



SUZANO

2024

SUSTAINABILITY  
REPORT

---

OUR CENTENNIAL YEAR

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# MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS

GRI 2-22

**“We believe that the set of actions included in our legacy project, which will be developed through partnerships and collaboration focused on education and science, is an important seed that we are planting for the future.”**



The year 2024 was very special to all of us at Suzano. In January, we celebrated our first centennial, a milestone achieved thanks to the innovation and pioneering spirit that have shaped our trajectory and to the contributions of so many people who have built this company. With our eyes on the future and concrete actions in the present, we continue to move forward with the energy and restlessness of a startup and the strength of a 100-year-old company—a 100-year-old startup.

Honoring our history of pioneering advances and innovation, at the beginning of 2024 we chose to celebrate the first centennial of our company in a transformative way by launching a global project that will build a legacy for the next 100 years. As part of it, we are establishing a broad international sustainability research and education network, which will help Brazil fulfill its calling as an environmental powerhouse. To this end, over the next 10 years, we will invest up to US\$100 million in joint initiatives with renowned academic institutions, such as the University of Cambridge, INSEAD and the non-governmental organization International Union for Conservation of Nature (IUCN). The main goal is to boost global efforts to protect and restore nature by developing leaders and experts in sustainability, in addition to accelerating research and education in conservation, climate change and water management, with a focus on Brazilian ecosystems. The challenges we face today require that society—and especially leaders—take two-pronged decisions that can both ensure positive results in the short term and direct investments to what is best and most sustainable for people and the planet in the long term. We believe that the set of actions included in our legacy project, which will be developed through partnerships and collaboration focused on education and science, is an important seed that we are planting for the future.

Another example of this innovative spirit that guides us was the inauguration, in 2024, of the world’s most modern and competitive pulp production line, in Mato Grosso do Sul, Brazil. The project, started in May 2021, totaled R\$22.2 billion in investments and employed around 45,000 people in the construction of the plant and the nursery and in eucalyptus planting activities, driving the development of the entire region. Since the start of operations, the new mill has employed approximately 3,000 employees, putting in motion a broad network generating services, jobs and income—or, as I like to say, generating dignity. The site also has enabled us to offer



an additional 2.55 million annual tonnes of pulp, a renewable and sustainable raw material that supports the decarbonization of the economy. This is yet another project that reaffirms Suzano's commitment to Brazil, demonstrating our confidence in the country and our continuous and innovative investment in its development—as we have done for a century.

Additional evidence of the pioneering spirit that drives us was our progress in the internationalization of our business. We expanded our operations with the acquisition of two Pactiv Evergreen mills in the United States, entering the North American market with assets in a privileged geographic location from an operational and logistical standpoint, which will open up future opportunities for us. Similarly, the purchase of a 15% stake in the Austrian company Lenzing, one of the largest global suppliers of pulp fiber for the textile and nonwoven industries, strengthens our strategy of expanding into new markets.

Far beyond our legacy project and the significant expansions we made, in 2024 our team of 56,000 employees once again delivered significant results, both in terms of financial performance and in terms of productivity and sustainability. We have come this far by venturing into new markets and investing to make our operations increasingly competitive, with financial discipline and a focus on generating and sharing value with all stakeholders.

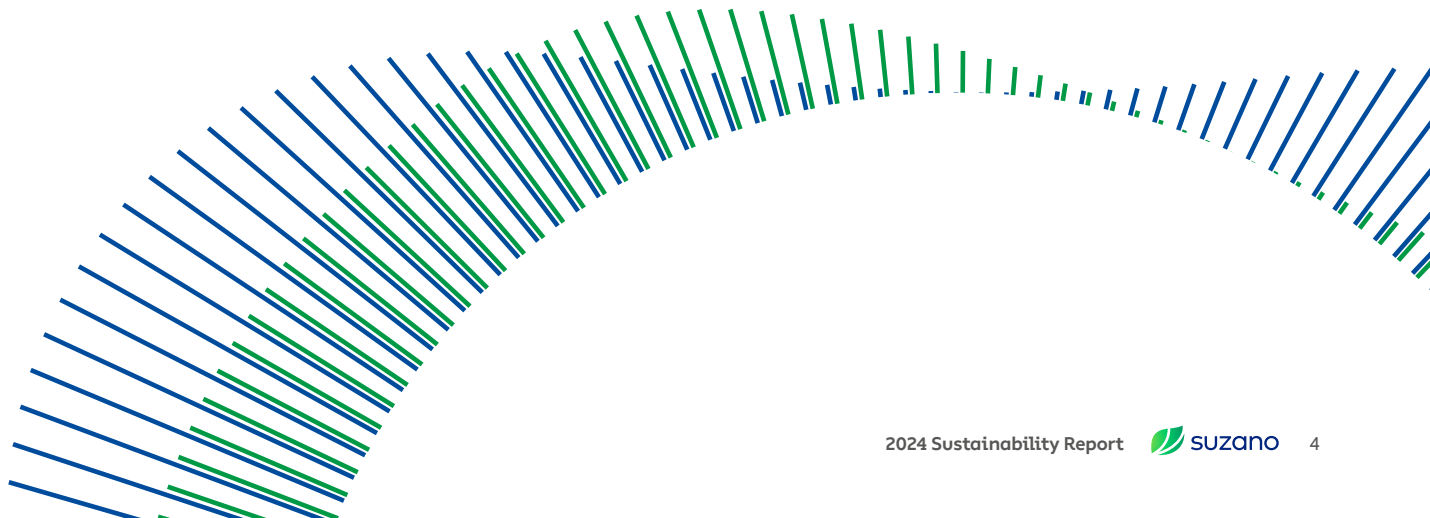
At Suzano, we have demonstrated over the years our ability to adapt and anticipate trends. This is

**“The new mill is yet another project that reaffirms Suzano’s commitment to Brazil, demonstrating our confidence in the country and our continuous and innovative investment in its development—as we have done for a century.”**

only possible when we have increasingly diverse teams that are encouraged by leaders who can inspire the entire organization and be attuned to new opportunities. In this sense, we experienced an important transition this year: after 11 years as CEO, Walter Schalka joined our Board of Directors and strategic committees and, in his place, Beto Abreu took over as CEO, with the mission of taking new and ambitious steps toward sustainable business growth.

In 2025, the challenges will not be any less. On the contrary, we will face an adverse macroeconomic environment. Still, we are poised to face it with innovation, humility and resilience, firm in our purpose of “Renewing life inspired by trees” and determined to fulfill our long-term commitments to people and the planet, in a strong-and-kind manner, and convinced that it is only good for us if it is good for the world!

**David Feffer**  
Chairman of the Board of Directors





# MESSAGE FROM OUR CEO

GRI 2-22

**“We believe that diversity, equity and inclusion are not just principles, but transformative forces that can shape a better tomorrow.”**



In a world that is constantly changing and is currently marked by changes in direction in governments and corporations, we unequivocally reaffirm our unwavering commitment to a more sustainable future. We believe that diversity, equity and inclusion are not just principles, but transformative forces that can shape a better tomorrow.

Sustainability is at the heart and in the strategy of our business, guiding every decision and every innovation. We know that real progress does not happen by chance—it results from concrete action and collaboration between companies, governments and society. More than balancing economic growth, environmental conservation and social development, we want to show that this balance is the key to a prosperous and long future.

In addition to our commitments and goals, sustainability is supported by our culture drivers, which represent our way of being and working. We are people who inspire and transform, generate and share value, and believe that it is only good for us if it is good for the world. It is not enough to reduce our impact—we must regenerate, innovate and transform. We believe that by boosting solutions that protect nature and people, we are building something bigger: a legacy of positive impact for the world.

This is the magnitude of the challenge and responsibility that I took on in April 2024, when I succeeded Walter Schalka as Suzano’s leader, after his 11 years of management marked by dedication, vision and deep transformations. To Walter, who is now a member of our Board of Directors, I express my deepest gratitude for his support and example of inspiring leadership. With an eye on the future, I remain committed to strengthening Suzano’s growth trajectory, driving the bioeconomy through sustainable and innovative solutions.

Our Commitments to Renewing Life reflect our determination to act responsibly and with the humility necessary to continually learn and evolve. We dream big and have transformed this dream into ambitious goals: by 2030, we want to help lift 200,000 people out of poverty.

In 2024, we reached 45,000 Brazilians, bringing the total to 97,342 people lifted out of poverty since 2020, strengthening the resilience of the communities where we operate. This process is audited annually and is continuously driven by income generation initiatives, ensuring its sustainability over time. In the environmental sphere, we continue to support the regeneration of nature as we work to connect half a million hectares in the Amazon, Atlantic Forest and Cerrado, helping to



reverse the loss of biodiversity. Last year alone, we connected 102,000 hectares, bringing the total to more than 157,000 hectares restored since 2020. Each step we take reaffirms our commitment to a more sustainable, fair and prosperous future for all.

In 2024 we celebrated our first centennial and significant progress for Suzano, combining growth, innovation and sustainability. We inaugurated the largest single pulp production line in the world in Mato Grosso do Sul—a mill that was born sustainable, using biomass gasification to replace fossil fuels and focusing on zero carbon. Additionally, we created 3,000 jobs and trained local workers, reinforcing our commitment to community development.

We expanded our global presence through the acquisition of two mills in the United States, increasing our production of paperboard for sustainable packaging, and through the purchase of a 15% stake in the Austrian company Lenzing, a leader in pulp-based fabrics. In Brazil, we continued to innovate with the expansion of the Eucafluff® plant in Limeira, quadrupling the production capacity of this sustainable raw material for hygiene products.

Our pursuit of efficiency also resulted in a milestone in environmental protection: we reduced forest fires in our areas by almost 61%, at a time when Brazil faced a record-high number of fire outbreaks. This reflects our investments in technology and training to protect both our farms and native vegetation. And all of this was accompanied by solid financial performance: in 2024, our revenue grew 19% and EBITDA increased

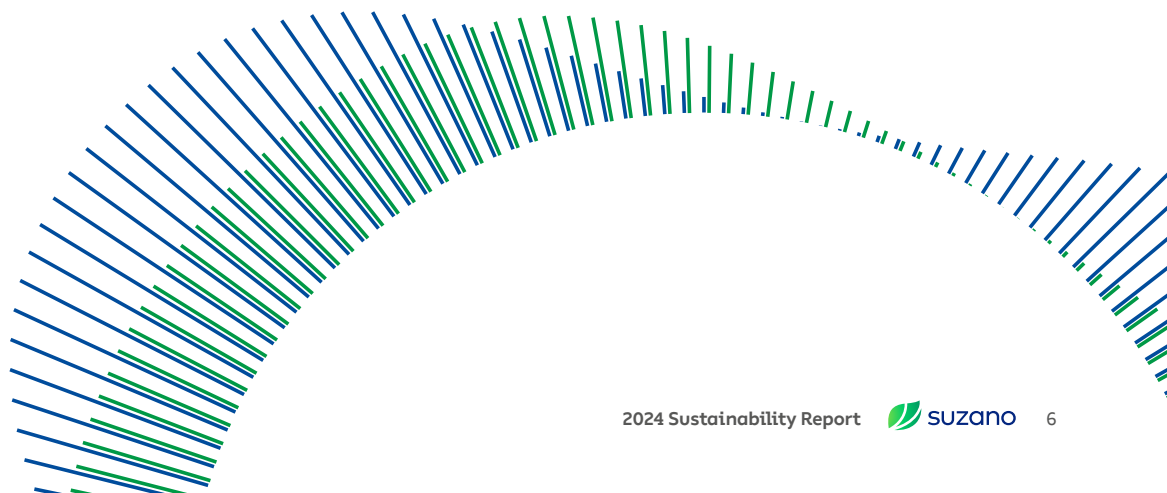
**“Our Commitments to Renewing Life reflect our determination to act responsibly and with the humility necessary to continually learn and evolve.”**

31% compared to 2023, reducing the ratio between net debt and adjusted EBITDA to 2.9x at the end of the year. We continued to move forward with purpose, proving that it is possible to combine significant results with a positive impact on the planet and people.

None of this would have been possible without the talent and dedication of our team. We strengthened our culture and reaffirmed that safety is non-negotiable, but we remain vigilant, as our commitment is to take care of people and strive for zero incidents.

I would like to thank our employees, customers and suppliers who have joined us on this journey. With an engaged and collaborative team, we work every day to generate and share value, reinvesting in the business and driving a virtuous cycle of sustainable growth. In this way, we continue to plant the roots of a better future for the next 100 years.

**Beto Abreu**  
CEO, Suzano



# ORGANIZATIONAL PROFILE





GRI 2-1, 2-6

We are Suzano S.A., the largest eucalyptus pulp manufacturer in the world, one of the largest paper producers in Latin America, the leader in the toilet paper market in Brazil and a benchmark in the development of sustainable and innovative solutions from renewable sources. We want to accelerate the movement to renew the planet and help create a more sustainable world based on what we know best: **trees**.

Guided by our purpose of **Renewing life inspired by trees**, we impact the everyday lives of more than 2 billion people through our products, which are exported to more than 100 countries. Our daily choices shape the present and plant the seeds of the future we will build.

Read our corporate information on our [website](#) and on our [social media](#) profiles.

IN 2024, OUR OPERATIONS INCLUDED:

GRI 2-1, 2-6 | SASB RR-FM-000.A



13

plants in Brazil, after the start of operations at the largest single-line pulp mill in the world, in Ribas do Rio Pardo (Brazil), in July

1

plant in joint operation with Stora Enso (Veracel, in Brazil)<sup>2</sup>



2

administrative offices in Brazil (São Paulo and Salvador)



3

ports in Brazil



28

distribution centers

1

plant in joint venture with Spinnova (Woodspin, in Finland)<sup>2</sup>

10

international offices (Argentina, Austria, Canada, China, Ecuador, Finland, Israel, the Netherlands, Singapore and the United States)



7

technology centers (4 in Brazil, 1 in Canada, 1 in China and 1 in Israel)

2

plants in the United States<sup>1</sup>



2.9 million

hectares of land<sup>3</sup>, of which:

1.7 million

hectares of land dedicated to production (11 times the area of the city of Rio de Janeiro)

1.1 million

hectares of conserved land (seven times the area of the city of São Paulo)

100,000<sup>4</sup>

hectares of area with infrastructure



1.2 million

eucalyptus seedlings planted per day<sup>5</sup>

<sup>1</sup> Closing on October 10, 2024.

<sup>2</sup> This report does not include information about these plants, since they are not managed by us. Veracel's Sustainability Report is available [here](#).

<sup>3</sup> Does not include wood from the market and from support arrangements, considering only areas owned and leased, and partnerships.

<sup>4</sup> Other reports, such as our financial statements, Reference Form and 20F, consider different parameters from the ones used in this report.

<sup>5</sup> Infrastructure mostly refers to the road network within a property (primary and secondary roads and farm tracks). It also includes power line, gas pipeline and oil well easements, as well as masonry buildings, nurseries, surveillance towers, timber warehouses and mineral deposits.

