Best Corporate Governance Practices and the Brazilian Code of Corporate Governance
5. The Novo Mercado Listing Rules of B3 S.A. - Brasil, Bolsa, Balcão in effect since January 2, 2018 (Novo Mercado Rules). At least two or twenty percent (20%), whichever is greater, of the members of the Board of Directors must be Independent Directors, as defined in the Novo Mercado Regulations.

One person cannot be simultaneously Chairperson of the Board of Directors, CEO, or Suzano's Chief Executive Officer. The **selection of the Board members** will be made considering:

1. Diversity of culture and points of view
2. Have no conflict of interest
3. Available time to dedicate to Suzano
4. Independence of the Company's Statutory Executive Board
5. One's reputation in the business community
6. Recognition for ethical and moral behavior
7. The existence of experience with finance, accounting, risk, sustainability, and the Company's business.

If directors hold office in another public company, their stakes will be disclosed annually on Form 20F. For additional information, we provide our Corporate Governance Policy. In 2022, the Board of Directors approved a restructuring of the **Eligibility Committee** and the **Remuneration Committee**, both advisory committees to the Company's Board of Directors, establishing a single Nomination and Remuneration Committee. Most of its members must be independent members of the Board of Directors and/or members from outside the company, being independent according to the same parameters established in this policy. The Remuneration and Nomination Committee Coordinator must have notable expertise/experience in selection processes, preferably being an external independent member. In order to safeguard the requirement of independence of directors classified as independent, the **Remuneration and Nomination Committee** has the following duties, among others:

1. To evaluate and propose to the Board of Directors policies related to its competencies, including the policies of nomination and compensation of the Company's managers
2. Periodically review the Company's Remuneration Policy, recommending to the Board of Directors its correction or improvement, when necessary, as well as reviewing such policy about market practices, to identify significant discrepancies about similar companies, proposing the adjustments that may be necessary
3. Ensure that the Remuneration Policy, Nomination Policy, and other Company policies under its jurisdiction are permanently compatible with the risk management policy, the targets, and the current and expected financial situation of the Company
4. Evaluate the Management compensation proposal and its parameters, as suggested by the Board of Directors or other Company bodies
5. To evaluate and propose the amount of the overall compensation of the managers to be submitted to

the Company's general meeting pursuant to article 152 of the Brazilian Corporation Law, as well as the individual compensation of the managers and its respective distribution, respecting the overall compensation

6. Evaluate future scenarios, internal and external, and their possible impacts on the Compensation Policy
7. Evaluate and/or indicate, under the terms of the Nomination Policy, persons who, in compliance with the legal requirements, as well as those outlined in the Company's Bylaws and other policies, including, without limitation, the diversity and inclusion policies, may be eligible for positions as members of the Board of Directors, committees and other management positions in the Company, including substitute members in the event of temporary absence or vacancy of the positions
8. Reviewing and/or evaluating, as the case may be, the independence criterion and the respective classification of the Company's directors and officers in said independence criterion, as well as the review, evaluation, and/or inclusion of members in other special criteria that may be established according to other policies or regulations of the Company and applicable legislation, including, without limitation, the diversity criterion and the criterion of unblemished reputation according to the Nomination Policy
9. Perform the verification of criteria and make the nomination of a member of the Board of Directors who meets the risk expert requirements outlined in the Nomination Policy
10. Periodically evaluate the composition of the members elected for the Company's Management positions, to ensure the complementarity, coherence, and adherence of their competencies under the Nomination Policy and other Company policies. The Committee may also ask the nominee for the position to attend an interview to clarify the requirements of this article, and the acceptance of the invitation will be at the nominee's discretion.

Regarding the advisory committees to the Company's Board of Directors, their respective members are elected directly by the Board itself, the body to which they report, observing in this election the rules for calling meetings and deliberating/counting votes outlined in the Company's Bylaws. Members of the Company's Board of Directors are allowed to participate in one or more advisory committees.

GRI 2-12 Role of the highest governance body in overseeing the management of impacts

Other frameworks answered: n/a

RELATED MATERIAL TOPICS

[Ethics, Governance and Transparency](#), [Stakeholder Capitalism metrics](#), Stakeholder Management,

Consulting and listening to the different interested parties, or stakeholders is done by all levels of the company's hierarchy, including the highest governance body, which brings the most strategic vision to stakeholder relationships. This engagement, additionally to the one described in the "Stakeholder Engagement" indicator, enables the company to better understand and consider the perspectives of different stakeholders on social, environmental, and economic issues.

Top management's involvement with stakeholders is as diverse as other levels in the hierarchy, including involvement with, the academia, NGOs, investors, customers, employees, suppliers, media, and more. The difference is that for top management the engagement is done in different spheres and with various representatives of stakeholder groups. Meetings, forum participation, and event participation are the main channels used. The list below illustrates some examples of top leadership engagement with stakeholders:

For clients, meetings, participation in forums and events | One highlight was [the award given by client P&G](#) to Suzano and received by the Chief Financial, Investor Relations, and Legal Officer, Marcelo Bacci, in a dedicated event. Suzano won the Supplier Sustainability Award for making a significant impact on the world's ecosystems and improving the lives of neighboring communities.

For collaborators | The company also organizes events to engage leaders and employees, such as **Suzano and You**, a moment to disclose results and in which employees can send open questions to the Executive Directors and the CEO; **Reimagine!** Climate Literacy with Walter Schalka; **Talking with Pablo Machado** about "China beyond sales"; **CXTalk with Andrea Salgueiro, Event celebrating black culture with Alê Garcia**.

Communities | Leaders create moments of interaction and exchange with the communities surrounding Suzano's operations in events and local visits. One highlight is the Sustainability Space at the main office (SP), which brought employees closer to income-generation social projects that contribute directly to Suzano's Commitment to Reduce Poverty in Brazil.

Suppliers | Leaderships follow the Responsible Supplier Management (RSM) program created by Suzano to bring more sustainability to its supply chain. Furthermore, there is engagement through events in which suppliers are participants, such as the ESG Call, the Live on Women's Entrepreneurship, and the launching of the Caring for Water initiative.

Government | The leaders' engagement with public agents is coordinated by the Corporate Relations area. Besides meetings, leaders also participate in events such as the **National Industry Meeting (ENAI in Portuguese Acronym)**, the most comprehensive event of industry mobilization promoted by the National Confederation of Industry (CNI in Portuguese); **Seminar Green Economy | ESG em Pauta**, on the future of the Green Economy in Brazil; **Participation in the New York Climate Week**; Participation at **COP27** in panels such as the **Business Dialogue for a Low Carbon Economy and the Brazilian Industry Day**.

Investors | Besides the routine engagement with investors, the biggest events of senior management engagement with investors were Suzano Day, a public meeting focused on the capital market, and the ESG Call, an open event to present the company's strategic vision in relation to major environmental, social and governance issues. Both occurred during the first half of the year and included the participation of Suzano's CEO, Walter Schalka, and other executives.

Media | The Executive Committee and CEO are the spokespersons for Suzano's various actions. As such, they are highly engaged with the media. As a highlight, they have participated in interviews in major Brazilian newspapers such as Estadão, Valor Econômico, and others on sustainability issues.

NGOs and Associations | Suzano's Executive Board, as well as its CEO, are members of Boards and participate in various non-profit organizations and associations working for sustainable development. Some highlights are Business for Nature; Task Force for Nature Related Financial Disclosure (TNFD in Portuguese acronym); Global Compact Brazil and the Brazilian Business Council for Sustainable Development (CEBDS in Portuguese).

Startups | Suzano's innovation ecosystem is broad, and engagement with startups is essential for its operation. Recently Suzano launched Suzano Ventures, which has further increased its relationship with startups to bring new solutions to the company.

The Board of Directors has its attributions established in the Company's Bylaws, internal regulations in the Board of Directors and other Company policies. The Board has the support of the statutory and non-statutory advisory committees, which are structured to increase interaction and cooperation between the Board of Directors and other executives and areas of the Company, enabling the Board to analyze relevant and strategic matters in greater depth and ensuring that the decision-making process is appropriate and aligned with the Company's purpose and corporate goal. Today the Company has a Statutory Audit Committee and **(5) five non-statutory advisory committees**, as follows:

1. Management and Finance
2. People
3. Strategy and Innovation
4. Sustainability
5. Appointment and Remuneration.

Each committee gives its opinion on the subject related to its attributions and responsibilities and can count on the help of other professionals, Advisors, and administrative support structures. All the Committees have Internal Regulations with specific rules about their work, competencies, and procedures. These Regulations are reviewed and approved by the Board of Directors.

Regarding the **definition of purpose, values, and strategy**, the Company's governance bodies have the following performance:

1. Purpose: The purpose of Suzano was discussed and evaluated by the Board of Directors in 2020
2. Values: Culture drivers went through discussion at the Board of Directors in 2019
3. Strategy: All strategic planning at Suzano is discussed by the Board of Directors based on the topics submitted by the Advisory Committees and the Statutory Audit Committee.

Suzano's current governance structure is the Board of Directors and support from 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 Suzano's Executive Committee, which shares responsibility for the socio-environmental issues that are relevant to the business.

In 2021, the Board of Directors had ten members, seven of whom were independent directors, with the following composition Ana Paula Pessoa (board member); Claudio Thomaz Lobo Sonder (vice chairperson); Daniel Feffer (vice chairperson); David Feffer (chairperson); Helio Lima Magalhães (board member); Maria Priscila Rodini Vansetti Machado (board member); Nildemar Secches (board member); Paulo Rogerio Caffarelli (board member); Rodrigo Calvo Galindo (board member); Rodrigo Kede de Freitas Lima (board member).

The sustainability committee challenges the company, bringing strategic insights into what is going on and helping the Board to always seek best practices in ESG. He was important in establishing Suzano's commitments to renew life (CPRVs in Portuguese), questioning the size of the ambition of these goals, raising the level of discussion, and emulating what the discussion with Suzano's strategic stakeholders would be regarding these company commitments.

As for 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. Beyond the traditionally monitored operational risks, the company has incorporated or assigned a higher degree of relevance to environmental, reputational, governance, and social impact risks. At the same time, it has started to require certain standards from suppliers that were not 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.

GRI 2-13 Delegation of responsibility for managing impacts

Other frameworks answered: n/a

The responsibilities of the Board of Directors are foreseen in the law, in Suzano's Bylaws, its Internal Regulations, and other company policies. Furthermore, the Board of Directors 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 Council may also hire consulting services or independent opinions to help understand the issues, if it is within the budget previously approved by it. Moreover, all Board members have free access to Suzano's executives for clarification on any subject related to their functions, by the best corporate governance practices.

To learn more about other indicators on this theme, access:

- Composition of the highest governance body and its committees and type of board and chairperson of the highest governance body - [LINK](#)
- Processes for nominating and selecting members for the highest governance body and its committees - [LINK](#)
- Role of the highest governance body in defining purpose, values, and strategy - [LINK](#)
- Accountability of executive-level positions and functions for economic, environmental, and social topics and collective knowledge of the highest governance body - [LINK](#)
- Evaluation of the performance of the highest governance body - [LINK](#)
- Role of the highest governance body in the management of impacts, risks and opportunities in economic, environmental and social topics - [LINK](#)

GRI 2-14 Role of the highest governance body in sustainability reporting

Other frameworks answered: n/a

The Suzano's 2022 Sustainability Report is evaluated and approved by the company's chairperson and executive officers.

GRI 2-15 Conflicts of interest

Other frameworks answered: n/a

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. Thus, the company seeks to avoid and/or prevent decisions that could harm or be adopted without observing its best interest.

The Board of Directors, Suzano's highest governance body, determines in its Internal Rules of Procedure (its own formal and public instrument) the procedure to follow in conflicts of interest involving board members. According to this instrument, one of the requirements for the election of Council members is even 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 to the terms and extent provided in each of these documents).

Therefore, specific remarks for each of the following items are:

- Cross-participation in other management bodies (participation in other boards, accumulation of positions in the executive board and board of directors, etc.): the cross-participation in management bodies of Suzano and even the existence of marital relationships, stable union or kinship up to the second degree related to the administrators of Suzano, its subsidiaries, and controlling shareholders are disclosed through sections 12.5 and following of the Company's Reference Form
- Relevant cross-shareholding with suppliers and other stakeholders: eventual relevant cross-shareholdings 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, that is, to have such characterization - and, consequently, to disclose in such section the relevant transactions - it is necessary to inform the eventual existing relevant cross-shareholdings
- Existence of major shareholder and/or shareholders' agreement: information about the existence of a significant shareholder (controlling shareholder) and shareholders' agreement involving Suzano or related parties is disclosed in section 15 (and its subsections) of the Reference Form and 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 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 cover this theme. These are:

- Code of Conduct
- Anticorruption Policy
- Integrated Risk Management Policy
- Disciplinary Measures Policy
- Ombudsman Policy
- Related Party Policy
- Socioenvironmental Investment Policy (Donations).

Suzano is also a member of the Business Pact for Integrity and Against Corruption, to eradicate corruption cases (including incidents of bribery) throughout the company and thus help 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, UniEthos - Training and Development of Socially Responsible Management, Patri Government Relations & Public Policies, United Nations Development Programme (UNDP), United Nations Office on Drugs and Crime (UNODC) and the Global Compact Brazilian Committee.

Below are the provisions of these Bylaws about conflicts 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 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."

GRI 2-16 Communication of critical concerns

Other frameworks answered: n/a

RISK MANAGEMENT

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.

Suzano has an Integrated Risk Management Policy (available on the Investor Relations website). 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 RCN Commissions - Risk and Business Continuity 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, and crisis simulations were also implemented, also foreseeing crisis management training for the management and board of directors in 2023

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 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. All

these documents address compliance with legal and regulatory provisions applicable to the area and the Ombudsman Channel, along with the appropriate regulations, including the provision for specific procedures and the confidentiality of information. These norms aim to protect the complainant who in good faith makes accusations in order to preserve the company's ethical principles, guaranteeing non-retaliation.

CODE OF CONDUCT INSPIRED BY CULTURE DRIVERS

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.

THREE 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.

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 results.

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

Climate change can lead to significant losses in forest productivity and impact the continuity of industrial operations. For this reason, Suzano acts to mitigate climate-related risks by promoting the removal of carbon from the atmosphere, while at the same time reducing its emission intensity and relying 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.

MANAGEMENT OF SOCIAL RISKS AND IMPACTS FOLLOWING THE PROCEDURE OF IDENTIFICATION AND EVALUATION OF SOCIAL ASPECTS AND IMPACTS

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 the coordination and identification of social aspects and impacts, and their updates must be evaluated annually by the Local Shared Value Commission, considering the results of the monitoring and critical evaluation of the processes related to Stakeholder Engagement and Operational Dialogue, as well as the pertinent demands of stakeholders from SISPART. 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.

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.

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.

Impacts

The main cyber risks are, but not only, as follows: Improper Access to strategic company data, such as financial data, commercial information, technical manufacturing data, sales information, etc.; Attack of ransomware-type on the IT infrastructure, causing an interruption in IT operations, Logistics, Sales, among others. The leak of personal or restricted data of employees and customers, generating fines and severe impacts on the company's image; Leak of data related to manufacturing intellectual property, generating a loss of market value; Ransomware-type attack on OT servers, causing industrial production stoppage in one or more manufacturing units; 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: A relevant impact on the company's results, due to losses or interruptions in industrial production; Loss of equity and financial position in the pulp and paper and consumer goods market; Interruption or stoppage of operational processes at the industrial units, critically impacting the supply chain of

pulp, paper, and consumer goods production; Failures in commercial operations, significantly impacting the company's fulfillment process; Fines and lawsuits due to legislation impacting Suzano, such as LGPD and GDPR, due to employee or customer data leakage.

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: 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; Evaluation of security risks for new technology initiatives and projects, considering the guarantee of availability, integrity, and confidentiality of data and systems; Program for continuous monitoring of the environment, ensuring the visibility of systemic vulnerabilities and weaknesses for treatment and correction within Suzano's environment; Training and awareness of people on the subject of security through training, courses, and workshops for employees and contractors according to their function; 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; 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; Technology controls aimed at protecting the devices and systems against malware and advanced threats; Technology controls considering endpoint, cloud, and network scope for protection and detection of threats in the environment; Security test plan focused on offensive and defensive security to validate the implemented processes and controls; 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

Partial or total interruption of the process, generating financial losses; Customer dissatisfaction and loss of customers; Negative impact on market value, credit rating and company reputation; and Lawsuits and penalties for non-compliance with contracts and sales commitments; Mitigation measures Considerably reduced water withdrawal volume; Return of 82% of the water captured to the water bodies; Treatment of the liquid effluents generated in all Units, with subsequent return to the water body according to national and international references;

Mitigation Measures

Establishment of Long-Term Goals for reducing specific water withdrawal by 15% by 2030; Establishment of Long-Term Goals for increasing water availability in 100% of critical watersheds by 2030; Water Reuse Program; Monitoring of the quantity and quality of the water in the water bodies where the Units catch water; 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: Loss of forest assets due to fires in drought periods; Partial interruption of industrial and forestry operations due to unavailability of water resources in dry periods; High energy prices in unfavorable hydrology scenarios associated with increased load on the Brazilian electricity system Logistical interruption in product distribution due to extreme weather events such as storms; 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, Modeling of climate change scenarios; Optimization of the allocation of clones through the best interaction between genotypes and environmental responses in different biomes and forest management techniques; Monitoring indicators, which are used to calibrate harvest and planting planning models to assist in future investments, asset sales, or other strategic decisions. For more information about the company's Risk Management, please see the indicators "Risk Management", "Main Impacts, Risks and Opportunities" and "Climate Risk Management and Opportunities".

GRI 2-17 Collective knowledge of the highest governance body

Other frameworks answered: n/a

Suzano's 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 Committee. Its composition can be accessed in the Sustainability Center through the indicator "[Composition of the highest governance body and its committees and type of board and chairperson of the highest governance body](#)".

The Sustainability Committee is responsible for advising the Board of Directors on issues related to the strategic positioning of Suzano, indicating risks and opportunities associated with socio-environmental issues that could have a relevant impact on the business, analyzing and making recommendations on the long-term sustainability goals, monitoring the company's performance and the relationship quality with the different stakeholders.

To make the sustainability strategy feasible, Suzano has an Executive Office of Sustainability and Communication, reporting to the CEO.

Finally, about business risk management, Suzano has sophisticated its risk matrix in recent years, increasingly considering socio-environmental aspects in the conduct of the company's activities and throughout its value chain.

GRI 2-18 Evaluation of the performance of the highest governance body

Answered Frameworks: GRI 2-18

The Board of Directors is often evaluated by an independent consultancy, considering previously established parameters. This evaluation determines the efficiency of the work done by the Board of Directors. This guideline is presented in our Corporate Governance Policy, which can be found on the Suzano Investor Relations website. In 2021, the Board evaluation was performed by the independent consulting firm Egon Zehnder. For details of the scope of services, which includes the evaluation of the Board, please visit the link. www.ir.suzano.com.br.

GRI 2-19 Remuneration policies

GRI 2-20 Process to determine remuneration

GRI 2-21 Annual total compensation ratio

Other frameworks answered: n/a

The purpose of the compensation policy is to define concepts and guidelines for managing the Company's positions and compensation, to attract and retain professionals who are aligned with the principles and values of Suzano and the objectives of the shareholders.

A yearly review is held to ensure that the compensation strategy is aligned and competitive with leading market practices.

Compensation components are reviewed annually to ensure they are aligned and competitive. The review is

based on market research from specialized consulting firms, using as reference markets composed of companies competing in the segments in which it operates, Brazilian multinationals, and publicly traded companies.

The strategy and the Remuneration Policy have been approved by the Board of Directors and any changes to the strategy are subject to approval by the Nomination and Remuneration Committee.

The compensation elements are composed by the respective components:

A) BASE SALARY

The base salary composed of the nominal monthly remuneration is fundamental to the employee's total remuneration.

Through salary surveys with renowned external Advisors, the salary table for the administrative public is structured and updated, and for the operational staff there is a salary isonomy considering the allocation unit.

The positions are evaluated through the Hay Methodology (Korn Ferry), in which a score is obtained that fits into the grid structure that the company has, thus defining its respective salary range.

The proposals and revisions consider the approval scopes according to the respective governance:

- i. Councilors, Chairperson and Statutory Directors: proposals and revisions are approved by the Compensation Committee and taken to the Annual Shareholders' Meeting (AGO);
- ii. Executive Directors and below: the approvals are made by the corresponding levels of authority in the Compensation area.

B) SHORT-TERM INCENTIVES

The short-term incentives comprise financial compensation as recognition for achieving established targets. Suzano has programs in which the definition of the targets considers the following components:

- i. Collective business goals that are aligned with the company's strategy. The collective goals definition is an indispensable instrument that guides the company's global result, financial performance, and business sustainability, among other strategic topics
- ii. Individual goals that make it possible to manage the achievement of specific objectives around activity.

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 3 (three) to 5 (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% (five) of the total value corresponding to the number of phantom stock options at the time of grant and 20% (twenty) after three years to make the option vest.

The plan's grace period is 3 (three) years from the grant date, with a lock-up period of 6 (six) months. After the lock-up period has ended, the beneficiary can exercise the plan within the exercise window of up to 2 (two) years after the grace period has ended.

The share value is measured based on the average share price of the last 90 (ninety) trading sessions starting from the closing of the most recent business day of the month before the month of the award. 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

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 number 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 (thirty-six) 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 compensation programs in case of employment termination:

- Employees in the Coordinator, Advisor, 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 the bonus payment due to resignation during the calculated cycle (Example: Jan-Dec). If they resign in the following year, they are eligible for the bonus payment proportional to the period worked, 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 calculation of the fraction;
- Retirement = they are entitled to the bonus payment proportional to the period worked, considering the rules for calculating the fractions.

The following rules apply to long-term variable compensation 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.

Average annual employee compensation, by gender (in BRL) ¹	2020	2021	2022
Men	84,579.36	89,464.86	104,499.77
Women	93,010.92	100,862.80	108,878.73
Total average	85,840.80	91,331.07	105,276.41

1. The operational public represents about 70% of Suzano's general staff, and 90% are male, i.e., the pyramid's bottom is predominantly male. The female public, in general, permeates the administrative and leadership categories. There was an 11% growth in the workforce compared to the previous year, driven mainly by the operational public (74% of the total) and analysts (7% of the total). The evolution of the staff is reflected in the increase of the payroll by approximately 18% compared to the previous year, highlighting: operational (48% of the total), analysts (12% of the total), Advisor (11% of the total) and managers (10% of the total). Additionally, the accumulated inflation in the period leveraged the growth of the salary mass, impacting the collective agreement negotiations at the end of last year.

Ratio of the highest paid individual's total annual compensation to the average annual total compensation of all employees¹	2020	2021	2022²
	258 times	247 times	227 times

1. Eligibility for the highest paid individual considers the Top Management (Administration Council), Fiscal Council, and Statutory Management.
2. 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.

Proportion between the percentage increase in the highest-paid individual's total annual compensation and the average percentage increase in the total annual compensation of all employees	2020	2021	2022¹
	-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.

Average salary of employees, by gender (in BRL) ¹	2021			2022		
	Women	Men	Difference (%)	Women	Men	Difference (%)
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 the 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.

The data in the tables above were obtained from the December payroll, considering only active employees in Brazil and companies that Suzano S.A. has a direct connection 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.

GRI 2-23 Policy commitments

GRI 2-24 Embedding policy commitments

Other frameworks answered: n/a

Suzano's basic principle is to establish quality relations with all its stakeholders, as set forth on this subject in the Company's Code of Conduct. Therefore, since the responsibility of managing our business involves many people, we seek to ensure that all our relationships are duly guided by the highest ethical values and integrity.

The Code of Conduct is designed to commit our directors, officers, administrators, managers, shareholders, employees, outsourced employees, suppliers, clients, people or entities with whom we have a relationship, stakeholders of Suzano and its subsidiaries and affiliates to the ethical principles that guide our business conduct and to disseminate them to our relationship network. This involves unswerving respect for human rights as a fundamental condition to be met by all parties involved in our business.

Below 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;
- Receiving giveaways and gifts;
- Conflicts of interest;

- Guidelines for health promotion and disease prevention established by the Ministries of Health and Labor, as well as the World Health Organization, emphasizing the periods of epidemics and pandemics;
- 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 actions about these issues through press releases, training sessions, and team meetings. As an example of these activities, in 2022, we developed a mandatory Anti-Corruption Policy training video and ensured the dissemination of our Code of Conduct to all employees. It is worth mentioning that the Code of Conduct and its mandatory training are updated every 2 years, with the last revision occurring in 2021, valid until 2022, according to internal guidelines. The training was also carried out by 100% of the 64,975 service providers who worked or provided services in our units.

To achieve this, we have policies that support the entire process: Ombudsman Policy - POL.00.00006, which aims to establish the process and governance guidelines on the performance of the Area and the Ombudsman Channel about compliance with applicable legal and regulatory provisions, as well as regulations and internal codes, including the provision of specific procedures for complainant protection and confidentiality of information. This policy covers all the directors, officers, administrators, managers, shareholders, employees, contracted employees, suppliers, clients, related persons or entities, and stakeholders of Suzano; Code of Conduct - MAN.00.00002, which aims to commit the directors, officers, administrators, managers, shareholders, employees, contracted employees, suppliers, clients, people or entities with whom we have a relationship, and stakeholders of Suzano and its subsidiaries and affiliates, to the ethical principles that guide our business conduct, besides disseminating them to our relationship network. We are committed to transparency, fairness, accountability, and corporate responsibility, as well as to guaranteeing human rights within the scope of our operations; Policy of Disciplinary Measures - POL.00.00029, which establishes the guidelines and defines the principles, concepts, and criteria for applying disciplinary measures to Suzano employees; and the Rules of Procedure of the Conduct Management Committee - MAN.00.00001, which is advisory, 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 online training on the topic to all employees, and monthly communication about the code and its developments.

GRI 2-25 Processes to remediate negative impacts

GRI 2-26 Mechanisms for seeking advice and raising concerns

Other frameworks answered: WEF – Governance Principles

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 guides the programmed operations**, including possible risks and adverse impacts and ways to mitigate them.

The annual dialogue plan contemplates all locations and neighbors impacted by the company's operational activities: forest planting, harvesting, transport, wood purchases and sales, construction work, and operational stoppages, **as well as areas around the factories susceptible to odor retention during the winter.**

The operational dialogues are carried out through meetings and/or individualized conversations and begin

before the start of operations. Through them, the company receives demands or adjustments suggested **by the neighbors, as well as impressions and comments** after the planned activities are finished.

The company believes that dialogue is only effective when the communication channel is always open. And this is our priority: to enable the communities to talk to each other and to ensure that the agreements are fulfilled.