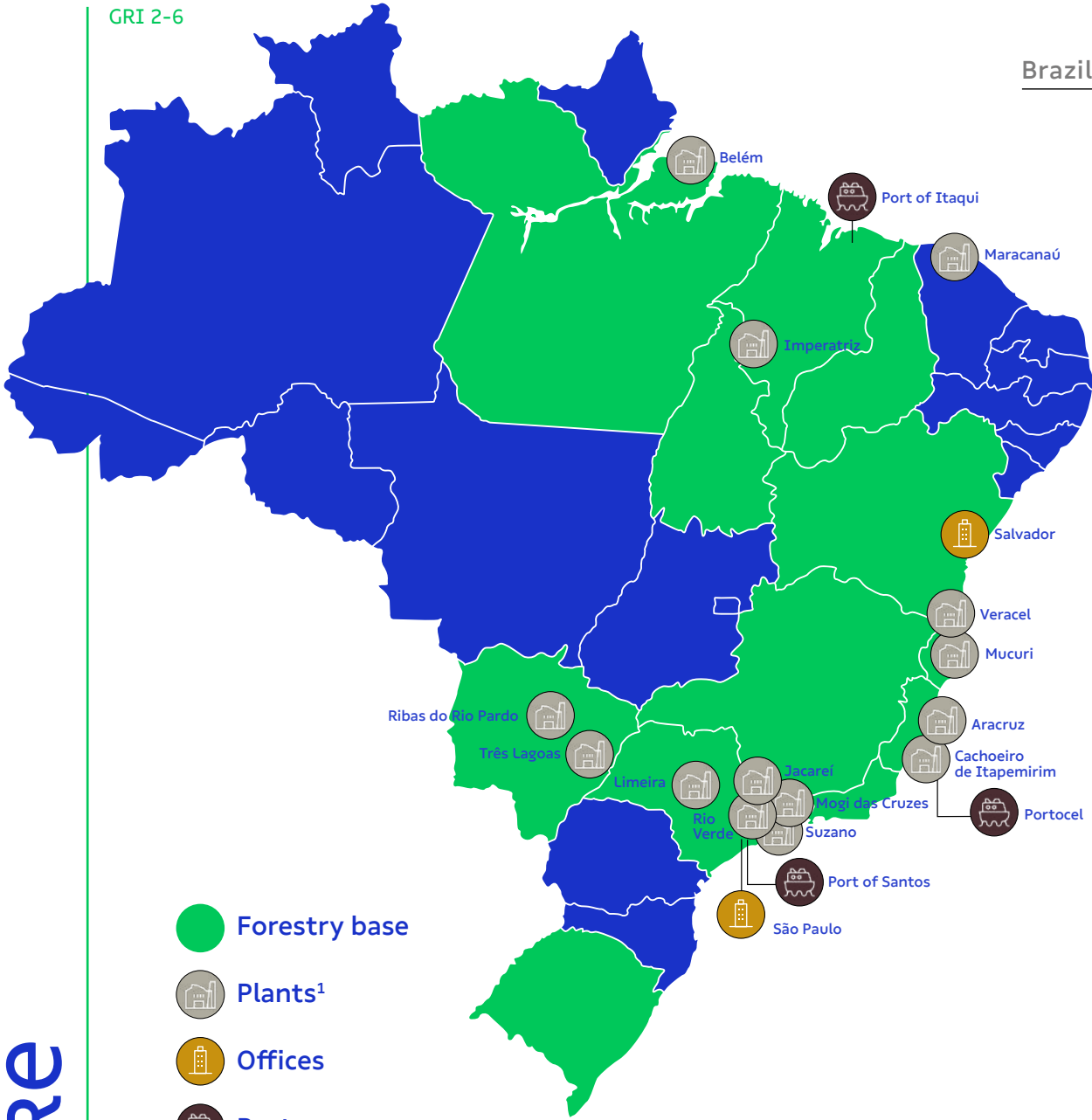
<sup>6</sup> Considers land owned both by the company and by third parties.

WHO WE ARE



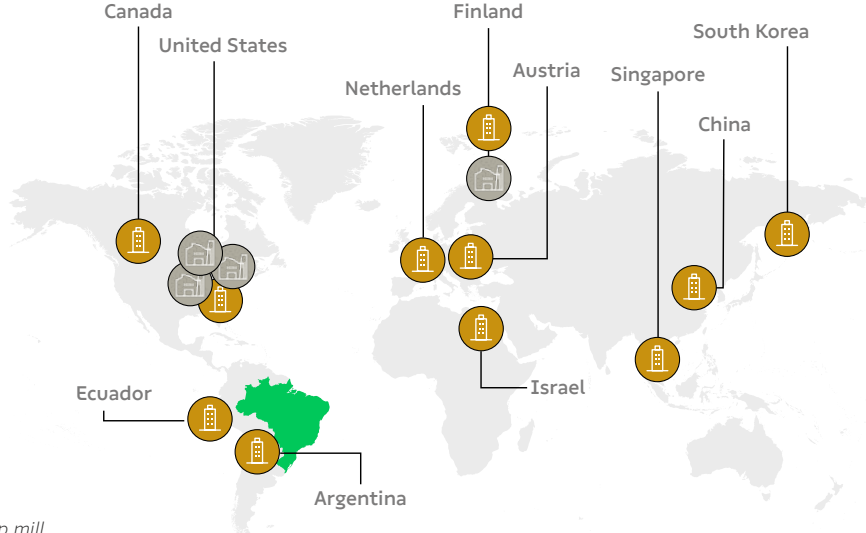
GRI 2-6

Brazil



- Forestry base
- Plants<sup>1</sup>
- Offices
- Ports

WHERE WE ARE



<sup>1</sup> Cadron Creek (USA) is a chip mill.



## CERTIFICATIONS

### INTERNATIONAL

**BUENOS AIRES (Argentina)**  
**Office and Plant**  
ISO 9001:2015  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>

**CADRON CREEK (Arkansas - USA)**  
CoC FSC<sup>①</sup>, PEFC<sup>②</sup> and SFI<sup>③</sup>

**JYVÄSKYLÄ (Finland)**  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>

**FORT LAUDERDALE (Florida - USA)**  
ISO 9001:2015  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>

**PINE BLUFF (Arkansas - USA)**  
ISO 9001:2015  
CoC FSC<sup>①</sup>, PEFC<sup>②</sup> and SFI<sup>③</sup>

**GUAYAQUIL (Ecuador)**  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>

**VIENA (Austria)**  
ISO 9001:2015  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>

**WAYNESVILLE (North Carolina - USA)**  
CoC FSC<sup>①</sup>, PEFC<sup>②</sup> and SFI<sup>③</sup>

**SHANGHAI (China)**  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>

### BRAZIL

**ARACRUZ (ES)**  
ISO 9001:2015  
ISO 14001:2015  
ISO/IEC 17025:2017  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>  
SMETA  
Forest Management - FSC<sup>④</sup> and PEFC<sup>⑤</sup>

**BELÉM (PA)**  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>

**CACHOEIRO DE ITAPEMIRIM (ES)**  
ISO 9001:2015  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>

**IMPERATRIZ (MA)**  
ISO 9001:2015  
ISO 14001:2015  
ISO 45001:2018  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>  
SMETA  
Forest Management - FSC<sup>④</sup> and PEFC<sup>⑤</sup>

**JACAREÍ (SP)**  
ISO 9001:2015  
ISO 14001:2015  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>  
SMETA  
Forest Management - FSC<sup>④</sup> and PEFC<sup>⑤</sup>

**LIMEIRA (SP)**  
ISO 9001:2015  
ISO 14001:2015  
ISO 45001:2018  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>  
ISO/IEC 17025: 2017  
SMETA  
Forest Management - FSC<sup>④</sup> and PEFC<sup>⑤</sup>

**MARACANAÚ (CE)**  
CoC FSC<sup>①</sup> e PEFC<sup>②</sup>

**MOGI DAS CRUZES (SP)**  
CoC FSC<sup>①</sup> e PEFC<sup>②</sup>

**MUCURI (BA)**  
ISO 9001:2015  
ISO 14001:2015  
ISO 45001:2018  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>  
ISO/IEC.17025: 2017  
SMETA  
Forest Management - FSC<sup>④</sup> and PEFC<sup>⑤</sup>

**PORT OF ITAQUI (MA)**  
ISO 9001:2015  
ISO 14001:2015  
ISO 45001:2018

**RIBAS DO RIO PARDO (MS)**  
CoC FSC<sup>①</sup> e PEFC<sup>②</sup>  
Forest Management - FSC<sup>④</sup> and PEFC<sup>⑤</sup>

**RIO VERDE (SP)**  
ISO 9001:2015  
ISO 14001:2015  
ISO 45001:2018  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>

**SANTOS (SP)**  
**Port Terminals**  
ISO 9001:2015  
ISO 14001:2015  
ISO 45001:2018

**SÃO PAULO (SP)**  
**Headquarters**  
ISO 9001:2015  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>

**SUZANO (SP)**  
ISO 9001:2015  
ISO 14001:2015  
ISO 45001:2018  
ISO/IEC 17025: 2017  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>  
SMETA  
NBR 15755: 2009 Reciclato  
Forest Management - FSC<sup>④</sup> and PEFC<sup>⑤</sup>

**TRÊS LAGOAS (MS)**  
ISO 9001:2015  
ISO 14001:2015  
CoC FSC<sup>①</sup> and PEFC<sup>②</sup>  
SMETA  
Forest Management - FSC<sup>④</sup> and PEFC<sup>⑤</sup>

**VERACEL (BA)**  
To view this site's certifications, click [here](#).

#### <sup>①</sup>FSC® Chain of Custody license codes:

Traders: FSC-C012430  
Plants: FSC-C010014  
Suzano International and Distribution: FSC-C003231

#### <sup>②</sup>PEFC Chain of Custody license codes:

Suzano International and Distribution: PEFC/28-32-61  
Traders: PEFC/28-32-62  
Plants: PEFC/28-32-63

#### <sup>③</sup>SFI® Chain of Custody license code:

SFI-03776

#### Forest Management License Codes:

##### <sup>④</sup>FSC Forest Management Codes

Suzano S.A. - Mucuri Unit (BA and MG): FSC-C155943  
Suzano S.A. - Aracruz Unit (ES): FSC-C110130  
Suzano S.A. - Mato Grosso do Sul Unit (Três Lagoas and Ribas do Rio Pardo): FSC-C100704  
Suzano S.A. - Imperatriz Unit (MA, PA and TO): FSC-C118283  
Suzano S.A. - São Paulo Unit (Suzano, Jacareí and Limeira): FSC-C009927

##### <sup>⑤</sup>PEFC Forest Management Code

Suzano S.A. - Mucuri Unit (BA and MG): PEFC/28-23-25  
Suzano S.A. - Aracruz Unit (ES): PEFC/28-23-23  
Suzano S.A. - Mato Grosso do Sul Unit (Três Lagoas and Ribas do Rio Pardo): PEFC/28-23-27  
Suzano S.A. - Imperatriz Unit (MA, PA and TO): PEFC/28-23-24  
Suzano S.A. - São Paulo Unit (Suzano, Jacareí and Limeira): PEFC/28-23-26



Our products are made from a renewable source, namely eucalyptus trees farmed in Brazil that are initially transformed into pulp.

In addition to producing paper for different uses, such as for printing and writing, books, bags, straws, cups and packaging, we also manufacture paperboard to be primarily used by the pharmaceutical, cosmetic and food industries.

Our consumer goods portfolio includes hygiene and cleaning products, such as toilet paper, paper towels, paper napkins, diapers, wet wipes, reusable cloths and tissues.

**Suzano Biopulp®** is our brand of market pulp, a raw material used in various products, including printing and writing paper, paper packaging, tissue (toilet paper, paper towels and facial tissues) and other biopossibilities.

Our eucalyptus fluff, **Eucafluff®**, is used as a base for hygiene products, such as absorbents, baby diapers, and urinary incontinence products, as well as hygiene pads for pets, among others. We pioneered the development of the world's first eucalyptus pulp fluff, which enables the production of absorbent panels that not only are thinner, softer and more flexible, but also increase liquid retention.

**We pioneered the development of the world's first eucalyptus pulp fluff, which enables the production of absorbent panels that not only are thinner, softer and more flexible, but also increase liquid retention.**

**Suzano Biofiber®** is our microfibrillated cellulose (MFC), a 100% bio-based<sup>1</sup> and biodegradable<sup>2</sup> alternative. With multiple attributes, it works as a reinforcing, retaining and suppressing agent, a barrier to fat and oxygen, a rheology modifier and a solution stabilizer. Biofiber® can be used in the production of building materials, such as fiber cement, cosmetics and even in the manufacture of more sustainable fabrics, such as the SPINNOVA® textile fiber.

<sup>1</sup> Certified by the BioPreferred program, through the USDA Certified Biobased Product label.

<sup>2</sup> Certified by Ready Biodegradability Tests (OECD 301B).





## PULP

**Pulp:** Suzano Biopulp®.

**Fluff pulp:** Eucafluff®.



## PAPER AND PACKAGING<sup>1</sup>

**Printing and writing:** Report® (Premium, Reciclato, Colorido, Senninha) and Magnum.

**Uncoated paper:** Pólen® Bold, Pólen® Natural, Alta Alvura® (Laser and Alkaline), Reciclato®, Paperfect Laser® and Paperfect® Offset and Prisma Bright® (Laser and Offset, for the international market)

**Coated paper:** Couché Suzano Design Matte®, Couché Suzano Design Gloss®, Couché Suzano® Press Matte, Couché Suzano® Press Gloss, Couché Suzano Fit Silk®, Couché Suzano Fit Gloss®

**Paperboard:** Super 6 Plus®, TP White Pharma Plus®, TP White Plus®, Supremo Duo Design, Supremo Alta Alvura®

**Specialty paper:** Loop+® and Loop® (paper for straws), Bluecup Bio® and Bluecup® (paper for cups), Greenbag®, Greenpack Suzano® and LIN Suzano®



OUR BRANDS

<sup>1</sup> These brands are from our product portfolio in Brazil.



## CONSUMER GOODS

**Toilet paper:** Neve®, Mimmo®, La Vie Blanc®, MaxPure®, Floral®

**Paper tissue:** Kleenex®<sup>1</sup>

**Wet wipes:** Mimmo®, Neve®

**Napkins:** Grand Hotel®, Scott Dia a Dia®<sup>1</sup>, Scala®

**Paper towel:** Scala®

**Reusable paper cloth:** Scott Duramax®<sup>1</sup>

**Disposable baby diapers:** Maxx baby®

**Professional lines:** Kimberly-Clark Professional®<sup>1</sup>; Kleenex®<sup>1</sup>, Scott Essential®<sup>1</sup>, Scott®<sup>1</sup>, Scott Basic®<sup>1</sup>, Neve®<sup>1</sup> and WypAll®<sup>1</sup>



<sup>1</sup> Trademark under license from Kimberly-Clark Worldwide, Inc. or its affiliates. ©KCWW.

## NEW BUSINESSES

**Suzano Ecolig®:** An eucalyptus kraft lignin, a multifunctional bioproduct for use in various industrial segments. Ecolig® combines high antioxidant potential, absorption of ultraviolet (UV) radiation and binding properties. It is a 100% renewable and compostable (in both domestic and industrial environments) alternative to fossil-based products.

**Suzano Biofiber®:** A microfibrillated cellulose produced through purely mechanical processes. It is a 100% bio-based and biodegradable alternative, with several potential uses, such as a reinforcing, retaining and suppressing agent, rheology modifier, fat and oxygen barrier, and solution stabilizer.

**SPINNOVA®:** A fiber produced from microfibrillated cellulose at the Woodspin plant, in Finland, a joint venture with the Finnish company Spinnova.



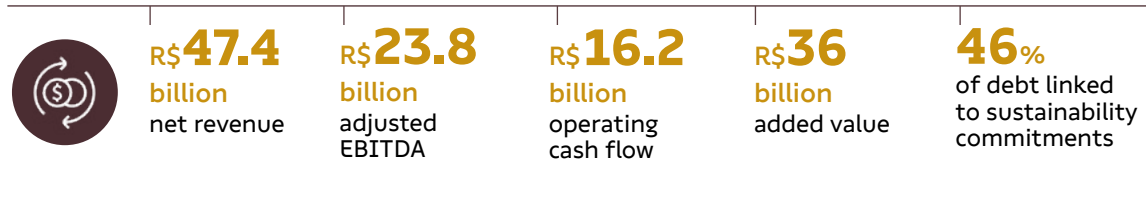
# SUZANO Q&S BUSINESS MODEL



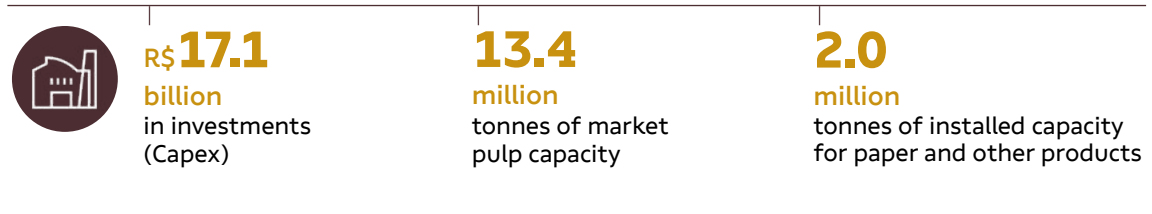


GRI 2-1, 2-6 | SASB RR-FM-000.A, RR-PP-000.A, RR-PP-000.B, RT-CP-000.A, RT-CP-000.C

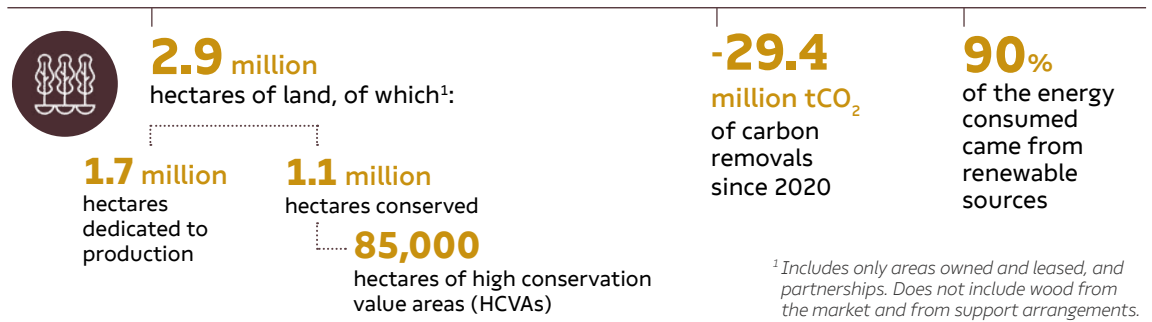
FINANCIAL CAPITAL



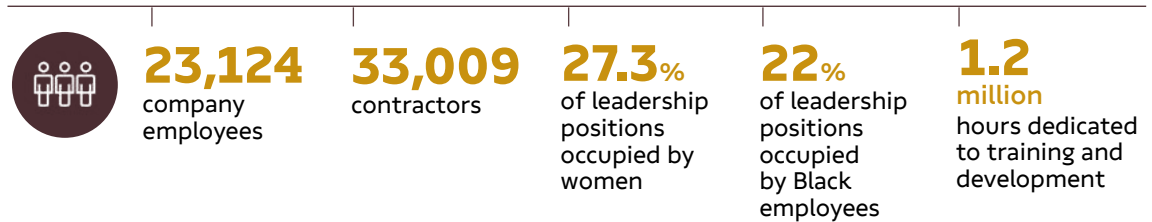
MANUFACTURED CAPITAL



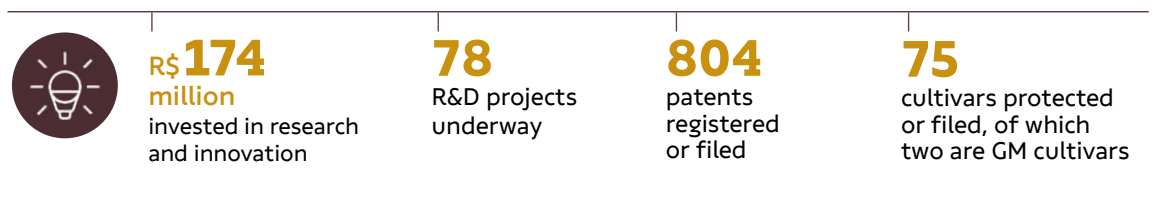
NATURAL CAPITAL



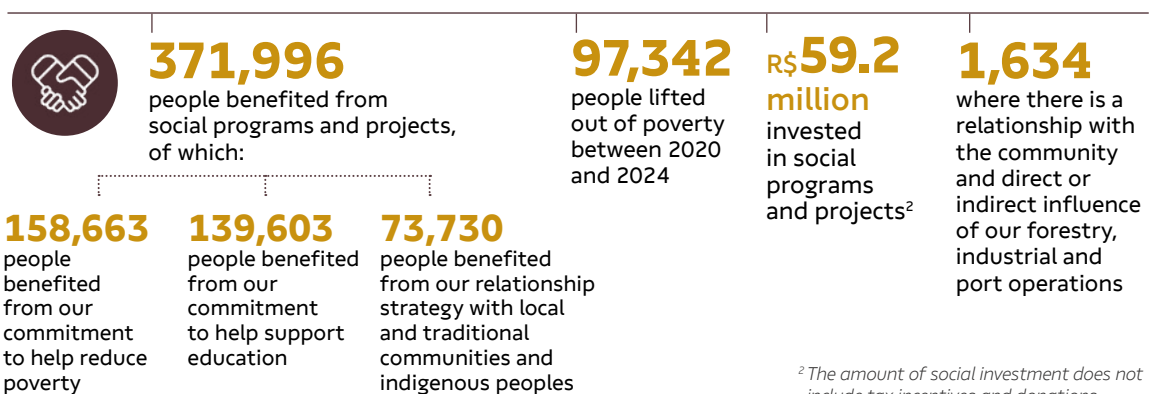
HUMAN CAPITAL



INTELLECTUAL CAPITAL



SOCIAL AND RELATIONSHIP CAPITAL



BIG NUMBERS



# STRATEGIC AVENUES

Our ability to innovate, optimize the sustainable use of natural resources and contribute to the transition toward a regenerative economy positions us to face major transformations in the future, in an environment of accelerated climate change. We work to boost the levers that will increase our industrial competitiveness, aligned with trends in the pulp and paper sector and supported by a clear capital allocation strategy that creates long-term value.

Based on this vision, our strategy is organized around three major goals:

1. Continue to be an industry benchmark in efficiency, profitability and sustainability, from cultivated trees to customers.
2. Be a transforming agent in the expansion of our biomass into new markets
3. Be a benchmark for sustainable and innovative solutions for the bioeconomy and environmental services, based on cultivated trees.

To achieve these goals, we established five strategic avenues that will guide our actions in the coming years:

## OUR STRATEGIC AVENUES

Avenue	Achievements in 2024
 <p>Maintain relevance in pulp through good projects</p>	<ul style="list-style-type: none"> <li>_Inauguration of the Ribas do Rio Pardo site, in Mato Grosso do Sul, Brazil, the largest and most modern single-line pulp mill in the world, with a production capacity of 2.55 million tonnes of pulp per year.</li> <li>_Use of biomass gasification technology by our new mill in Ribas do Rio Pardo to lower greenhouse gas emissions, resulting in a 97% reduction in emissions compared to the use of fossil fuels.</li> </ul>
 <p>Be best-in-class in total pulp cost</p>	<ul style="list-style-type: none"> <li>_Expansion and modernization of port terminals in Santos, with a 43% increase in capacity.</li> <li>_New intermodal terminal in the town of Inocência.</li> <li>_Acquisition of forestry assets.</li> <li>_Expansion of the forestry base, at a planting rate of 1.2 million eucalyptus seedlings per day.</li> </ul>
 <p>Advance in the value chain, while maintaining a competitive advantage</p>	<ul style="list-style-type: none"> <li>_Acquisition of two paperboard mills from Pactiv Evergreen in the United States, with a combined production capacity of 420,000 tonnes of integrated paperboard.</li> <li>_Start of construction of a new tissue line in Aracruz.</li> <li>_Fourfold increase in fluff production in the Limeira site when construction is completed, by the end of 2025.</li> <li>_Launch of Neve® 4-ply toilet paper.</li> </ul>
 <p>Be bold in expanding into new markets</p>	<ul style="list-style-type: none"> <li>_Acquisition of a 15% stake in the Austrian company Lenzing, which produces pulp fiber for the textile and nonwoven industries.</li> <li>_Suzano Ventures: seven investments in startups in 2024, after evaluating more than 750 companies.</li> <li>_Partnerships for the sale of Ecolig® in Brazil, Asia, Europe and North America.</li> </ul>
 <p>Be a leader in sustainability</p>	<ul style="list-style-type: none"> <li>_Progress regarding the Commitments to Renewing Life (CRL): 45,459 people lifted out of poverty, approximately 102,104 hectares of forest fragments connected through ecological corridors, and a 0.7% reduction in water withdrawal in industrial sites (in m<sup>3</sup> per tonne produced). <i>More information on the <a href="#">CRL page</a>.</i></li> <li>_Adherence to the recommendations of the Task Force on Nature-related Financial Disclosures (TNFD), with voluntary reporting starting in 2026.</li> <li>_Inclusion in the main sustainability indexes and ratings, as detailed on <a href="#">page 24</a>.</li> <li>_Partnership with the International Union for Conservation of Nature (IUCN) to develop our nature strategy.</li> </ul>



## START OF OPERATIONS AT OUR NEW SITE

### GRI 2-6

In July 2024, the world’s largest single-line pulp mill—with a production capacity of 2.55 million tonnes per year—started operations in Ribas do Rio Pardo, in the state of Mato Grosso do Sul, Brazil. The site received an investment of R\$22.2 billion, of which R\$15.9 billion was allocated for the construction of the plant and R\$6.3 billion was used to form the farm base and create the logistics infrastructure to ship the pulp produced. This new mill increased our total production capacity by approximately 20%, from 10.9 million to 13.4 million tonnes of pulp per year. The official inauguration took place in December and was attended by federal, state and municipal authorities, as well as customers.

The construction project, which started in 2021, was completed on budget and on schedule. The new plant reached the top of the learning curve in record time, producing an average of its nominal capacity for 30 consecutive days just five months and eight days after the start of operations. This milestone was expected to be reached only after nine months, after the first general maintenance shutdown, which was scheduled for February 2025. Additionally, on

January 8, 2025, the mill reached a milestone of producing 1 million tonnes since its startup. These results demonstrate our operational efficiency, the excellence of our equipment and suppliers, the quality of the plant and of the wood, and the integration of our industrial, forestry and engineering teams.

The construction of the new site employed a total of 45,000 workers throughout the project, with more than 11,000 people working at the peak of construction. After the start of operations, approximately 3,000 people, including company employees and contractors, started working in industrial, forestry and logistics activities. To train the local workforce, we established partnerships with the Brazilian National Service for Industrial Training (SENAI, in Portuguese) and the Brazilian National Service for Commercial Training (SENAC, in Portuguese), training more than 1,300 people to work in our operations and approximately 300 individuals to work in the trade and service sectors in the region.

The mill was born sustainable. One example is the use of biomass gasification technology to power the lime kilns, limiting the use of fossil fuels only to production start and restart. In addition, the plant is self-sufficient in the production

## POSITIVE SOCIAL IMPACT

### GRI 203-1

Throughout the entire period of construction of the new Ribas do Rio Pardo mill, our focus was to have a positive local impact to drive social and economic progress in the region. To achieve that, we invested more than R\$300 million in a series of initiatives, including the construction of houses, a medical center and a new police station; improvements to the town’s infrastructure, including the expansion of the municipal hospital; upgrades to the town’s exit on BR-262; and other projects. We also supported 21 social projects in

the areas of health, education, social development, housing and public safety.

Additionally, we implemented voluntary social initiatives to drive sustainable development, generate income and improve poverty indicators, in areas including:

- \_Education
- \_Income generation
- \_Protection of rights
- \_Infrastructure

\_Health

\_Relationship with the communities

\_Labor

In the area of education, for example, we worked to help improve the quality of public education by training teachers. To generate income, we supported initiatives such as family farming, beekeeping, livestock farming, and the circular and creative economy. To protect rights, we took action to prevent violence against children, adolescents and women.



of sulfuric acid and hydrogen peroxide, with projects to potentially generate an average surplus of 180 megawatts (MWm). This surplus of renewable energy is used by the suppliers that operate in the plant and is also exported to the Brazilian grid—an amount of energy that would be enough to power a city of more than 2 million residents for a month.

The high level of efficiency is also reflected in the strategic placement of the plant, which has the smallest average radius (distance between our farms and the site) of any Suzano plant, of just 65 kilometers. This feature reduces logistics costs and the impact associated with the transportation of wood, further optimizing our operations.

### CONSTRUCTION IN NUMBERS

**56 million**

man-hours worked

**1,983 suppliers**

of materials and services hired

**115,000**

pieces of equipment and instruments installed

**60,000 tonnes**

of structural and construction steel (equivalent to 8.2 Eiffel Towers)

**380,000 m<sup>3</sup>**

of concrete (enough to build 4.7 Maracanã stadiums)

**45,000 workers**

throughout the project (**11,000 people** on-site at the peak of construction)

**3,000 employees**

hired (directly and indirectly, at the plant, in our farms and in logistics)

**22,000 hours**

of training

**21 social projects**

implemented (in the areas of health, education, social development, housing and public safety)

### MODEL NURSERY

The Ribas do Rio Pardo Seedling Nursery, opened in September, is one of Suzano’s—and the world’s—most modern and efficient structures of its kind. Built with an investment of R\$80 million, the nursery has systems to ensure the rational use of water, including efficient irrigation and reuse of rainwater. The eucalyptus seedlings are grown in biodegradable tubes produced from a mixture of organic compounds, which reduces the use of plastic in the site.

In addition, we implemented an automation project that ensures control and traceability of the production process through radio wave identification technology. The nursery uses robotic processes for seedling staking and selection, in addition to a drainage system to collect rainwater that enables automated, precise irrigation considering the level of moisture in the environment and around the seedlings. This ensures higher efficiency in the use of water and in the development of the plants.

With the capacity to produce 35 million eucalyptus seedlings per year, the nursery occupies an area of approximately 21 hectares, with 111,000 square meters of built area. Together with a nursery we acquired in Campo Grande, with the capacity to produce 40 million seedlings per year, this facility will support the forest formation program in the region.

During construction, approximately 300 people worked in the project. Now, the nursery employs 240 qualified workers—mostly women and all of them local residents of Ribas do Rio Pardo, trained through programs offered in partnership with SESI and SENAI.



Be best-in-class  
in total pulp cost

## EXPANSION AND MODERNIZATION OF PORT TERMINALS

GRI 2-6

In November, we completed the expansion and modernization of two port terminals in the Port of Santos, Brazil, with an investment of R\$443 million. The goal of this project was to increase the capacity to handle the production of the new mill in Ribas do Rio Pardo. Started in February 2022, the construction project created approximately 600 direct jobs.

In addition to increasing the efficiency and safety of the operations, this investment led to a 43.5% increase in the average handling capacity and an increase of about 42% in the static load capacity.

At the T32 terminal, operated in partnership with Portocel since the beginning of 2024, we expanded the pulp warehouse's built area from 21,000 to 28,000 square meters and modernized all processes. One example was the installation of gantry cranes that can handle up to 48 tonnes of product each. The new equipment enables the unloading of up to 44 rail cars simultaneously.

At the DP World terminal, built by us and operated by DP World Santos, we expanded the warehouse's built area from 36,000 to 51,000 square meters, increasing static load capacity by almost 40%, reaching up to 160,000 tonnes. In addition, we increased the annual cargo handling capacity from 3.6 million to 5 million tonnes. The construction project also included the installation of two additional overhead cranes, with a capacity of up to 40 tonnes each.

### INTERMODAL TERMINAL

To make our operations even more sustainable, our investments in product shipping logistics also included a new intermodal terminal in the town of Inocência. The 24,200-square-meter facility is located along route MS-240 and has 8.8 kilometers of railroad, including auxiliary tracks to perform maintenance and park reserve railcars, in addition to two reverse loops for maneuvers. Pulp made at the Ribas do Rio Pardo mill is transported by road to Inocência, from where it continues by rail to our port terminals in Santos.

These investments in our port and intermodal terminals reinforce our commitment to pursuing more sustainable and efficient logistics solutions. The use of railroads to connect production to port represents a major step in our strategy toward reducing emissions and optimizing shipping while using more responsible alternatives, benefiting both the environment and our operational processes.





## ACQUISITION OF FORESTRY ASSETS

GRI 2-6

In June, we completed the acquisition of the entire stake of Timber VII SPE S.A. and Timber XX SPE S.A., managed by BTG Pactual Timberland Investment Group, for R\$2.1 billion. The two companies own approximately 70,000 hectares of land in Mato Grosso do Sul, a portion of which is planted with eucalyptus trees of varying ages. This transaction is in line with our strategy of creating business options and increasing our self-sufficiency in wood supply.



Advance in the value chain, while maintaining a competitive advantage

## NEW TISSUE PLANT IN ARACRUZ

We are investing R\$650 million to build a new tissue plant in Aracruz, Brazil, to produce raw material for products such as toilet paper, napkins, paper towels and facial tissues. The site will also convert tissue into toilet paper. The plant's cornerstone was laid in April 2024 and operations are scheduled to start in the fourth quarter of 2025.

This will be our seventh consumer goods plant, adding to our existing sites in Belém, Cachoeiro de Itapemirim, Imperatriz, Maracanaú, Mogi das Cruzes and Mucuri. The new site will have the capacity to produce 60,000 tonnes of tissue per year, increasing our total capacity to 340,000 tonnes/year. The production of toilet paper will be primarily directed to the markets in the Brazilian Southeast (Espírito Santo, Minas Gerais, Rio de Janeiro and São Paulo).

This project is part of a previously announced R\$1.17 billion investment allocation for our business in the state of Espírito Santo. It includes a new biomass boiler, which is currently under construction and will increase the plant's energy efficiency and reduce particulate matter emissions, in addition to using wood waste. Construction of the plant will create 300 jobs. Once production begins, we will have 200 employees and contractors, prioritizing the hiring of local talent. We will partner with specialized institutions to train our workforce.

## FOURFOLD INCREASE IN EUCAFLUFF®'S CAPACITY

Scheduled to be completed in the fourth quarter of 2025, the project to convert the pulp line at the Limeira site, a R\$490 million investment, will quadruple the production of Eucafluff®. The plant's installed capacity will grow from 100,000 to 440,000 tonnes per year thanks to the conversion of an existing line into a flex line with machines that can produce both Eucafluff® and pulp. The first phase of expansion has already been completed. It includes a warehouse complex to store the product before it is shipped to our global customers.