The initiative goals are:

- Enable the communities and neighbors to have **previous** knowledge about the activities that will be carried out in their surroundings
- **Identify**, prevent, and minimize potential **risks** caused by operations
- Strengthen the relationship, **improve communication, and answer questions** about the company and its operational aspects
- Identify local initiatives and potentialities **that can be enhanced through partnerships**.

In 2022, Suzano held 3,790 dialogues with over 8,137 participants and achieved 86.63% compliance with operational demands, plus 92.56% effectiveness in mitigation actions (that repair the possible negative impacts of the operations).

The annual dialog program compliance index expresses the percentage ratio between the number of localities served by the operational dialog and the number of localities affected by forestry operations.

2022 Highlights:

- 2,315 people in the vicinity of the operations were interviewed, distributed among 50 municipalities in the Vale do Paraíba and South/West regions, totaling 46,142 km traveled
- 105% increase in the number of dialogues held and a 34.8% increase in the number of community participants compared to the previous year

Operational Dialog - Consolidation of project results	2020				2021				2022			
	Dialogues held	Participants from the communities involved	Rate of meeting operational demands (%) ¹	Index of mitigation actions effectiveness (%) ²	Dialogues held	Participants from the communities involved	Rate of meeting operational demands (%) ³	Index of mitigation actions effectiveness (%) ⁴	Dialogues held	Participants from the communities involved	Rate of meeting operational demands (%) ⁵	Index of mitigation actions effectiveness (%) ⁶
	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, it represents the average of the units in the states of Espírito Santo (89%), Bahia (98.5%), São Paulo (100%), Maranhão (100%) and Mato Grosso do Sul (100%).

2. In 2020, it represents the average of the units in the states of Espírito Santo (96.66%), Bahia (95.13%), São Paulo (97.33%), Maranhão (83%) and Mato Grosso do Sul (98%).

3. In 2021, it represents the average of the units in the states of Espírito Santo (95.42%), Bahia (66.44%), São Paulo (100%) and Maranhão (100%).

4. In 2021, it represents the average of the units in the states of Espírito Santo (90%), Bahia (93.33%), São Paulo (93%), Maranhão (91.67%) and Mato Grosso do Sul (97.33%).

5. In 2022, it represents the average of the units in the states of Espírito Santo (96%), Bahia (98.31%), São Paulo (100%), Maranhão (74.72%) and Mato Grosso do Sul (64.1%).
6. In 2022, it represents the average of the units in the states of Espírito Santo (81.6%), Bahia (92%), São Paulo (96%), Maranhão (94%) and Mato Grosso do Sul (99.2%).

Index of compliance with the annual dialog program, by region (%) ¹	2020	2021	2022
São Paulo	100%	100%	100%
Mato Grosso do Sul	100%	100%	100%
Espírito Santo	100%	100%	100%
Bahia	100%	96.51%	100%
Maranhão	98.20%	100%	98.97%
Total	99.64%	99.30%	99.79%

1. Percentage ratio between the number of localities served by operational dialogue and the number of localities affected by forestry operations.

Suzano has an external and independent Ombudsman Channel accessible to the internal and external public. This channel is used to report transgressions perceived in the business environment and related to the guidelines and behaviors established in the Code of Conduct:

- Transgressions of ethics, human rights, laws and regulations the company is subject to
- Transgressions of internal rules and procedures, which can also be used to clarify questions regarding the Code of Conduct or related to unforeseen situations.

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's compliance with applicable legal and regulatory provisions, establishing the guidelines of the internal regulations and codes, including the forecast of specific procedures for complainant protection and information confidentiality

Disciplinary Measures Policy: 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 **Company's Conduct Management Committee**, the last instance in the company to decide on controversial situations and possible Code of Conduct infractions and violations.

This governance model helps us make impartial and transparent decisions, assisting in the resolution of unforeseen ethical dilemmas and ensuring consistent criteria used in the conclusion of 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, with no harm to the applicable legal penalties.

The anonymity of the complainant is also guaranteed when requested, and no form of retaliation against him/her is allowed or tolerated. It is worth mentioning that the Code of Conduct and its mandatory training were updated in 2021, according to our internal regulations.

Additionally, we disclose monthly to our employees' topics related to the Company's ethical pillars and the Ombudsman Channel. For the external public, the Ombudsman Channel and Code of Conduct are available in an exclusive icon on the company's website for the opening of manifestations (www.suzano.com.br ->

Ombudsman Channel).

The receipt and control of manifestations, via the internet, works 24 hours a day, seven days a week, and the access can be through any computer, tablet, or cell phone (with internet) through the link. The ombudsman channel also serves people seeking advice on how to implement the organization’s policies and practices for responsible business conduct, as well as other mechanisms for dialogue with stakeholders, such as the Investor Relations area in constant contact with shareholders, the supplier portal that serves our supply portfolio and the Social Development area that interacts with communities, neighbors, and partners around our facilities.

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.

1. Does not consider pending reports as of the cut-off date of December 31, 2022.

2.Considers all reports received in 2022. Identified reports refer to reports in which the whistleblower identifies themselves.

Complaints/demands received and addressed by the Ombudsman Channel ¹	2020	2021	2022
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 can be found in our monitoring and control database of denunciations filed in our private network of the Ethics and Conduct area. In the indicator, data from the Cerrado Project and Suzano Holding S.A. are not taken into account.”

Complaints/demands received and addressed via Ombudsman Channel, by type¹	2020	2021	2022
Inappropriate behavior of the manager	151	142	196
Proven corruption	36	44	55
Inappropriate peer behavior	126	214	215
Labor Issues	46	69	84
Non-payment	111	117	142
Inadequate treatment and service to the service provider	135	110	225
Physical condition 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 is contained in our monitoring and control database of denunciations filed in our confidential network of the Ethics and Conduct area. In the indicator, data from the Cerrado Project and Suzano Holding S.A. are not taken into account.

GRI 2-27 Compliance with laws and regulations

Other frameworks answered: n/a

In 2022, Suzano had three non-monetary sanctions related to environmental regulations. The company had no sanctions or significant noncompliance and fines related to significant social and economic laws and regulations in the period.

The monetary value of significant fines and non-monetary sanctions related to environmental laws and regulations, in reais (R\$) ¹	2020	2021	2022
The monetary value of significant fines paid in the period	374,683.34	77,308.00	0.00
The monetary value of significant fines still open	6,009,029.94	0.00	1,327,880.00

- There were no significant fines or non-monetary sanctions related to non-compliance with environmental, social, and economic laws and regulations applied to the labor, tax, and civil disputes in 2022. Significant fines or sanctions include values above US\$10,000, according to the Dow Jones Sustainability Index (DJSI).

Total number of significant fines and non-monetary sanctions related to environmental laws and regulations ¹	2020	2021	2022
Total number of non-monetary sanctions	1	3	3
Total number of cases resolved through arbitration mechanisms	0	0	0

- All non-monetary sanctions were related to notices of findings issued by municipalities. Suzano understands that all the actions recorded in this report are unfounded and that the company has timely presented the appropriate defense or administrative appeal. To the best of its knowledge, Suzano is unaware of any type of arbitration related to environmental content. Significant fines or sanctions include values above US\$10,000, according to the Dow Jones Sustainability Index (DJSI).

The monetary value of significant fines and non-monetary sanctions related to social and economic laws and regulations, in reais (R\$) ¹	2020	2021	2022
The monetary value of significant fines paid in the period	0.00	0.00	0.00
The monetary value of significant fines still open	0.00	389,371.11	0.00

- The labor, tax, and civil litigation did not incur any significant fines in 2022, nor did the application of non-monetary sanctions related to non-compliance with environmental, social, and economic laws and regulations. Significant fines or sanctions include values above US\$10,000, according to the Dow Jones Sustainability Index (DJSI).

Total number of significant fines and non-monetary sanctions related to social and economic laws and regulations ¹	2020	2021	2022
Total number of non-monetary sanctions	0	0	0
Total number of cases resolved through arbitration mechanisms	0	1	0

- The labor, tax, and civil litigation did not incur any significant fines in 2022, nor did the application of non-monetary sanctions related to non-compliance with environmental, social, and economic laws and regulations. Significant fines or sanctions include values above US\$10,000, according to the Dow Jones Sustainability Index (DJSI).

GRI 2-28 Membership associations

Other frameworks answered: n/a

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 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 businesspeople in defense of their interests and the improvement of society.

Associação Comercial e Empresarial de Mucuri (Commercial and Business Association of Mucuri, in Portuguese) - 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.

Associação Comercial e Empresarial de Teixeira de Freitas (Commercial and Business Association of Teixeira de Freitas, in Portuguese) - 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.

Associação Comercial e Industrial de Imperatriz (Imperatriz Commercial and Industrial Association, in Portuguese) - 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.

Associação Comercial e Industrial de Três Lagoas (Três Lagoas Commercial and Industrial Association, in Portuguese) - 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.

Associação dos Produtores de Floresta Plantada de Mato Grosso do Sul (Mato Grosso do Sul Planted Forest Producers and Consumers Association, in Portuguese) - Reflore (State)

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.

Associação Empresarial do Litoral Norte do Espírito Santo (Business Association of the Northern Coast of Espírito Santo, in Portuguese) - 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 aims 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.

Associação Mineira da Indústria Florestal (Minas Gerais Forest Industry Association, Portuguese) - 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.

Associação Movimento Empresarial Aracruz e Região Associação empresarial de articulação e defesa dos interesses empresariais nos municípios de Aracruz, João Neiva e Ibraçu (Aracruz and Region Business Movement Association Business Association for the articulation and defense of business interests in the municipalities of Aracruz, João Neiva and Ibraçu, in Portuguese) (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.

Associação para o Desenvolvimento de Linhares e Região (Linhares and Region Development Association, in Portuguese) - 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 goal 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 the São Paulo State. Suzano is a member of the Board of Directors.

Centro das Indústrias do Estado do Maranhão (Center of Industries of the State of Maranhão, in Portuguese) - 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.

Centro de Desenvolvimento do Agronegócio (Center of Agribusiness Development, in Portuguese) - CE-DAGRO (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 chairperson.

Climate Connection (International)

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 organize and operate 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. Suzano's CEO is a member of the Strategic Group (SG) and the Executive Group (EG).

National Confederation of Industries - CNI (National)

It represents the industrial sector nationally, promoting actions to improve the industry's competitiveness and defend its interests.

Conselho Consultivo do Porto do Itaqui (Advisory Council of Porto do Itaqui, Portuguese) - 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.

Conselho de Jovens Empresários de Imperatriz (Young Entrepreneur Council of Imperatriz, In Portuguese) - 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 (Nacional)

A non-profit civil association that promotes sustainable development using articulation with governments and civil society, besides disseminating the most current concepts and practices on the subject.

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

Conselho Estadual de Recursos Hídricos do Maranhão (Maranhão State Council of Water Resources, in Portuguese) - 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.

Conselho Estadual do Meio Ambiente do Maranhão (State Council of Environment of Maranhão, in Portuguese) - 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.

Ecossistema de Inovação Regional - Vale da Celulose de Três Lagoas (Regional Innovation Ecosystem - Pulp Valley of Três Lagoas, Portuguese) (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 em Ação (Espírito Santo in Action, Portuguese) (State)

This is an outstanding business articulation entity with wide penetration, prestige, and representativeness with the executive and legislative powers of the Espírito Santo State. Suzano participates in the Coordination of the Project Guidelines and the Operational Council.

Federação da Agricultura e Pecuária de Mato Grosso do Sul (Agriculture and Livestock Federation of Mato Grosso do Sul, in Portuguese) - Famasul (State)

It carries out articulations and agendas with the presidency and advocates the sector's agendas through Reflore.

Federação da Agricultura e Pecuária do Estado do Maranhão (Agriculture and Livestock Federation of the State of Maranhão, in Portuguese) - FAEMA (State)

Representative Federation of the common interests of the rural productive sector in the State of Maranhão. It is linked to The National Service of Rural Learning (SENAR).

Federação das Indústrias de Mato Grosso do Sul (Mato Grosso do Sul Industry Federation, in Portuguese) - Fiems (State)

We make articulations and agendas with the presidency and defend the sector's agendas through Sinpacems.

Federação das Indústrias do Estado do Maranhão (Federation of Industries of the State of Maranhão, in Portuguese) - FIEMA (State)

Federation representing the common industrial interests of the entire state of Maranhão. It influences the state government.

Federation of Industries of the State of São Paulo - FIESP (Nacional)

FIESP represents the industrial sector in the state of São Paulo. 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 the State of São Paulo. 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 (Nacional)

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.

Instituto de Estudos para o Desenvolvimento Industrial (Institute for Industrial Development Studies, in Portuguese) - IEDI (Nacional)

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.

Movimento Empresarial do Espírito Santo (Entrepreneurial Movement of Espírito Santo, in Portuguese) - 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 Generations Plantations - NGP (National/Internacional)

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 Committee. 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, additionally 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 goal 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.

Rede de Desenvolvimento Territorial do Maranhão (Territorial Development Network of Maranhão, in Portuguese) - 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. 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 (Internacional)

SBTi is a partnership between three institutions that have come together to provide science-based guidance for decarbonizing business. SBTi guides ambitious climate action for the private sector by helping to set science-based emissions reduction targets, considering limiting the scenario to 1.5°C above pre-industrial levels. Suzano joined the initiative in 2021 and has been in all applicable public consultations. The company will establish new commitments aligned with SBTi.

Sindicato das Indústrias do Papel, Celulose, Papelão, Pasta de Madeira de Papel e Artefatos de Papel e Papelão no Estado da Bahia (Union of Paper, Pulp, Cardboard, Paper Wood Pulp and Paper, and Cardboard Artifacts Industries in the State of Bahia, in Portuguese) - 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.

Sindicato da Indústria de Papel e Celulose do Espírito Santo (Union of the Pulp and Paper Industry in the State of Espírito Santo, in Portuguese) - Sindipapel (State)

Representation of the pulp and paper industry sector in Espírito Santo.

Sindicato Patronal das Indústrias de Papel e Celulose de MS (Paper and Pulp Industry Employers' Union of MS, in Portuguese) - Sinpacems (State)

It aims to promote the development and representativeness of the pulp and paper industry in the State of Mato Grosso do Sul, strengthening the sector, stimulating innovation, competitiveness, and quality, and promoting sustainable development. Suzano occupies the Vice Presidency of the entity.

Sindicato Rural de Imperatriz (Rural Union of Imperatriz, in Portuguese) - 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.

Sindicato Rural de Paragominas (Rural Union of Paragominas, in Portuguese) (Regional)

An entity with significant performance and representativeness for the rural producers of Paragominas.

Sindicato Rural de São Francisco do Brejão (Rural Union of São Francisco do Brejão, in Portuguese) - 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 (in) ¹	2020	2021	2022
	10,635,224.52	11,531,217.77	15,534,665.75

1. For the reporting of the indicators corresponding to 2022, the values in dollars (US\$) were converted based on the average annual exchange rate (5.55).

Highest expenses with associations:

Brazilian Forest Industry - Ibá:

Amount paid in 2022: 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: 509,171.00 and 114,000.00 (total of 623,171.00).

ABAF represents the forestry companies in the state of Bahia, 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: 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 (in the states of Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul, Minas Gerais, and São Paulo), as well as our global presence in international associations.

GRI 2-29 Approach to stakeholder engagement

Other frameworks answered: n/a

STAKEHOLDER ENGAGEMENT**RELATED MATERIAL THEMES**

[Ethics, Governance and Transparency, Stakeholder Capitalism metrics](#), Stakeholder consultation on economic, environmental and social topics

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 management 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. The stakeholders were identified and prioritized based on an internal analysis that contemplated the categories that directly or indirectly affect or are affected by Suzano. In other words, they are vital for the good functioning of the company, of society, and the environment in which we live.

Along with routine engagement with stakeholders, Suzano conducts annual surveys to understand the perception of the 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.

STAKEHOLDER ENGAGEMENT**The 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 co

nferences

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 acronym) and Transport Perception Network (RPT, in Portuguese acronym)

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 acronym)

Final Consumer

Call Center
Questionnaires
Market Research
Product Packaging
Advertisements (on and offline)
Annual Report
Sustainability Center
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

Redes sociais

GRI 2-30 Collective bargaining agreements

Other frameworks answered: n/a

Suzano follows the prevailing legislation, the collective bargaining norms, and the policies established in the company's Code of Conduct.

About labor and union relations, we are committed to maintaining respectful relations with the employees' representatives and to complying with the agreements entered, always disclosing them to all employees. To meet such standards, as well as to have a harmonious, collaborative, and positive relationship with its employees, it is the responsibility of all managers to have dedication to the company's governance with their teams, support and guidance from the Legal and People and Management areas. All documentation resources, mainly payroll, and other human resources tools, are used for this purpose. All this compliance is monitored and analyzed by internal and external audits, as well as by government agencies, mainly the Secretariat of Labor Relations and the Internal Revenue Service.

Denunciations and complaints can be made to the company's Ombudsman sector, through electronic channels or by telephone, with a specific number for this purpose³. These channels are constantly disclosed to stakeholders by different media. Furthermore, the company's Labor Relations area is monitored by internal and external audits, and the agreements signed are also monitored by inspections of public agencies, mainly by the Labor Relations Secretariat and the Federal Revenue Service.

This entire governance structure enables the sustainability of the business, preserving the positive and harmonious relationship with stakeholders, as well as enabling the construction of joint solutions to the demands and opportunities arising from the labor relationship.

In the tables below you can find the following information:

- Total number of union negotiations expected in the next 12 months
- Minimum notice period given to employees and their representatives before implementing significant operational changes
- Total number of cases of strikes and/or lockouts in the year
- Percentage of employees covered by collective bargaining agreements.

3. To learn more, go to: www.suzano.com.br -> Ombudsman.

Total number of union negotiations expected in the next 12 months	2020	2021	2022
	30	30	30
Minimum notice period given to employees and their representatives before implementing significant operational changes (in weeks)	2020	2021	2022
	4	4	4
Total number of cases of strikes and/or lockouts in the year	2020	2021	2022
	0	0	0
Percentage of employees covered by collective bargaining agreements	2020	2021	2022
	100%	100%	100%

CONTENT ON MATERIAL TOPICS

GRI 3-1 Process to determine material topics

GRI 3-2 List of material topics

GRI 2-3 Reporting period, frequency, and point of contact

GRI 2-5 External verification

Other frameworks answered: n/a

The Report Sustainability 2022 and its different parts bring together the main financial, social, environmental, and governance results of Suzano. Suzano has reported in accordance with the GRI Standards for the period of January 1 to December 31, 2022, a reporting methodology adopted since our first annual report. It also has as a reference the principles that favor the communication of value creation, with focus and conciseness, as well as the 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, Renew life from the tree, 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 Brazil](#). Following the recommendations required by the GRI methodologies, the definition of the topics in the document reflects the materiality of Suzano. 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:

- **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 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 and forests.
- **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 on the forests.
- **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. co-operatives, 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.
- **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.

- Human Rights:** human 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.

MATERIAL TOPIC: WATER

GRI 3-3 Management of material topics

GRI 303-3 Water withdrawal

GRI 303-5 Water consumption

Other frameworks answered: SASB RR-PP-140^a.1; SASB RT-CP-140^a.1

INDUSTRIAL OPERATIONS

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 along with the executives monitor the water management indicators 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 Limeira (SP), Jacareí (SP), Imperatriz (MA), 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 (this city is close to 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 context, 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 Jundiá Basin Committee (CPJ in Portuguese);
- Crisis Committee of the National Water and Sanitation Agency (ANA, in Portuguese) for the Tocantins River.

As a result, example, 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 these preventive and adaptation actions in Suzano's industrial units.

2022 Performance

Total water withdrawal by Suzano in 2022¹ 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.

For 2022, the specific water consumption was 5.62 m³/t, consistent with the specific consumption of 2021 (5.47 m³/t) which meets the established target of up to 6.00 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/tsa to 50 m³/tsa.

1. The captured water considered for the target takes into account different assumptions from the GRI 303-3 reporting (detailed in the Preparation Basis).

Water withdrawal in industrial operations by source, cubic meters (m ³) ¹	2020 ²			2021			2022		
	Total water withdrawal	Total water withdrawal in water-stressed areas	Percentage of water withdrawn in water-stressed areas	Total water withdrawal	Total water withdrawal	Total water withdrawal in water-stressed areas	Percentage of water withdrawn in water-stressed areas	Total water withdrawal in water-stressed	Total water withdrawal
Surface water, including wetlands, rivers, lakes and oceans	283,300,305.04	29,406,242.17	10.40%	293,413,448.90	28,965,102.46	9.90%	286,701,115.20	28,790,518.90	10.04%
Groundwater/Groundwater table	1,404,884.22	0	0%	1,389,042.79	0	0%	1,307,292.79	0	0,00%
Rainwater	767,032.36	0	0%	270,809.22	0	0%	221,393.98	0	0,00%
Total	285,472,221.62	29,406,242.17	10.30%	295,073,300.92	28,965,102.46	9.80%	288,229,801.97	28,790,518.90	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. All water is abstracted from fresh sources ($\leq 1,000$ mg/L total dissolved solids). There is no water withdrawal from seawater sources, produced water, and from third parties.
2. The historical series was reviewed, and some values were adjusted (GRI 2-4).

Water consumption in industrial operations, in cubic meters (m ³) ¹⁶⁷	2020 ²	2021 ²	2022
Total ³	59,593,225.72	55,597,226.22	57,895,459.22
Specific ⁴	6.30	5.50	5.61
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).

2. We corrected the data for the last two years, as we found an inconsistency in the effluent flows.
3. Total consumption is the sum of consumption of all units.
4. Specific consumption is the ratio of total consumption to saleable production.
5. The 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.
6. No water storage changes in megaliters.
7. In light of our commitment to evolve in the governance and management of our data, we have conducted a review of the historical series of this indicator and identified the need to correct some data (2-4).

FORESTRY OPERATIONS

Eucalyptus is the main raw material in Suzano's production process. It consumes water and carbon dioxide gas, performs photosynthesis, and returns water and oxygen to the atmosphere, and has a production 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 water availability of each resource 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, hilltops, 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.

Water withdrawal by source in forestry operations, in cubic meters (m ³)	2020			2021			2022		
	Surface water	Groundwater	Total	Surface water	Groundwater	Total	Surface water	Groundwater	Total
São Paulo	165,324.68	176,355.64	341,680.32	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	121,535.72	392,476.72	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	1,506,967.68	299,893.36	1,806,861.04	1,499,520.94	141,445.05	1,640,965.99	1,505,937.91	145,296.00	1,651,233.91

- 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 per source in forestry operations in water-stressed areas, in cubic meters (m ³)	2021			2022		
	Surface water	Groundwater	Total	Surface water	Groundwater	Total
São Paulo	0.00	0.00	0.00	2,134.69	0	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	2,134.69

- 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 in forestry operations in water-stressed areas ¹	2021	2022
São Paulo	0.0%	0.64%
Mato Grosso do Sul	0.00%	0.00%
Espírito Santo-Bahia	0.00%	0.00%
Maranhão	0.00%	0.00%
Total	0%	0.13%

- 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.

GRI 303-1 Water interactions as a shared resource

Other frameworks answered: SASB RR-PP-140^a.2

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 operation
- 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 Sustainable 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 sol-

idity with this resource. In early 2020, the company took as one of its Commitments to Renew Life “[to increase water availability in 100 percent 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 all 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 theme.

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

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 operational 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.

Urgent efforts are needed to minimize the risks of water shortages in river basins, intensified by climate change. Suzano's eucalyptus plantations, native forests, and factories depend directly on the water. This requires understanding, systematizing, improving, and expanding water use management in the field, industry, and near operations.

We understand as risks arising from water management at Suzano: the unavailability of water at Suzano's forest management units and factory; the lack of wood supply from own and partner plantations; the social conflicts due to the overlapping of water use; and the penalization by the certification mechanisms applicable to the Company's activities.

Rain is the main water source used for Suzano's forestry production. Rainfall events are seasonal, in other words, they tend to reduce their occurrence in certain months of the year, naturally generating dry periods depending on the local climate regime. These periods of water deficit (June to September, in most Suzano areas) can be intensified during cyclical climate phenomena (such as el niño, la niña, etc.) or climate change itself. In these periods, social conflicts over overlapping water use, for example, tend to increase.

To evaluate the climatic effects on forest productivity and water resources, Suzano has a network of 71 of its meteorological stations and 63 public stations distributed throughout its forestry base and five flow towers equipped with instruments that perform the water and carbon balance at very high monitoring frequencies.

As a basis for understanding forest management on water resources, Suzano has 10 experimental watersheds equipped with sensors to broaden the understanding of the relations and effects of forest management in locations representative of Suzano's production model in every one of the company's forest units.

Additionally, Suzano has committed to renew life (CPRV) to "Increase water availability in 100% of critical watersheds¹ by 2030". The company's goal is to anticipate and apply local mitigating and/or transforming measures to prevent water restriction events, and to consolidate itself as a protagonist in applying innovability (the union between innovation and sustainability) in forest base management. Based on an extensive hydrological modeling study in 100% of the basins that cover its areas, it prioritized recovery actions in those evaluated as critical, based on the balance between supply and demand for water, the level of occupation of Suzano's areas, and the local community's vulnerability. Some of the expected results of these actions are increased water availability in critical watersheds; mitigation of social conflicts; mitigate losses in forest productivity.

Another key long-term commitment (CPRV) is to reduce water withdrawn from industrial operations by 15% by 2030. This commitment is added to how Suzano's industrial units already operate according to the standards established by the Integrated Pollution Prevention and Control (IPPC) and the International Finance Corporation (IFC). In this case, the goal is to further improve the performance of our operations and generate a significant reduction in water withdrawn for industrial processes.

Suzano's water management seeks to increase the availability of a sensitive resource such as water, and we assume the responsibility not only to take care of our critical areas but also to support our neighbors that are in areas of water restriction, mitigating the risks of the shortage of this resource.

In 2022, besides specific management actions in Suzano's watersheds, the company launched the program Caring for Water in the Value Chain, a pilot project focused on engaging and working on water management with our suppliers. Through this program, Suzano hopes to encourage them to make joint commitments to reduce their water footprints by engaging and supporting them in data transparency, measurement, and goal setting, as well as in the risk and opportunity assessment related to water management. As a first approach, the program currently encompasses 100 suppliers identified from our socio-environmental risk matrix as having a high potential impact on water resources.

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

GRI 303-4 Water Disposal

GRI 303-2 Management of impacts related to water disposal

Other frameworks answered: n/a

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 IPPC (Integrated Pollution, Prevention and Control 2015 - European Commission).

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 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 IPPC (Integrated Pollution, Prevention and Control 2015 - European Commission).

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 IPPC (Integrated Pollution, Prevention and Control 2015 - European Commission), which indicates as best performers result between 0.6 and 1.5 kg/.