## ACQUISITION OF TWO MILLS IN THE UNITED STATES

GRI 2-6

We acquired two production facilities from Pactiv Evergreen Inc. located in Pine Bluff (Arkansas) and Waynesville (North Carolina), adding approximately 420,000 tonnes of integrated paperboard to our annual production capacity. These plants have both pulp production and finishing equipment, including for paperboard extrusion for use in liquid packaging, paper cups and other products. Valued at US\$80 million, this transaction marks the start of our operations in the United States. The facilities benefit from high availability of wood and competitive energy costs, in addition to strategic access to railroads, ports and highways.

We already had an office in North America in Fort Lauderdale (Florida, USA) and a technology center near Vancouver (Canada). With the incorporation of these new assets, Fabio Almeida de Oliveira, our vice president of Paper and Packaging, will now lead the business unit directly from Arkansas.



Be bold in expanding into new markets

## PURCHASE OF STAKE IN LENZING AG

GRI 2-6

In September, we completed the acquisition of a 15% stake in the Austrian company Lenzing AG, a leading global supplier of premium pulp fibers for the textile and nonwovens industry, from B&C Group. As part of this partnership, starting at the first anniversary of the closing, which will be in October 2025, and through the end of 2028, we will have the option to acquire an additional 15% stake from B&C Group. The agreement also stipulates that B&C Group will remain a committed shareholder of Lenzing in the long term. Together, Suzano and B&C hold a majority stake (52.25%) in Lenzing.

We have identified growth opportunities for Lenzing, enabled by its established technology, product reach and technical expertise. This transaction opens doors into new markets and strengthens our position as a global leader in sustainable pulp fibers.



Be a leader in sustainability

Our progress related to sustainability are detailed in our Commitments to Renewing Life ([page 47](#)), in the Environment chapter ([page 66](#)) and in the Social chapter ([page 105](#)).





In 2024, we received **61 awards and recognition**. The following stand out:

## INSTITUTIONAL

### MERCO REPUTATION



We ranked 1<sup>st</sup> in the Pulp and Paper sector and 42<sup>nd</sup> overall.

### WORLD'S MOST TRUSTWORTHY COMPANIES



Presented by Newsweek magazine and the data portal Statista, this award highlights the most trustworthy companies in the world based on three factors: customer trust, investor trust and employee trust. We ranked 30<sup>th</sup>.

### VALOR 1000



We were named the best company in the Pulp and Paper sector.

### MERCO TALENT



We ranked 1<sup>st</sup> in our sector and 24<sup>th</sup> overall, rising 24 positions compared to the previous year. This award recognizes the top Brazilian companies in attracting and retaining talent.

### BEST AND LARGEST



We placed 1<sup>st</sup> in the Pulp and Paper category in the *Exame* magazine ranking.

### BEST IN AGRIBUSINESS



We placed 1<sup>st</sup> in the Sustainability and Reforestation, Pulp and Paper categories, in this awards competition promoted by *Globo Rural* magazine.

AWARDS AND RECOGNITION



## ESG

## SEAL BUSINESS SUSTAINABILITY AWARDS 2024



We were the winners in the Sustainable Innovation category. Sofidel, a customer with whom we have a partnership in a social project, was the winner in the Environmental Initiative category, leading Suzano to be mentioned twice in the list of winners.

## OUTSTANDING PROJECT – 520 CSR AWARD



Organized by the CCM CSR Promotion Center and SynTao Sustainability Solutions, the award recognized our outstanding work in corporate social responsibility in China. Our Green Life Blue Future CSR Program was considered the best in the Caring for Children category.

## WORLD FINANCE SUSTAINABLE AWARDS



We were recognized as the Most Sustainable Company in the Pulp and Paper Industry.

## SUSTAINABILITY LEADERS 2024



We placed 2<sup>nd</sup> in the GlobeScan and SustainAbility ranking of leading companies in sustainability in Latin America.

## MERCOSUR ESG RANKING



We ranked 1<sup>st</sup> in the Wood, Pulp and Paper sector.

## BEST PRACTICES IN ESG TROPHY



We were recognized by the Brazilian National Association of Finance, Administration and Accounting Executives (ANEFAC, in Portuguese) for our set of ESG practices.

## INNOVATION

## VALOR INNOVATION



We placed 1<sup>st</sup> in our industry and 2<sup>nd</sup> in the overall ranking of the most innovative companies in Brazil, organized by the newspaper Valor Econômico and the consulting firm Strategy&.

## EXCELLENCE IN THE OPEN INNOVATION ECOSYSTEM AWARD



We were recognized by the newspaper Shanghai Daily, from Shanghai, China in the Excellence in the Open Innovation Ecosystem category.

## 100 OPEN CORPS



We were recognized as the company most engaged in open innovation in the Forestry, Pulp and Paper category.

## ABTCP - HIGHLIGHTS OF THE INDUSTRY



We won 1st place in three categories of the Brazilian Pulp and Paper Technical Association (ABTCP, in Portuguese) awards: Innovation, Market Pulp Manufacturer and Social Responsibility.

More information can be accessed on [Suzano's website](#).



## ESG RATINGS

We remain committed to continuously improving our priority ESG ratings. The scores highlighted below reflect specific methodologies used by rating agencies to assess our environmental, social and governance performance, as well as our exposure to risks and opportunities.

\_We maintained our BB rating from MSCI (Morgan Stanley Capital International), improving our score (from 4.5 to 4.6).

\_We remained in the low-risk category according to Sustainalytics, improving our score by 0.4 points, to 17.7 (the lower the score, the lower the risk).

\_In the EcoVadis Sustainability Rating 2024, we received a score of 87 (compared to 78 in 2023). As a result, we maintained our Platinum medal, given to the top 1% of the evaluated companies. The international platform assesses companies based on four dimensions: environment, labor practices and human rights, ethics and sustainable procurement.

\_CDP made a significant change to its methodology, combining the topics of Climate, Forests and Water Security in a single questionnaire. The goal is to encourage companies to further integrate their management of dependencies, impacts, risks and opportunities across all ecosystems. In 2024, we maintained our B score in the Forest assessment and received a lower score in the Climate (C) and Water Security (B) assessments.

INDEXES AND RATINGS		2022	2023	2024	Evolution
		69 (Silver)	78 (Platinum)	87 (Platinum)	↑
		18.2 Low Risk	18.1 Low Risk	17.7 Low Risk	↑
	Water security	A	A-	B	↓
	Forests	A-	B	B	→
	Climate	A-	A-	C	↓
		4.3 (BB)	4.5 (BB)	4.6 (BB)	↑



VALUE CREATION MODEL

Our business model is aligned with our company’s strategy and focuses on creating value for both us and our stakeholders. Our analysis is based on the six capitals recommended by the Integrated Reporting framework to assess how we capture and create value through the execution of our strategy and business activities, and, consequently, how we share value among our stakeholders.

OUR CAPITALS

FINANCIAL

Efficient use of resources obtained through cash generation or financing, with financial discipline and responsible capital allocation.

MANUFACTURED

Responsible management of plants, ports, equipment and buildings available for the production and distribution of our products.

INTELLECTUAL

Knowledge-based assets include brands, as well as proprietary technology, patents, licenses and processes.

SOCIAL AND RELATIONSHIP

Includes reputation and the ability to gain and maintain the trust of key stakeholders.

NATURAL

Trees, water and other natural resources are important inputs for value creation processes, based on practices that ensure their efficient use.

HUMAN

Continuous effort to develop skills and ensure diversity, equity and inclusion of employees.



SHARED VALUE

FINANCIAL

- R\$4.7 billion paid in wages and benefits
- R\$1.7 billion related to taxes, fees and contributions
- R\$36.6 billion paid to external financing institutions

MANUFACTURED

- R\$17.1 billion in Capex investments
- Approximately 20% increase in pulp installed capacity, after the completion of the new plant in Ribas do Rio Pardo

INTELLECTUAL

- R\$174 million invested in R&D and innovation
- 804 patents granted or filed
- 75 cultivars granted or filed, including 2 GM cultivars
- 7 research areas
- 78 projects in progress

SOCIAL AND RELATIONSHIP

- 45,400+ people lifted out of poverty in 2024
- 371,900+ people benefited from development, income generation and education projects

NATURAL

- 1.1 million hectares conserved
- 5,200 hectares on which restoration processes were started in 2024, totaling 45,000 hectares in the process of being restored
- 29.4 million tCO<sub>2</sub>e of carbon removed from the atmosphere since 2020

HUMAN

- 23,124 company employees
- 33,009 contractors
- 1.2 million hours dedicated to training and development

The culture of innovation is one of our strategic pillars and is part of our history. We were first in the world to produce pulp from eucalyptus, back in the 1950s. The innovation in our DNA drives us to continually improve our products, processes and the technologies we use in our operations. As recognition of this, in 2024, we received the Valor Innovation Award for being the second most innovative company in Brazil—in 2023, we placed first in the ranking. A team of approximately 500 people works directly with research and development in the seven technology centers we have in Brazil (where four of them are located), Canada, China and Israel. Behind all of this is our entire Suzano team that seeks to combine innovation with sustainability in their everyday work. Here are some examples.

### IN EUCALYPTUS

The global demand for pulp, fuel and energy must be met by sustainable businesses that use fewer finite natural resources and also conserve the environment. To this end, we rely on our Genetic Improvement Program (GIP), which selects new clones to be planted for production, aiming to increase productivity and the amount of pulp produced per hectare of forest. In 2024, we recommended 51 genetic materials to be planted in 2025. And we advanced our

studies on the efficient use of water by our clones, implementing the concept of micro basins, used for the very first time in the forestry sector in Brazil. This strategy has been critical to ensure resilience, sustainability and increased forest productivity.

### IN OUR PRODUCTS

We seek to boost the bioeconomy through solutions to replace fossil-based products, such as plastic, with fiber (fossil-to-fiber). Additionally, we promote the substitution of other fibers for eucalyptus fiber (fiber-to-fiber). We also focus on reducing the use of natural resources, driving sustainability, gaining efficiency and reducing costs.

Accordingly, the projects we developed in 2024 in our Paper and Packaging business unit sought to boost renewable products, reduce the consumption of natural and chemical resources in production, and use production waste, such as paper scraps. Examples include the new grammages of our Greenpack® line, approved to be in contact with food and certified as recyclable, biodegradable and compostable. In our line of paper for cups, we continue to offer solutions like Bluecup Bio®, with biodegradable barriers for both cold and hot liquids.

### BIOPRODUCT RESEARCH

We develop innovative bioproducts and technologies adapted to the demands of new markets, ensuring competitive advantage while focusing on creating sustainable and scalable industrial operations. Our bioproducts go beyond conventional pulp:

#### Lignin

Used in phenolic resins, elastomers (rubbers) and dust suppression agents, among other products under development.

#### Microfibrillated cellulose (MFC)

Used in various types of paper, fiber cement and cosmetics, and in the production of fabrics and paints.

#### Biofuels

Produced from eucalyptus biomass and waste from forestry or production activities, or from other renewable sources. We are currently studying alternatives and have formed partnerships to develop a model to make the use of sustainable aviation fuel viable.



## IN CLIMATE MONITORING

In our digitalization journey, we encourage the inclusion of climate data in several company processes. One example is the *Mandachuva* project, which predicts regional climate conditions more accurately than market forecasts, providing essential information to plan planting and fertilization activities and manage fire risk. The use of this technology prevented, for example, expenses associated with the implementation of a water pumping system in the Mucuri River, in Bahia.

## BIOPULP® SOLUTIONS

We maintain an ecosystem of Biopulp® solutions—a first-of-its-kind structure of services to co-create, with our customers, the solutions they need for their businesses. It includes educational services (technical training of teams), application services (optimization, process review, support during testing and others) and development services (a lab to identify solutions tailored to the needs of each customer, including innovative pulps such as Eucastrong®, which helps paper and tissue manufacturers incorporate eucalyptus into their products without compromising machine performance; and Eucapack®, which offers high compressive strength, and better formation, printability and sustainability in the production of kraft packaging).

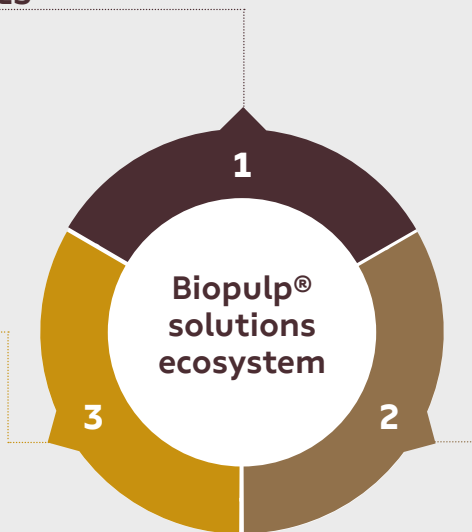


### EDUCATION SERVICES

- \_ Knowledge sharing
- \_ Technical training

### APPLICATION SERVICES

- \_ Local support for application engineering together with the customer
- \_ Innovability Hub in China to accelerate market entry



### DEVELOPMENT SERVICES

- \_ Refining technology
- \_ Best fiber blend ratios
- \_ Cost optimization
- \_ Innovation in the product portfolio
  - \_ Eucastrong®
  - \_ Eucapack®

## FUTURAGENE

In 2024, FuturaGene received three new commercial approvals from the National Biosafety Technical Commission (CTNBio) for genetically modified (GM) eucalyptus varieties which are yield enhanced, herbicide tolerant and insect resistant, (triple-stacked), after evaluation of rigorous testing and risk assessment dossiers, demonstrating safety for human and animal health, and the environment. As of the end of 2024, FuturaGene has received eleven approvals for GM eucalyptus varieties, including yield enhancement, herbicide tolerance, insect resistance, and stacked traits.

FuturaGene also demonstrated significant environmental and economic benefits of its herbicide tolerant eucalyptus management processes compared with conventional weed control in controlled field trials. The GM

eucalyptus varieties are being incorporated into Suzano breeding programs for extensive testing at different locations in the field to gain a comprehensive understanding of their performance under a broad range of environmental conditions.

We are committed to sharing the benefits and value of this new technology with our partners, including small rural producers, through our forestry development program. After large-scale testing, our partners will have royalty-free access to the technology, as is the case with our conventional eucalyptus clones.

With R&D facilities in Brazil and Israel, FuturaGene is a global leader in increasing the productivity and sustainability of farmed eucalyptus. The company believes that biotechnology is an important tool for increasing and maintaining the productivity of eucalyptus farms and the resilience of these trees in the face of climate change.





## INVESTMENTS IN STARTUPS

In 2024, Suzano Ventures, our corporate venture capital fund, announced a capital commitment of up to US\$20.3 million in companies that are pioneering innovative approaches to use farmed eucalyptus as a raw material, helping build the future of the bioeconomy. Established in 2022, Suzano Ventures has an initial US\$70 million fund available to support the development and growth of startups working in four areas: new uses for eucalyptus biomaterials, sustainable packaging, forestry technology and carbon removal. Since it was created, Suzano Ventures has been working to generate value for startups, Suzano and the ecosystem.

During the year, we invested in the following startups:

### BemAgro

Suzano Ventures made its first investment in a Brazilian agtech, participating in a round of investments that raised R\$15 million for BemAgro, a leading company in digital agriculture technology. This fundraising round included Atvos, the second largest ethanol producer in Brazil, as well as CHN, Rural Ventures, MMAgro and Agroven. As part of this strategic investment, we will provide access to our farms and the knowledge of our experts to accelerate the adoption of BemAgro technologies in our sector. Specializing in software as a service (SaaS) solutions, the agtech uses artificial intelligence and computer vision to optimize the entire agricultural cycle, from planting to harvesting.

### Bioform Technologies

This Canadian materials science startup will receive up to US\$5 million in investments to accelerate the development of new renewable alternatives to petroleum-based, single-use plastic. The new products can be manufactured by adapting industrial processes already used in the pulp and paper sector. The technology produces pulp-reinforced hydrogels that can be composted at home or recycled through existing paper recycling processes. This versatile solution can be applied to packaging, agricultural films and garbage bags. The investment will enable Bioform

to build a demonstration facility to test its manufacturing process and expand its team and capabilities.

### Nfinite Nanotech

This creator of plastic-alternative nanocoatings received a US\$6.5 million investment to revolutionize flexible food packaging. The seed round was led by Collateral Good, a Swiss climate-focused venture capital platform, with participation from Suzano Ventures as a strategic investor alongside FTW Ventures, MaRS IAF, Overlay Capital, Ponderosa and Republic Capital. Using nanotechnology, Nfinite has developed an ultrathin, high-performance barrier coating that maintains the recyclability and compostability of packaging, while also preserving the freshness and shelf life of products.

### Entropic Solutions

This Brazilian startup develops highly functional and competitively priced materials from biomass. It offers adaptable solutions for the adhesive, foam, flooring, paint, packaging and other markets, reducing environmental impact.

### Marvin Blue

As part of the strategy of investing in open innovation to accelerate the development of new technologies and drive innovative solutions for the business, in 2024, Suzano Ventures completed a strategic follow-on investment and a long-term commercial agreement with Marvin Blue, an Israeli startup. This partnership enabled the launch of a new data platform with a focus on measuring water and carbon, which will drive progress in management practices and the responsible use of natural resources. The platform supports compliance with sustainability certification schemes, such as the Roundtable on Sustainable Biomaterials (RSB) and the Task Force on Nature-related Financial Disclosures (TNFD). It also provides data for accurate ESG reporting against various frameworks, including the GHG Protocol, Corporate Sustainability Reporting Directive (CSRD) and European Union Deforestation Regulation (EUDR).



## ADVANCES IN LIGNIN WITH ECOLIG®

Our kraft lignin, Ecolig®, comes from eucalyptus trees that are responsibly planted and harvested in Brazil. The product has multiple chemical functionalities and versatility for different applications, and is a 100% renewable<sup>1</sup> and compostable (in both domestic and industrial environments<sup>2</sup>) alternative to fossil-based products.

Thanks to its botanical origin and production process, Ecolig® has high antioxidant potential, absorption of ultraviolet (UV) radiation and binding properties. This renewable and compostable bioproduct is an alternative to fossil-based materials in a variety of applications, such as wood panels, rubber items, adhesives, agricultural dispersants and even makeup products. In addition, the application of lignin as an antioxidant for rubber, developed through a partnership between Suzano, Cya Rubber/Greenway, Bristein Consultoria, and Vipal Borrachas, was recognized with the Expobor Brazil 2024 Award in the Partnership and Innovation in Industry category.

Ecolig® has also been used in the production of phenolic resins, in some cases replacing up to 50% of fossil-based products, such as phenol. As a result, the use of Ecolig® leads to a significant reduction in carbon emissions, while also increasing performance and storage stability. As a non-toxic product, it is also safe to handle. In partnership with companies committed to expanding their portfolio of sustainable solutions, phenolic resins made with Ecolig® are being used in the production of plywood, decorative laminates, particle boards (MDF and MDP) and automotive filters.

Ecolig® is produced in a dedicated facility at our Limeira site. We are the world's first certified eucalyptus kraft lignin manufacturer and we have already marketed our production in South America, North America, Europe, and Asia. In 2024, we formed new partnerships and boosted existing ones to expand the sale of these products.

<sup>1</sup> Certified by the BioPreferred program, through the USDA Certified Biobased Product label.

<sup>2</sup> According to the OK Compost Home and OK Compost Industrial labels, granted by the renowned certification body TÜV Austria.



### Expansion of bioproducts in Asia

We held the Suzano Asia Bioeconomy Forum in Shanghai, focusing on the use of our bioproducts in the Chinese market. The event was attended by local government representatives, customers, academic institutions and experts from sectors such as rubber, biofuels, textiles and construction. On the occasion, we also signed agreements with Fudan University, a renowned Chinese institution, and Insper, a Brazilian institution dedicated to education and research, for the commercial assessment of our products. In addition, we entered into a distribution partnership with Behn Meyer, a leading distributor of chemical products, to boost our sales activities in the Asia-Pacific region.

### Expanded partnership with Greenway in Brazil

We expanded our partnership with Greenway to sell Ecolig® in rubber markets across Brazil—until recently, the product had been exclusively sold in the south region of

the country. Greenway is the sustainable business division of Cya Rubber, one of the largest distributors of chemical products in Brazil. The company is dedicated to fostering and finding solutions for the use of sustainable inputs and raw materials in the polymer segment, replacing products made from petroleum or scarce non-renewable resources.

### Partnership with Behn Meyer in Europe

We entered into a partnership with the Behn Meyer Group to supply sustainable products to the European rubber market. We announced this agreement at the German Rubber Conference (DKT 2024), held in Nuremberg. This move is part of the German group's efforts to make its rubber product portfolio more sustainable by adding renewable materials. It is also aligned with our mission to accelerate the transition to a global regenerative bioeconomy, through the development of innovative applications of eucalyptus biomass in large-scale production.



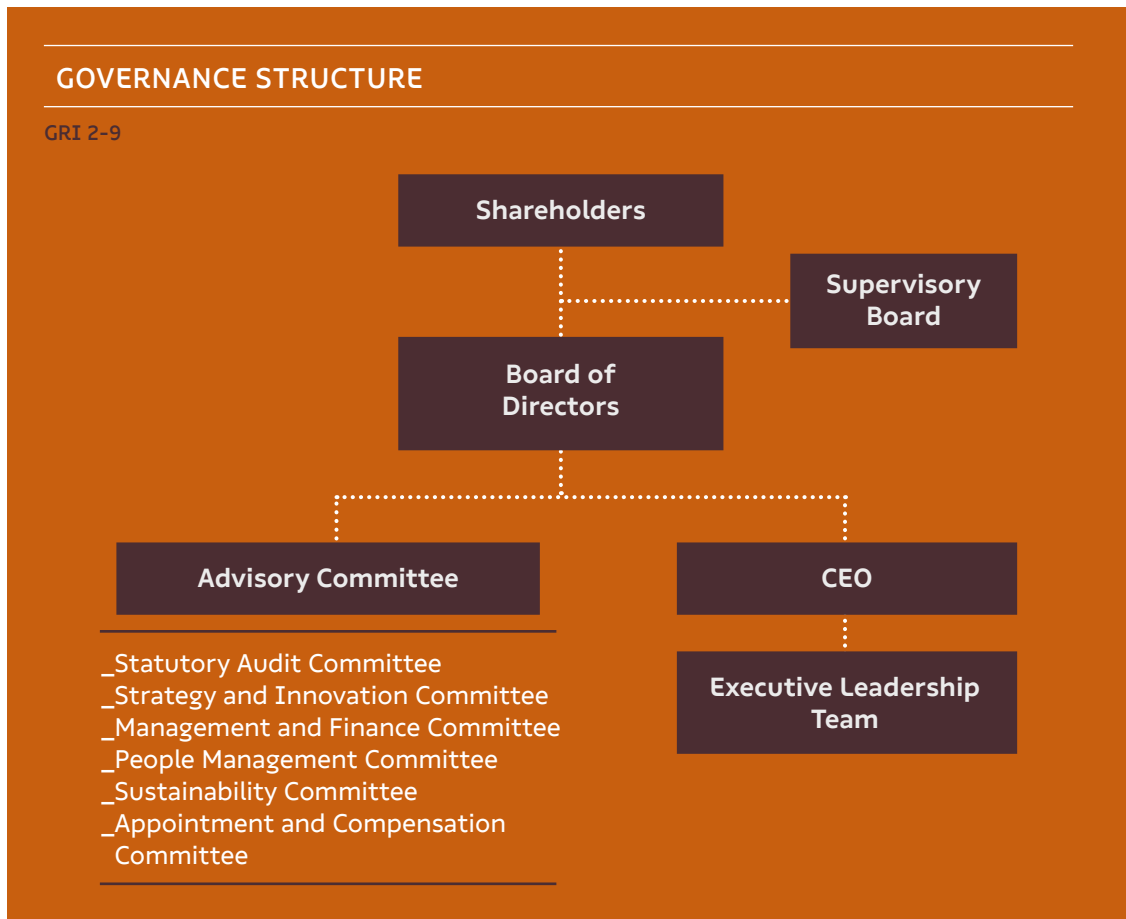
# CORPORATE Governance





# GOVERNANCE STRUCTURE

We are a publicly-traded company with shares traded on Novo Mercado, a listing segment of B3 – Brazil Stock Exchange and Over-the-Counter Market that includes companies that voluntarily adopt best practices in corporate governance. We also have a Level II ADR program on the New York Stock Exchange (NYSE), which increases our responsibility toward transparency. **GRI 2-1**





Our highest governance body is our Board of Directors, with members elected at shareholders' meetings to serve a two-year term, after which they can be reelected. Of the nine directors serving in 2024, four were independent, in compliance with the B3 Novo Mercado Listing Regulation, which requires that at least 20% of Board members be independent. The Regulation also establishes that the positions of chairman of the Board and chief executive of a company cannot be held by the same person, except in case of vacancy.

**GRI 2-9, 2-11**

## SELECTION OF BOARD MEMBERS

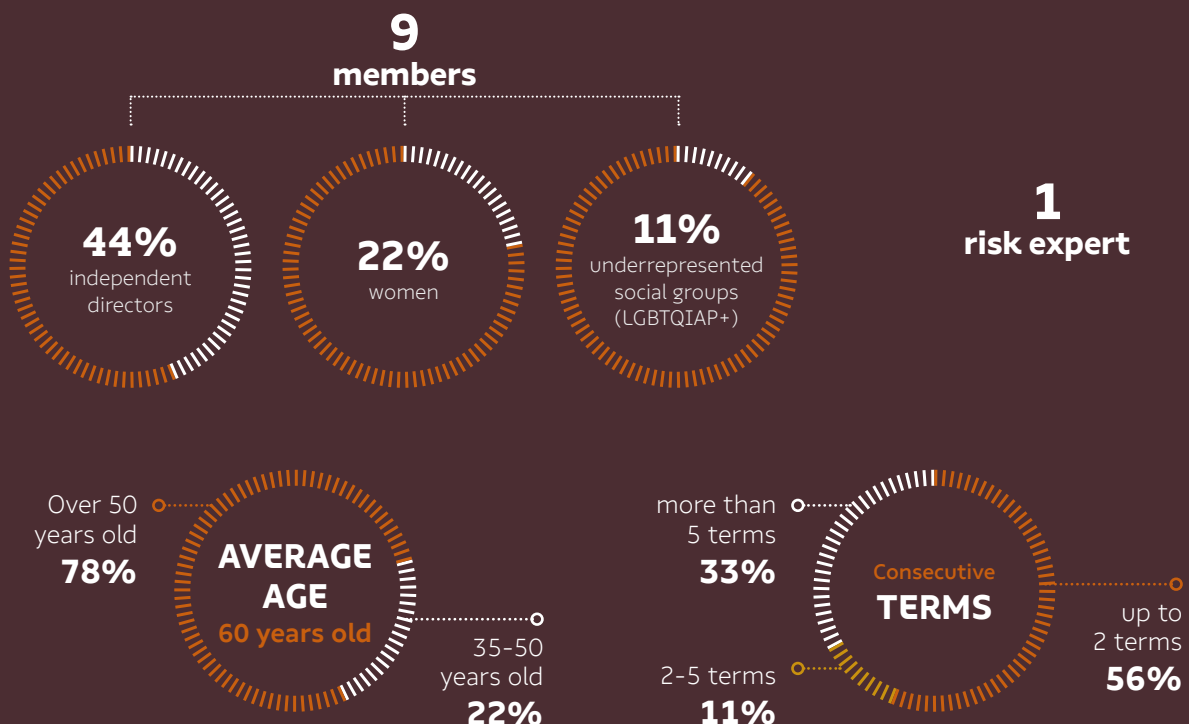
**GRI 2-10**

The election of Board directors and members of advisory committees complies with the Governance Policy and the Policy for the Nomination of Members of the Board of Directors. The selection considers:

- \_ Cultural and viewpoint diversity
- \_ Absence of conflicts of interest
- \_ Time available to dedicate to Suzano
- \_ Absence of connection with the company's Statutory Leadership Team
- \_ Reputation in the business community
- \_ Recognition for ethical and moral behavior
- \_ Experience in finance, accounting, risks, sustainability and the company's business

## PROFILE OF THE BOARD OF DIRECTORS

**GRI 2-9, 405-1**





The current Board directors were elected in April 2024:

#### GRI 2-9

Name	Position	Serving since	Nationality	Relevant qualification and experiences
David Feffer	Chairman	June 2001	Brazilian	Pulp and Paper, Finance and Innovation
Daniel Feffer	Deputy chairman	June 2001	Brazilian	Finance, ESG, and Pulp and Paper
Nildemar Secches	Deputy chairman	April 2008	Brazilian	Finance, Risk Management and Compliance, Pulp and Paper, Energy and Consumer Goods
Gabriela Feffer Moll	Director	April 2022	Brazilian	Pulp and Paper, Technology and Digital, and Finance
Maria Priscila Rodini Vansetti Machado	Independent director	July 2016	Brazilian	Risk Management and Compliance, ESG, Materials, Manufacturing and Engineering
Paulo Rogerio Caffarelli	Independent director	May 2020	Brazilian	Risk Management (expert) and Compliance, Finance, Manufacturing, Information Technology and Real Estate
Paulo Sergio Kakinoff	Independent director	April 2022	Brazilian	Finance and Consumer Goods
Rodrigo Calvo Galindo	Independent director	May 2020	Brazilian	Finance, Consumer Goods and Education
Walter Schalka	Director	April 2024	Brazilian	Energy, Materials, Manufacturing, Consumer Goods, Finance, and Pulp and Paper

#### GRI 2-18

Both the Board of Directors and the Advisory Committees are evaluated by an independent consultant, considering previously established parameters to determine the efficiency of their work. This practice is detailed in our [Corporate Governance Policy](#), which can be found on the Investor Relations website. The most recent evaluation was carried out in 2023 by the independent consulting firm Egon Zehnder. Following a 360o assessment methodology, it included pre-work research, diagnosis and benchmarks, and identification of opportunities.

The overall results of the assessments were presented to the Board of Directors, and individual results were shared with the chairman to provide feedback to each director. The opportunities for improvement identified in the previous cycle, such as the composition of the governance bodies and the dynamics of the meetings, were implemented, and new opportunities for improvement were identified.

## LEADERSHIP TEAM

#### GRI 2-9

Our Statutory Executive Leadership Team serves a unified one-year team, after which the members can be reelected. This group of executive vice presidents is responsible for bringing our strategic issues to the Board of Directors and the Advisory Committees. In July 2024, changing the composition of the Leadership Team, Beto Abreu was formally appointed CEO in place of Walter Schalka, who became a member of the Board of Directors and a few of the Advisory Committees.

This is the current composition of the Executive Leadership Team:

\_João Alberto (Beto) Fernandez de Abreu: CEO

\_Aires Galhardo: Executive vice president of Industrial Pulp, Engineering, Energy, Digital and New Business



\_Carlos Aníbal de Almeida Jr.: Vice president of New Business for Europe, Futuragene and Procurement

\_Douglas Seibert Lazaretti: Executive vice president of Forestry Operations

\_Leonardo Grimaldi: Executive vice president of Sales and Pulp Logistics

\_Maria Luiza de Oliveira Pinto e Paiva: Executive vice president of Sustainability, Communications and Brand

\_Marcos Moreno Chagas Assumpção: Executive vice president of Finance and Investor Relations

In December 2024, Marcos Moreno Chagas Assumpção took over as the company's executive vice president of Finance and Investor Relations, replacing Marcelo Feriozzi Bacci.

In February 2025, Maria Luiza de Oliveira Pinto e Paiva took over as statutory executive vice president of Sustainability, Communications and Brand, and Douglas Seibert Lazaretti became the statutory executive vice president of Forestry Operations. In March 2025, Fernando de Lellis Garcia Bertolucci will step down as executive vice president of Sustainability, Research and Innovation, and will continue to contribute as a consultant and member of the company's advisory committee.

Additionally, the following non-statutory executive vice presidents report to the CEO:

\_Caroline Carpenedo: Executive vice president of People & Management and Health, Safety, Quality of Life and Facilities

\_Fabio Almeida de Oliveira: Executive vice president of Paper and Packaging

\_Luís Renato Costa Bueno: Executive vice president of Consumer Goods and Corporate Relations

\_Pablo Francisco Gimenez Machado: Executive vice president for China Business and Strategy

## SUPERVISORY BOARD

Operating on a non-permanent basis, the Supervisory Board can be installed upon request from shareholders to serve a unified one-year term with the purpose of overseeing the work of the administration. In 2024, the Supervisory Board was installed, with the

election of three effective members and their respective alternates:

\_Eraldo Soares Peçanha: effective member

\_Luiz Augusto Marques Paes: effective member

\_Rubens Barletta: effective member

\_Kurt Janos Toth: alternate

\_Roberto Figueiredo Mello: alternate

\_Luciano Douglas Colauto: alternate

## ADVISORY COMMITTEES

### GRI 2-10, 2-12, 2-17

The Advisory Committees are organized to provide specialized guidance to the Board of Directors in specific areas and facilitate interaction and cooperation between the Board, company executives and departments, to analyze relevant topics in depth and ensure that the decision-making process is aligned with the strategy. Each committee analyzes, monitors and opines on matters related to its duties and responsibilities, and may be supported by external professionals, consultants and administrative structures. This approach helps enrich discussions and fosters collective knowledge within our highest governance body.