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 Jacaré (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.

Total water disposal by source, in cubic meters (m ³) ⁵	2020		2021 ²		2022 ²	
	Total	In water-stressed areas ³	Total	In water-stressed areas ³	Total	In water-stressed areas 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. The Aracruz (ES) unit has an underwater outfall.
4. 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 units were included in the water stress category.
5. We corrected the data for the last two years because we found an inconsistency in the effluent flows. (GRI 2-4)

Direct Biochemical/biological oxygen demand (BOD) in effluents	2020 ¹	2021 ¹	2022
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 for the last two years because we found an inconsistency in the effluent flows. (GRI 2-4)

Direct chemical oxygen demand (COD) in effluents	2020 ¹	2021 ¹	2022
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 for the last two years because we found an inconsistency in the effluent flows. (GRI 2-4)

Presence of total suspended solids in effluents	2020 ¹	2021 ¹	2022
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 for the last two years because we found an inconsistency in the effluent flows. (GRI 2-4)

AOX presence in effluents	2020 ¹	2021 ¹	2022
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 for the last two years because we found an inconsistency in the effluent flows. (GRI 2-4)

Presence of total phosphorus in effluents	2020 ¹	2021 ¹	2022
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 for the last two years because we found an inconsistency in the effluent flows. (GRI 2-4)

Presence of total nitrogen in effluents	2020 ¹	2021 ¹	2022
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 for the last two years because we found an inconsistency in the effluent flows. (GRI 2-4)

MATERIAL TOPIC: BIODIVERSITY

GRI 3-3 Management of material topics

Other frameworks answered: n/a

Due to the high cost of creating and maintaining protected natural areas, these initiatives are almost always promoted by the state. However, the majority of the world's lands and biodiversity are found in private areas. Therefore, the involvement of the private sector in the establishment of protected areas and the protection of natural areas plays a crucial role in global efforts to increase the surface area conserved.

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

In the international context, Brazil stands out as the country where the planted tree 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 in Portuguese acronym), 1.6 million hectares are Permanent Preservation Areas (APPs), 395,000 hectares are High Conservation Value Areas (HCVAs), 50,000 hectares are Private Natural Heritage Reserves (RPPNs in Portuguese).

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

Suzano's protected areas include the Permanent Preservation Areas (APP in Portuguese) and the Legal Reserves (RL in Portuguese), established and managed following Brazilian Forestry Law No. 12,651/2012. Depending on their ecological, environmental, and social attributes, part of these areas can be considered as High Conservation Value Areas (HCVA) and/or Private Natural Heritage Reserves (RPPN), in which case special forms of management and protection of the identified values must be established by specific requirements and legislation applicable to these conservation areas.

Suzano maintains and protects over 1 million hectares of native vegetation, corresponding to 40% of its total area. Within this territory, Suzano voluntarily identified 75 areas defined as High Conservation Value

Areas (HCVA) and seven Private Natural Heritage Reserves (IUCN Category IV), totaling approximately 90,000 hectares considered global or national importance.

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

Biodiversity management at Suzano relies on the Biodiversity Monitoring Plan that establishes the general guidelines, procedures, and responsibilities regarding the conservation management of its areas.

Regarding the defined HCVAs, Suzano has a specific Monitoring Plan for each Forestry Business 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 by specific requirements and legislation applicable to these conservation areas. Furthermore, for the areas where the need for intervention to re-establish ecological functions has been identified (due to previous use of cattle grazing and other uses utilized 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 by 2030, using 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 (Priority Areas for Biodiversity Conservation). Creating ecological corridors connects isolated areas, enabling the movement of animals and the increase of vegetation cover and, consequently, the regeneration of biodiversity. It is worth highlighting that the biodiversity commitment established by Suzano, besides covering three of Brazil's six biomes, considered the representativeness of the company's entire territorial extension and influence, which will be executed collaboratively with various stakeholders, in partnership with universities, research institutions and, above all, with the local communities and landowners of the areas that will be connected.

To reach this goal, Suzano is focused on the axes 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, and establishing business models that generate shared value and biodiverse production, along with actions to reduce pressures on biodiversity as a result of human action. For further information, please access : [Commitment To Renewing Life For Planet - Conserve Biodiversity](#).

The balance of ecosystem 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 pulp production is directly dependent on natural resources. Thus, acting in favor of biodiversity conservation and ecosystem restoration, besides benefiting society, ensures the perpetuity of your own business.

1. Brazilian Forest Service, SNIF - National Forest Information System (2020), Map of Brazilian Forests : <https://snif.florestal.gov.br/pt-br/os-biomas-e-suas-florestas#:~:text=A%20%C3%A1rea%20de%20floresta%20do,apenas%20%25%20s%C3%A3o%20florestas%20plantadas>.

COMMITMENT TO ZERO DEFORESTATION

A big and growing concern worldwide is the increase in deforestation rates in Brazil and for this, there are already several initiatives for monitoring systems and deforestation alerts per Brazilian biome.

Therefore, and considering this to be a basic premise for any initiative against the loss of biodiversity, Suzano is committed to a policy of zero deforestation and adoption of best forest management practices, establishing its plantations exclusively in areas previously occupied by other uses, as well as improving the environmental quality of areas designated for conservation.

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

To this end, Suzano instituted and applies the [Due Diligence System \(SDD\)](#) of the wood supplied from its company-owned and third-party areas. This evaluation aims to ensure compliance with the principles of its policies, such as the Zero Deforestation Commitment; 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, this will be duly evaluated by a multidisciplinary group and dealt with before the contract is formalized
- Analysis of land use boundaries with officially demarcated Conservation Units, priority areas for conservation, indigenous communities and traditional communities.

After the legal and environmental validations, the forest area is registered in a system called "Zenith" that includes relevant information, such as geolocation of planting and conservation areas, name of the rural property, region, and state, among others, and covers its wood and third-party wood. This registration stage is part of [Suzano's traceability program](#), meeting the commitment to ensure that 100% of the products delivered to customers can be traced back to the origin of the wood. In other words, the program monitors the wood during planting, handling, harvesting, and transport to the factory. At the factory, the information is recorded in a system that allows the connection with the production of the pulp lot and other products, such as paper and tissue.

Aiming to bring transparency, Suzano has the FSC and PEFC Forest Management certifications for the Forestry Units and the FSC and PEFC Chain of Custody certifications in the Industrial Units, Distributors, and Traders. All traceability controls are evaluated during internal and external audits conducted by the independent third-party certification body.

To ensure that deforestation is not present in the value chain and to comply with Suzano's Zero Deforestation Commitment, as well as to provide transparency of its activities to stakeholders, the company has been publishing the Annual Zero Deforestation Report ([2020](#) and [2021](#)) since 2020. The report is based on a systemic analysis of public data on deforestation in Brazil, cross-referenced with its operational base.

This analysis is comprehensive to all regions where the company operates in the national territory to evaluate the deforested areas, contemplating the stages of:

- **Information gathering:** documentary collections, history of land use and conservation, surveys of relevant evidence
- **Deforestation analysis and assessment:** checking reports and images of possible deforestation and gathering evidence in loco, if necessary
- **Creation of action plans to address deforestation with stakeholder involvement:** real estate processes, contracts bound to third parties, lawsuits, occurrence reports, eventual environmental licenses obtained by third parties, maps and photographic records collected in the field

- **Monitoring and control over the defined action plans:** Suppressed areas monitoring with revisits to the areas by the Patrimonial Surveillance, images, revision or even devolution of ownership, monitoring of legal actions, and including the areas in the Ecological Restoration Program.

The entire system is also verified by an independent third-party audit to ensure that the whole process provides credibility, technical accuracy, and impartiality of analysis and reporting.

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

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

- **Deforestation or Suppression:** consists of the action or result of the elimination or extinction of native vegetation in a given area.
- **Natural Area and Native Vegetation:** areas with original, remnant or regenerated vegetation, containing diverse specimens of flora (trees and other plants) and fauna (animals) species native or natural to its locality.
- **Hectare:** unit of area measurement that equals approximately one soccer field or 10,000.00 m².
- **Ecological restoration:** the process of helping to restore an ecosystem that has been degraded, damaged, or destroyed and aims to move a degraded ecosystem onto 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:** technical analysis that uses specific software and satellite images to evaluate the areas of native vegetation.
- **Monitoring:** to determine the situation of a system, a process, a product, or an activity by collecting data in stages or at different times.

CERTIFICATION MANAGEMENT

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

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

Internal and external audits are carried out annually. With the pandemic scenario getting better, 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 directives of the IAF (International Accreditation Forum) and other guidelines established by the normative standards.

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

FOREST STEWARDSHIP

The Forest Stewardship certifications seek to ensure the proper use of natural resources, 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, to protect, recover,

and promote the sustainable use of ecosystems and generate value for all the audiences with which we relate, in total compliance with the company's strategy and long-term vision.

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

In all forest assets under its management, the organization is accountable for the impacts of its decisions and activities, on society and the environment, and contributes to the improvement of processes, through 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 the impacts caused by these forestry operations. Additionally, a metric is established for mapping these possible impacts as a result of forest management activities and the subsequent monitoring and control.

Forest certification stimulates improvements for biodiversity conservation and ecosystem services maintenance, contributing to carbon fixation, road maintenance and protection of soils against erosion, improvement of occupational health and safety conditions, and involvement and engagement with local communities. Furthermore, it facilitates the management of legal and administrative issues related to the legal origin of wood and wood products.

Suzano communicates with the most diverse segments of society (stakeholders), keeping them up to date as to its activities. Furthermore, it maintains three grievance mechanisms. The Stakeholder System (SIS-PART) has the function of receiving, treating, registering, and responding to complaints, as well as repairing losses and damages derived from the execution of operational activities. The occurrences and communication with stakeholders impacted by forestry operations are registered in the Operational Dialog system, as are the resolutions and mitigating measures.

The second, the Ombudsman's Office has an anonymous channel for registering complaints, both for the internal and external public. Complementing these channels, the company also has "Suzano Responds", a telephone contact that registers complaints and questions from interested parties.

CHAIN OF CUSTODY

The 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 the forest products, 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 Chain of Custody requirements following internationally recognized norms and standards. To achieve this, it has a **traceability program** with trained professionals, computerized systems, and checks by internal and external third-party audits.

The Wood Supply Policy establishes criteria for land and wood acquisition in line with:

- Brazilian Forest Code
- FSC® Membership Policy Criteria
- FSC® and PEFC® forest stewardship and chain-of-custody standards
- FSC® controlled wood, PEFC controlled sources

- EUTR – European Timber Regulation
- UKTR - United Kingdom Timber Regulation
- 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 manner, customer satisfaction, continuous improvement of operations, environmental protection, and the occupational health and safety of employees.

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

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)
- Certificate Type: Multi-site
- FSC® Standards:
- FSC-STD-40-003 V2-1_EN_Certification CoC Multi_Site
- FSC-STD-40-004 V3-1_EN_Chain of Custody Certification; FSC-STD-40-005 V3-1_EN_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
- Certification scope:
- IMA-COC-001388 and IMA-COC-0007 (Factories);
- IMA-COC-001470 and IMA-COC-0006 (Traders);
- IMA-COC-001983 and IMA-COC-0005 (Distributors).

FSC License Codes:

- Chain of Custody - Units in Brazil – FSC-C010014;
- Chain of Custody - Europe and the United States – FSC-C012430;
- Chain of Custody - Distribution Center in Brazil and Argentina – FSC-C003231;

- PEFC License Codes:
- Chain of Custody - Units in Brazil – IMA-COC-0007;
- Chain of Custody - Europe and the United States – IMA-COC-0006;
- Chain of Custody - Distribution Center 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
- Scope of FSC® certification: Forest Plantation Management
- Certificate Type: Individual
- Cerflor Standard: ABNT NBR 14,789, version 2012 - Sustainable Forest Management - Principles, Criteria and Indicators for forest plantations
- Scope of CERFLOR Certification: Forest Plantation Management
- Certificate Type: Individual

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

- Ecosystem Services Procedure: Demonstrating Impacts and Market Tools - FSC-PRO-30-006 V1-2 (applied to UNF SP);
- FSC License Codes:
- Forest Stewardship BA – FSC-C155943;
- Forest Stewardship ES – FSC-C110130;
- Forest Stewardship MS – FSC-C100704;
- Forest Stewardship MA – FSC-C118283;
- Forest Stewardship SP – FSC-C009927.
- CERFLOR License Codes:
- Forest Stewardship BA – SYS-FM/CERFLOR-0013;
- Forest Stewardship ES – IMA-MF-0007;
- Forest Stewardship MS – IMA-MF-0005;
- Forest Stewardship MA – SYS-FM/CERFLOR-0001;
- 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 the port terminal certification: rendering of unloading, handling, storage, shipping, and receiving services of dry and inert general cargoes not added in containers, except chemical products, in export/import operations.

We comply with the standards:

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

By 2022, the SIG (Integrated Management System) team had as targets:

1. Standardization and unification of the documentation of the national and international offices and port terminals
2. Maintain PE pulp quality above planned
3. Maintain adherence to production plan above planned
4. Reduce the rate of external complaints
5. Reduce water consumption
6. Reduce industrial waste generation
7. Keep the organic load in the effluent (BOD) within the plan
8. Keep the lost time accident frequency rate lower than planned
9. Keep the frequency rate of accidents without lost time lower than planned
10. Implement actions defined in the 2022 Culture Transformation Plan
11. Reduce claims analysis time as planned
12. Keep the breakdowns generated (pulp) by logistics below planned by 2022.

MANAGEMENT OVER AGROCHEMICAL USE

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). In this context, 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).

Thus, based on this monitoring, we also carry out target control, whether by biological, genetic, physical, cultural, or chemical strategy. To this end, a specialized team develops the integrated management of the topic, carrying out internal and external research on the subject and providing recommendations on the use of agrochemicals based on compliance with national and international policies and those of certifiers. With 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.

Also, aiming to reduce agrochemical use, 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. License Codes: Forest Stewardship BA - FSC-C155943; Forest Stewardship ES - FSC-C110130; Forest Stewardship MS - FSC-C100704; Forest Stewardship MA - FSC-C118283; Forest Stewardship SP - FSC-C009927.

LAND USE MANAGEMENT

Responsible socio-environmental conduct and shared value generation are part of Suzano's business strategy. The Company recognizes the value of its forests (both in the conservation of their natural resources and in the supply of sustainable eucalyptus wood - the most important raw material for Suzano's business).

Thus, it is committed to a [zero deforestation policy](#) and adoption of best forest management practices, establishing its plantations exclusively in areas previously anthropized by other uses. Likewise, the company also undertakes to purchase wood from plantations established exclusively in areas that were previously anthropized or that conversion, if any, did not occur after the publication of Suzano's [Wood Supply Policy](#).

To ensure that deforestation is not present in the value chain, as well as to provide transparency of its activities to stakeholders, the company has been publishing, since 2020, the Zero Deforestation Annual Report. This report is based on an analysis of public data on deforestation in Brazil, cross-referenced with its operational base. For more information, access the Zero Deforestation Annual Report [2020](#) and [2021](#).

Suzano operates in guided by legislation, standards, and commitments undertaken and is committed to forestry initiatives that are widely recognized internationally (FSC and PEFC). Moreover, to monitor the 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 a software called **Âmbito**.

Currently, Suzano's operations are in São Paulo, Mato Grosso do Sul, Maranhão, Pará, Tocantins, Bahia, Minas Gerais, and Espírito Santo, 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 for monitoring the sources of raw material (wood) in compliance with voluntary forest certification requirements and applicable legislation.

The program covers 100% of the wood suppliers. The contracts with the suppliers include clauses for compliance with the current legislation, even though Suzano helps them to regularize their situation before signing the partnership. All this control is evaluated by customers, investors, internal and external auditors of the voluntary forest certification standards.

Therefore, when purchasing wood for 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 from forest plantations
- Do not compromise recognized areas of high conservation value
- Identify wood origin and ensure that the entire supply chain is traceable
- Respect the right to property, peaceful possession and use of land
- Respect human rights
- Ensure the civil rights of workers, including issues related to health and safety, observing the fundamental principles of the International Labor Organization (ILO)
- Guarantee the rights of indigenous peoples and traditional communities
- Ensure that silvicultural and wood supply operations do not cause deforestation
- Field visits to demonstrate document 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 - FSC® and PEFC, which attest to the company's conduct in developing forest products, respecting the environmental, social and economic aspects of the region. In these cases, the company is annually audited based on pre-established and publicly available environmental, social, and economic performance standards.

In recognition of the potential impact of its operations on forests and other natural habitats, Suzano's [Corporate Environmental Management Policy](#) establishes for each activity developed, based on the mitigation hierarchy theory, 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 fairer and more sustainable world is built upon transformative social attitudes. Therefore, the company invests in social development in its areas of operation. The purpose of the Social Strategy built is to drive, alongside partners, the social development of the company's areas of operation by strengthening relations with communities and investing in education and opportunities for work and income.

The Relationship programs are built on a community engagement methodology that represents a deeper, inclusive and ongoing structured relationship that establishes Suzano as a partner in local development. It

is based on 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, and the actions and responsibilities of the parties involved. The programs are born from local vocations and needs. To leverage the local development of the surrounding communities, Suzano has various programs and initiatives for work and income, culture, sports, and education for rural, urban, traditional communities and indigenous peoples. Some examples of projects are: Beehives, Sustainable Settlements Program and the Agente do Bem Program.

Total area of natural forest designated for wood/fiber production, by forest management unit (in ha)	2020	2021	2022
Mato Grosso do Sul	0.00	0.00	0.00
São Paulo	0.00	0.00	0.00
Espírito Santo-Bahia	0.00	0.00	0.00
Maranhão	0.00	0.00	0.00

Suzano does not use natural forest areas for wood production. These areas are designated for environmental conservation, maintaining and protecting more than one million hectares of native vegetation, which corresponds to 40% of its total area.

GRI 304-1: Own, leased or managed operational units within or adjacent to areas of environmental protection and high biodiversity value areas located outside of environmental protection areas.

Other frameworks addressed: SDGs 6.6, 14.2, 15.1, 15.5.

Areas managed within or adjacent to conservation units, in hectares (ha)¹

	2020	2021	2022
Within			
Bahia	2,106	2,371	2,409
Espírito Santo	4,903	4,925	4,923
Minas Gerais	1,709	1,682	1,706
São Paulo	70,384	70,447	70,224
Mato Grosso do Sul	0	0	681
Maranhão	21,363	21,286	21,286
Amazonas	4,999	4,999	4,999
Rio de Janeiro	0	59	0
Consolidated total	105,465	105,771	106,228
Adjacent			
Bahia	106,836	107,669	108,638
Espírito Santo	72,446	69,689	70,408
Minas Gerais	0	0	0
São Paulo	14,094	18,512	19,625
Mato Grosso do Sul	1,717	1,707	1,707
Maranhão	2,250	2,429	2,429
Rio de Janeiro	0	633	318
Amazonas	4,999	4,999	4,999
Consolidated total	202,344	205,639	208,124

¹ Includes owned and leased areas within or adjacent to protected areas and areas of high biodiversity value located outside of protected areas.

Monitoring

We continuously monitor the biodiversity of fauna (mammals, birds, amphibians, and reptiles) and flora (shrubs and trees) in all of our forest areas. The objective is to evaluate the influence and interactions of forest management in natural areas, as well as the responses of local populations and conservation practices.

In over 30 years of monitoring, we have recorded more than 4,000 species of fauna and flora, of which approximately 400 are endangered and 350 are endemic.

The continuous presence and representativeness of these species in our areas indicate our contribution to biodiversity conservation, the maintenance of healthy ecosystems, and the provision of environmental services.

According to the World Bank, more than 75% of food crops depend on animal pollination - but over 40% of known species of insects have declined in recent decades.

AMAZON

We are present in 0.1% of the Amazon biome, with 260,000 hectares dedicated to the conservation of native vegetation.

40% of the birds of the Amazon have already been recorded in our areas, including the Golden Parakeet (*Guaruba guarouba*), an endemic bird from northern Brazil and threatened with extinction, being classified as vulnerable (VU) by the IUCN.

CERRADO

We are present in 0.5% of the Cerrado biome, with 460,000 hectares dedicated to the conservation of native vegetation.

50% of Cerrado mammal species have already been recorded in our areas, including the Jaguar (*Panthera onca*). Despite being listed as Near Threatened (NT) by the IUCN, this species is considered critically endangered or vulnerable in all of the states where we operate.

ATLANTIC FOREST

We are present in 0.8% of the Atlantic Forest biome, with 390,000 hectares dedicated to the conservation of native vegetation.

31% of Atlantic Forest reptile species have already been recorded in our areas, including the Lineares Lizard, an endemic species in Brazil, restricted to the states of Espírito Santo and Bahia, and classified as Endangered (EN).

GRI 304-2 Significant impacts of activities, products, and services on biodiversity

Other frameworks answered: n/a

Recognizing the potential impact of its operations on forests and other natural habitats, from its Corporate Environmental Management Policy, Suzano establishes a risk evaluation and determination of measures based on the Mitigation Hierarchy Theory, aiming at the prevention, mitigation, adaptation, restoration, and

compensation of negative impacts, as well as amplification of the positive impacts inherent to its operational activities.

The identification and evaluation of Suzano's environmental aspects and impacts are carried out by the forestry unit and recorded in their respective Environmental Aspect and Impact Matrices (AIA in Portuguese acronym). Among the main negative impacts on biodiversity are:

- Physical quality of the soil alteration
- Contamination and alteration of soil quality
- Wildlife alteration
- Water shortage
- Watercourse siltation
- Air quality contamination and alteration.

There are also positive impacts, such as the reduction of the greenhouse effect from the carbon sequestration performed by planted and native forests and related to the connectivity increase in the landscape and the maintenance of biodiversity.

To ensure impact management and control, in its EIA Matrix Suzano also determines measures to avoid or mitigate the negative ones, as well as to enhance the positive ones. These measures are shared internally with the operational areas using training for employees and contractors, to promote continuous learning about the importance of environmental care in daily activities. The following are some 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 the socio-environmental recommendations suggested in the micro-planning 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 socio-environmental occurrences and intensification of the patrols carried out by the patrimonial vigilance**, aiming at the prevention and treatment of occurrences that have an impact on biodiversity.
- **Installation of identification and guidance signs in all the company's operating units** aimed at preventing and mitigating the impacts caused by illegal practices.
- **Brigadas de combate de incêndios treinadas e equipamentos de monitoramento**, com o objetivo de mitigar os impactos gerados pelas queimadas;
- **Trained fire brigades and monitoring equipment**, to mitigate the impacts generated by wildfires;
- **Water catchment at legally authorized points**, respecting the limits established for catchment and shared use with adjacent communities;
- **Ecological restoration** for corridor formation connecting remnants of native vegetation and networking of ecologically representative conservation areas as a practice of restoration of adverse impacts;

In addition to these measures adopted in the company’s operational 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, the regeneration of biodiversity. More information about the advancement of the commitment can be found at: [Commitment To Renewing Life For Planet - Conserve Biodiversity](#).

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.

GRI 304-3 Habitats protected or retored

Answered Frameworks: GRI 304-3; SASB RR-FM-000.A

Suzano has 2,613,723.31 areas, 57% owned and 43% leased. 40% of these areas are destined for conservation, of which 1,001,882.34 hectares are protected biomes.

Protected habitats, by type, in hectares (ha) ¹	2020	2021	2022
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, the “pampa” is not reported. 2021 data were reviewed and as of 2022, we included reporting of “mangrove” and “restinga” in the biomes above.(GRI 2-4)

Protected habitats, by type and forest management unit, in hectares (ha) ¹	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
Total	261,338.40	117,308.06	161,261.49	376,747.88	916,655.93	276,484.04	114,497.04	219,746.53	350,404.92	964,132.53	281,982.59	110,441.65	256,677.96	352,780.13	1,001,882.33
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
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
Atlantic Rain-forest	260,430.31	81,240.45	3,597.23	0.00	345,268.09	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

- The numbers reported are only for areas considered eligible for conservation in protected Biomes. In this indicator, the "pampa" is not reported. 2021 data were reviewed and as of 2022, we included reporting of "mangrove" and "restinga" in the biomes above. (GRI 2-4)

Suzano total areas, by type of land use, in hectares (ha) ¹	2020			2021			2022		
	Company areas	Leased and partnership areas	Total	Company areas	Leased and partnership areas	Total	Company areas	Leased and partnership areas	Total
Planting and available	754,465.00	591,688.00	1,346,153.00	672,626.16	648,634.46	1,321,260.62	845,635.61	629,894.18	1,475,529.79
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 use, in hectares (ha) ¹	2020	2021	2022
Planting and available	126,005.00	120,464.31	108,119.00
Intended for conservation	0.00	0.00	0.00
Infrastructure	0.00	0.00	0.00
Total	126,005.00	120,464.31	108,119.00

1. The indicator considers only incentive areas.

Ecological Restoration Program

Suzano understands that ecological restoration is a commitment and a responsibility in the regions where it operates. To meet legal requirements, certification requirements, and voluntary commitments, the company has had an Ecological Restoration Program in place since 2010, which covers the Atlantic Forest, Cerrado, and Amazon biomes and operates in all the company's forestry business units.

Given Suzano's territorial expression and the diversity of the environments in which it operates, plus the complexity of ecological restoration itself, it was necessary to create a diversified network of strategic partners that includes NGOs, universities, companies and neighboring communities. This network has been innovating in restoration technology, seeking to improve efficiency, reduce environmental impacts, generate job opportunities, and share knowledge for the creation of restoration methodologies specific to the biomes where it operates. For more details, access the "[Commitments and Partnerships](#)" indicator.

Suzano's Ecological Restoration Program has been working in the territories to significantly increase connectivity between existing forest fragments and promote the formation of networks of ecologically representative conservation areas.

The Ecological Restoration Program thus 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, and pollination, among others. For more details, see the indicator "[Optimizing opportunities for ecosystem services provided by forest areas](#)".

Ecological restoration program activities detailing:

The program activities are defined in the Suzano Ecological Restoration Management Manual. In general, the activities are distributed in packages of deployment (key activities) and maintenance/monitoring. Methods used in the deployment package are:

- Passive Restoration
- Conduction of natural regeneration
- Planting of native trees
- Intercropping
- Nucleation
- Direct seeding
- Control of exotic/invasive species.

Once the key activities have been carried out in the "to be restored" areas, they move into the "in restoration" state and are subject to the maintenance/monitoring package steps.

The maintenance package includes the activities performed after the 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 determination of the need for the maintenance package activities comes from the areas' operational and ecological monitoring, carried out by specialized teams, as described below:

- **Operational Monitoring:** includes measures of native seedling quality, planting survival, weed and ant monitoring, and deployment operational quality (soil preparation, planting, and herbicide application results).