The appointment of members of the Board and Advisory Committees is based on criteria that ensure that these bodies are made up of qualified professionals, who are committed to and aligned with the company's mission, vision and ethical values (including integrity, commitment, responsibility, initiative, cooperation, simplicity and determination), in addition to having notable professional, technical and academic experience, compatible with the position for which they are being nominated.

All Committees have Internal Regulations, and their members are elected by the Board, according to best practices in governance, internal policies and the Bylaws, which regulate the calling of meetings and the criteria for deliberation and counting of votes.

The Committees meet at least three times a year, according to an approved annual calendar, and extraordinarily, if necessary. The meeting agendas are based on the main functions of



each committee, such as reviewing, analyzing and recommending sustainability dimensions in the company's strategy and other important topics for our business.

### Statutory Audit Committee

Its purpose is to ensure strict internal controls and the implementation of administrative best practices. It oversees the preparation of reports and financial statements, monitors the work of internal and external auditors, and follows the risk management process. In 2024, three members were appointed to serve a two-year term in the Committee. Most of the members are independent, including one risk specialist and two non-members of the Board of Directors: Paulo Rogerio Caffarelli (coordinator), Ana Paula Pessoa and Carlos Biedermann (financial expert).

**GRI 2-5, 2-12**

### Management and Finance Committee

It provides technical advice to the Board of Directors, helping improve its performance. Its responsibilities include drafting corporate and managerial policies, in addition to supervising the implementation and effectiveness of the initiatives included in our strategic plan. The current members are David Feffer (coordinator), Gabriela Feffer Moll, Marcelo Strufaldi Castelli, Nildemar Secches, Paulo Sergio Kakinoff, Rodrigo Calvo Galindo and Walter Schalka.

### People Committee

Its mission is to evaluate the organizational structure, development models, and compensation, succession and career practices. It seeks to align our employee profile with our long-term strategies and goals. The current members are Nildemar Secches (coordinator), David Feffer, Gabriela Feffer Moll, Marcelo Strufaldi Castelli, Paulo Sergio Kakinoff, Rodrigo Galindo and Walter Schalka.

### Strategy and Innovation Committee

It has several external members, including executives from other industries, who contribute to discussions on our long-term vision and initiatives to drive innovation. In 2024, the members were: David Feffer

(coordinator), Gabriela Feffer Moll, Marcelo Moses de Oliveira Lyrio, Marcelo Strufaldi Castelli, Nildemar Secches, Paulo Sergio Kakinoff, Rodrigo Calvo Galindo and Walter Schalka.

### Sustainability Committee

Its strategic focus is to look at the future and address global and emerging issues, assisting the executive body in the assessment of sustainability information that is material to the business, both from a risk perspective and from the perspective of potential opportunities for the company to contribute. It also controls the delegation of responsibility for impact management and monitors the progress of our Commitments to Renewing Life. By exploring the ambition behind the 15 established goals and the execution of related initiatives, the committee raises the level of internal discussions and fosters an in-depth look into these key issues. In 2024, the committee was made up by Maria Priscila Rodini Vansetti Machado (coordinator), Clarissa de Araújo Lins, David Feffer, Daniel Feffer, Fábio Colletti Barbosa, Gabriela Feffer Moll, Haakon Lorentzen, Philippe Marie Joseph Joubert and Walter Schalka.

**GRI 2-9, 2-13**

### Appointment and Compensation Committee

Its overall objectives are to: (1) Propose to the Board of Directors the policies and guidelines for the compensation of administrators, members of the Supervisory Board and other paid committees, in compliance with applicable laws and regulations; and (2) Evaluate and suggest the appointment of candidates to fill the company's management positions, verifying and attesting to their qualification to perform the activities. In 2024, its members were Nildemar Secches (coordinator), Eduardo Nunes Gianini and Lilian Maria Ferezim Guimarães.

**GRI 2-10**

*For more information on the members of Suzano's Board of Directors and Advisory Committees, click on this [link](#) to visit our Investor Relations website.*



## COMPENSATION

GRI 2-19, 2-20

We have a Management Compensation Policy that aims to attract and retain professionals who are aligned with our principles and values, our culture, and the goals of our company and of our shareholders. The total compensation of the members of the Board of Directors, the Executive Leadership Team and the Supervisory Board is approved at the Annual Shareholders' Meeting. Our compensation strategy and policy were approved by the Board of Directors and all changes must be reviewed and approved by the Appointment and Compensation Committee.

We review our compensation strategy annually to ensure alignment and competitiveness with leading market practices. This review is carried out by specialized consulting firms, considering companies in the segments in which we

operate, industry leaders and integrity reputation benchmarks.

Compensation consists of the following components: (i) fixed compensation; (ii) variable compensation; (iii) benefits; (iv) short- and long-term incentive policies; and (v) other types of compensation that the Board of Directors, after consulting the Committees, may deem appropriate. The members of the Supervisory Board (when installed) receive only fixed compensation.

Since 2023, we have also had a Clawback Policy, which requires members of executive management to return compensation previously received, as per NYSE requirements. Prior to that, the company used to adopt similar mechanisms voluntarily, through Malus and Clawback clauses, demonstrating its commitment to responsibility and transparency in the compensation of its senior executives.



We have an Integrated Risk Management Policy that establishes the company's risk guidelines and governance.

The Enterprise Risk Management area is responsible for defining methodologies, tools and processes to support the other areas of the company. It acts as the second line of defense in identifying, evaluating, prioritizing and treating the main risks associated with the business, with a broad view of internal and external conditions. All risks affecting the company are assessed according to likelihood and impact, considering qualitative and quantitative aspects. Based on the final risk assessment, we define the prioritization criteria and enter the risk response phase, when we draft mitigation action plans aligned with the corporate strategy and aimed at ensuring the sustainability and continuity of our operations. The Risk area continuously monitor and follows the implementation of the action plans, reporting it to the appropriate levels of the organization.

As part of the Enterprise Risk Management process, priority risks are presented to the Executive Leadership Team and the Statutory Audit Committee quarterly, and to the Board of Directors annually, when exposures, their impacts and mitigation strategies, as well as other relevant topics in this area are discussed.

**GRI 2-16**

The Board of Directors is responsible for validating strategic aspects of the risk management process, as well as assessing and monitoring our risk exposures. The process is supported by the Statutory Audit Committee, which is responsible for overseeing the scope and effectiveness of risk management, and the evolution of risks. **GRI 2-12**

To support this process across the company's various layers, we have local risk committees, which are multidisciplinary groups organized by site that meet periodically to discuss their respective risks and action plans to maintain their site-specific risk matrix and action plans constantly updated. In addition to the local committees, we also have risk forums involving our corporate areas and risk meetings in our international offices.





The risk management process is ongoing and integrated into our activities. As a result, reflecting changes in the internal or external environment, the risk matrix for each site/ area may change, thus requiring updates to the enterprise-wide risk matrix. This process undergoes annual certification audits.

Additionally, every year, the risk processes are internally audited to assess the effectiveness and efficiency of governance, risk management and control processes, including objective and independent evaluation and consulting services. They are also subject to external audits that assess the adequacy of the Integrated Management System as per normative requirements (ISO 9001 | ISO 14001 | ISO 45001), including the assessment of legal compliance with requirements related to products/services, environment, and occupational health and safety. All non-conformities identified are recorded, and corrective and preventive actions are planned and implemented. **GRI 2-23**

Details about the risks to which we are exposed are annually disclosed in our [Reference Form](#) (available only in Portuguese).

## BUSINESS CONTINUITY

In addition to participating in the risk management process, local risk committees, corporate forums and risk meeting groups are also responsible for the business continuity process, determining the actions that must be taken to resume operations as quickly as possible in the event of a shutdown or interruption. We have a specific procedure to guide employees in planning these actions. As a way of reinforcing this process, we provide periodic training and simulations to our corporate and operational teams, focusing on crises and business continuity.

## INFORMATION SECURITY

We have structured procedures to ensure the protection of data pertaining to both our business and our customers, with a focus on mitigating the main cybersecurity risks. During 2024, we carried out more than 178 initiatives in this area, promoting and increasing awareness among employees and contractors. In addition, we regularly shared information on reducing exposure to risks of this nature, to educate our teams. During the year, we also carried out three phishing campaigns, simulating fraudulent communications that may appear to come from trusted sources but can make our systems vulnerable to attacks.

We performed approximately 60 penetration tests to assess our processes, controls and people to mitigate the risk of cyberattacks. In 2024, we recorded no information security incidents with a relevant impact on the company.

We have a [Public Information Security Policy](#), which was updated in June 2024 and establishes guidelines for information security and cybersecurity management and controls. It guides us on how to mitigate vulnerabilities, and preserve and protect assets, especially information and personal data, in compliance with current laws, regulations and contractual obligations, covering confidentiality, integrity, availability, authenticity and legality of information. Our Information Security Area is responsible for strategic risk and information security control, to prevent incidents that may generate financial impacts, damage our image and reputation, expose information, interrupt our operations and lead to other losses caused by potential cyberattacks.

To ensure transparency and protect the rights of data subjects, a Privacy and Personal Data Protection Notice is available on our official and/or contact channels. On our website, users can click on the [Contact the Data Protection Officer](#), link or use a direct email address [lgpd@suzano.com.br](mailto:lgpd@suzano.com.br) to request information related to their data. The Privacy Notice details essential aspects of data protection, including data types, data use, data storage and contact information for users to exercise their rights.

**GRI 2-23**

We believe that it is only good for us if it is good for the world. Therefore, working with transparency and integrity is essential. We are signatories to the United Nations (UN) Global Compact, which formalizes business best practices that must be followed by companies that are committed to this initiative. Internally, we have specific controls and policies in this area, including our Corporate Human Rights Policy and our Policy for Handling Reports of Gender-Based Violence, Moral and Sexual Harassment, Unwanted Attention and Discrimination. Other policies can be found at [this link](#):

- [\\_Code of Ethics and Conduct](#)
- [\\_Conflict of Interest Policy](#)
- [\\_Anti-Corruption Policy](#)
- [\\_Integrated Risk Management Policy](#)
- [\\_Disciplinary Measures Policy](#)
- [\\_Ombudsman Policy](#)
- [\\_Related Party Transactions Policy](#)
- [\\_Social and Environmental Investment and Donations Policy](#)

**FIGHTING CORRUPTION**

We fight corruption by implementing and sharing the initiatives included in our

Compliance Program, which is structured on three axes: prevention, detection and response. Our main goals are to identify, address and mitigate potential risks in a wide range of activities within the company and to strengthen the culture of integrity. We have an area fully dedicated to this topic.

To mitigate potential misconduct, we map four different categories of risk—financial, compliance, operational and strategic—in our industrial sites and at the corporate level.

Through our internal training platform, UniverSuzano, all employees are required to participate in anti-corruption training. The content is renewed every two years, after which employees must redo it. We also provide training in specific and customized topics for sensitive areas, that is, those areas within the company with a higher degree of exposure.

In 2024, we did not record any incidents of public corruption. The 61 confirmed incidents (resulting in 71 corrective measures) were related to the following types of infractions: conflicts of interest, misappropriation of resources, theft and/or robbery, manipulation of information, improper procedure, improper use of resources and bribery. Complaints regarding correlated incidents resulted in only one corrective measure. In 2024, no lawsuits related to corruption were filed against the company or its employees.

**GRI 205-3**

INCIDENTS OF CORRUPTION <sup>1,2</sup> GRI 205-3	2022	2023	2024
Confirmed incidents of corruption	17	21	61
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	16	11	24
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	1	2	8

<sup>1</sup> This indicator does not consider information from Suzano Holding S.A.

<sup>2</sup> Since August 2024, all complaints related to the Cerrado Project (currently Ribas do Rio Pardo site) have been incorporated into the Suzano S.A. Ombudsman Channel database.



## CONFLICTS OF INTEREST

GRI 2-15

Our Conflict of Interest Policy has been in effect since 2022 and applies to all employees. It establishes the guidelines for reporting and handling potential conflicts of interest within the company. In addition, our [Code of Ethics and Conduct](#) and our [Related Party Transactions Policy](#) establish the procedures that must always be followed in these situations.

The Internal Regulations of the Board of Directors establish how to handle conflicts of interest involving Board members. Information on conflicts of interest (such as cross-board membership, accumulation of positions and being a controlling shareholder) is disclosed to stakeholders periodically in our public documents, such as the Reference Form and the 20-F Report, available on the Investor Relations website.

## DIALOGUE CHANNELS AND GRIEVANCES MECHANISMS

GRI 2-25, GRI 2-26

We have a structured process to receive, evaluate, respond to and monitor complaints related to our products and activities. Complaints, questions, suggestions and opinions can be submitted through our Customer Service Center or by email ([suzanoresponde@suzano.com.br](mailto:suzanoresponde@suzano.com.br)).

Our Ombudsman Channel guarantees that any complaint filed, including those related to human rights, will be handled with confidentiality and anonymity. This channel also covers violations of our Code of Ethics and Conduct, Corporate Human Rights Policy, Anti-Corruption Policy, Public Information Security Policy and Diversity and Inclusion Policy. Reports can be filed by phone (0800 771 4060), via email [suzano@denuncias.contatoseguro.com.br](mailto:suzano@denuncias.contatoseguro.com.br), through the Contato Seguro app or through the [Ombudsman Portal](#), which is available to all regions where we operate.

We also rely on several regular dialogue mechanisms that inform our impact and risk analysis:

### **\_Operational Dialogue**

Anticipates and prevents social risks in forestry, industrial and port operations, through interactions with communities, local leaders and public authorities.

### **\_Agendas Presenciais ("In-Person Meetings")**

Periodic meetings focused on maintaining dialogue and identifying relevant issues.

### **\_Community Consultation and Engagement**

Our activities to strengthen long-term ties with traditional communities located around our operations.

### **\_Contact Us (communities and stakeholders)**

A free, regional communication channel to manage incidents involving neighbors, local communities, and indigenous and traditional peoples.

### **\_Suzano Responde ("Suzano Responds")**

A channel open to any individual who wants to submit questions, suggestions and complaints regarding the social, economic and environmental impacts of our activities.

### **\_Floresta Viva ("Living Forest")**

A program that aims to prevent and combat forest fires, protecting biodiversity and communities near our operations.

### **\_Nossa Voz Florestal ("Our Forest's Voice")**

Formalized in 2024, this is the first mechanism created to receive human-rights-related complaints from forestry workers in Brazil through a secure channel. More information in the [Human Rights](#) chapter.

## OMBUDSMAN CHANNEL

GRI 2-25, 2-26

Our Ombudsman Channel operates independently, through an external provider, and is available to both our internal and external stakeholders, ensuring 100% confidentiality. This channel can be used to report violations of the guidelines and behaviors established in the Code of Ethics and Conduct witnessed in the business environment, such as:

\_Violations of ethics and human rights principles, and laws and regulations to which we are subject.

\_Violations of internal rules and procedures.

The channel may also be used to ask questions regarding the Code of Ethics and Conduct or related to particular situations.

The Channel is managed by our Ethics and Ombudsman area, made up of Suzano employees, and follows two internal policies:



The Ombudsman Policy establishes the guidelines for the processes pertaining to the Ethics and Ombudsman area and the Ombudsman Channel, and governance over their work to ensure compliance with applicable laws and regulations.

The Disciplinary Measures Policy establishes guidelines, principles, concepts and criteria for the application of disciplinary measures to our employees.

Unethical behavior and behavior that goes against current legislation, as well as issues related to organizational integrity and human rights, are overseen by the Conduct Management Committee, an advisory group to the C-suite. This committee is our highest decision-making body in the case of controversial situations and potential violations of the Code of Ethics and Conduct. In parallel, the Statutory Audit Committee is updated quarterly on the matters addressed by the Ombudsman Channel.

This governance model ensures that our decisions are impartial and transparent, helping to resolve

unforeseen ethical dilemmas and ensuring the use of standard criteria to address similar cases.

Internally, we share content related to our ethics pillars and the Ombudsman Channel on a monthly basis. External stakeholders can visit the [Ombudsman Channel](#) and the [Code of Ethics and Conduct](#) through our website, where they can file and track complaints 24 hours a day, seven days a week, from any computer, tablet or cell phone connected to the internet.

In 2024, the Ombudsman Channel received 2,951 complaints. Of the incidents closed in 2024, 44%<sup>1</sup> were substantiated and handled appropriately through corrective actions and disciplinary measures. Of the total reports filed in 2024, 40% were identified<sup>2</sup>.

<sup>1</sup> Considers all substantiated and partially substantiated complaints closed in 2024, regardless of when they were filed.

<sup>2</sup> Identified reports are those where complainants identify themselves.