- **Ecological monitoring:** is performed five years after implementation, aiming to assess the coverage or density of native trees present in the area, as well as the area's ecological attributes in the restoration process. Satellite spot images are used for canopy cover assessment. In areas with more than %70 canopy cover, plots are allocated for assessment. This monitoring aims to verify if there is a need to carry out adaptive management activities to correct the area ecological trajectory. The main activities are densification and enrichment plantings, but activities such as control of exotic and invasive species, mulching, among others, can also be recommended.

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

Total size of areas in the restoration process by forest management unit (in km ²)	2020	2021	2022
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	238.4
Maranhão	1.23	1.23	1.84
Total	330.17	350.89	373.55

1. The numbers represent the total size of areas in restoration processes under company management implemented up to the reported year, by the forestry business unit, regardless of the stage of restoration in which the areas are.

Total number of seedlings planted for restoration, per forest management unit ¹	2020	2021	2022
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 up to the period in question. Started planting seedlings at the São Paulo unit: 2010; Started planting seedlings at the Espírito Santo-Bahia unit: 2010; Started planting seedlings at the Mato do Grosso do Sul unit: 2014; Started planting seedlings at the Mato do Grosso do Sul unit: 2018.

Size of areas with restoration process initiated by forest management unit (in km ²)	2020	2021	2022
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. For this indicator, only the restoration areas implemented in the reported year were considered (i.e. that began the restoration process). Thus, this indicator does not include areas of maintenance and monitoring implemented.

GRI 304-4 Species included in the IUCN red list and national conservation lists with habitats in areas affected by the organization's operations

Other frameworks answered: n/a

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, 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. More than 4,000 species of fauna and flora have been

recorded, of which more than 400 are threatened with 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, phytophysiology, 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 muriquis 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). There are only about 20 populations of muriquis-do-sul in Brazil today, each of a different size, living in the tree-tops 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 Muriquis (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

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

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
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	0	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

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 with the generation of scientific knowledge about biodiversity to propose and/or strengthen conservation measures.

References:

- 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.
- OREN, D. C.; ROMA, J. C. Composição e vulnerabilidade da avifauna da Amazônia Maranhense, Brasil. *Amazônia Maranhense - diversidade e conservação*. Belém: Museu Paraense Emilio Goeldi, p. 221-248, 2011.

MATERIAL TOPIC: TERRITORIAL DEVELOPMENT

GRI 3-3 Management of material topics

Other frameworks answered: n/a

RELATIONSHIP MANAGEMENT WITH LOCAL COMMUNITIES

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

- Indigenous Peoples and Traditional Communities Relationship Policy
- Relationship Management Manual
- Population Resettlement Manual
- Procedure for Relations with Urban and Rural Communities
- Operational Dialogue Procedure
- Stakeholders Occurrence Management Procedure
- Identification and Evaluation of Social Aspects and Impacts Procedure
- Social Demands Management Procedure.

The relationship management model with communities is based on transparent dialogue, respect for rights, social and cultural values, and recognition of the protagonism and autonomy of local players. In this regard, community consultation is an ongoing process being scaled and planned **locally**, according to 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
- Respecting local values and culture, but at the same time providing opportunities for those people who have no voice in the formal decision-making structure to understand the issues and express their opinions
- Respect the communities' traditional forms of social organization and political representation
- Providing the information in a way that can be easily understood and sizing the time to allow people to react and express their questions, concerns, and opinions
- Decisions must be collectively constructed, free from external manipulation, interference, coercion, or intimidation
- Document the entire process, providing feedback on issues, actions, and commitments made.

The company's extensive area of operation is characterized by different 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 limits of the forest management units) are identified and characterized using socioeconomic indicators and social impacts caused by Suzano's forest management. This Social Inventory is based on direct observation and interviews with locals.

Based on the Social Inventory, the prioritization and planning of the relationship process with communities is carried out. Through a proprietary Prioritization Matrix, the relationship models with the communities per location are established, considering three dimensions:

- Socioeconomic vulnerability;
- Impact generated by the Company's activities; and
- Importance to the Company.

Suzano adopts the following relationship models:

Engagement

It is the main relationship tool with the neighboring communities that are considered priority. Represents a deeper, inclusive and ongoing structured relationship that establishes Suzano as a partner in local development. Its methodology considers 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. It also encourages and strengthens local networks to promote dialogue and solidarity among the parties. According to our Socioenvironmental Investment and Donation Policy, Suzano's socioenvironmental investments must result from community engagement processes.

Operational Dialog

Relationship tool in which Suzano consults and establishes agreements with neighboring communities to minimize and mitigate the impacts of local operations on them. The company organizes meetings with neighboring communities before forestry operations and, in these discussion moments, exposes all the actions it is committed to taking to avoid or minimize the negative impacts of the operations besides listening 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) in locations near its operations. This involvement aims to promote the council as the main direct communication channel between the community and the company, to facilitate access and understanding of issues, themes, and information of common interest related to Suzano's activities (especially for safety, health, and environmental aspects). Furthermore, the performance of the councils aims to build a positive agenda with social actions and structuring investments that boost socioeconomic development, under the premise of increasing social capital and articulating strategic actions with public policies with a territorial focus.

Attendance at 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 the country and abroad that are dedicated to issues related to our socio-environmental performance.

On all these fronts, the objective is to create conditions to mitigate adverse impacts and contribute to local and territorial development. The following are some of the main commitments assumed by Suzano regarding the issues of social and territorial development and dialogues in which we are involved:

Participation in forums for social participation and public policy management

Forum	Theme	Stakeholders
AICL - Integra Costa Leste Associação (MS)	Public Policies, Education	Community, Government and Institutions
APL (Local Productive Arrangement) of Milk from Brasilândia - MS	Job and income generation	City Hall
APL (Local Productive Arrangement) of Milk from Selvíria - MS	Job and income generation	Municipal Administration and AGRAER - Agency for Agrarian Development and Rural Extension
Sectorial Advisory Chamber of the Apiculture Chain of Mato Grosso do Sul	Job and income generation	Government, CSOs, private companies and rural communities
Sectorial Chamber of Apiculture	To harmonize the parties involved, increasing the efficiency of the beekeeping chain and the effectiveness of public policies in the state, leading to its greater competitiveness.	Business, Academia, Community, Government, and Others
Honey Sector Chamber of 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
Espírito Santo State Technical Chamber of Apiculture and Meliponiculture	Organize the productive systems of beekeeping and meliponiculture	Government, Company, Institutions (IDAF - Farming and Forestry Defense Institute of Espírito Santo, INCAPER - Capixaba Institute of Research, Technical Assistance and Rural Extension), 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
Sustainable Rural Development Council - CONDERSU	Sustainable Rural Development - Aracruz	Municipal Public Power, Company, Community and Institutions (INCAPER - Capixaba Institute for Research, Technical Assistance and Rural Extension, IDAF - Institute for Agricultural and Forestry Defense of Espírito Santo)
Municipal Council of the Child and Adolescent of Água Clara	Rights Protection	Government and CSOs
Municipal Council for Children and Adolescents of Ribas do Rio Pardo	Rights Protection	Government and CSOs
Municipal Council for Children and Adolescents of Três Lagoas	Rights Protection	Government and CSOs
Social Assistance City Council of Ribas do Rio Pardo - MS	Rights Protection	Government and CSOs
Municipal Council of Social Assistance of Três Lagoas - MS	Rights Protection	Government and CSOs

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 CSOs
Municipal Coordinator of Public Policies for Women of Ribas do Rio Pardo - MS	Rights Protection	Government and CSOs
Women's Police Station - Três Lagoas	Rights Protection	Public Institution
Regional Innovation Ecosystem - Pulp Valley of 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, Business
Agro-Socioambiental Development and Innovation Foundation of Espírito Santo - FUNDAGRES INOVAR	Research, education, development, and innovation in the areas of agriculture, sustainable farming, fishing, aquaculture, environment, climate change, sanitation, agrotourism, collective health, economic development, social and culture, fight against poverty	Government, Company, Institution - INCAPER - Capixaba Institute for Research, Technical Assistance and Rural Extension
PAT Mandioculture	Strengthening of cassava cultivation and flour production, traditional activities in the Far South of Bahia	Business, Academia, Community, Government, and Others
Partnership Platform for the Amazon	Public Policy and Territorial Development; Biodiversity	Business, NGOs, Government, Academia
Maranhão Territorial Development Network (REDETEMA)	Public Policy and Territorial Development	Business, NGOs, Government, Academia
Mato Grosso do Sul 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

PRIVATE SOCIAL INVESTMENT MANAGEMENT

Socioenvironmental investments and donations **are strategic instruments to generate value**, both for the **business** as well as for the **surrounding communities** and the **regions where the company operates**, ensuring engagement with stakeholders. Suzano's various types of socioenvironmental investments and donations **are managed** so that their **results can be measured and evaluated** in **terms of their contribution** to the **business** sustainability and the scope of the Commitments to Renew Life (CPRV), long-term social targets assumed by the company. The theme's management is guided by the Corporate Policy for 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 main relationship tools used with stakeholders at Suzano.

The company's **Social Development** area **monitors** and **evaluates** the entire process related to the demands of **social investment** to fulfill social commitments, 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, alongside its partners, the social development of its operating areas by strengthening community relations and investing in education and job and income opportunities.

When investing in social projects, Suzano establishes criteria for their selection that involve its Compliance Policy, legal requirements to guarantee that the social institutions are reputable.

Suzano adopts two modes of operation when conducting its social projects:

- **Intervention by Suzano (Relationship):** a model in which the Social Development teams carry out the intervention directly with the beneficiaries, as well as monitoring the project's expected results
- **Intervention made by partner organizations (Poverty):** model in which local partners are **responsible for intervening with direct beneficiaries, as well as collecting information that allows verifying the achievement of the poverty and education goal.** Among the local partner organizations are Civil Society Organizations (CSOs), trade associations, Social Impact businesses, third sector management companies, the S System, and other.

The **registration, evaluation, approval and budgetary follow-up** activities for all socioenvironmental investment projects are **conducted** directly by Suzano, through the SISPART Socioenvironmental Investment Management module, Suzano's internal corporate system for managing stakeholder relations and socioenvironmental investment.

These projects are monitored and evaluated by the invested social institutions, independent Advisors and Suzano Social Development area staff through technical visits and field days with the associations and project participants, according to the timetables established in each project.

The execution of the **Action Plan for each project** is monitored with **evidence** such as photos, reports, attendance lists, and monitoring indicators. The activities carried out are updated by the invested institution and Suzano's collaborator responsible locally. The process and performance indicators of the social projects are monitored periodically by Suzano's internal indicator platform and regularly reported to this Sustainability Center.

To **monitor and evaluate** the **projects'** progress, the partner organizations must perform the activities according to the approved planning. Periodically, by the contractually established, they must send **to Suzano an activity report and the necessary information for monitoring the results of the projects. All information and activity reports are** also registered in SISPART.

The evaluation of the efficiency and effectiveness of the relationship strategies and socio-environmental investments adopted, as well as the use of the material, human and financial resources available, is carried out using the Social Monitoring and Evaluation System. The system serves both for the formulation and **reformulation of organizational and strategic practices (based on the progress of processes and achievement of goals) and for the analysis and comparison of indicators over time (focusing on the intervention's result and impact).** The investment results are evaluated at least annually, through indicators classified into three categories:

- **Process Indicators:** oriented to evaluate the implementation evolution of the contracted practices and the execution of the physical-financial planning
- **Result Indicators:** have the objective of presenting the goal attainment targets established annually
- **Impact Indicators:** present the internal and external effects related to the established corporate drivers.

SOCIAL INVESTMENTS, BY TYPE

Socio-environmental investment is a priority to establish the relationship with the communities and to achieve the social commitments assumed by the company of:

1. **Reduce poverty:** Remove 200,000 people from the poverty line by 2030
2. **Improve education quality:** Increase by %40 the Basic Education Development Index (IDEB) in all high priority municipalities by 2023

The company works to **make social investment structural** in the medium term and effectively collaborate with municipalities. The social programs meet the vocation and social demands of the localities, identified from a broad participatory social diagnosis and with the advice of experts, 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**, faced with 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** in emergency initiatives in the cities where the company operates and in municipalities in Brazil with critical situations to confront the virus, especially in the poorest communities, the focus of our main commitment and health demands. Already in **2022**, with **pandemic COVID-19 under control**, the **company has 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 went to social projects** of its social strategy.

Social investments, by source

By 2022, **91% of the source of Suzano's Social Investment was with own resources aligned with** its social performance strategy.

COMPANY 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.

Social investments, by type	2020		2021		2022	
	BRL	%	BRL	%	BRL	%
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 pandemic ³	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 went to social projects of its strategy focused on Poverty Reduction, with a 23.8% growth in its direct investment in projects, jumping from R\$36 million to R\$44 million.

2. Donations: These are one-time contributions or expenses that meet custom orders by institutions, bodies, or individuals representing communities and associations that are not-for-profit. The source of resources for this type of donation is the budget of the business and functional areas. In 2022, Suzano had extensive involvement in mitigating flooding in the extreme south of Bahia.
3. Total resources invested in initiatives to support society to mitigate the effects of the Covid-19 pandemic: From 2020 to 2021, under Covid-19 pandemic, Suzano made donations to mitigate the effects of the health crisis in Brazil. Given the emergency scenario in the fight against the pandemic, donations were mobilized for emergency initiatives in the municipalities where the company operates and in municipalities in Brazil with critical situation facing the virus. Already in 2022, with COVID-19 under control, the company has resumed its focus on the strategy of investing in structuring projects.

Social investments, by source	2020		2021		2022	
	BRL	%	BRL	%	BRL	%
Company re-sources ¹	84,698,589.73	99.88%	65,468,503.30	99.20%	47,722,201.94	91.36%
Incentive re-sources 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: these are Suzano's resources earmarked for social investment in the structuring projects of its Social Strategy, plus occasional and emergency donations. This item includes initiatives to mitigate the Covid-19 pandemic effects.
2. Incentive resources: projects approved by fiscal incentive laws at the municipal, state, and federal levels and endorsed by the respective responsible secretariats.

Company resources obtained through reimbursable financing (in BRL)	2020	2021	2022
	0.00	0.00	0.00

GRI 202-1 Ratio between the lowest wage and the local minimum wage, with gender breakdown

Other frameworks answered: n/a

Variation between the lowest wage paid by the organization and the minimum wage, by unit (in %) ^{1 2}	2020	2021	2022
Imperatriz	145%	149%	138%
Limeira	107%	106%	100%
Mucuri	100%	106%	105%
Suzano/Rio Verde	100%	102%	102%
Aracruz	105%	117%	121%
Jacaré	112%	113%	110%
Três Lagoas	118%	118%	118%
Head Office	100%	100%	100%
Cachoeira de Itapemirim ³	n/d	115%	128%
Belém	100%	100%	100%
Fortaleza	100%	100%	100%
Ribas do Rio Pardo ⁴	n/d	n/d	114%

1. Because they are subject to local collective bargaining, wages are set locally (per unit). For each unit, a floor salary resulting from union negotiation is used. Floor salaries, the lowest salaries established in union agreements, are the result of annual negotiations that take into consideration the market, the complexity of the activity, 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. Considered in the evaluation the Industrial Units and the Head Office.
3. Cachoeira de Itapemirim Industrial Unit starts operating in 2021.
4. Ribas Industrial Unit started operating in 2022.

GRI 202-2 Proportion of board members hired from the local community

Other frameworks answered: n/a

Hiring local labor is a Suzano strategy to add social and economic value to the regions where it operates. The historical series figures show stable indexes close to 64%, with greater weight in operations with a high volume of professionals.

Below are the percentages of local hiring by functional category and by region, and local hiring of members of top management.

Percentage of local hiring by functional category and by	2020 ²						2021 ³						2022 ⁴					
	North	Northeast	Central-West	Southeast	South	Total	North	Northeast	Central-West	Southeast	South	Total	North	Northeast	Central-West	Southeast	South	Total
Administrative	72	45	39	81	74	67	62	47	35	80	72	65	61	48	37	79	78	65
Advisor	75	17	22	71	40	57	60	21	21	71	20	58	55	21	24	70	21	57
Coordinator	73	20	17	68	33	55	63	15	3	69	67	55	47	21	9	65	67	52
Director	n/d	n/d	n/d	44	n/d	44	n/d	n/d	n/d	41	n/d	41	n/d	n/d	n/d	49	n/d	47
Executive Director	n/d	n/d	n/d	64	n/d	64	n/d	n/d	n/d	58	n/d	58	n/d	n/d	n/d	53	n/d	54
Specialist	n/d	0	0	72	n/d	60	n/d	0	0	74	n/d	66	n/d	n/d	20	72	n/d	63
Manager	100	8	5	66	0	51	100	15	3	63	0	50	n/d	13	5	61	n/d	47
Executive Manager	n/d	8	0	61	n/d	49	n/d	13	0	62	n/d	51	n/d	14	n/d	60	n/d	49
Operational	62	57	46	78	85	65	67	59	49	78	83	66	65	58	48	79	84	65
Chairperson	n/d	n/d	n/d	100	n/d	100	n/d	n/d	n/d	100	n/d	100	n/d	n/d	n/d	100	n/d	100
Supervisor	56	27	30	76	50	55	70	22	22	78	67	51	62	23	26	75	62	50
Total	63	52	43	77	74	64	66	54	44	77	72	64	64	54	45	77	75	64

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 as a consolidated part of the company's indicators, not separately, as had been the case previously.
3. In 2021, the calculation memory was reviewed and foreign subareas were not considered in its composition.
4. In 2022, the previous reports were reviewed, consolidating the companies.

Percentage of top management hired locally	2020	2021	2022
	51%	50%	48%

For the indicator, local labor is understood as the individual who, at the time of hiring, works in the State where they were born.

GRI 203-1 Investments¹ in infrastructure and support services

Other frameworks answered: n/a

Development and impact of investments in infrastructure and services offered in 2022			
Project/Activity	State/Unit	Investments cost	Current or expected impacts on local communities and economies, including significant positive and negative impacts
Public Roads Improvement Investment	Espírito Santo	20,318,932.00	Public Roads Improvement Investment
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
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 Piçarra	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
Piçarra 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
Piçarra 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 offered ^{2 1}	2020	2021	2022
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. All investments were made in cash.
2. Since 2022 the logistics department has been collecting investments to improve the infrastructure of the road network that benefits the communities.

GRI 203-2 Significant indirect economic impacts

GRI 413-2 Operations with significant actual or potential negative impacts on local communities

Other frameworks answered: n/a

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 procedure for the identification and assessment of social aspects and impacts developed by Suzano classifies and prioritizes the significant aspects and impacts on the anthropic environment arising from its activities in the communities surrounding its operations, besides defining the need for controls, guidelines, and/or monitoring in function of their significance.

According to this procedure, the social impacts associated with the various operational processes and activities of Suzano are mapped and classified in terms of relevance. The impact relevance is defined by applying the Social Impact Matrix, which weighs the identified impacts' severity, frequency, probability, and scope. This weighting is followed by a qualitative analysis and the degree of social impact's significance in 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 the significant adverse impacts by State/Unit.

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:

- Change in water availability;
- Water quality alteration;
- Food Safety Compromise;
- Economic damage caused by product drift 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 water body contamination;
- Nuisance caused by reduced traffic quality;
- Interference in communication systems.

MATO GROSSO DO SUL

Real Impacts:

- Water availability change;
- Water quality alteration;
- Food Safety Compromise;

- Mobility flow impairment due to the interference of vegetation on the roadbed;
- Economic damage caused by product drift 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 drift 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 alteration;
- 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 drift in neighboring areas;
- Interference in communication systems;
- Traffic interruption.

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;
- Isolation of properties and communities;
- Change in the local land structure;

- Reduced income generation;
- Land valuation.

Potential Impacts:

- Water availability change;
- Water quality alteration;
- Food Safety Compromise;
- Mobility flow impairment due to the interference of vegetation on the roadbed;
- Economic damage caused by product drift 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 drift in neighboring areas;
- Nuisance due to contamination of water bodies;
- Nuisance caused by reduced traffic quality;
- Interference in communication systems.

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;
- Isolation of properties and communities;
- Change in the local land structure;
- Reduced income generation;
- Land valuation.

Potential Impacts:

- Water availability change;
- Water quality alteration;
- Food Safety Compromise;
- Mobility flow impairment due to the interference of vegetation on the roadbed;
- Economic damage caused by product drift 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 drift 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 alteration;
- 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 drift 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.

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

Despite all the measures taken to prevent and mitigate adverse impacts, unpredictable losses and damages can occur, with direct impact on the resources or the 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 that are based on prioritizing the search for an amicable and fair solution with the parties.

DESCRIPTION OF SIGNIFICANT INDIRECT ECONOMIC IMPACTS:

Suzano's activities also generate significant indirect economic impacts on society, related not only to changes in the productivity of organizations, sectors, or the entire economy, but also to strengthening the skills and knowledge of professional communities or individuals in 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](#).

GRI 411-1 Cases of violation of indigenous peoples' rights

Other frameworks answered: n/a

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 MA.

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, which can be consulted at this [link](#).

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 Alcobaga, continuing the process started in 2019.

Total number of identified cases of violation of indigenous peoples' rights	2020	2021	2022
Identified cases	0	0	0

Consolidation of project results ¹	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
3rd Gastronomy Fair (BA)	n/d	n/d	n/d	1	20	100	1	22	110
Association of Shellfish Makers of Ponta da Areia and Caravela - AMPAC (BA) 1	1	0	480	1	300	480	1	300	486
Caravelas (BA) Fishermen's Association for Rede, Trawling, Boeira, Fundo and Arraieira	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	1,200	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
Announcement 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	3,898	24	9,106	3,997

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.

GRI 413-1 Operations with local community engagement, impact assessments, and development programs

Other frameworks answered: n/a

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 operational units maintain a relationship and communication with neighboring communities due to our community relations. Among the existing processes, we have the following instruments: Operational Dialogue, Socio Investment Programs/Projects and Social Impacts Management Processes.

To identify, prevent and minimize potential impacts caused by its operations, Suzano conducts, on an ongoing basis, the Operational Dialogue process in the neighboring communities, before silviculture, harvesting, and wood transportation operations, as well as the Social Dialogue in locations neighboring its industrial 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.

Number of operations under implementation/development that are at the local community consultation stage ¹	2020	2021	2022
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 requiring local community consultation process by region ^{1 2 3}	2020	2021	2022
São Paulo	100%	100%	100%
Mato Grosso do Sul	100%	100%	100%
Espírito Santo	100%	100%	100%
Bahia	100%	100%	100%
Maranhão	100%	100%	100%
Total	100%	100%	100%

1. In order to identify, prevent and minimize potential impacts caused by its operations, Suzano continuously carries out the Operational Dialogue process in communities neighboring the areas where it plans to start operations, such as silviculture operations, harvesting and transportation of wood, as well as in localities neighboring its industrial units
2. This process is established in an operational procedure by the company.

Percentage of operations with implemented local community engagement, impact assessments and/or local development programs, by region and initiative type ¹	2020						2021						2022					
	São Paulo	Mato Grosso do Sul	Espírito Santo	Bahia	Maranhão	Total	São Paulo	Mato Grosso do Sul	Espírito Santo	Bahia	Maranhão	Total	São Paulo	Mato Grosso do Sul	Espírito Santo	Bahia	Maranhão	Total
Social impact assessments, including gender impact assessments, based on participatory processes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Environmental impact assessments and continuous monitoring	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
The results of environmental and social impact assessments public disclosure	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Local development programs based on local communities' needs	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Stakeholder engagement plans based on stakeholder mappings	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Committees and processes for wide consultation with the local community, including vulnerable groups	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Labor union, occupational health and safety committees, and other employee representative bodies to discuss impacts	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Formal complaints and grievance processes by local communities	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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.

MATERIAL TOPIC: DIVERSITY AND INCLUSION

GRI 3-3 Management of Material Topics

Other frameworks answered: n/a

For Suzano, to work towards diversity and inclusion is not only a duty, but a business strategy. A diverse and inclusive environment increases employee involvement, creativity, and collaboration, while significantly increasing the attraction and retention rates of new talents. For these reasons and many others, this is an essential component of our Culture Drivers.

It is well known that, in order to insert diversity and inclusion in an organization, there must be a shift in the way it operates and behaves. This is an ongoing journey, which can only succeed if the foundation lies in a strong and solid culture. Diversity and inclusion began to be addressed at Suzano voluntarily and organically when a group of employees came together in 2016 to discuss gender issues. Within two years of its creation, in 2018, the movement gained momentum, and two more affinity groups were formed: Black people¹, which debates racial and ethnic inclusion, and LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Intersex and others)⁴. And so, our movement was named Plural. In 2019, two more affinity groups emerged: Generations and People with Disabilities, bringing the total number of action fronts in Suzano's program to five.

In 2019, following the establishment of the new Suzano, we instituted the Plural program, to increase representation, ensure respect, individuality, and foster a free expression environment among our team. Its governance includes affinity groups (AG), sponsors (2 executives per AG), leaders (2 or 3 people per AG), and over 400 people including Ambassadors and Allies who bring life to the movement in the locations.

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

Because we are aware of the opportunities before us, we strive to better understand our barriers and biases, learn about best practices, establish alliances and partnerships to continuously improve and, finally, target our investments in D&I. We believe our investments toward an increasingly diverse and inclusive Suzano go through, at least, three axes:

- Social, within the understanding that this movement is important for the world, offering opportunities to increasingly more people;
- Strategic, considering more diverse teams have greater capacity to create, innovate, and generate results;
- Cultural, from the perspective of an ever more inclusive and inviting environment, thus leading to people attraction, retention, and engagement.

Based on this context, commitments to diversity and inclusion were incorporated into the group of commitments to renew life, clearly setting the path for our development journey regarding this issue:

Commitment to Renew Life (2025):

- Have 30% of leadership positions (functional managers and above) occupied by women;
- Have 30% of leadership positions (functional managers and above) occupied by Black people;
- Ensure 100% accessibility and have a 100% inclusive environment for people with disabilities^{2 3};
- Have a 100% inclusive environment for LGBTQIAP+ people.

Annual goals (2022):

- Increase 2pp women's representativeness in leadership (supervision and above);
- Increase by 2pp Black people's representativeness in leadership (supervision and above);
- Increase 1pp people with disabilities representativeness in the organization;
- Increase 1.1% perception of inclusive environment for LGBTQIAP+ people.
- Increase 2.6% perception of inclusive environment for multi-generational people.

We have been acknowledged with two very significant recognitions: the WOB (Women on Board) seal, which recognizes companies with female participation on boards of directors or advisory boards; and WEPs (Women's Empowerment Principles) Award, promoted by UN Women, in which Suzano was recognized in the Bronze category among large companies. In addition to awards such as the ESG Award, Human Talents, among others.