<b>NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS<sup>1</sup> GRI 2-27</b>	<b>2022</b>	<b>2023</b>	<b>2024<sup>2,3</sup></b>
Total number of significant instances for which fines were incurred	0	0	13
Total number of non-monetary sanctions	3	4	2
Monetary value of significant fines paid during the reporting period (R\$)	0.00	0.00	0.00
Monetary value of significant fines still pending (R\$)	1,327,880.00	0.00	10,408,130.20

<sup>1</sup> Significant fines are considered to be those above US\$10,000. Non-monetary sanctions refer to incidents in which warnings were issued, including allegations of impacts caused by the company's activities. The incident with the highest fine (R\$7.5 million) refers to a Notice of Violation issued by the Brazilian Institute of Environment and Renewable Natural Resources (IBAMA) for alleged non-compliance with an Embargo Term. We believe the notice to be unfounded and are discussing the amount of the fine through an administrative appeal.

<sup>2</sup> In 2024, non-monetary sanctions referred to incidents in which warnings were issued due to the alleged failure to comply with notifications issued by the environmental agency and the municipal government. We presented an administrative appeal as we understand both cases to be unfounded.

<sup>3</sup> We are unable to determine what led to the increase in incidents, from 0 in 2023 to 13 in 2024, but we assume that it was due to increased monitoring and diligence by environmental agencies.

<b>NON-COMPLIANCE WITH SOCIOECONOMIC LAWS AND REGULATIONS<sup>1,2</sup> GRI 2-27</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Total number of significant instances for which fines were incurred	0	0	0
Total number of non-monetary sanctions	0	0	0
Monetary value of significant fines paid during the reporting period (R\$)	0.00	0.00	0.00
Monetary value of significant fines still pending (R\$)	0.00	0.00	0.00

<sup>1</sup> Significant fines are considered to be those above US\$10,000.

<sup>2</sup> The indicator includes the areas of labor and civil litigation.

# SUSTAINABILITY at SUZANO



**GRI 2-12, 2-13**

At Suzano, accountability for sustainability issues is shared by all employees. At the top of the organization, these issues are handled by the Board of Directors, advised by the Sustainability Committee. This committee's mission is to help define the company's strategic position, identifying social and environmental risks and opportunities and their direct and indirect impacts on our operations. The Committee is currently made up of nine members, of whom five are also Board members with experience in sustainability and four are independent, international environment and sustainability experts.

Internally, the main change in this reporting cycle was the reorganization of the Sustainability department, which used to be part of the Innovation department and, in February 2025, was combined with the Communications and Brand department. The newly created Sustainability, Communications and Brand department, now under the leadership of Malu Paiva, is the result of a continuous process to strengthen our sustainability agenda.

The Committee is currently made up of nine members, six of whom are independent, including an international environment and sustainability expert.



Caring for people and the planet is the basis of our sustainability efforts. Our Sustainability Strategy, which includes our Commitments to Renewing Life and governance over our initiatives to address material issues, drive us to make significant changes in the way we produce, consume and relate to the world, supporting the creation of a regenerative economy.

Regarding the planet, we work to fight the climate crisis, preserve water resources, offer renewable products, reduce waste, generate clean energy and support biodiversity. In addition to managing our certifications, we continuously monitor water use in our operations, the greenhouse gas emissions from our forestry, industrial and logistics activities, our energy consumption and air quality.

Regarding people, we work tirelessly to reduce poverty, improve education and promote diversity, equity and inclusion. We also have a comprehensive management structure that covers human rights, social impacts, and supplier engagement and management, as detailed in the Social Performance chapter.

To reinforce our commitment to these areas, a portion of the variable compensation of our Executive Leadership Team is linked to the achievement of environmental, social and governance (ESG) targets. In 2024, four directors from our Biobusiness and Engineering departments set annual targets related to climate change—more specifically related to carbon credit projects and reduction of emissions from industrial activities. At the manager level and below, we set approximately 60 targets in this area, a number 50% higher than in 2023.

#### GRI 2-19

In 2024, we also advanced our sustainability strategy, focusing on improving our operations and strengthening partnerships that can boost our positive impact on key sustainability issues.

We entered into a partnership with the International Union for Conservation of Nature (IUCN), the largest and most diverse environmental network in the world, representing 1,500 members, including

governments, environmental groups and indigenous organizations. In addition, we collaborated with the UN Global Compact and the ILO to create a robust program to expand human rights due diligence across our value chain. Details of these and other partnerships can be found in theme-related chapters throughout this report.

To mark our centennial, celebrated in January 2024, we announced an investment of up to US\$100 million in global initiatives to protect and restore nature. Initially, US\$30 million will be allocated to research and education in conservation, climate change and corporate sustainability, with a focus on Brazilian ecosystems. To support this initiative, we signed memorandums of understanding with the University of Cambridge, in the United Kingdom, and the Stanford Doerr School of Sustainability, in the United States.

Together with the University of Cambridge, we also created the Suzano Scholars Fund, a permanent scholarship fund to support Brazilian students pursuing graduate degrees at the university in areas such as environment, ecology and conservation. In doing so, we are helping prepare the next generation of sustainability experts and leaders.



## COMMITMENTS TO RENEWING LIFE



**I**n 2020, we set 15 long-term goals that guide our strategy through 2030, in line with the UN 2030 Agenda and Sustainable Development Goals (SDGs). Our goals were established collaboratively, considering the perspectives of different areas of the company and of our stakeholder groups.

We regularly track our progress toward our Commitments to Renewing Life (CRL), identifying the main challenges and opportunities. We do so by managing the targets and related indicators (KPIs), which enables us to monitor and assess our performance, and develop action plans.

The results are presented to senior management annually—including the assessment and discussion of risks by the Executive Leadership Team, made up of our CEO and vice presidents—and to the Sustainability Commitment quarterly.

Except for our climate-related targets, our Commitments do not include our U.S. operations, acquired in 2024, as we still need to standardize processes and data. None of the targets include Woodspin, in Finland, or our 15% stake in the Austrian company Lenzing.



# COMMITMENTS TO RENEWING LIFE

GRI 3-3



## TACKLE THE CLIMATE CRISIS

COMMITMENT



**REMOVE 40 MILLION tonnes of carbon equivalent from the atmosphere by 2025.**

[Learn more on pages 90 to 98](#)



**REDUCE the intensity of scope 1 and 2 GHG emissions per tonne of production by 15%, by 2030.**

[Learn more on pages 90 to 98](#)

PERFORMANCE IN 2024

The carbon removal target considers the balance between scope 1 (direct), scope 2 (purchased electricity) and partially scope 3<sup>1</sup> (indirect) emissions, as well as removals achieved through the cultivation of eucalyptus and the maintenance of conservation areas. It considers farms that are two years old or older, forest growth, harvesting and management of the forest base, in addition to forest growth in protection and conservation areas during the year.

The 2024 balance is the result of lower fossil emissions of scopes 1 and 3 (in the categories considered for this target) and a positive removals balance from forests, resulting from expansions in the base in previous years (farms), acquisition of new areas, maintenance of standing forests and the corresponding harvest. In protected and conservation areas, we continue to see an increase in removals resulting from increases in area and the evolution of forests.

In 2024, we incorporated the carbon credits (VCUs) traded and/or retired in 2023 and 2024 in the calculation of removals, subtracting it from the result of total net removals (which explains the slight change in the 2023 result).

In the reporting period, we acquired two manufacturing facilities from Pactiv Evergreen, effectively incorporating these operations into our business in October 2024. Consequently, the calculations of greenhouse gas emissions in our inventory, following the GHG Protocol guidelines, included improvements and the annual emissions from Suzano Packaging. This resulted in changes to the numbers and KPIs of the target in the baseline year (2015) and in the results from 2022 to 2024, and led to the update of the 2030 target.

Our emissions intensity (scopes 1 and 2) per tonne of production was 0.2046 tCO<sub>2</sub>e/t, representing a decrease of 2.9% compared to 2023.

During the year, we made progress in projects to reduce emissions, such as the gasification of biomass in Ribas do Rio Pardo and the reduction in natural gas consumption at the Jacareí plant.

**Revised baseline: 0.2241 tCO<sub>2</sub>e/t**  
**Revised target: 0.1905 tCO<sub>2</sub>e/t**

PROGRESS TOWARD THE TARGET

**73.4%**

**58.15%**

PERFORMANCE / HISTORICAL DATA

CO<sub>2</sub> removals (million tonnes)<sup>1, 2, 3</sup>

2020	2021	2022	2023	2024
15.2	24.1	22.0	27.1	29.4

Emissions (tCO<sub>2</sub>e/tonne)<sup>1</sup>

2020 <sup>2</sup>	2021 <sup>2</sup>	2022	2023	2024
0.1929	0.1995	0.2111	0.2107	0.2046

<sup>1</sup> This target includes the six scope 3 categories that currently make up the GHG inventory. Purchased goods and services (partial scope referring to the transportation of forestry inputs), upstream transportation and distribution, downstream transportation and distribution, employee commuting, waste generated and business travel. The other scope 3 categories reported in 2024 are not considered in this target, which sunsets in 2025.

<sup>2</sup> The indicator reports the sum of annual results from 2020 to 2024.

<sup>3</sup> As part of our commitment to the Business Ambition for 1.5°C and SBTi, made in 2021, we submitted new CO<sub>2</sub> removals targets to be validated by SBTi under the SBTi FLAG (Forests, Land Use & Agriculture Guideline). However, the review process has been interrupted due to the suspension of SBTi FLAG's timber and wood fiber pathway.

<sup>1</sup> As part of our commitment to the Business Ambition for 1.5°C and SBTi, made in 2021, we submitted new GHG emissions reduction targets to be validated by SBTi. Fossil emissions targets are still in the process of being approved.

<sup>2</sup> Only the emissions intensity KPIs for the baseline year (2015) and for 2022 and 2023 have been revised, and not for 2020 and 2021.

We also use other financial carbon accounting metrics and equivalents, following the specific guidelines of different frameworks, and the results will be presented by the established legal and framework deadlines..



PLANET

PROTECT OUR WATER

COMMITMENT



**REDUCE water withdrawal<sup>1</sup> in industrial operations by 15%, by 2030.**

[Learn more on pages 77 to 82](#)



**INCREASE WATER AVAILABILITY in all critical watersheds in the areas where we operate by 2030.**

[Learn more on pages 77 to 82](#)

PERFORMANCE IN 2024

\_This was a very challenging year, as we had eight general shutdowns at the Aracruz A and B, Imperatriz, Jacaré, Limeira, Mucuri, Suzano and Rio Verde sites. These situations increase net water consumption since we continue to use water despite not producing.

\_We continued to conduct feasibility studies with the goal of introducing new technologies that can reduce water withdrawal and consumption in our industrial operations.

\_During the year, we managed a total of 8,757 hectares, or 18.6% of the 44 watersheds classified as critical.

\_From 2021 to 2024, we managed a total of 16,400 hectares of watersheds, including initiatives such as planting farms in a mosaic pattern formed by trees of different ages, increasing the space between trees and decommissioning eucalyptus farms.

\_Together with the startup Marvin Blue, we worked on the co-development of an innovative platform for the forestry sector, designed to measure water in forests using satellites.

\_We implemented a new strategy to protect and revitalize river springs. We carried out a pilot project in springs in Espírito Santo (Atlantic Forest biome). Based on an environmental quality assessment of 100 springs, we developed an artificial intelligence model to map springs and increase the effectiveness of initiatives to preserve them.

\_We joined The Nature Conservancy (TNC) and became part of the Water Coalition.

PROGRESS TOWARD THE TARGET

**73.3%**

**18.6%**

PERFORMANCE / HISTORICAL DATA

Volume of water withdrawal in industrial sites (m<sup>3</sup>/tonne)<sup>1</sup>

2020	2021	2022	2023	2024
28.6	26.3	25.9	26.7	26.5




<sup>1</sup> For this target, water withdrawal considers parameters that differ from the GRI 303-3 standard (as detailed in the [Basis of Preparation](#)).

Percentage of areas managed<sup>1</sup> (%)



2020	2021	2022	2023	2024
0	7.6	8.2	8.7	18.6

<sup>1</sup> The indicator reports the cumulative sum of annual results from 2020 to 2024.





 <b>PLANET</b>																																								
COMMITMENT	OFFER RENEWABLE PRODUCTS			REDUCE WASTE																																				
		 <p><b>OFFER 10 MILLION TONNES</b> of products from renewable sources that can replace plastic and other petroleum-based products, by 2030.</p> <p><a href="#">Learn more on pages 30 and 31</a></p>			 <p><b>REDUCE</b> the volume of industrial solid waste sent to landfill by 70%, by 2030.</p> <p><a href="#">Learn more on pages 72 to 76</a></p>																																			
PERFORMANCE IN 2024	<ul style="list-style-type: none"> <li>_Launch of new Bluecup®, Bluecup Bio® (paper for cups) and Liner® products, with an increase in Bluecup® capacity.</li> <li>_We made progress in the development of new markets and applications for Loop® (paper for straws). We also experienced a growth in the sales of Lin® (cardboard for packaging), especially abroad.</li> <li>_Our kraft lignin (Ecolig®) and microfibrillated cellulose (Biofiber®) made progress during the year.</li> <li>_Based on market assessments and in line with our strategy, we discontinued the sales of TP Cycle and Hibulk.</li> </ul>			<ul style="list-style-type: none"> <li>_We exceeded the expectation for this target in the year, reaching an intensity of 15.3 kg/tonne, which represents a 93.5% reduction compared to 44.3 kg/tonne in the baseline year (2018).</li> <li>_This achievement results from investments in smart waste treatment technologies. One example is the transformation of inorganic waste into soil acidity correctors, which are used in our forestry operations and sold to other agricultural companies. This diverts waste from landfills, while also aligning our practices with the concept of a circular economy.</li> </ul>																																				
PROGRESS TOWARD THE TARGET	<b>1.8%</b>			<b>94%</b>																																				
PERFORMANCE / HISTORICAL DATA	<table border="1"> <thead> <tr> <th colspan="5">Renewable products (thousand tonnes)<sup>1</sup></th> </tr> <tr> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>32.5</td> <td>77.6</td> <td>115</td> <td>177.5</td> </tr> </tbody> </table>					Renewable products (thousand tonnes) <sup>1</sup>					2020	2021	2022	2023	2024	0	32.5	77.6	115	177.5	<table border="1"> <thead> <tr> <th colspan="5">Industrial waste landfilled (kg/tonne)</th> </tr> <tr> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>31.7</td> <td>20.8</td> <td>18.4</td> <td>16.3</td> <td>15.3</td> </tr> </tbody> </table>					Industrial waste landfilled (kg/tonne)					2020	2021	2022	2023	2024	31.7	20.8	18.4	16.3	15.3
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PLANET																						
COMMITMENT	GENERATE CLEAN ENERGY	CONSERVE BIODIVERSITY																				
		 <p><b>INCREASE</b> renewable energy exports by 50%, by 2030.<sup>1</sup></p> <p>➤ Learn more on pages <a href="#">99 to 101</a></p>	 <p><b>CONNECT, THROUGH ECOLOGICAL CORRIDORS, 500,000 HECTARES</b> of Amazon, Atlantic Forest and Cerrado fragments by 2030<sup>1</sup>.</p> <p>➤ Learn more on pages <a href="#">83 to 85</a></p>																			
PERFORMANCE IN 2024	<p>Technical challenges and fluctuations in production volume experienced in recent years have caused our renewable energy exports to remain consistently below the baseline year (2018), leading to no progress toward the target.</p>	<p>We implemented sections of ecological corridors that enabled the connection of 102,104 hectares during the year.</p> <p>We began implementing corridors outside our areas, through a partnership with Inovaland, which enabled the connection of two Conservation Units: the Descobrimento National Park and the Monte Pascoal National and Historical Park.</p> <p>We also formed partnerships with the International Finance Corporation (IFC), for part of the Cerrado corridor; with Conservation International (CI Brazil), for strategic action in the three biomes; and with the Rainforest Alliance, for sections of the Amazon corridor.</p> <p>We completed three community nurseries in the Amazon; trained a seed collection group in the Mutum and Avaré settlements, in the Cerrado corridor; and completed construction of a seed house for the Copyguá cooperative, in the Atlantic Forest corridor.</p> <p>We filed two requests to create Private Natural Heritage Reserves (PNNR) within our areas in the Amazon and Cerrado.</p> <p>We made progress in biodiversity monitoring, completing data collection campaigns to record animal sounds and advancing the environmental DNA tool, which will provide information about species.</p>																				
	PROGRESS TOWARD THE TARGET	<b>0%</b>	<b>32%</b>																			
PERFORMANCE / HISTORICAL DATA	<p>Renewable electricity exported (MWm)<sup>1</sup></p> <table border="1"> <thead> <tr> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>193</td> <td>189</td> <td>183</td> <td>171</td> <td>192</td> </tr> </tbody> </table>	2020	2021	2022	2023	2024	193	189	183	171	192	<p>Areas connected (ha)<sup>1,2</sup></p> <table border="1"> <thead> <tr> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>NA</td> <td>0</td> <td>130</td> <td>55,654</td> <td>157,889</td> </tr> </tbody> </table>	2020	2021	2022	2023	2024	NA	0	130	55,654	157,889
	2020	2021	2022	2023	2024																	
193	189	183	171	192																		
2020	2021	2022	2023	2024																		
NA	0	130	55,654	157,889																		
	<p><sup>1</sup>The parameters to calculate energy exports for the purpose of this target differ from the ones considered by the GRI 302-1 standard.</p>	<p><sup>1</sup>For this target, the total area restored considers parameters that differ from the GRI 304-3 standard (as detailed in the Basis of Preparation).</p> <p><sup>2</sup>The indicator reports the cumulative sum of annual results from 2021 to 2024.</p>																				