Suzano has allied itself with partners with solid experience in the area to strengthen governance and employ the best diagnostic and management tools. Some of the partnerships that engage both our commitments to renew life and our organizational values are as follows:

- Fórum de Empresas e Direitos LGBTI+ (LGBTI+ Business and Rights Forum in Portuguese): We are signatories to this business movement in an effort to refine our management practices, combat LGBTQIAP+ phobia and work together with other businesses in order to positively impact business environment and society;
- Iniciativa Empresarial pela Igualdade Racial (Business Initiative for Racial Equality in Portuguese): An initiative led by businesses and institutions to foster racial inclusion. It aims at ethno-racial equality and is centered on career promotion and development as well as the preparation of Black employees for top leadership;
- Women's Empowerment Principles: The Principles are a set of considerations designed to assist the business community in embedding values and practices geared toward gender equity and women's empowerment in their businesses;
- Equity is Priority: A movement launched by Global Compact Network Brazil which seeks to increase the number of women in top leadership positions (starting at senior management level). In this movement, we commit to the goal of 30% women in senior leadership positions by 2025;
- Movimento Mulher 360 (Women's 360 Movement in Portuguese): A Reference Center in Women's Economic Empowerment for businesses, social organizations and society, contributing to the establishment of a more evolved country with respect to gender equity. It contributes to the economic empowerment of Brazilian women in a 360-degree vision, by promoting, systematizing and disseminating advances in business policies and practices as well as by engaging the Brazilian business community and society in general;
- Rede Mulher Florestal (Women of The Forest Movement in Portuguese): This is a movement that encourages debate about gender in the forest sector, and in society. It facilitates opportunities to contribute to the establishment of fairer, more collaborative and respectful work environments voluntarily.

Moreover, in 2022, Suzano broke new ground in its management of representativeness indicators and D&I goals, offering a PowerBi to monitor indicators for all middle and upper management, with daily updated data reflecting information gathered by our people management system.

The year also featured the launch of our career accelerator program for women and Black people, in which approximately 340 people take part in a soft skills development track, albeit with a keen eye on the limiting beliefs of these groups. The program, entitled ELOS D+, also includes the distribution of 100 English grant scholarships, sponsorship sessions with organization executives, in addition an Inclusive Leadership training for our executive public.

Furthermore, should any situation violate our Diversity & Inclusion (D&I) policy, manifesto or code of conduct, the People & Management and Ombudsman teams are well equipped to receive and handle complaints of any nature, in addition to ensuring confidentiality and non-retaliation of those involved. To this effect we have an external and independent call center, called the "Ombudsman Channel", accessible to both internal and external audiences.

4. Black people: Terminology used by the Brazilian Institute of Geography and Statistics (IBGE), including self-declared Black and pardo people.

5. Accessible environment: As per survey carried out by consultancy, same as 2020, in offices and industrial units throughout Brazilian territory, as per the concept of reasonable adaptations as well as NBR9050, and yearly progress measured after structural adaptations and refurbishments.
6. Ensure a 100% inclusive environment: According to a study by Globescan consultancy, upon analyzing the survey sample, results starting at 97.31% are within the 95% confidence interval and, therefore, may reflect a 100% inclusive environment.
7. We have adopted the acronym LGBTQIAP+ at Suzano, which includes lesbian, gay, bisexual, transgender, queer, intersex, asexual, pansexual and "+" symbolizing all other sexual orientations, identities and gender expressions.

GRI 401-1 New hires and employee turnover

Other frameworks answered: WEF – Prosperity

The tables below present data regarding Suzano's staff, the Instituto Ecofuturo 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.

The data are segmented as follows:

- Total number and rate of newly hired employees, by gender;
- Total number and rate of newly hired employees, by age group;
- Total number and rate of newly hired employees, by region;
- Total number and rate of newly hired employees for Black people, by region;
- Total number and rate of newly hired employees for people with disabilities (PWD), by region.

Total number and rate of newly hired employees, by gender ^{1 2}	2020		2021		2022	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
Male	2,231	17.95	2,681	20.09	3,085	21.33
Female	442	19.90	825	32.56	1,125	36.42
Total	2,673	18.25	3,506	22.10	4,210	23.99

1. A review of previous reports was performed in 2022, thereby consolidating the companies.
2. Rate of newly hired employees = number of hirings / annual average of total number of employees by gender.

Total number and rate of newly hired employees, by age group ^{1 2}	2020		2021		2022	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
Under 30 years	929	28.65	1,309	40.36	1,850	47.81
Between 30 and 50 years	1,632	19.96	2,093	25.59	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. A review of previous reports was performed in 2022, thereby consolidating the companies.
2. Rate of newly hired employees by age group = number of hirings by age group / annual average of total number of employees by age group.

Total number and rate of newly hired employees, by region ^{1 2}	2020		2021		2022	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
North	146	14.54	213	22.87	126	15.54
Northeast	554	13.17	829	18.35	684	13.90
Central-west	679	33.88	1,070	43.56	1,639	50.47
Southeast	1,259	17.65	1,354	17.64	1,647	20.03
South	4	4.93	4	5.04	7	9.25
Abroad	31	13.83	36	13.96	107	38.03
Total	2,673	18.23	3,506	23.91	4,210	23.99

1. A review of previous reports was performed in 2022, thereby consolidating the companies. In 2020, there was a predominance of hirings in Southeast and Central-West regions, due to increased labor in forestry operations and prioritization of maintenance teams at the Aracruz Unit (Espírito Santo State). Hirings in 2021 and 2022 were concentrated predominantly in the Southeast, Central-West and Northeast regions, due to increased manpower in operations, new projects and outsourcing, with large volumes at the Três Lagoas (Mato Grosso do Sul State) and Mucuri (Bahia State) mills.
2. Rate of newly hired employees by region = number of hirings by region / annual average of total number of employees by region.

Total number and rate of newly hired employees for Black people, by region ^{1 2}	2020		2021		2022	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
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
Abroad	0	0.38	1	0.39	1	0.36
Total	1,591	10.85	2,075	13.03	2,632	15.00

1. A review of previous reports was performed in 2022, thereby consolidating the companies.
2. Rate of newly hired employees for Black people by region = number of hirings of Black people by region / annual average of total number of Black employees by region.

Total number and rate of newly hired employees for people with disabilities (PWD), by region ^{1 2}	2020		2021		2022	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
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
Abroad	0	0.00	0	0.00	0	0.00
Total	9	0.17	53	0.33	130	0.74

1. A review of previous reports was performed in 2022, thereby consolidating the companies. In 2022, we kept up our drive for growth in diversity and inclusion, and out of all hires made by Suzano in the year, 130 were people with disabilities, significantly more than the previous year.
2. Rate of newly hired employees for people with disabilities by region = annual average of total number of admissions of people with disabilities by region / total number of employees with disabilities by region.

The tables below present data regarding Suzano's staff, the Instituto Ecofuturo 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.

The data are segmented as follows:

- Total number and rate of terminations, by gender;
- Total number and rate of terminations, by age group;
- Total number and rate of terminations, by region;
- Total number and rate of terminations for Black people, by region;
- Total number and rate of terminations for people with disabilities (PWD), by region.

Total number and rate of terminations by gender ^{1 2}	2020		2021		2022	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
Male	1,448	11.73	1,498	11.21	1,818	12.57
Female	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 terminations of service had a significant drop, as reflected by reductions observed in the profile of departures by region (except for Central-West and North regions), by gender and by age group. This is mainly due to organizational structure stabilization following a year of integration between the companies that gave rise to Suzano S.A. (Suzano Pulp & Paper and Fibria). Between 2021 and 2022, an average turnover pattern was maintained, with a small increase in departures of women, which was offset, albeit, by an intentional movement to hire a larger proportion of women, which at the end of the year accounted for an increase in the overall percentage of women in the company.
2. Termination rate by gender = number of terminations by gender / annual average of the total number of employees by gender.

Total number and rate of terminations, by age group ^{1 2}	2020		2021		2022	
	Number	Rate (%)	Number	Rate (%)	Number	Rate(%)
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	13.34

1. In 2020, the total number of terminations of service had a significant drop, as reflected by reductions observed in the profile of departures by age group. This is mainly due to organizational structure stabilization following a year of integration between the companies that gave rise to Suzano S.A. (Suzano Pulp & Paper and Fibria). Between 2021 and 2022, departures had similar patterns in the age group profile, with a slight drop in the senior age group.
2. Termination rate by age group = number of terminations by age group / annual average of the total number of employees by age group.

Total number and rate of terminations, by region ^{1 2}	2020		2021		2022	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
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
Abroad	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 terminations of service had a significant drop, as reflected by reductions observed in the profile of departures by region (except for Central-West and North regions), by gender and by age group. This is mainly due to organizational structure stabilization following a year of integration between the companies that gave rise to Suzano S.A. (Suzano Pulp & Paper and Fibria). In 2022, departures maintained historical turnover patterns by region, with no significant variations.
2. Termination rate by region = number of terminations by region / annual average of the total number of employees by region.

Total number and rate of terminations for Black people, by region ^{1 2}	2020		2021		2022	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
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
Abroad	4	7.90	16	6.23	9	3.20
Total	878	6.11	973	6.11	1,310	7.46

1. In 2022, departures of Black employees maintained historical turnover patterns by region, with no significant variations.
2. Termination rate for Black employees by region = number of terminations of Black employees by region / annual average of the total number of Black employees by region.

Total number and rate of terminations for people with disabilities (PWD) by region ¹	2020		2021		2022	
	Number	Rate (%)	Number	Rate(%)	Number	Rate (%)
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
Abroad	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 by region = number of terminations of employees with disabilities by region / annual average of the total number of employees with disabilities by region.

GRI 401-3 Maternity/Paternity leave

Other frameworks answered: n/a

Use of maternity/paternity leave, by gender	2020 ²			2021 ^{1 3}			2022 ⁴		
	Male	Fe-male	Total	Male	Fe-male	Total	Male	Fe-male	Total
Total number of employees who were entitled to maternity/paternity leave	416	67	483	430	84	514	412	93	505
Total number of employees who benefited from 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 completing 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. The number of employees who returned to work in 2021 is higher than the number of employees who left in the same year, because it also contemplates employees who went on leave in 2020 and returned only in 2021.
2. The 2020 numbers contemplate the sum of the employees who were entitled to take leave in 2019 and returned in 2020, as well as employees who were entitled to the benefit in 2020 and returned the same year. It should be noted that there is a balance of employees who took leave in 2020 and returned only the following year. Considering this reasoning, the following can be inferred: In the year 2020, 416 men were entitled to leave. Out of these, 398 left and returned 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 accounts for the 398 who left and returned in the same year and those who left in 2019 but only returned in 2020 (20 employees). Among those, 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 accounts for the 36 who left and returned thenvirme year and those who left in 2019 but returned in 2020 (41 employees).
3. The 2021 figures consider employees who went on leave the current year, and 100% of those entitled to the leave took it. In 2021, 430 men were entitled to leave. Out of these, 412 left and returned 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 the same year, plus the 39 returns of men in 2021 who left in 2020. Among those, 41 left and returned the same year (48.8%) and the remaining 43 (51.2%) are expected to return in 2022. The final number of women returning to work in 2021 accounts for the 41 women who left and returned the same year, plus 34 returns of women in 2021 who left in 2020.
4. The 2022 figures consider employees who went on leave the current year and 100% of those entitled took the leave. In the year 2022, 412 men were entitled to leave. Of these, 412 left and returned the same year (100%). The final number of men who returned to work in 2022 includes the 412 who left and returned the same year, plus 49 returning men in 2022 who left in 2021; In 2022, 93 women were entitled to leave. Out of these, 50 left and returned the same year (53.7%) and the remaining 43 (46.2%) are expected to return in 2023. The final number of women returning to work in 2022 accounts for the 50 women who left and returned the same year, plus 50 returning women in 2022 who left in 2021.

Return and retention rate after maternity/paternity leave, by gender	2020		2021		2022	
	Male	Female	Male	Female	Male	Female
Return rate ¹	100%	115%	105%	89%	112%	108%
Retention rate ²	92%	95%	89%	71%	82%	54%

1. Calculated by dividing the total number of employees who effectively returned from maternity/paternity leave in the reporting period (or who are expected to return within the next year, after the reporting cycle) by the total number of employees who took the leave.
2. Calculated by dividing the total number of employees who remained working at the company 12 months after returning from maternity/paternity leave by the total number of employees who returned from leave.

GRI 405-1 Diversity in governance bodies and employees

Other frameworks answered: WEF – People

It is well known that, in order to insert diversity and inclusion in an organization, there must be a shift in the way it operates and behaves. This is an ongoing journey, which can only succeed if the foundation lies in a strong and solid culture. To experience this journey, the first step is acknowledging the present moment – the photography – while comprehending our people’s representativeness. From that point on, it is critical to assess what should be improved and be open to learning from both internal experiences and those of other companies across different sectors, listening to the voice of experts and, above all, to the voice of our employees.

In all the tables below, you will see that the data is presented considering the data from Suzano and Ecofutura, as well as from Facepa, which in 2020 was fully incorporated by Suzano S.A., so that its data will be reported in a consolidated manner with the company’s indicators. In addition, in 2021, Futuragene was incorporated by Suzano. In the 2022 cycle, the 2020 and 2021 reports were reviewed, so that the data are now reported on a consolidated basis.

Total number of employees, by race	2020		2021		2022	
White	6,401	43%	6,775	41%	7,212	39%
Pardos	6,574	44%	7,400	44%	8,322	45%
Black	1,477	10%	1,724	10%	2,095	11%
Indigenous	100	1%	116	1%	154	1%
Yellow	317	2%	349	2%	370	2%
Not informed	134	1%	329	2%	390	2%
Total	15,003	100%	16,693	100%	18,543	100%

Percentage of employees, by functional category and gender	2020		2021 ¹		2022	
	Male	Female	Male	Female	Male	Female
Administrative	60%	40%	59%	41%	52%	48%
Advisor	73%	27%	72%	28%	70%	30%
Coordinator	71%	29%	69%	31%	66%	34%
Director	95%	5%	93%	7%	86%	14%
Executive director	92%	8%	99%	8%	90%	10%
Specialist	89%	11%	90%	10%	90%	10%
Executive manager	80%	20%	81%	19%	82%	18%
Functional manager	80%	20%	76%	24%	74%	26%
Operational	93%	7%	93%	7%	91%	9%
Chairperson	100%	0%	100%	0%	100%	0%
Supervisor	91%	10%	89%	11%	85%	15%
Total	85%	15%	84%	16%	82%	18%

1. In 2021, the category "Advisor" was excluded, and the category "President" was inserted, requiring correction for previous years. (GRI 2-4)

Percentage of employees by functional category and age group ¹	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	33%	58%	9%	33%	58%	8%	33%	58%	8%
Advisor	13%	70%	16%	13%	73%	14%	12%	74%	13%
Coordinator	7%	76%	17%	10%	74%	16%	8%	78%	14%
Director	0%	50%	50%	0%	48%	52%	0%	62%	38%
Executive director	0%	42%	58%	0%	54%	46%	0%	54%	46%
Specialist	0%	57%	44%	0%	57%	43%	0%	57%	43%
Executive manager	0%	71%	29%	0%	69%	31%	0%	70%	30%
Functional manager	2%	81%	17%	2%	82%	15%	1%	83%	15%
Operational	21%	65%	14%	21%	65%	14%	22%	64%	14%
Supervisor	7%	76%	17%	11%	74%	16%	10%	76%	14%
Chairperson	0%	0%	100%	0%	0%	100%	0%	0%	100%
Total	22%	65%	14%	22%	65%	13%	23%	65%	13%

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. (GRI 2-4)

Percentage of Black employees ¹ by functional category and gender	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Administrative	28%	15%	43%	27%	15%	43%	28%	17%	44%
Advisor	18%	5%	23%	17%	4%	21%	16%	6%	22%
Coordinator	20%	7%	27%	18%	9%	27%	19%	10%	28%
Director	20%	0%	20%	0%	0%	0%	0%	0%	0%
Executive director	8%	0%	8%	15%	0%	15%	15%	0%	15%
Specialist	21%	0%	2%	10%	0%	10%	8%	2%	9%
Executive manager	14%	3%	16%	15%	3%	17%	13%	2%	15%
Functional manager	20%	5%	25%	18%	4%	22%	19%	5%	24%
Operational	57%	5%	62%	58%	6%	63%	58%	7%	65%
Chairperson	0%	0%	0%	0%	0%	0%	0%	0%	0%
Supervisor	33%	5%	38%	39%	5%	44%	41%	6%	48%
Total	47%	7%	54%	47%	7%	55%	48%	9%	56%

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.

Percentage of employees with disabilities (PWD) ¹ , by functional category and gender	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Administrative	2.4%	1.4%	3.7%	2.6%	1.5%	4.1%	3.3%	2.0%	5.2%
Advisor	0.8%	0.3%	1.2%	0.6%	0.3%	0.9%	1.1%	0.1%	1.2%
Coordinator	0.6%	0.0%	0.6%	0.6%	0.0%	0.6%	0.5%	0.3%	0.8%
Director	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Executive director	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Specialist	0.0%	0.0%	0.0%	4.9%	0.0%	4.9%	4.5%	0.0%	4.5%
Executive manager	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Functional manager	0.7%	0.0%	0.7%	0.9%	0.6%	1.5%	1.1%	0.6%	1.7%
Operational	1.8%	0.2%	2.0%	2.0%	0.3%	2.2%	2.1%	0.3%	2.4%
Supervisor	0.6%	0.0%	0.6%	0.8%	0.0%	0.8%	0.4%	0.0%	0.4%
Total	1.8%	0.4%	2.2%	2.0%	0.5%	2.4%	0.6%	2.2%	2.8%

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.

Percentage of LGBTQIAP+ ¹ employees, by employee category ²	2020	2021	2022
Administrative	6.0%	6.7%	6.4%
Advisor	2.0%	4.7%	4.1%
Coordinator	0.0%	1.9%	2.1%
Director	5.0%	4.8%	0.0%
Executive director	0.0%	7.7%	7.7%
Specialist	0.0%	0.0%	0.0%
Executive manager	1.0%	1.7%	3.2%
Functional manager	2.7%	2.2%	2.2%
Operational	4.1%	4.0%	3.6%
Chairperson	0.0%	0.0%	0.0%
Supervisor	4.6%	5.8%	5.9%
Total	4.3%	4.5%	4.1%

- 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 "+".
- 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%. (GRI 2-4)

Percentage of employees, by region and gender	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
North	82%	18%	7%	82%	18%	5%	81%	20%	4%
Northeast	90%	10%	29%	89%	11%	29%	87%	13%	27%
Central-west	86%	14%	14%	83%	18%	16%	81%	19%	20%
Southeast	83%	17%	49%	81%	19%	48%	79%	21%	47%
South	66%	34%	1%	66%	34%	0%	63%	37%	0%
Abroad	55%	46%	2%	51%	49%	2%	49%	51%	2%
Total	85%	15%	100%	83%	18%	100%	81%	19%	100%

Percentage of employees, by region and by age group ¹	2020			2021			2022		
	Under 30 years	Be-tween 30 and 50 years	Above 50 years	Under 30 years	Be-tween 30 and 50 years	Above 50 years	Under 30 years	Be-tween 30 and 50 years	Above 50 years
North	21%	66%	14%	19%	68%	15%	16%	69%	16%
Northeast	23%	68%	10%	23%	68%	9%	22%	68%	10%
Central-west	27%	65%	8%	28%	64%	8%	30%	63%	8%
Southeast	20%	63%	11%	20%	64%	17%	21%	63%	16%
South	16%	74%	11%	14%	73%	13%	15%	73%	12%
Abroad	26%	57%	16%	22%	63%	16%	22%	64%	14%
Total	22%	65%	14%	22%	65%	13%	23%	65%	13%

- 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 Black employees ¹ , by region and gender	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
North	67%	15%	82%	67%	15%	82%	65%	17%	82%
Northeast	66%	7%	73%	67%	8%	75%	66%	9%	76%
Central-west	48%	7%	56%	48%	10%	59%	51%	11%	62%
Southeast	34%	5%	39%	34%	5%	39%	35%	6%	41%
South	21%	12%	33%	23%	11%	34%	23%	10%	33%
Abroad	30%	25%	54%	21%	19%	39%	16%	15%	31%
Total	47%	7%	54%	46%	7%	55%	48%	9%	56%

- 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.

Percentage of LGBTQIAP+ ¹ employees, by region	2020	2021	2022
North	6.4%	7.5%	5.7%
Northeast	4.6%	4.7%	4.4%
Central-west	5.2%	4.9%	3.9%
Southeast	3.7%	4.1%	4.1%
South	5.3%	6.3%	6.8%
Abroad	0.0%	0.0%	0.0%
Total	4.3%	4.5%	4.1%

- In 2021, in addition to non-heterosexual people, intersex and transgender people were considered in accounting for LGBTQIAP+ people.

Percentage of members of governance bodies, by gender	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Board of Directors	80%	20%	80%	20%	67%	33%
Fiscal Council	100%	0%	100%	0%	100%	0%
Total	85%	15%	85%	15%	75%	25%

Percentage of members of governance bodies, by age group	2020			2021			2022		
	Under 30 years	Between 30 and 50 years	Above 50 years	Under 30 years	Between 30 and 50 years	Above 50 years	Under 30 years	Between 30 and 50 years	Above 50 years
Board of Directors	0%	20%	80%	0%	20%	80%	0%	33%	67%
Fiscal Council	0%	0%	100%	0%	0%	100%	0%	0%	100%
Total	0%	15%	85%	0%	15%	85%	0%	25%	75%

Percentage of Black governance body members ¹ , by gender	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Board of Directors	25%	50%	25%	50%	17%	33%
Fiscal Council	33%	0%	33%	0%	33%	0%
Total	27%	50%	27%	50%	22%	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 gender	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Board of Directors	0%	0%	0%	0%	0%	0%
Fiscal Council	0%	0%	0%	0%	0%	0%
Total	0%	0%	0%	0%	0%	0%

1. PWD is the acronym used to refer to people with disabilities.

Percentage of members of governance bodies LGBTQIAP+ ¹	2020	2021	2022
Board of Directors	0%	0%	0%
Fiscal Council	0%	0%	0%
Total	0%	0%	0%

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 employees, by leadership level ¹ and race	2021					2022				
	Black	White	Yellow	Indigenous	Not Informed	Black	White	Yellow	Indigenous	Not Informed
Operational Management	36.0%	56.6%	3.0%	0.1%	4.2%	38.8%	55.7%	2.4%	0.1%	3.0%
Tactical Management	20.6%	64.9%	2.7%	0.2%	11.5%	21.6%	66.2%	2.5%	0.0%	9.8%
Strategic Management	5.7%	62.9%	0.0%	0.0%	31.4%	5.0%	72.5%	0.0%	0.0%	22.5%
Total	29.6%	59.8%	2.8%	0.2%	7.6%	31.7%	59.9%	2.4%	0.1%	6.0%

1. 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 level ¹ and by gender	2021		2022	
	Women	Men	Women	Men
Operational Management	23%	77%	25%	76%
Tactical Management	24%	76%	25%	76%
Strategic Management	6%	94%	18%	83%
Total	23%	77%	24%	76%

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

Percentage of employees in STEM and revenue-generating functions ¹ , by gender	2021	2021	2022	2022
	Female	Male	Female	Male
STEM functions	39%	61%	37%	63%
Revenue-generating functions	31%	69%	45%	55%

1. 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.

GRI 405-2 Ratio of basic salary and remuneration received by women to that received by men

Other frameworks answered: WEF – People

The data from the tables below were compiled based on the December payroll for each period, factoring only active employees from Brazil and companies that Suzano S.A. has a direct connection with (Suzano, Instituto Ecofuturo, Portocel and Porto de Santos).

Mathematical ratio of base salary ¹ between women and men (%)	2020	2021	2022
Administrative	90.00%	93.42%	91.95%
Advisor	93.00%	92.46%	89.62%
Coordinator	95.00%	94.98%	93.20%
Director (executive and functional)	78.00%	83.38%	81.87%
Specialist	92.00%	99.91%	100.75%
Executive Manager	89.00%	101.77%	94.37%
Functional Manager	94.00%	95.43%	92.10%
Operational	72.00%	71.38%	66.62%
Supervisor	90.00%	85.90%	83.37%

1. Nominal monthly wage was considered for base salary.

Mathematical ratio of remuneration ¹ between women and men (%)	2020	2021	2022
Administrative	90.00%	93.44%	91.95%
Advisor	92.00%	92.30%	89.72%
Coordinator	95.00%	95.21%	93.71%
Director (executive and functional)	76.00%	84.30%	81.37%
Specialist	92.00%	99.91%	100.75%
Executive Manager	90.00%	101.77%	94.37%
Functional Manager	93.00%	95.43%	92.10%
Operational	71.00%	71.07%	66.43%
Supervisor	88.00%	85.88%	82.97%

1. For remuneration, we used base salary as well as variable short and long-term remuneration.

The differences in salary and remuneration between men and women at Suzano occur primarily as a result of the historical difference in workforce composition in the company, when broken down by gender. As such, base salaries and remuneration for men exceed those for women, bearing in mind the greater length of time the former group has been with the company, averaging 6.9 years and 3.9 years, respectively.

Nevertheless, when observing average salaries between genders according to length of service, one can verify that women have higher average salaries than men by approximately 15%.

GRI 406-1 Discrimination cases and corrective measures taken

Other frameworks answered: n/a

NON-DISCRIMINATION MANAGEMENT

Suzano is against any form of discrimination both inside and outside the workplace, and in order to reinforce this position, our Code of Conduct establishes a specific ethical pillar for this issue: Equity. We strive for treating with respect, dignity and attention all those with whom we are associated, whether inside or outside the company, in addition to valuing the diversity of people and ideas, repudiating discrimination on any ground, be it race, color, political conviction, gender, religion, sex, sexual orientation, age, place of birth, disability, among other aspects. In light of this scenario, we introduced the Plural Program, an organic and voluntary movement that began at Suzano in 2016 and was institutionalized in 2019, aimed at fostering a culture of diversity appreciation and inclusion within the company. Therefore, aligned with Suzano’s Sustainability and Diversity, Equity & Inclusion strategies, the group is co-responsible for promoting non-discrimination in the workplace, among other actions that cover the topic of diversity. Additionally, to ensure proper management of the issue, in December 2019, we introduced our Diversity and Inclusion Policy, aiming to determine guidelines that will direct initiatives concerning this matter in all our operations. Based on this, we hope to ensure that discrimination cases do not occur in the Company and to encourage a culture of respect for individuality throughout our value chain. For more information, go to the indicator “Diversity management”.

Cases of discrimination ¹	2020	2021	2022
Cases received	4	5	3
Cases for which a remediation plan is being implemented	0	0	0
Cases for which the remediation plan was implemented, and its results analyzed through routine internal management review processes	0	0	0
Cases resolved	4	5	3

1. In the indicator, data from the Cerrado Project and Suzano Holding S.A. are not taken into account.

MATERIAL TOPIC: HUMAN RIGHTS

GRI 3-3 Management of material issues

GRI 2-23 Policy commitments

GRI 2-24 Embedding policy commitments

GRI 2-25 Processes to remediate negative impacts

GRI 2-26 Mechanisms for seeking advice and raising concerns

Other frameworks answered: n/a

1. COMMITMENT TO HUMAN RIGHTS

Suzano respects and promotes Human Rights in its business and operations, demanding the same attitude from its employees and partners. The Human Rights Policy is intended to consolidate this company commitment through risk and opportunity management, minimizing adverse impacts, and maximizing positive im-

pacts associated with the company and its value chain. It outlines significant rights for Suzano, its operations and value chain, such as: preservation of customary rights, access to water and other natural resources, and the subsistence activities of traditional communities and indigenous peoples; prohibition of child labor and any form of forced or compulsory labor; freedom of association and collective bargaining; decent, safe, non-discriminatory work environments with adequate remuneration.

Our commitment is based on respect for internationally recognized human rights, understood as those expressed in the International Bill of Human Rights; in 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: in addition to the Indigenous and Tribal Peoples Convention, 1989 (No. 169); in the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises; United Nations (UN) Global Compact Principles; Agenda 2030: 17 UN Sustainable Development Goals; International Finance Corporation (IFC) Performance Standards; Global Reporting Initiative (GRI) Standards; Forest Stewardship Council (FSC) Principles; and Voluntary Principles for Human Rights and Security (VP-SHR).

Moreover, we are committed to actions that promote human rights, seeking to expand positive impacts resulting from our actions and to be a leader in the transformation of our value chain and society.

2. GOVERNANCE

Currently, human rights management at Suzano is shared by different areas such as: Sustainability, People and Management, Auditing, Forestry, Supply and Logistics, among others.

3. VOLUNTARY COMMITMENTS, FORUMS AND PARTNERSHIPS

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

In 2022, Suzano participated in the Plataforma de Ação pelos Direitos Humanos (Action Platform for Human Rights in Portuguese) of the Global Compact Network Brazil, that encourages debate about the role of companies regarding human rights issues, considering both the UN Guiding Principles on Business and the Sustainable Development Goals. The Platform is composed of representatives from business, UN agencies, NGOs, and government, and its agenda covers debates on gender equality, immigrants and refugees, the rights of LGBTIQIAP+ people, indigenous peoples, people with disabilities, the fight against racism and forced labor, as well as promotion of the Guiding Principles on Business and Human Rights.

Through partnership with Childhood Brasil, the company conducts campaigns and training for both the internal and external public, in collaboration with the Municipal Councils for the Rights of Children and Adolescents in 10 partner municipalities. To learn more, see the indicator "Agente do Bem". We are also involved in the "Comunidades Na Mão Certa"

(Communities on the Right Track in Portuguese) project, a collective space for learning and sharing best practices in the market for engaging various community sectors and public policies in the fight against sexual violence against children and adolescents on Brazilian highways.

4. DUE DILIGENCE PROCESS AND HUMAN RIGHTS ASSESSMENT

Suzano operates in various locations in Brazil where there are human rights risks which are inherent to the local context. Moreover, its activities may pose risks, thus requiring the ability to adopt measures to prevent and mitigate human rights impacts.

In 2022, a corporate due diligence was completed, encompassing the mapping of human rights risks and the identification of opportunities to improve the existing management process. The scope of the work considered Brazil's context and the industry sector, along with the company's forestry, industrial, logistics, port operations and supply chain characteristics. Over 280 documents were analyzed in their environments and 27 in-depth interviews were conducted. Information gathered through risk management procedures, grievance mechanisms, and stakeholder engagement was also employed.

The following priority topics were identified as a result of the mapping carried out: Decent Work; Occupational Health and Safety; Equality and Prohibition of Harassment; Decent and Safe Work in the Value Chain; Right to a Healthy Environment and Access to Water; Health, Safety and Well-being of Local Communities; Relations with Local Communities and Human Rights Defenders; Rights of Indigenous and Traditional Peoples and Communities; Land Rights; Rights of Communities in the Value Chain; Property Security; Ethics and Transparency.

The most relevant rightsholders for the company's operations and value chain were also identified: Own and outsourced workers; Workers in the value chain; Local communities; Indigenous and traditional peoples and communities; Human rights and environmental advocates; Society. The group of rightsholders encompasses those who have no direct interaction with the operations, but are affected by them, such as residents of more distant communities.

Following due diligence and risk classification as well as potential impacts for rightsholders, action plans are being outlined, grounded on the United Nations Guiding Principles on Business and Human Rights (UNGPs).

In forestry operations, wood suppliers are defined as relevant public and are covered by the chain of custody certification FSC-STD-40-004 and CERFLOR (Brazilian Forest Certification System in Portuguese) NBR 14.790 as well as by the Wood Supply Policy. FSC also has a specific standard for receipt of non-certified wood, defined as "Controlled Wood" (Standard FSC-STD-40-005), which establishes the implementation and maintenance of a due diligence system to identify, among others, risks to Human Rights. Suzano has implemented yearly internal audits and, when detected deviations in the categories, corrective actions are implemented and monitored.

Within the scope of supplier management, we have established a Sustainable Procurement Policy that includes guidelines on Human Rights and considers guidelines to be noted during the various stages of the relationship, ranging from registration, approval, evaluation to monitoring. When dealing with Suzano, suppliers commit to allowing compliance evaluation visits, provided they are previously agreed upon, providing all requested records and information, ensuring fundamental Human Rights are not at risk of being violated.

Our homologation and registration process covers the suppliers and requires mandatory documentation for contracting segments. In 2022, we incorporated sustainability requirements into this process, assessing tools and strategies concerning social management and performance, human rights, governance, quality management system, integrity, and the environment. We have also made progress in automation and data analysis to leverage risk prediction processes, provide efficiency to audits in the supply chain and support decision making for more responsible purchasing, for which we have established and maintained important partnerships to assist us in this transformation journey.

Aiming to ensure employee rights, Suzano abides by the enforced legislation, collective bargaining standards and policies established in the company's Code of Conduct. Regarding labor and union relations, we are committed to maintaining respectful relations with employee representatives and to complying with agreements entered into, while always disclosing them to all employees. We value and promote diversity, without discrimination of any kind, race, color, political conviction, gender identity, religion, sexual orientation, age, place of birth, disability, among others.

Suzano also monitors adverse social impacts resulting from its activities on communities surrounding its operations, implementing the most appropriate mitigation measures for each case. Suzano's Social Monitoring and Assessment Plan aims to assess how efficient and effective the relationship and socio-environmental investment strategies adopted are, as well as to monitor and assess processes and actions related to minimizing the 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 taking the initiative in repairing the damage, avoiding complaints by the injured party, and ensuring the affected party has freedom of choice as to possible mitigation measures.

5. CODE OF CONDUCT

The Code of Conduct gathers the six ethical principles that guide our daily actions, focusing on the quality of our relationships, products, and services. Drawing inspiration from the Culture Drivers, the document guides and enhances our daily actions and decisions, striving to ensure that our activities with employees, shareholders, customers, suppliers, government agents and the community are consistent with the ethical behavior and respect cultivated by Suzano in its relationships with its diverse public. This implies unwavering respect for Human Rights as a fundamental condition to be met by all parties involved in our business.

We strive to bring awareness, engagement and effective implementation of Human Rights in all our businesses by means of communication, training and team meetings. Aimed at maintaining an alignment of conduct expected from all Suzano employees, periodic (re)training on the Code of Conduct is mandatory. It should be noted that the Code of Conduct and its mandatory training were updated in 2021, as per our internal regulations.

The Suzano Supplier Code of Conduct was also introduced, which establishes strategies and the environment for interaction between Suzano and its suppliers by means of clear communication of the company's expectations about operating conditions and partner performance. The Code is applicable to all company suppliers, including their legal representatives, who commit to abide by enforced legislation and applicable regulations, as well as those set forth in Suzano's Code of Conduct and in the contractual provisions signed between the parties.

6. DIALOGUE CHANNELS AND GRIEVANCE MECHANISM

Suzano strives for transparency when dealing with its stakeholders. In this regard, the company maintains a structured process to receive, assess, respond and monitor all stakeholder manifestations related to company activities and products, such as complaints, questions, suggestions, opinions and others, available by means of the call center or by e-mail at suzanoresponde@suzano.com.br. Stakeholder relationship management is done by SISPART, a corporate system for recording and monitoring occurrences received by the company.

For both internal and external publics, Suzano also makes available an ombudsman channel that ensures confidential treatment for all issues presented, including Human Rights related demands. 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 will be available to assist and handle complaints of any nature, maintaining confidentiality and non-retaliation of those involved. The channel can be activated by phone 0800 771 4060, e-mail ouvidoriaexterna@austernet.com.br or through the portal and is valid for the Suzano operations in Brazil and in every other area worldwide where the company operates.

Suzano is fully committed to mitigating adverse impacts on Human Rights throughout its chain of operations. All complaints received are registered in an outsourced computerized system. After the complaint is received, an investigation process is started, which must be completed within 30 days. Findings are then presented to a Conduct Subcommittee which assesses the enforcement of consequences and action plans, providing a final report to the Conduct Committee.

The main denunciations 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 put in place through warnings, suspensions or dismissals.

GRI 407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk

GRI 408-1 Operations and suppliers with significant risk for incidents of child labor

GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

Other frameworks answered: n/a

We ensure that all employees have full rights to join labor unions. Collective bargaining is fully respected, and all unions that represent professional categories are warranted submission of negotiation agendas and effective participation in the entire negotiation process that aims to reach Collective Bargaining 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 labor legislation enforced. We firmly believe in the company's commitment to promote an open, loyal, and constructive dialogue with entities representing employers and workers, based on the principles of freedom of association and respect for a wide range of ideas.

All service providers that gain access to Suzano's facilities, as well as their subcontractors, must follow specific criteria in order to maintain process and employee integrity and safety. All stages of this process can be found here.

Different management measures are adopted to assess our suppliers. The Suzano supply chain socio-environmental risk matrix is used to segment the company's total supplier base and identify risks by assessing procurement categories from a socio-environmental perspective encompassing human rights issues related to labor practices, forced and child labor, as well as sexual exploitation of children and adolescents.

Control of accessory obligations refers to the process in which we monitor compliance with the collective agreement and/or convention that safeguards the right to exercise freedom of association and collective bargaining.

We achieved our goal of implementing and performing a robust second party ESG audit process on critical and high sustainability risk suppliers who were prioritized for the first cycle of the initiative.

Another important process is the SSOMAR (Health, Occupational Safety, Environment in Portuguese) assessment that monitors risks of child labor and forced and/or compulsory labor 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 own management or those of suppliers (tier 1 and non-tier 1), in terms of environmental, social, economic and legal requirements. As such, we have implemented a [Wood Supply Policy](#) and a Zero Deforestation Commitment, which follows the Brazilian Forestry Code, the FSC® Association Policy criteria, the FSC® and PEFC standards for forest stewardship and chain of custody, FSC® controlled wood, PEFC controlled sources, the Fundamental Principles of the International Labor Organization (ILO), as well as adhering to

international regulations for the traceability and legal origin of wood, such as: EUTR – European Timber Regulation, UKTR – United Kingdom Timber Regulation, Lacey Act (USA), Australian Illegal Logging Prohibition Act.

In practical terms, these guidelines are implemented by means of the Due Diligence System / Monitoring Program, consisting of risk assessment and risk mitigation in the supply chain.

For more information see the indicator: [Total number and percentage of suppliers who underwent environmental and social assessment](#).

Suppliers with significant risk for incidents of child labor and forced and/or Forced Labour ¹	2020		2021		2022 ²	
	Except wood suppliers	Wood suppliers	Except wood suppliers	Wood suppliers	Except wood suppliers	Wood suppliers
Total number	n/d	614	546	558	748	1,090
Number of suppliers assessed	n/d	614	546	558	748	1,090
Number of suppliers where 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) assessed, 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
Total number	n/d	614	546	558	748	1,090
Number of suppliers assessed	n/d	614	546	558	748	1,090
Number of suppliers where risk was identified	n/d	0	0	0	0	0

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

Formerly GRI 412-2 Total number of training hours and total number and percentage of employees trained in human rights policies and practices

Other frameworks answered: n/a

The following data is available in the tables below:

- Employee(s) trained in Human Rights (number of hours and total number of participants);
- Percentage of employees trained in Human Rights.

Employees trained in Human Rights	2020	2021	2022
Training hours ¹	377,520	377,520	377,520
Total number of employees trained ²	396,930	396,930	396,930

1. The training hours reported concern the Code of Conduct Mandatory Training. Among the ethical pillars of the Code, we cite the importance 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 attended Code of Conduct Training was extracted from the Code of Conduct training control spreadsheet, issued by Webtraining, responsible for the administration of UniverSuzano.

	2020	2021	2022
Percentage of employees trained in Human Rights	87%	86%	83%

GRI 410-1 Security personnel trained in human rights policies or procedures

Other frameworks answered: n/a

The figures represent the percentage of security personnel who received formal training in the organization's human rights policies or in specific procedures for their application to security. Contracted companies' employees are factored into the response.

Percentage of security personnel trained in human rights policies or procedures by type of operation	2020	2021	2022
Industrial operations	33%	100%	37%
Forestry operations	97%	62%	72%
Other offices/fixed locations	57%	100%	50%
Port operations	80%	92%	92%
Total	63%	67%	58%

MATERIAL TOPIC: CLIMATE CHANGE

GRI 3-3 Management of material issues

GRI 201-2 Financial implications and other risks and opportunities arising from climate change

GRI 302-4 Reduction of energy consumption

GRI 305-5 Greenhouse Gas Emissions Reduction

Other frameworks answered: n/a

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 elaboration 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 combat 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 (popularly known by its acronym in English, "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.

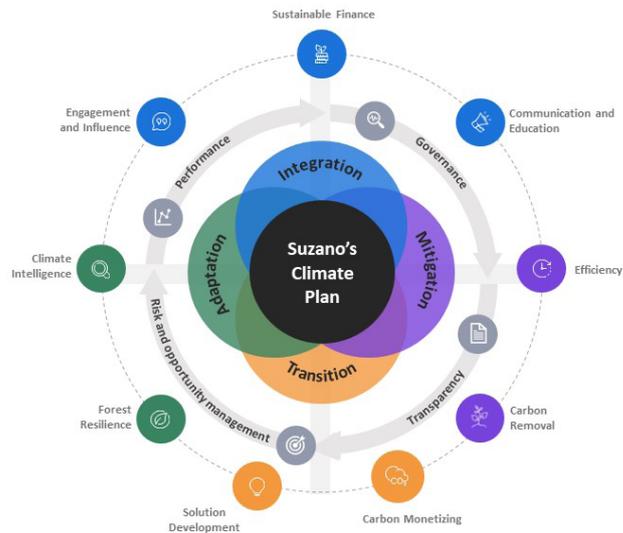
As such, Suzano, with its Sustainability Strategy, acknowledges the importance and need to be a leader and transforming agent in the combined development of innovative and sustainable solutions that can contribute to solving society's challenges. Assuming a systemic and collaborative approach, connecting local and global agendas and considering the main frameworks, challenges, and scientific advances, the company re-

Suzano is 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 nature 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 Renewing 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, for example. Rather, it has the capacity to generate carbon credits itself by way of specific projects, as can be seen in the indicators "[Suzano's carbon credits](#)" and "[Suzano's credit generating projects](#)".

At present, Suzano's GHG emission intensity indicators per ton of product produced are among the lowest in the industry. 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 commitment to combat climate crisis, in addition to the two commitments to renew life directly related to the topic, six other targets are also 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 institutions, 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.

Carbon Efficient Index (ICO₂ B3): 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) – Climate Change Questionnaire: 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 61 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 2 correspond partially, 5 do not correspond to any criteria, and 1 was not accessed.

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’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 411,776.54.

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:

In 2022, Suzano also expanded the use of internal carbon pricing for application in all new CAPEX projects. Its purpose is to stimulate development and investments in decarbonization projects, as well as to assist the Company in managing risks associated with future regulatory pricing scenarios and opportunities in the voluntary carbon market.

Thus, starting with the application of a shadow price of \$20/tCO₂e over the variation of GHG emissions of new projects, financial indicators are created with and without the shadow carbon price, so that the impact on emissions is considered in the approval processes of new investments. Based on these indicators, projects that will reduce GHG emissions move up in the project prioritization ranking, and projects that will increase emissions move down, according to the degree of impact.

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) and the Taskforce on Scaling Voluntary Carbon Markets (TSVCM).

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 trans-

formative potential of the business, as is the case of the Taskforce on Climate-related Financial Disclosures initiative <include link to TCFD indicator>. As such, in 2021 Suzano joined the Business Ambition for 1.5°C, the Race to Zero campaign and the Science Based Target Initiative (SBTi) and will establish a target aligned with the 1.5°C scenario (of greater ambition). This effort will encompass both its own emissions and emissions from its value chain. Joining the SBTi reinforces the Company's commitment to assume a relevant position in the global debate on climate changes.

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. 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).

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 environment 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. Link: [The Alliance of CEO Climate Leaders' open letter to COP27 | World Economic Forum \(weforum.org\)](https://www.weforum.org/press-releases/2022/11/01/ceo-climate-leaders-urge-net-zero)

Further, Suzano, in association with Itaú Unibanco, Marfrig, Rabobank, Santander and Vale announced Biomás, 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 ICC;
- Panel Landscapes for Life;
- Biomas 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:

- ICC – International Chamber of Commerce;
- CNI – National Industry Confederation;
- CEBDS – Brazilian Business Council for Sustainable Development -WBCSD Brazil Chapter;
- WEF (World Economic Forum);
- WEF Alliance of CEO Climate Leaders;
- SBTi – Science Based Target Initiative;
- Race to Zero;
- Global Compact;
- WWF;
- WBCSD; - World Business Council for Sustainable Development;
- IETA – International Emissions Trading Association;
- WEC -World Environment Center;
- IBÁ – Brazilian Tree Industry;
- Abrasca – Brazilian Association of Public Companies;

- 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);
- WRI – World Resource Institute;
- IDB – Inter-American Development Bank.

To learn more about Suzano's participation in associations, go to: < link association indicator >

COMMUNICATION AS A TOOL FOR ENGAGEMENT:

- Launch of Biomass at the ICC booth at COP 27;
- Creation of the Biomass landing page (wearebiomas.com) encouraging the engagement of various stakeholders in the initiative;
- Production of a video to launch Biomass 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 Biomass;
- Use of Suzano's social networks and Suzano spokespersons to increase visibility of the issues addressed during the event and the social networks of Biomass' 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 Biomass 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.

SUZANO'S TRACK RECORD ON TCFD

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 Influ-

ence 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

Clearly perceived and natural resources grow increasingly scarce. The future depends on our ability to innovate and our responsibility to optimize the use of available resources. This scenario represents opportunities for Suzano and we have defined our long-term strategic vision accordingly:

- To continue to be an industry benchmark in efficiency, profitability and sustainability from the forest to the customers,
- To be a transforming agent in the expansion of our biomass into new markets,
- 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 tools:

- 1.5°C, developed by SBTi (Science-Based Target Initiative) using the IPCC Special Report on Global Warming of 1.5°C;
- 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:

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:

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;

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; and

Production chain interruption due to adverse climatic events.

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.

Structural changes in society and their impacts on business, such as:

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;

Technological: resulting from the emergence of improvements and innovations towards a more energy efficient and low carbon economy;

Market: resulting from changes in supply and demand for certain products and services as climate-related issues are considered in decision-making; and

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 some mills are selling 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 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 Ma-

trix 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.

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. Monitoring of Fauna and Flora (Casa da Floresta);
13. Total number of owned, leased or managed areas within, or adjacent to, protected areas, and areas of high biodiversity value outside protected areas
14. Total number of species found in monitoring;
15. Total number of species found in monitoring, by type;
16. Total size of High Conservation Value Areas (HCVA);
17. Total size of areas in restoration process;
18. Total areas maintained by Suzano by type of land use;
19. Total areas for development by type of land use.
20. Restoration and firefighting
21. Number of fire outbreaks in Suzano's areas;
22. Total conservation areas affected by fires, in hectares;
23. Total of plantation areas affected by fires, in hectares;
24. Total number of areas in restoration process;
25. Total number of seedlings planted for restoration;
26. Percentage of the area verified by third parties as being in legal compliance;
27. Ecological Restoration Program
28. Nascentes do Mucuri Program
29. 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. Percentage of recycled fiber purchased and used in products;
4. Revenue from reusable, recyclable and/or biodegradable products;
5. Volume of recycled fiber purchased, by product segment;
6. Volume of recycled fiber purchased, by product segment;
7. Volume of recycled and/or recovered fiber, by product segment;
8. Volume of recycled and/or recovered fiber, by product segment;
9. Volume of recycled and/or recovered fiber, by product segment;
10. Volume of recovered fiber, by product segment;
11. Total volume of recycled and/or recovered fiber, by business unit;
12. Total volume of recycled and/or recovered fiber, by business unit.

Energy

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 byproduct of wood after separation from the pulp, constitutes the fuel responsible for generating the largest portion of energy produced by the company. Moreover, although 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 Três Lagoas (Mato Grosso do Sul), Aracruz (Espírito Santo), Mucuri (Bahia) and Imperatriz (Maranhão) mills, there is an electricity generation surplus, which enables its availability on the Brazilian grid (SIN – National Interconnected System), contributing to increase the degree of renewability of the Brazilian energy matrix.

Among its commitments, Suzano assumed the long-term goal of increasing its renewable energy exports by 50% by 2030. The target design considers the fact that the electricity generated at the mills is produced from renewable sources, enabling surpluses that can supply the National Interconnected System.

In 2022, the company continued its efforts to contribute to the Brazilian electrical system and to its commitments to renew life.

That same year, Suzano's consumption units such as distribution centers, nurseries and ports were targeted to improve energy management strategies tied to conscious and sustainable consumption of electricity. We highlight the migration of units to the free energy market, starting to receive renewable energy through Suzano's own self-production allocation, as well as others who initiated projects to install photovoltaic solar panels to supply their own renewable energy.

To manage this issue, Suzano maintains the following recurring practices:

Allocation of Own Generation

Every month, all energy consumption by units purchasing electricity is, as a priority, covered by energy generated by Suzano plants that generate surplus energy and are exporters through a regulatory mechanism called the Alocação de Geração Própria (Allocation of Own Generation in Portuguese), via internal systems of the Câmara de Comercialização de Energia Elétrica (CCEE – Electricity Trading Chamber in Portuguese) in Brazil.

Sale of energy surplus

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

IREC Certification

In 2022, Suzano went through the certification process for issuing the I-REC (International REC Standard) for its generating unit at Três Lagoas (Mato Grosso do Sul). The certification, which is tied to the renewable energy generation from biomass, supports the construction of an increasingly cleaner energy matrix. Suzano sells the I-REC, fostering a certification market that encourages the consumption of clean energy generation, in addition to generating value for the company.

Brazilian Energy Sector

Suzano strives to be active and contribute to the energy sector in Brazil. The company is associated with entities in the sector such as ABRACE (Brazilian Association of Large Energy Consumers in Portuguese) and ABIAPE – (Brazilian Association of Investors in Energy Self-Production in Portuguese), and as such is also subject to local and federal regulations that include:

- National Energy Plan 2050: elaborated by the Energy Research Company (EPE in Portuguese acronym) following guidelines from the Ministry of Mines and Energy (MME in Portuguese acronym); the plan is a supporting medium for drawing up the planner's long-term strategy for expanding the energy sector and contains recommendations and guidelines to be followed;
- Ten Year Energy Expansion Plan: elaborated by the Energy Research Company (EPE) following guidelines from the Ministry of Mines and Energy (MME), the Ten Year Energy Expansion Plan is an informative document aimed at society as a whole, indicating, rather than determining, future expansion prospects for the energy sector from the Government's point of view, on a ten year horizon.
- Decree 5,163/2004: regulates electrical energy trading, the concession and authorization granting process for electrical energy generation, as well as other legal and regulatory provisions. The energy market is coordinated by the National Agency for Electrical Energy (ANEEL in Portuguese acronym), which is the regulatory agency for the electrical sector. Established in December 1996, ANEEL is an autarky under a special regime linked to the Ministry of Mines and Energy (MME).

Energy Efficiency

In its ongoing search for improvements, Suzano, by means of investments in efficiency, research and innovation, strives 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 projects designed to boost plant energy efficiency, the following are noteworthy:

- Thor Project: a joint initiative developed with the support of the company's Digital team, which is based on the principle of "machine learning" aiming to optimize electrical energy generation from the set of turbo generators in the manufacturing units, raising renewable-based electrical energy generation.
- Economizai Project: Focused on reducing thermal and electrical consumption in the production process, as well as reducing water consumption, chemical inputs and waste generation, integrating the processes of eleven company plants – Três Lagoas (Mato Grosso do Sul); Jacaré (São Paulo State), Limeira (São Paulo State), Rio Verde (São Paulo) and Suzano (São Paulo); Aracruz (Espírito Santo); Mucuri (Bahia);

Imperatriz (Maranhão); Belém (Pará), Maracanaú (Ceará) and Cachoeiro de Itapemirim (Espírito Santo), in an effort to share and elect the best practices throughout the value chain.

- Initiatives aimed at energy consumption efficiency are emphasized in the group's units. With a focus on reducing natural gas consumption, the Jacareí unit has devised a new strategy involving the use of reducers, decreasing boiler consumption, while the Limeira unit has invested in the installation of a new burner in the power boiler in 2022.

BALANCE (REMOVALS AND EMISSIONS), REMOVALS AND CARBON STOCKS

Carbon balance: the difference between anthropogenic emissions and removals of greenhouse gases from the atmosphere over a given 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.

As 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 (such as by increasing its uptake by trees, soil or other 'carbon sinks'), or from chemical processes, for instance, capture CO₂ directly from ambient air and store it elsewhere.²

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

In its report on climate change mitigation⁴, the IPCC cautioned that keeping temperature increase within a 1.5°C limit will prove impossible without carbon dioxide removal. Using it can offset greenhouse gas emissions from sectors that cannot fully decarbonize their activities or that may take a long time to do so.

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

Carbon stock in a reservoir or pool can change due to the difference between carbon additions and losses. When losses are greater than additions, carbon stock decreases, and thus the reservoir acts as a source of emission to the atmosphere; when losses do not exceed additions, the reservoir acts as a sink.

BALANCE (REMOVALS AND EMISSIONS), REMOVALS AND CARBON STOCKS AT SUZANO

Suzano's carbon balance is calculated based on the difference between Scope 1, 2 and 3 emissions, and the balance between direct emissions and removals from land use.

Carbon removals take place when there is forest biomass growth, such as planting even a single tree in a pasture area or expanding an already planted area from 500 hectares to 600 hectares.

Thus, whenever an increase in biomass volume takes place in a given Suzano area, its corresponding carbon increase is classified as "Direct removal from land use change". On the other hand, whenever biomass volume is reduced (such as in harvests), the equivalent loss in carbon is considered as "Direct emission from land use change".

Suzano's carbon stock is then the balance between all direct emissions and removals from land use each year (or an annual "photograph" of all carbon stored in its natural reservoirs).

As a company that engages in responsible Forest Stewardship, Suzano has eucalyptus cultivation areas where the process of planting, harvesting, and native forest conservation are arranged in a mosaic fashion. Thus, the company retains constant carbon stock, with conservation areas stabilized or growing and remov-

ing carbon from the atmosphere, while eucalyptus cultivation areas, for the most part, have growing seedlings. The CO₂ removal value entailed in the environmental restoration process and High Conservation Value areas is included in removal values for native vegetation areas.

Concerning planted forest areas, given that Suzano has a cultivation cycle of approximately 7 years, only one seventh (1/7) of planted forest areas are under constant harvesting. The remaining six sevenths (6/7) of planted forest areas are under different intensities, storing carbon over time and ensuring continuity of this stock in the field.

1. Source available at (<https://www.ipcc.ch/sr15/>).
2. Source available at ([https://www.ipcc.ch/sr15/faq/faq-chapter-4/#:~:text=Summary%3A%20Carbon%20dioxide%20removal%20\(CDR,CO%E2%82%82%20from%20the%20atmosphere.&text=To%20achieve%20this%20temperature%20reduction,in%20%E2%80%99net%20negative%20emissions%E2%80%99\)](https://www.ipcc.ch/sr15/faq/faq-chapter-4/#:~:text=Summary%3A%20Carbon%20dioxide%20removal%20(CDR,CO%E2%82%82%20from%20the%20atmosphere.&text=To%20achieve%20this%20temperature%20reduction,in%20%E2%80%99net%20negative%20emissions%E2%80%99).)).
3. Source available at ([https://www.ipcc.ch/sr15/chapter/glossary/#:~:text=and%20Anthropogenic%20removals-,Anthropogenic%20emissions,waste%20management%20and%20industrial%20processes\)](https://www.ipcc.ch/sr15/chapter/glossary/#:~:text=and%20Anthropogenic%20removals-,Anthropogenic%20emissions,waste%20management%20and%20industrial%20processes).)).
4. Source available at (<https://www.ipcc.ch/report/ar6/wg3/>).

Carbon balance (removals and emissions) (tCO₂e) ¹	2020	2021	2022
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 emissions	3,783,528.03	4,308,251.81	4,165,681.41
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 (tCO₂e)	2020			2021			2022		
	Suzano S.A. – planted forests	Suzano S.A. – native vegetation	Suzano S.A. – total	Suzano S.A. – planted forests	Suzano S.A. – native vegetation	Suzano S.A. – total	Suzano S.A. – planted forests	Suzano S.A. – native vegetation	Suzano S.A. – total
Biogenic emissions by land use	33,063,426.44	n/a	33,063,426.44	35,504,588.97	n/a	35,504,588.97	44,887,590.43	n/a	44,887,590.43
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	-9,319,950.56	-3,884,558.80	-13,204,509.36	1,820,264.67	-3,901,016.34	-2,080,751.67

Carbon stocks (tCO ₂ e) ¹	2020	2021	2022
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.

CARBON BALANCE

Carbon balance accounts for emissions and removals in Suzano's operations. The breakdown of greenhouse gas emissions can be found in the EGEEs1 indicator. In 2022, despite emission reduction, the absolute value of removals dropped, which turned the balance positive.

Carbon removals

In 2022, we had a total of (biogenic and anthropogenic) removals of 46 million tons of CO₂ from the atmosphere and a total of (biogenic and anthropogenic) emissions of 44 million tons of CO₂, resulting in a net removal of 2 million tons of CO₂ from the atmosphere in 2022.

This result is mainly due to changes in production mix (cellulose production vs. wood supply composition) as well as movements in the forest base, impacting the removal balance in 2022.

Carbon stocks

In 2022, there was a reduction in the carbon stock of eligible areas in the calculation methodology. This was influenced, as mentioned above, in line with the strategy of harvesting and supplying wood to meet production demand, alongside an expansion of the forest base.

On the other hand, native vegetation had an increase in area in 2022 but a lower carbon stock compared to the previous year. However, this reduction was due to a refinement/improvement in the process of classifying native areas with a more granular update of phytophysiologicals into subclasses according to the Brazilian Institute of Geography and Statistics (IBGE). Thus, the calculation of carbon stock in these areas was also updated, and some areas showed a lower stock according to their new subclasses.

For 2022, both emissions and removals were verified by a third party for the Greenhouse Gas Emissions Inventory of the Public Registry of the Brazilian GHG Protocol Program.

GRI 302-1 Energy consumption within the organization

GRI 302-2 Energy consumption outside the organization

Other frameworks answered: n/a

Total energy consumed, in gigajoules (GJ) ¹	2020	2021	2022
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	217,504,399.21
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	246,049,816.84

1. The total energy consumed is calculated by the sum of energy from fuel consumption from both renewable and non-renewable sources with the energy consumed, subtracting from this value the total energy sold.

Consumption of fuels from non-renewable sources, in gigajoules (GJ)	2020	2021	2022
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 – marine ³	285,606.42	28,395.20	0.00
Diesel oil – highway ⁴	3,861,967.58	4,514,178.48	6,287,713.99
Total	28,024,857.23	30,956,553.51	29,832,586.94

1. The composition of automotive gasoline was obtained through a combination of 73% gasoline and 27% hydrated ethanol.
2. Due to representativeness greases and lubricants were not accounted for.
3. Diesel oil consisting of 90% diesel oil and 10% biodiesel.
4. Suzano's operations involving maritime diesel oil have been discontinued.

Consumption of fuels from renewable sources, in gigajoules (GJ)	2020	2021	2022
Anhydrous ethyl alcohol	21,939.49	15,006.03	12,346.10
Hydrated ethyl alcohol	389,714.38	10,640.54	34,778.01
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	2,236,425.44
Total	214,386,646.59	216,528,216.90	217,504,399.21

Energy consumed by type, in gigajoules (GJ)	2020	2021	2022
Electricity	3,498,800.20	3,872,202.27	4,148,649.19
Heating	0.00	0.00	0.00
Cooling	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, in gigajoules (GJ)	2020	2021	2022
Electricity	5,646,273.28	5,711,287.89	5,435,818.51
Heating	0.00	0.00	0.00
Cooling	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, in gigajoules (GJ)	2020	2021	2022
Total	20,508,581.65	24,608,503.50	23,414,086.49

Suzano’s energy matrix is predominantly composed of renewable sources. First and foremost is Biomass, which can be liquid, such as black liquor, or residues such as wood bark, short logs, chipping residues or even biological sludge.

Some production units have an energy generation surplus, which allows for its availability on the national grid (SIN – National Interconnected System in Portuguese acronym), thus contributing towards the expansion of renewable energy generation in the Brazilian electricity matrix. The Suzano Group is self-sufficient in electric energy and one of the largest self-producing agents in Brazil, said generation being by means of renewable sources.

In 2022 following an increase in production, there is a consequential growth in internal consumption in some of the plants, associated with turbo generator maintenance stoppages, such as in Limeira (São Paulo) and problems with the turbo generator at Três Lagoas (Mato Grosso do Sul). Nevertheless, Suzano maintains its renewable energy exports at a high level and continues its efforts to reach its goal of increasing exports of renewable electric energy by 50% by 2030.

The company’s efforts are directed towards reducing consumption of non-renewable fuels. It is worth noting that, in 2022, natural gas consumption was lower due to Suzano’s efforts to avoid using a turbo generator powered by this fuel and has initiated a replacement project for this type of fuel at the Jacaré (São Paulo) unit. Also noteworthy is the project designed to increase the capacity of the biomass boiler at the Suzano unit (São Paulo), thus reducing natural gas consumption for steam generation.

In forestry and logistics operations, diesel, gasoline and biodiesel are the most commonly used fuels. The main sources of energy required outside the organization are related to fuel consumption for transportation and distribution of inputs and products, both within and outside Brazil, and also include transportation and displacement of employees and waste. Energy information is taken from Suzano’s Greenhouse Gas Inventory.

In 2022 gasoline and diesel consumption was higher due to an increase in the company’s forestry operations, and it should also be noted that all exporting units were shut down for maintenance that same year, contributing to higher diesel consumption and reducing total energy generation, and consequently exports.

The fuel consumption data were converted into energy consumption from basic density and net calorific value of each fuel. Accordingly, when available, the data contained in the technical specifications sheet of the fuel used were utilized. When not available, the values presented by the National Energy Balance (MME – Ministry of Mines and Energy, 2021) were used.

To learn more about energy management, go to [“Energy Management”](#).

GRI 302-3 Energy Intensity

Other frameworks answered: SASB RR-PP-130a.1, SASB RT-CP-130a.1

Renewability rate 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%	87.68%	88.14%
Total	100.00%	100.00%	100.00%

Percentage of electricity from the grid, biomass and other renewable energy ¹	2020	2021	2022
Electricity from the grid	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. Indicates the percentage of energy from indicated sources over the total energy consumed. Totaling the percentage of energy from renewable sources.

Energy Intensity (GJ/t) ^{1 2}	2020	2021	2022
Within the organization	21.42	20.34	20.32
Outside the organization	1.79	1.99	1.89
Total	23.21	22.33	22.21

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.

We can highlight that by 2022, Suzano's energy matrix showed improvements in terms of renewability, reaching the value of 88.14% of its energy matrix originating from renewable sources. This is very much in line with the organization's aim of diminishing the use of non-renewable resources.

The percentage of electricity consumed from the grid has risen to 1.65% of the matrix, primarily due to the increase in production at non-power-generating plants, however, it should be noted that energy exports from Suzano's exporting plants can supply all energy consumed from the grid by importing units, while still presenting a surplus.

Suzano presented a lower energy intensity within the organization when compared to values obtained in 2019, 2020 and 2021. Such results are boosted by several projects within its units which aim to further improve processes and energy efficiency, optimizing the use of resources.

For more information about energy management, go to "[Energy Management](#)".

GRI 305-1 Direct emissions (Scope 1) of greenhouse gases (GHG)

GRI 305-2 Indirect emissions (Scope 2) of greenhouse gases from energy acquisition

GRI 305-3 Other indirect emissions (Scope 3) of greenhouse gases

GRI 305-5 Greenhouse Gas Emissions Reduction

Other frameworks answered: SASB RR-PP-110A.1, SASB RT-CP-110a.1, WEF - Planet neta

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).
5. Following the criteria for conducting GHG inventories, we considered, whenever possible, measurement data and emission factors closest to local practices.

Greenhouse Gas Emissions, in tonnes of CO ₂ equivalent	2020	2021	2022
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), hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs).
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), methane (CH₄) and nitrous oxide (N₂O).
3. The indicator covers the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs).

Biogenic CO ₂ emissions, in tonnes of CO ₂ equivalent ¹	2020	2021	2022
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 the natural carbon cycle, as well as those resulting from combustion, harvesting, digestion, fermentation, decomposition, or processing of biological materials. The indicator includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs). Biomass consumption, 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 blended with diesel, and ethanol blended with gasoline, were included in the calculation of biogenic emissions. The emission factors for these inputs in Brazil are annually disclosed by the Brazilian GHG Protocol Program. In 2021, higher productive efficiency and a lower number of general stops allowed for an increase in production even with constant biomass consumption. For comparison with the base year and methodological alignment 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 emissions data presented in the Annual Report. The data were also calculated using the metrics of the Fifth Report (AR5) of the IPCC for the Greenhouse Gas Emissions Inventory to be disclosed in the Public Registry of the Brazilian GHG Protocol Program and can also be made available upon request.

Greenhouse Gas Emissions, in tonnes, broken down by gas		In tonnes of gas			In tonnes of CO ₂ equivalent (tCO ₂ e) ¹		
Scope	GHG	2020	2021	2022	2020	2021	2022
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	14,392.94	15,893.97	2,687.83
Scope 1	TOTAL	-	-	-	2,155,102.68	2,328,335.54	2,371,710.91
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	6,766.42	249.52
Scope 3	TOTAL	-	-	-	1,568,893.44	1,842,093.65	1,737,960.57

- For comparison with the baseline year and methodological alignment with commitments to renew Suzano's life, Global Warming Potential (GWP) indices relative to the Intergovernmental Panel on Climate Change's Fourth Assessment Report (IPCC) were used for the emissions data presented in the Sustainability Report. The data were also calculated using the metrics from the IPCC's Fifth Assessment Report (AR5) for the Greenhouse Gas Emissions Inventory to be disclosed in the Brazilian GHG Protocol Program's Public Registry, and can also be made available upon request.
- 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.

Suzano had a year of stable production, with no significant variation when compared to 2021. Emissions had a slight increase influenced by emissions from mobile categories and agricultural activities due to consolidation of the forest base, and a reduction in emissions from industrial machinery in line with the company's modernization and efficiency improvement processes.

Suzano's 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 Thermoelectric 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%.

For comparison with the base year and methodological alignment with Suzano's commitments to renew life, Global Warming Potential (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 was also calculated using the metrics from the Fifth Assessment Report (AR5) of the IPCC for the Greenhouse Gas Emission Inventory to be disclosed in the Public Registry of the Brazilian GHG Protocol Program, and can also be made available upon request

All reported values have been verified by an independent third party.¹

Direct Greenhouse Gas Emissions (Scope 1), by type (tCO₂e)¹	2020	2021	2022
Generation of electricity, heat or steam	1,707,975.87	1,835,884.88	1,714,178.11
Physical-chemical processing	-67,625.36	-64,679.63	-62,649.29
Transport of materials, products, residues, employees and passengers	345,191.40	411,302.73	487,232.23
Total	1,985,541.91	2,182,507.98	2,138,761.05

1. The verified information mentioned in the excerpt refers to the greenhouse gas emissions inventory data.
2. The indicator includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), 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 category (tCO ₂ e)	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
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%

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 (CaCO₂). 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 (CaCO₂), 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.

For comparison with the baseline year and methodological alignment with Suzano's commitments to renew life, GWP indices relative to the Fourth Assessment Report (AR4) of the IPCC were used for the emissions data presented in the Annual Report. The data was also calculated using the metrics from the Fifth Assessment Report (AR5) of the IPCC for the Greenhouse Gas Emissions Inventory to be disclosed in the Public Registry of the Brazilian GHG Protocol Program and can also be made available upon request.

All reported values have been verified by an independent third party¹.

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

Annually, Suzano conducts a survey and assessment of its greenhouse gas emissions (GHG), covering scopes 1, 2 and 3 of all forestry, industrial, administrative and logistics operations, as well as carbon removals from planted and native forest areas. By means of internally established procedures, recognized methodologies

and independent third-party verification, Suzano's inventory is published on an annual basis and is used as the foundation for several different studies and assessments (in efficiency and mitigation projects and programs), for monitoring, follow-up and definition of emission reduction strategies, and ultimately, for managing our Commitments to Renew Life.

Aiming to expand the scope of the climate change issue in operational decisions, in 2022 we introduced a process to incorporate greenhouse gas emissions calculations into operational areas. Suzano's Logistics Units will now be able to measure their effects within their business intelligence systems and thus enable them to formulate management decisions on a day-to-day basis.

In addition, our Procurement team has engaged suppliers through the CDP Supply Chain², introducing the subject to our value chain. This is a CDP program that aims to engage our suppliers to improve reporting management and practices related to climate change and reducing its impacts. We also approached our contractors at our Forestry Units, a heavily outsourced area, to gather fuels utilized in our operations.

Suzano has also started to calculate emissions and removals from studies underway and projects conducted. This data provides an opportunity for analyzing internal carbon prices, thus presenting opportunities or contributing to risk mitigation. This database also aims to assist areas currently studying projects in an analysis linked to carbon credit generation. We also hope to systematize the studies and projects analyzed³.

Lastly, we have maintained, since 2020, a climate change education and training platform available to all employees. The company holds meetings and conducts training activities regarding this issue, such as debates about the carbon market and training on the data collection system for the emissions inventory.

The verified information mentioned in the passage refers to the data from the greenhouse gas emissions inventory.

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

Other indirect greenhouse gas emissions (Scope 3) by category (tCO ₂ e) ¹	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
Transportation and distribution	1,354,554.67	86.34%	1,752,642.10	95.14	1,620,415.09	93.24%
Goods and services purchased	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	1,568,893.43	100.00%	1,842,093.64	100.00%	1,737,960.57	100.00%

Other indirect greenhouse gas emissions (Scope 3) by category - transportation and distribution category segregation (tCO ₂ e) ¹	2020	2021	2022
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).

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 to the downstream category.

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 — on account of operational control. For more explanation, see the infographic Emissions Inventory <link [Suzano - Greenhouse Gas Inventory](#)>.

Both GWP indexes pertaining to the Fourth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) and factors relative to the 100-year time interval were used. All reported values have been verified by an independent third party¹.

For more information on GHG emissions management, see "Greenhouse Gas (GHG) Emissions and Methodology".

1. The verified information mentioned in the passage refers to the data from the greenhouse gas emissions inventory.

GRI 305-4 Greenhouse gas (GHG) emissions intensity

Other frameworks answered: WEF – Planet

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 of \$20/tCO₂e 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) in addition to adopting new technologies such as biomass gasification (Syngas), as will occur in the future Ribas do Rio Pardo Unit (Mato Grosso do Sul State), currently under construction. Further, the company also seeks to boost renewable energy generation (from 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 the mill and the forests), 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. By measuring greenhouse gases closer to the decision-maker, greater leverage can be achieved to identify and implement new decarbonization solutions.

Furthermore, it should be noted that Suzano, at present, is already carbon positive¹. 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.

1. It is considered historical data

Intensity of Greenhouse Gas emissions, in tons of equivalent CO ₂ per ton of product (tCO ₂ e/t)	2020	2021	2022
Scopes 1 and 2 ¹	0.1929	0.1995	0.1962
Scopes 1, 2 and 3 ²	0.3295	0.3486	0.3366

1. Intensity of emissions includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), 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 tons of equivalent CO ₂ by net revenue (billions R\$) (tCO ₂ e/)	2020	2021	2022
Scopes 1, 2 and 3 ¹	124,213.00	105,169.09	83,592.17

1. Intensity of emissions includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs). Furthermore, the indicator includes Scope 1, 2 and 3 emissions and factors in Suzano's net revenue in billions of Brazilian reais.

In 2022, Suzano had a stable production year, with no substantial variations relative to 2021. Such stability allowed for improvements in industrial areas, in which we embarked on a process of modernization and deactivation of obsolete resources in our older plants, leading to reduced industrial emissions.

On the forestry front, we are undergoing a base expansion process, primarily in the Mato Grosso do Sul State forestry unit, entailing higher direct emissions in the use of fertilizers and fossil fuels in forestry operations, as well as an increase in forestry emissions.

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.

In this indicator, product amount is expressed in tons. It is important to note that the value represents the sum of the total pulp, paper, and consumer goods production. This number differs from the production figures disclosed in financial statements, which present the finished volume 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". Net revenue indicators available at: <[link EGEES1](#)>.

For more information about the decarbonization plan, go to the indicator Climate Change at Suzano at <[link MCLIM1](#)>.

The GWP indexes from the Fourth Assessment Report (AR4) of the Intergovernmental Panel on Climate Change (IPCC) were used for the emission data presented in the Annual Report, along with factors related to a 100-year time frame. The data was also calculated using the metrics from the Fifth Assessment Report (AR5) of the IPCC for the Greenhouse Gas Emissions Inventory to be disclosed in the Public Registry of the Brazilian GHG Protocol Program.

MATERIAL TOPIC: SUPPLIER MANAGEMENT

GRI 2-6 Activities, value chain, and other business relationships

GRI 3-3 Management of material topics

Other frameworks answered: n/a

Suzano's supply chain is diverse and composed of suppliers broken down into the following macro categories: operations, services, logistics, marketing and sales, and support activities such as infrastructure and technological development. In 2022, we transacted with ~ **13,600 suppliers**, while our database included 29,700 certified suppliers. Supplier payment costs amounted to approximately **39.7 billion**. Suzano maintains close management in dealing with its supply chain, with a team engaged in chain monitoring, development and evolution. Our homologation and [registration](#) process covers 100% of suppliers, considering mandatory documentation for different contracting segments. Through this process we have incorporated sustainability requirements, assessing mechanisms and strategies related to social management and performance, governance, quality management system, and due diligence integrity and environment. We are transparent in our [procurement process](#) and have achieved an NPS (Net Promoter Score) of 63 in a supplier satisfaction survey conducted by a specialized global consultancy.

SUPPLIERS EXCEPT WOOD

54% of suppliers with environmental criteria and 100% with social criteria were approved in 2022. For more information, access the [total number and percentage of new suppliers selected based on environmental and social criteria](#). In 2022, we progressed in automation and data analysis to leverage our risk prediction processes, boost efficiency in supply chain audits, and support decision making for more responsible purchasing. Accordingly, we signed and maintained important partnerships to support us in this transformation journey.

The [IDE](#) (Supplier Performance Index) program that assesses our critical suppliers was reformulated and new aspects were incorporated into the method, mainly in the environmental, social and safety requirements, with an average approval rating of 97%. For suppliers that fall below the desired index, action plans are determined, and, should the plan not be complied with, companies are blocked/suspended, no longer receive new orders, and are subject to disqualification from the Suzano supply chain.

We have achieved our goal of implementing and executing a robust **second party ESG audit** process on **high sustainability risk suppliers** prioritized for the first cycle of the initiative, as well as **monitoring 100%** of suppliers of high risk to sustainability on the **Reprisk** platform.

Suzano understands [critical suppliers](#) to be those that supply items that have the potential to cause significant impacts on product capacity or quality, process performance, equipment and employee safety, the health of our team, and equipment integrity.

We consider as suppliers of high sustainability risk, those with a high level of severity and probability of socio-environmental impact and a high level of co-responsibility from Suzano. For more information go to our [sustainable procurement policy](#).

WOOD SUPPLIERS

Wood supply, as assessed from an environmental, social and economic perspective, is defined in the Socio-environmental Matrix as critical and of high sustainability risk ([sustainable purchasing policy](#)). As an additional risk assessment methodology, we use internationally recognized certification and regulation standards, such as the FSC® standards, National Risk Assessment for Brazil, the EUTR - European Timber Regulation and UKTR - United Kingdom Timber Regulation, which are all contemplated in the [Wood Supply Policy](#).

Monitoring and risk mitigation processes are further detailed in the indicator Total number and percentage of suppliers who underwent environmental and social assessments.

As an encouragement to Sustainability practices in the Supply Chain Suzano is committed to urge 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 conduct a Due Diligence system, based on the Controlled Wood / Controlled Sources standards, in which partners' commitment to social, legal and environmental standards and requirements is verified and audited by an independent third-party organization.

Total number of critical suppliers ¹	2020	2021	2022
Total number of critical suppliers (except wood suppliers)	458	410	696
Total number of critical suppliers (wood suppliers)	n/d	853	1.218
Total number of 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 ² (wood suppliers)	n/d	853	1.218
Total suppliers of high sustainability risk assessed ² (except wood suppliers)	n/d	702	533
Total suppliers of high sustainability risk assessed ² (wood suppliers)	n/d	853	1.218

1. Our critical suppliers are assessed annually in the IDF (Supplier Performance Index), and suppliers of high sustainability risk have undergone a second party ESG audit. In addition to assessing suppliers of high sustainability risk, we monitor 100% of suppliers with sustainability risk on the Reprisk platform (tier 1). We have made progress in identifying supplier risks beyond tier 1 and management measures will be put in place by 2023. Wood suppliers: supplying plantation owners (750) + companies responsible for harvest and transportation contracted by Suzano (128) and contracted by the owner (340: non-tier 1) are included.

Percentage of critical suppliers ¹	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	n/d	100.00%	100.00%
Percentage of total purchases expended on critical suppliers - except wood suppliers	41.00%	37.00%	37.00%
Percentage of total purchases expended on critical suppliers - wood suppliers	n/d	100.00%	100.00%

1. At Suzano, according to the Supplier Assessment Matrix, every wood supplier is considered critical, therefore all expenses with wood suppliers are considered as expenses with critical suppliers.

SUPPLIERS EXCEPT WOOD

Given Suzano's diverse businesses, we have introduced a [socio-environmental risk matrix](#) which enables us to set consistent monitoring criteria aligned with Suzano's commitments to renew life, thus ensuring risk mitigation right from registration, through risk monitoring, and performance assessment in alignment with our [sustainable procurement policy](#) as well as our [supplier code of conduct](#). We have moved forward in identifying supplier risks beyond tier 1 and management measures are set to be implemented in 2023.

WOOD SUPPLIERS

All wood supply areas under Suzano, including those of suppliers (Tier-1 and non-tier 1), are monitored pursuant to environmental, social, economic and legal requirements. As such, we have adopted a Wood Supply Policy and Deforestation Policy, which were developed in compliance with the Brazilian Forestry Code, the FSC® Membership Policy criteria, the FSC® and PEFC forest management and chain of custody standards, FSC® controlled wood, PEFC controlled sources, EUTR - European Timber Regulation, UKTR - United Kingdom Timber Regulation, Lacey Act (USA), Australian Illegal Logging Prohibition Act and the Fundamental Principles of the International Labor Organization (ILO).

GRI 204-1 Expenditure ratio on local suppliers

Other frameworks answered: n/a

LOCAL DEVELOPMENT

We encourage the local economy and entrepreneurship (micro and small businesses), for which we **prioritize local purchases**. We transacted **13.4 billion** with local suppliers in Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul and São Paulo States, i.e., those who have their headquarters or branch where Suzano operates and who represented **34%** of overall purchases in the period.

With the [Semear](#) program, we support these important partners in their growth, and we have trained ~350 companies. As well as this, we are one of the sponsors of [Prodfor](#) in Espírito Santo.

Another relevant front for value generation in the chain comes from providing financial support to suppliers. In 2022, for the second consecutive year, we maintained our partnership with fintech Monkey Exchange to facilitate access to credit for suppliers. For more information about our responsible supplier management processes and policies, access the [Suzano supplier portal](#).

To encourage Sustainability practices in the Supply Chain, Suzano is fully engaged in 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 conduct a Due Diligence system, based on the Controlled Wood / Controlled Sources standards, in which partners' commitment to social, legal and environmental standards and requirements is verified and audited by an independent third-party organization.

Percentage of expenditures with local suppliers by State ¹	2020	2021		2022	
	Other suppliers (except wood suppliers)	Wood suppliers	Other suppliers (except wood suppliers)	Wood suppliers	Other suppliers (except wood suppliers)
Maranhão	56.00%	13.00%	65.00%	6.50%	71.00%
São Paulo	86.00%	10.00%	87.00%	5.50%	86.00%
Bahia	46.00%	28.00%	50.00%	6.50%	46.00%
Espírito Santo	58.00%	26.00%	66.00%	16.40%	65.00%
Mato Grosso do Sul	55.00%	58.00%	51.00%	25.00%	47.00%
Média Suzano	n/d	35.00%	67.00%	15.90%	36.00%

1. Information from suppliers except wood:

Local suppliers are considered those with headquarters or branch office and supply to the same state as Suzano's operation. To calculate the % of local purchases the state x spend is compared with local suppliers. To calculate the % of

Maranhão we considered suppliers from Tocantins and Pará. The report considers 100% of purchases made by Suzano companies (CSPC/ PCEL, FPLA).

Information from wood suppliers:

Calculation methodology: 100% CAPEX in each unit's wood purchase (Wood Purchase Capex/Total UNF Capex). Suzano's average includes all units, regardless of origin (UF - State).

GRI 308-1 New suppliers selected based on environmental criteria

GRI 414-1 New suppliers selected based on social criteria

Other frameworks answered: n/a

At Suzano, the registration and certification process for new suppliers considers their scope of activity to define the criteria by which they will be assessed.

In this sense, the suppliers selected based on environmental criteria consist of those engaged in activities that have a direct relationship with environmental issues and have undergone the company's registration and certification process. In 2022, 100% of new suppliers registered and certified by Suzano whose scope of activity encompasses environmental factors - 874 suppliers - were selected based on these criteria (approximately 55% of the total number of new suppliers registered and certified by the company during the period in question).

Concerning social criteria, all suppliers are invariably assessed and are only registered upon compliance with Suzano's Code of Conduct. Therefore, by 2022, 100% of newly registered and certified suppliers - 1,607 suppliers - were selected according to these criteria.

In the following tables these data are presented:

- 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
Total number of new suppliers considered for contracting	1,395	1,254	1,607
Total number of new suppliers certified based on environmental criteria	195	184	874

Percentage of new suppliers selected based on environmental criteria	2020	2021	2022
	13.98%	14.57%	54.39%

Total number of new suppliers selected based on social criteria	2020	2021	2022
Total number of new suppliers considered for contracting	1,395	1,254	1,607
Total number of new suppliers certified based on environmental criteria	1,395	1,254	1,607

Percentage of new suppliers selected based on environmental criteria	2020	2021	2022
	100.00%	100.00%	100.00%

GRI 308-2 Supply chain negative environmental impacts and actions taken

GRI 414-2 Supply chain negative social impacts and actions taken

Other frameworks answered: n/a

Different management measures are put in place when assessing our suppliers. We use our socio-environmental risk matrix for Suzano’s supply chain in order to segment the company’s total supplier base and identify risks by assessing purchasing categories from a socio-environmental perspective encompassing environmental and social requirements.

SUPPLIERS EXCEPT WOOD

For assessing our suppliers we reformulated the [SPI](#) (Supplier Performance Index) with new matters incorporated into the assessment method for critical suppliers, primarily in environmental and social assessment requirements. For suppliers that fall below the desired index, action plans are determined, and should the plan not be complied with, companies are blocked/suspended, no longer receive new orders, and are subject to disqualification from the Suzano supply chain. We have achieved our goal of implementing and executing a robust second party ESG audit process for suppliers of very high sustainability risk, auditing 280 suppliers which represents 41% of Procurement’s contracted spend.

WOOD SUPPLIERS

Suzano has the commitment and the goal to monitor and mitigate risk in 100% of its wood supply, be it from its own management or those of suppliers (tier 1 and non-tier 1), in terms of environmental, social, economic and legal requirements.

As such, we have implemented a [Wood Supply Policy](#) and a Zero Deforestation Commitment, which follows the Brazilian Forestry Code, the FSC® Association Policy criteria, the FSC® and PEFC standards for forest stewardship and chain of custody, FSC® controlled wood, PEFC controlled sources, the Fundamental Principles of the International Labor Organization (ILO), as well as adhering to international regulations for the traceability and legal origin of wood, such as: EUTR - European Timber Regulation, UKTR - United Kingdom Timber Regulation, Lacey Act (USA), Australian Illegal Logging Prohibition Act.

In practical terms, these guidelines are implemented by means of the Due Diligence System / Monitoring Program, consisting of risk assessment and risk mitigation in the supply chain. Thus, we aim to ensure:

- compliance with all applicable legislation, respect for the right to property, ownership and use of land,
- non-commitment of areas of high conservation value,
- non conversion of native areas into commercial timber plantations, respect for human rights and for the rights of indigenous peoples and traditional communities,
- compliance with health and safety items, following the ILO Fundamental Principles.

- compliance with the anti-deforestation principle, as well as the verification of anti-deforestation, by means of maps and field visits, and supplier engagement for environmental and social issues, such as the preservation of water resources, soil and vegetation.

These principles are audited by means of checklists, documentation, maps, regular field visits and management software by qualified technicians, following contract formalization, covering wood harvesting and transportation operations, while considering that planting regularity is a contractual prerequisite.

A Field Guide/Documentation is available concerning identified deviations, which directs deadlines and actions to be taken according to each category and, additionally, deviations are registered via management software to ensure follow-up and closure of pending issues. In the event of violations of deadlines and policies, suppliers may be disqualified. In 2022 we saw closure with only one supplier.

Annually, third-party internal audits and external audits are conducted by independent certifying bodies, in which the standards criteria are verified. In the audits, compliance documents regarding standards and legal documents are inspected, in addition to on-site visits to assess standard practice in the field. In 2022, 750 direct wood suppliers (100%) were audited by the operational areas. Among these 750, 340 indirect suppliers were also audited, totaling 1090 (100% of the supply)

Furthermore, the external audit process which occurred as a sample, by an independent certifier, in the Limeira (São Paulo), Belém (Pará) and Jacaréi (São Paulo) Units, did not identify any non-conformities regarding legal requirements in wood supply.

Total number of suppliers who underwent environmental assessment ¹	2020	2021	2022
Number of suppliers assessed (except wood suppliers)	306	271	549
Number of suppliers assessed (wood suppliers)	n/d	853	1.090
Number of suppliers identified as having significant real and potential negative environmental impacts (except wood suppliers)	5	9	59
Number of suppliers identified as having significant real and potential negative environmental impacts (wood suppliers)	n/d	26	8
Number of suppliers identified as having significant, real and potential negative environmental impacts with whom improvements have been mutually 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 with whom improvements have been mutually agreed as a result of the assessment (wood suppliers)	n/d	26	8

1. Suppliers other than wood

Suppliers that have undergone [SPI](#) (Supplier Performance Index) process assessment and second party ESG audit were considered for the indicator. Once the real and potential significant negative environmental impacts have been identified in the SPI process and the second part of the ESG audit, action plans are drawn up. For suppliers that fall below the desired index, action plans are set. Should the plan not be complied with, the companies are blocked/suspended, no longer receive new orders, and are subject to disqualification from the Suzano supply chain.

Wood suppliers

Wood supplier data began to be reported as of 2021. The number of wood suppliers is composed of tier 1 suppliers (750) and non-tier 1 suppliers (340) that are contracted by tier 1 suppliers to do harvesting and transportation.

Percentage of suppliers having undergone environmental assessment ¹	2020	2021	2022
Percentage of suppliers identified as having negative environmental impacts (Except wood suppliers)	2%	3%	11%
Percentage of suppliers identified as having negative environmental impacts (Wood suppliers)	n/d	3%	1%
Percentage of suppliers identified as having significant real and potential negative environmental impacts with whom improvements have been mutually agreed upon as a result of the assessment (Except wood suppliers)	100%	100%	100%
Percentage of suppliers identified as having significant real and potential negative environmental impacts for which improvements have been mutually agreed upon as a result of the assessment (Wood suppliers)	n/d	100%	100%
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with whom relationships were terminated as a result of the assessment (Except wood suppliers)	0%	0%	0%
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%	0%

1. Number of suppliers with negative environmental impact under the total number of suppliers assessed in the requirement.

Total number of suppliers having undergone social assessment ¹	2020	2021	2022
Number of suppliers assessed (except wood suppliers)	306	283	558
Number of vendors assessed (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 mutually agreed as a result of the assessment (other than wood suppliers)	4	11	71
Number of suppliers identified as having significant actual and potential negative social impacts with whom improvements have been mutually agreed as a result of the assessment (wood suppliers)	n/d	47	33

1. Suppliers Except wood

Suppliers that have undergone [SPI](#) (Supplier Performance Index) process assessment and second party ESG audit were considered for the indicator. We have achieved our goal of implementing and executing a robust second party ESG audit process, which enabled us to identify risks and opportunities related to social issues. For suppliers that fall below the desired index, action plans are set. Should the plan not be complied with, the companies are blocked/suspended, no longer receive new orders, and are subject to disqualification from the Suzano supply chain.

Wood suppliers

Wood supplier data began to be reported as of 2021. The number of wood suppliers is composed of tier 1 suppliers (750) and non-tier 1 suppliers (340) that are contracted by tier-1 suppliers to harvest and transport.

Percentage of suppliers having undergone social assessment ¹	2020	2021	2022
Percentage of suppliers identified as having negative social impacts (except wood suppliers)	1%	4%	13%
Percentage of suppliers identified as having negative social impacts (wood suppliers)	n/d	6%	3%
Percentage of suppliers identified as having significant real and potential negative social impacts with whom improvements were mutually agreed upon as a result of the assessment (except wood suppliers)	100%	100%	100%
Percentage of suppliers identified as having significant real and potential negative social impacts with whom improvements were mutually agreed upon as a result of the assessment (wood suppliers)	n/d	5%	100%
Percentage of suppliers identified as having significant real and potential negative social impacts with whom relationships have been terminated as a result of the assessment (other than wood suppliers)	0%	0%	0%
Percentage of suppliers identified as having significant real and potential negative social impacts with whom relationships have been terminated as a result of the assessment (wood suppliers)	n/d	1%	0%

1. Number of suppliers with negative social impact under the total number of suppliers assessed in the requirement.

SUPPLIERS EXCEPT WOOD

Given Suzano's diverse businesses, we have introduced a [socio-environmental risk matrix](#) which enables us to set consistent monitoring criteria aligned with Suzano's commitments to renew life, thus ensuring risk mitigation right from registration, through risk monitoring, and performance assessment in alignment with our [sustainable procurement policy](#) as well as our [supplier code of conduct](#).

WOOD SUPPLIERS

The following is a description of the certification standards used for analysis:

FSC® Chain of Custody:

- FSC-STD-40-003 V2-1_EN_Certification CoC Multi_Site;
- FSC-STD-40-004 V3-1_EN_Certification of Chain of Custody; FSC-STD-40-005 V3-1_EN_Requirements for Sourcing FSC® Controlled Wood Standard;
- FSC-STD-40-007 V2-0_EN_Sourcing reclaimed material for use in FSC Product Groups or FSC Certified Projects;
- FSC-STD-50-001 V2-0_EN_Requirements for use of the FSC® trademarks by certificate holders;
- PEFC ST 2002:2020 - Chain of Custody of Forest Based 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 Harmonised Certification Bodies' Forest Stewardship Plantation Standard for the Federal Republic of Brazil;
- Cerflor Standard: ABNT NBR 14.789, version 2012 - Sustainable Forest Management - Principles, Criteria and Indicators for forest plantations;
- FSC Pesticides Policy - FSC-POL-30-001 V3-0 EN (applied to all UNF)
- Ecosystem Services Procedure: Impact Demonstration and Market Tools - FSC-PRO-30-006 V1-2 EN (applied to Universidade **São Francisco, São Paulo**);

FSC license codes:

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

CERFLOR license code:

- Forest Stewardship Bahia - SYS-FM/CERFLOR-0013;
- Forest Stewardship Espírito Santo - IMA-MF-0007;
- Forest Stewardship Mato Grosso do Sul - IMA-MF-0005;
- Forest Stewardship Maranhão - SYS-FM/CERFLOR-0001;
- Forest Stewardship São Paulo - SYS-FM/CERFLOR-001.

MATERIAL TOPIC: INNOVABILITY

GRI 3-3 Management of material topics

Other frameworks answered: n/a

Suzano conducts research in biotechnology by way of FuturaGene, a business unit that is part of its Technology and Innovation Department. FuturaGene has research centers located in Brazil and Israel and a team of approximately 100 employees involved in laboratory, greenhouse, field and administrative activities.

The activities conducted by FuturaGene are regulated by the National Technical Commission for Biosafety (CTNBio), body linked to the Ministry of Science, Technology, Innovation and Communications, which regulates all issues related to the biosafety of Genetically Modified Organisms (GMOs) for the Brazilian federal government. The company operates in compliance with the Biosafety Law, as well as regulations and notices published by CTNBio, with its facilities operating under the Biosafety Quality Certificate (CQB in Portuguese

acronym) issued by the Commission. FuturaGene’s research projects and the respective biosafety assessments of its technologies in laboratories, greenhouses and fields are conducted in compliance with the guidelines established in the legislation.

FuturaGene has an Internal Biosafety Committee (CIBio) whose legal function is to ensure compliance with the legislation, promote training, make recommendations regarding biosafety and supervise GMO activities and their by-products within the company.

Additionally, the business unit voluntarily adheres to the Program for Compliance with Principles of Good Laboratory Practice (GLP), overseen by the National Institute of Metrology, Standardization and Industrial Quality (INMETRO in Portuguese acronym) in Brazil. GLP is a quality system that covers the organizational process and the conditions under which non-clinical studies of safety to human health and the environment are planned, developed, monitored, recorded, archived and reported. FuturaGene holds GLP recognition for studies involving 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.

Furthermore, FuturaGene has developed a multidisciplinary Standard Operating Procedure (SOP) for selecting Research and Development (R&D) projects, including those related to GMOs. Each potential technology/project is assessed considering its scientific values (characteristics, concept, history in other species), business prospects (need, cost, return), regulatory issues (prior approval in other countries, potential risks, biosafety) and intellectual property issues (existing patents, usage rights, 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 assessments are immediately suspended from development until a full review of all criteria and results is completed, which may lead to project restructuring or cancellation.

In 2021, Suzano issued a policy on the experimentation and use of Genetically Modified Trees. This policy specifically denotes a commitment to:

- Maintain compliance with all applicable laws, conventions and protocols;
- Maintain transparency regarding its research with GMOs;
- Advancing science in an ethically sound manner;
- Engaging in a global debate on the issue
- Provide access and benefit sharing throughout our value chain, with technology transfer at no cost for humanitarian or environmental purposes;
- Acknowledge risks or controversies related to the use of emerging technologies;
- Avoid the most controversial practices related to emerging technologies;
- Inform about the use of emerging technologies and implement measures that reduce or mitigate risks associated with them.

Suzano’s Policy on Genetically Modified Trees is available [here](#).

The resources required to maintain FuturaGene’s operations and develop projects are provided by Suzano by means of an annual budget, in the same model adopted for other company areas.

Percentage of revenue deriving from GMO products or products that contain GMO ingredients (%)	2020	2021	2022
	0%	0%	0%

1. Concerning the use of Genetically Modified Organisms (GMOs), Suzano only conducts activities for research purposes, in areas outside the scope of certification and in compliance with all applicable laws, conventions and protocols.

Suzano conducts activities with Genetically Modified Organisms (GMOs) for research purposes, in areas outside the scope of certification and in compliance with all applicable laws, conventions and protocols. Suzano believes that genetically modified trees represent an important addition to sustainably intensify wood production from renewable forests, thereby reducing the extraction of natural forests in the face of growing demand for wood-based products. These technologies are also key to enhancing plantation material resilience in the face of biotic and abiotic stresses caused by climate change.

NON-MATERIAL INDICATORS

GRI 205-3 Confirmed incidents of corruption and actions taken

Other frameworks answered: n/a

MANAGEMENT ON ANTI-CORRUPTION

Suzano manages the fight against corruption through the development and dissemination of initiatives under its **Compliance Program**.

This program follows best market practices, is endorsed by top management, and is developed according to the pillars of prevention, detection, and response, which yield eight essential elements of its operation:

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

As a result, the program's main goals are to identify, treat and mitigate possible risks in the many different activities performed by the Company and to strengthen integrity culture. For the management and development of the Program, Suzano has designated an area with sole dedication, equipped with its own resources and engaged in efforts to further its development.

The following internal documents address the **fight against corruption**:

- Code of Conduct;
- Anti-corruption Policy;
- Social-Environmental Investments and Donations Policy;
- Relationship Manual with Public Agents;
- Background Check Policy;
- Conflict of Interest Policy.

As such, these documents establish formal guidelines regarding the fight against corruption, which must be adhered to by all employees in their daily activities, as well as 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:

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) and action plans are devised as a joint effort with each area responsible for the risk so as to mitigate it.

In 2022, the **Conflict of Interest Policy** was published, which has the aim of establishing clear and straightforward guidelines to assess potential conflicts of interest and mitigate their risks. Moreover, in the **Training and Communication** pillar we highlight that all Compliance communications are sent to 100% of employees, including leaders.

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 **channel** for its employees and external public to submit reports on any situation that may violate the Code of Conduct or other policies and rules of the Company, as well as laws in force applicable to Suzano's business where the company operates. All reports are examined impartially to ascertain their veracity and to enforce suitable measures, and no form of retaliation against the person making the report is permitted or tolerated.

Corruption cases^{1 2}	2020	2021	2022
Total number of confirmed corruption cases	15	15	17
Total number of confirmed cases in which employees were fired or received disciplinary measures for corruption	10	8	16
Total number of 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: <https://portalcompliance.suzano.com.br/en.html>.

GRI 403-9 Work-related injuries

Other frameworks answered: WEF – People

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.

Numbers of work- related injuries of own employees ^{4 5 6}	2020			2021			2022		
	Own	Contractors	Own and Contractors	Own	Contractors	Own and Contractors	Own	Contractors	Own and Contractors
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. Total number of occurrences - New item for all years.
5. Cases involving leave of absence are being reported separately from the values of fatalities.
6. 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
Total number	1.099	1.528	1.674

Rates of work-related injuries among own employees ³	2020		2021		2022	
	Results	Reference target	Results	Reference target	Results	Reference target
Severity rate	42.00	24.00	115.00	30.00	24.00	30.00
Lost-Time Injury Frequency Rate (LTIFR) ¹	1.01	0.44	0.45	0.47	0.42	0.42
Total Recordable Injury Frequency Rate (TRIFR) ² Rate) ²	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.

Rates of work-related injuries among contractors ³	2020		2021		2022	
	Results	Reference target	Results	Reference target	Results	Reference target
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.

Rates of work-related injuries employees and contractors ³	2020		2021		2022	
	Results	Reference target	Results	Reference target	Results	Reference target
Severity rate	33.00	24.00	310.00	30.00	28.00	30.00
Lost-Time Injury Frequency Rate (LTIFR) ¹	0.52	0.44	0.51	0.47	0.37	0.42
Total Recordable Injury Frequency Rate (TRIFR) ²	1.80	1.96	1.92	1.62	1.61	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.

Number of work-related injuries employees and contractors ¹		2020			2021			2022		
Executive Committee	Unit	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
Forestry Committee	UNF MA	0	1	5	0	1	5	0	0	5
Forestry Committee	UNF MS	0	3	15	0	5	18	0	8	14
Forestry Committee	UNF BA	0	2	5	0	2	33	0	3	4
Forestry Committee	UNF ES	0	3	7	1	2	14	0	1	5
Forestry Committee	UNF CERRADO	0	0	0	0	0	3	0	0	3
Forestry Committee	UNF SP	0	2	8	1	2	4	0	3	7
Pulp Committee	ARACRUZ	0	7	12	0	7	22	0	2	7
Pulp Committee	IMPERATRIZ	0	3	7	0	1	5	0	0	5
Pulp Committee	JACAREÍ	0	2	9	0	3	9	0	1	13
Pulp Committee	MUCURI	0	2	10	0	2	8	0	0	2
Pulp Committee	TRÊS LAGOAS	0	1	11	0	2	8	0	1	8
Paper Committee	DISTRIBUIÇÃO	0	0	3	0	1	4	0	0	3
Paper Committee	LIMEIRA	0	4	13	0	0	9	0	1	8
Paper Committee	RIO VERDE	0	0	0	0	0	1	0	0	5
Paper Committee	SUZANO	0	3	15	0	2	11	0	3	8
Consumer Goods Committee	BELÉM	0	3	9	0	2	4	0	2	3
Consumer Goods Committee	BELÉM FILIAL	0	0	2	0	0	1	0	1	0
Consumer Goods Committee	IMPERATRIZ	0	1	1	0	0	0	0	1	1
Consumer Goods Committee	MUCURI	0	0	0	0	0	0	0	0	0
Consumer Goods Committee	FORTALEZA	0	0	2	0	0	1	0	0	1
Consumer Goods Committee	CACHOEIRO	n/d	n/d	n/d	0	0	2	0	0	0
Consumer Goods Committee	Commercial	n/d	n/d	n/d	0	0	0	0	1	0
Other Areas/Segments/Directorates	Cellulose Commercial and Logistics; Factory Engineering; Procurement; Facilities; Technology and Innovation; Offices; Corporate Areas; Eco-futuro; Futuragene.	0	5	7	1	11	20	0	9	18

Considers only absences that occurred during the year 2022, and disregards activities related to Large-Scale Engineering Projects and commuting accidents.

GRI 403-10 Work-related ill health

Other frameworks answered: n/a

Number of work-related ill health ¹	2020	2021	2022
Deaths as a result of work-related health problems	0	0	0
Cases of reportable work-related illnesses	0	0	0

No cases of work-related illness have been registered.

Number of work-related ill health by region	2020		2021		2022	
	Deaths as a result of work-related health problems	Cases of reportable work-related illnesses	Deaths as a result of work-related health problems	Cases of reportable work-related illnesses	Deaths as a result of work-related health problems	Cases of reportable work-related illnesses
North	0	0	0	0	0	0
Northeast	0	0	0	0	0	0
Central-West	0	0	0	0	0	0
Southeast	0	0	0	0	0	0
South	0	0	0	0	0	0
Total	0	0	0	0	0	0

GRI 404-1 Average training hours per year, by employee¹

Other frameworks answered: WEF - People

Average training hours by employee, by gender ¹	2020	2021 ²	2022
Male	39.45	46.75	41.58
Female	19.76	31.14	32.40
Total	36.44	44.12	39.90

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.

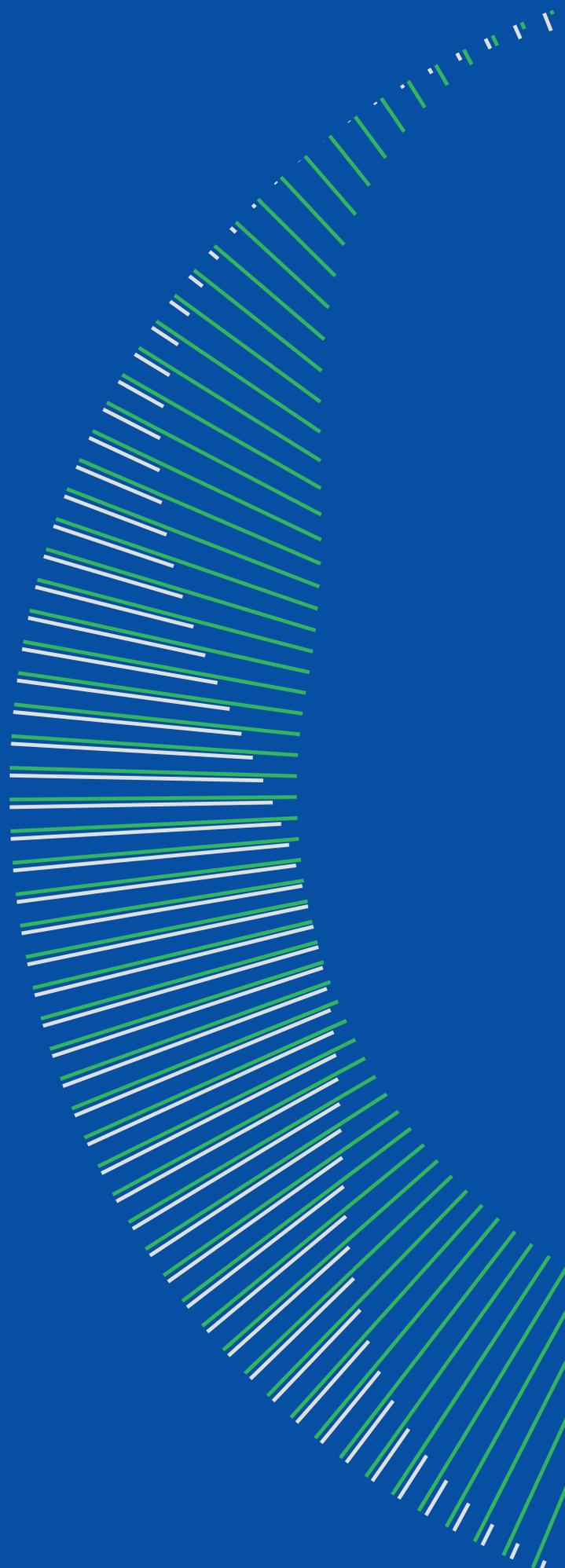
Total number of training hours, by gender ¹	2020	2021	2022
Male	497,674.51	647,660.25	641,016.00
Female	44,999.93	88,098.99	113,431.37
Total	542,674.44	735,759.24	754,447.53

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.

For this calculation, we used the last day of 2022 as a base, at which point we had 17,653 employees, 14,416 of whom were male and 3,237 females. It is worth mentioning that we had a considerable increase in the number of women in the company, which reflects our commitment with qualification and career accelera-

tion for this specific public. This is due to the company's investment in online training, either through its teaching platform, Universuzano, or through new in-person training models, in compliance with all safety protocols that have been reinforced at the company.

In step with the purpose of a "New Better", the name adopted for the program proposed by the Company for the safety and well-being of all employees, we have tailored and invested our efforts in the development of our team of employees in e-learning training, in which they have total flexibility to watch the content of UniverSuzano in the comfort of their own homes. As far as compulsory face-to-face training is concerned, we closely followed and monitored compliance with all safety protocols that have been reinforced in the Company. In addition, this year we had the ELOS D+ program, which was crucial for women's career acceleration in the company.





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