PEOPLE

	PEOPLE																					
COMMITMENT	REDUCE POVERTY	SUPPORT EDUCATION																				
PERFORMANCE IN 2024	<p align="center">   <b>HELP LIFT 200,000 PEOPLE</b>                      out of poverty in the areas                      where we operate by 2030.                      ↗ <a href="#">Learn more on pages 115 to 119</a> </p> <p>                     _Through our income generation programs, we helped lift 45,459 people out of poverty this year, totaling 97,342 since 2020.                      _We invested R\$28.6 million to support 62 projects from civil society organizations, benefiting more than 158,000 people, of which 65.5% are women and 70% are Black or mixed race, in eight Brazilian states.                      _We raised more than R\$32 million in co-investment for income generation projects through 2027, forming important partnerships with companies, non-governmental organizations, educational institutions and international entities.                      _We expanded productive inclusion and the commercialization of products and services in local and regional markets, in addition to implementing employability projects in our sites and across the value chain. By increasing the hiring of employees and contractors in the areas where we operate, we lifted 4,496 people in vulnerable situations out of poverty.                 </p>	<p align="center">   <b>HELP INCREASE the Basic Education</b>                      Development Index (IDEB, in Portuguese)                      in all priority towns by 40%, by 2030.                      ↗ <a href="#">Learn more on pages 120 and 121</a> </p> <p>                     _The elementary school IDEB went from 5.0 (2021) to 5.2 (2023) and the middle school IDEB remained stable (4.3 in 2021/2023). Despite the progress in the towns participating in the Suzano Education Program (PSE, in Portuguese), our average was 4.8, below the target of 5.2 projected for this cycle.                      _During the year, the PSE implemented strategies that strengthened intermunicipal and intersectoral collaboration to improve learning conditions. We worked to support public policies to create local protection networks integrated with the schools to ensure that children and adolescents have access to and remain in school, learn and complete their basic education.                      _Some relevant numbers for the program in 2024: 1,627 direct participants, including education secretaries and technical teams, school administrators, distance learning teachers and intersectoral teams (education, health and social assistance); 132,145 students served; 222 municipal public schools involved; 139,603 people benefited (direct participants plus public school students and teachers, except for distance learning teachers, who are already counted as direct participants).                 </p>																				
PROGRESS TOWARD THE TARGET	<p><b>49%</b></p>	<p><b>10%</b></p>																				
PERFORMANCE / HISTORICAL DATA	<p><b>Number of people lifted out of poverty<sup>1</sup></b></p> <table border="1" data-bbox="284 1727 817 1821"> <thead> <tr> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>2,285</td> <td>11,292</td> <td>29,663</td> <td>51,883</td> <td>97,342</td> </tr> </tbody> </table> <p><small><sup>1</sup> The indicator reports the cumulative sum of annual results from 2020 to 2024.</small></p>	2020	2021	2022	2023	2024	2,285	11,292	29,663	51,883	97,342	<p><b>Ideb</b></p> <table border="1" data-bbox="887 1727 1420 1821"> <thead> <tr> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>NA</td> <td>4.7</td> <td>NA</td> <td>NA</td> <td>4.8</td> </tr> </tbody> </table> <p><small><sup>1</sup> The IDEB, used to measure our progress regarding this Commitment, is published every two years by the federal government. Data for 2023 was only published in the second half of 2024.</small></p>	2020	2021	2022	2023	2024	NA	4.7	NA	NA	4.8
2020	2021	2022	2023	2024																		
2,285	11,292	29,663	51,883	97,342																		
2020	2021	2022	2023	2024																		
NA	4.7	NA	NA	4.8																		



# PEOPLE

## PROMOTE DIVERSITY, EQUITY AND INCLUSION

COMMITMENT



**ENSURE 100% accessibility for people with disabilities in our plants and offices by 2025.**

[Learn more on pages 139 to 142](#)



**ENSURE A 100% INCLUSIVE ENVIRONMENT for people with disabilities by 2025.**

[Learn more on pages 139 to 142](#)

PERFORMANCE IN 2024

\_In 2024, 85% of our facilities were compliant with Brazilian accessibility standards. This represents an 11.9% increase compared to the previous year.

\_We executed construction projects in our sites in Aracruz, Belém, FuturaGene, Imperatriz, Jacaref, Limeira, Mucuri, Parque das Neblinas, Rio Verde, Suzano B and Três Lagoas.

\_Accessibility improvements included ramps, handrails, guardrails, adaptation of break rooms, tactile and visual signage, adaptation of the printer pool, creation of parking spaces for people with disabilities, painting, adaptation of doors and doormats, and other improvements in administrative and support buildings (health clinics, lobbies and parking lots).

\_Our environment was considered 78.5% inclusive for people with disabilities. Reaching the 100% target is an aspiration, given the ongoing evolution of this issue in society.

\_We implemented a project to identify the main opportunities to improve the flow of talent attraction, hiring and integration of new employees. We also created a manual to establish guidelines and strengthen integration between the People and Management and Health and Safety areas throughout the hiring process, in addition to holding leadership awareness workshops.

\_We launched exclusive benefits for people with disabilities, such as health insurance co-pay exemptions and support for the acquisition of orthoses, prostheses, hearing aids and mobility aids.

PROGRESS TOWARD THE TARGET

**85%**

**0%\***

PERFORMANCE / HISTORICAL DATA

Accessibility percentage (%)

2020	2021	2022	2023	2024
39.2%	51.9%	62.7%	73.1%	85%

Percentage of inclusive environment for PwD (%)

2020	2021	2022	2023	2024
87.4%	88.6%	88.4%	85.0%	78.5%

<sup>1</sup> In 2023, we started using our Engagement Survey as a tool for measuring workplace inclusion, considering only the responses from underrepresented groups. In 2024, the methodology included mechanisms to delve deeper into the motivations behind the responses, in addition to space for open comments, providing respondents with additional opportunities to express themselves. People with disabilities represented 4.3% of the survey participants—a percentage in line with the company's demographics.

\* A change in methodology caused a drop, instead of an increase, in the percentage, leading to no progress toward the 100% target.



# PEOPLE

COMMITMENT

## PROMOTE DIVERSITY, EQUITY AND INCLUSION



**ENSURE A 100% INCLUSIVE ENVIRONMENT for LGBTQIAPN+<sup>1</sup> people by 2025.**

[Learn more on pages 139 to 142](#)



**HAVE 30% of leadership positions (functional managers and above) occupied by women by 2025.**

[Learn more on pages 139 to 142](#)

PERFORMANCE IN 2024

\_ We continued to install inclusive bathrooms.  
 \_ We revised the Social Loan Policy to offer loans at a lower rate than the rate offered by conventional lenders, for the payment of fees and expenses associated with name and gender changes on official documents; hormonal treatments, as prescribed by a doctor and when not covered by health insurance; and fertility treatments.  
 \_ We continued to implement engagement initiatives, such as discussion groups in industrial sites, and to fly the pride flag. In Mucuri, we held a Diversity & Business event, which was broadcast to our other sites in Brazil. In Imperatriz, our Sopa de Letrinhas content series explains and invites the audience to delve deeper into each letter of the LGBTQIAPN+ acronym.

\_ 27.3% of our leadership positions were occupied by women, an increase of 2.4 percentage points compared to 2023.  
 \_ Among our new hires, 40% were women, and of our employees who were promoted to leadership positions during the year, 38% were women. In December 2024, the number of female directors reached 25% (18.5% in December 2023).  
 \_ This target is part of the annual bonus of our leaders, which is an important mechanism to manage this topic.

PROGRESS TOWARD THE TARGET

**0%\***

**81%**

PERFORMANCE / HISTORICAL DATA

Percentage of inclusive environment for LGBTQIAPN+<sup>1</sup> (%)

2020	2021	2022	2023	2024
79.0%	82.4%	85.0%	82.0%	76.8%

Women in leadership positions (%)

2020	2021	2022	2023	2024
19.1%	22.5%	23.6%	24.9%	27.3%

<sup>1</sup> We chose to use the acronym LGBTQIAPN+, referring to lesbians, gays, bisexuals, transsexuals, queer, intersex, asexual, pansexual, non-binary and "+", which includes all other sexual preferences and gender identities and expressions.

<sup>2</sup> In 2023, we started using our Engagement Survey as a tool for measuring workplace inclusion, considering only the responses from minority groups. In 2024, the methodology included mechanisms to delve deeper into the motivations behind the responses, in addition to space for open comments, providing respondents with additional opportunities to express themselves. LGBTQIAPN+ represented 4.5% of the survey participants—a percentage in line with the company's demographics.

\* A change in methodology caused a drop, instead of an increase, in the percentage, leading to no progress toward the 100% target



PEOPLE

COMMITMENT

PROMOTE DIVERSITY, EQUITY AND INCLUSION



**HAVE 30%** of leadership positions (functional managers and above) occupied by Black employees by 2025.

[Learn more on pages 139 to 142](#)

PERFORMANCE IN 2024

\_22% of our leadership positions were occupied by Black employees, an increase of 1.6 percentage point compared to 2023.

\_Among our employees who were promoted to leadership positions during the year, 29% were Black (16% in 2023). Of the people selected to participate in the 2024 cycle of our Trainee and Young Executive programs, 40% were Black.

\_One of our highlights is the D+ Program, which develops women and Black employees to occupy leadership positions in the organization.

\_Progress toward the target is part of the annual bonus for leaders, which is an important mechanism to manage this topic.

PROGRESS TOWARD THE TARGET

**29.2%**

PERFORMANCE / HISTORICAL DATA

Black employees in leadership positions (%)				
2020	2021	2022	2023	2024
18.3%	19.7%	20.9%	20.4%	22.0%



For more information about our Commitments to Renewing Life, visit our [Sustainability Center](#).



### GRI 2-2, 2-3, 2-5, 2-14

This Report includes our social, environmental, corporate governance and financial achievements for the period from January 1 to December 31, 2024, which is the same period covered by our financial statements. It was published on March 24, 2025.

This annual document complies with the 2021 Standards of the Global Reporting Initiative (GRI) and considers the principles of the International Integrated Reporting Council (IIRC), the Resolution 59 of the Brazilian Securities and Exchange Commission (CVM, in Portuguese), and the 17 United Nations Sustainable Development Goals (SDGs).

In addition to including metrics from the Sustainability Accounting Standards Board (SASB) for the Pulp & Paper Products, Forest Management, and Containers & Packaging sectors, it considers the International Financial Reporting Standards S20 guidelines for Climate-Related Disclosures (IFRS S2), by the International Sustainability Standards Board (ISSB), which incorporated the recommendations

of the Task Force on Climate-Related Financial Disclosures (TCFD).

The Report presents information about Suzano S.A., including data from the company's national and international operations and offices, FuturaGene and Ecofuturo Institute. Except for GHG emissions data, this report does not include data from Suzano Packaging, acquired in 2024.

This document was reviewed and approved by the Executive Leadership Team and obtained limited assurance from PwC Brazil, an independent auditing firm.

In addition, we produced a Basis of Preparation with the parameters we used for the indicators reported in this document. The Report and the Basis of Preparation are part of our non-financial information hub, also known as the Suzano Sustainability Center, which contains a broader set of indicators.

Questions, suggestions and requests for more information can be directed via email to [relatoriosuzano@suzano.com.br](mailto:relatoriosuzano@suzano.com.br).

# ABOUT THE REPORT



## GRI 3-1, 3-2

At the end of 2023, we conducted a new materiality assessment, a process that identifies the most relevant aspects for the business from the perspective of our different stakeholders, focusing on analyzing the impacts associated with each topic. This study updated the materiality assessment carried out in 2021, which had served as a reference for the preparation and disclosure of our sustainability reports until 2023.

Adhering to the guidelines of the Global Reporting Initiative (GRI) and other sustainability reporting frameworks, such as the European Sustainability Reporting

Standards (ESRS), followed in Europe, and the International Financial Reporting Standards (IFRS), the assessment incorporated the concept of double materiality. This means considering both our positive and negative, actual and potential impacts on the economy, the environment and people, as well as the effects of sustainability risks and opportunities on financial performance.

Our study identified 11 material topics. Compared to the previous materiality assessment, carried out in 2021, one topic was excluded (Innovability), and four new topics were added (Waste and hazardous materials, Human capital, Certifications, and Product design and life cycle management).

## MATERIALITY ASSESSMENT

## STEPS OF THE MATERIALITY ASSESSMENT





## OUR MATERIAL TOPICS

GRI 3-2, 3-3

Topic	Negative impact	Positive impact
<b>Water and effluents</b>		
	<ul style="list-style-type: none"> <li>_Water consumption for the production of pulp and paper products (actual<sup>1</sup>)</li> <li>_Discharge of liquid effluents from the pulp and paper products manufacturing process (actual)</li> <li>_Impact of the eucalyptus production process on neighboring freshwater sources, which may create conflicts with local users (potential<sup>1</sup>)</li> </ul>	<ul style="list-style-type: none"> <li>_Increased water availability thanks to forest management initiatives to preserve and restore water bodies (actual)</li> </ul>
<b>Biodiversity</b>		
<b>Impact of biodiversity loss</b>	<ul style="list-style-type: none"> <li>_Loss of soil quality (potential)</li> <li>_Discharge of toxic pollutants into soil and water (potential)</li> <li>_Emissions of air pollutants (potential)</li> </ul>	<ul style="list-style-type: none"> <li>_Protection of endangered species of fauna and flora (actual)</li> </ul>
<b>Protection or restoration of biodiversity</b>	<ul style="list-style-type: none"> <li>_No negative impact identified</li> </ul>	<ul style="list-style-type: none"> <li>_Protection and restoration of High Conservation Value Areas (actual)</li> <li>_Protection and improvement of ecosystem services, including carbon capture (actual)</li> <li>_Knowledge generation through scientific research in conservation areas (actual)</li> </ul>
<b>Emissions and climate change</b>		
<b>GHG emissions</b>	<ul style="list-style-type: none"> <li>_Direct and indirect greenhouse gas (GHG) emissions by the operation and value chain (actual)</li> </ul>	<ul style="list-style-type: none"> <li>_Carbon removal by planted and native forests (actual)</li> </ul>
<b>Air quality</b>	<ul style="list-style-type: none"> <li>_Air emissions, including sulfur oxides, nitrogen oxides and particulate matter, from the manufacturing process and logistics operations (actual)</li> <li>_Nuisance in communities caused by odor emitted from industrial operations and by particulate matter, especially from logistics operations (actual)</li> </ul>	<ul style="list-style-type: none"> <li>_Improvement in air quality through reforestation and restoration projects (actual)</li> </ul>
<b>Impact of climate change on business</b>	<ul style="list-style-type: none"> <li>_Loss of forest productivity caused by physiological disturbances, exacerbated by climate events (actual)</li> <li>_Risk of interruption of industrial operations caused by low water availability (actual)</li> <li>_Loss of forest assets caused by forest fires (actual)</li> </ul>	<ul style="list-style-type: none"> <li>_Opportunities for new businesses related to climate change mitigation, such as production of bioproducts with lower emissions than similar fossil-based products (actual)</li> <li>_Forest base as a potential source of carbon credits (actual)</li> <li>_Reuse of biomass and wood waste from our production process to generate a significant portion of our energy needs (actual)</li> </ul>
<b>Energy management</b>	<ul style="list-style-type: none"> <li>_No negative impact identified</li> </ul>	<ul style="list-style-type: none"> <li>_Exports of renewable energy (actual)</li> <li>_Lower energy acquisition costs (actual)</li> </ul>
<b>Waste and hazardous materials</b>		
	<ul style="list-style-type: none"> <li>_Potential pollution related to the disposal of solid waste and hazardous materials (actual)</li> </ul>	<ul style="list-style-type: none"> <li>_Efficiency gains through waste reduction and creative recycling initiatives (actual)</li> </ul>
<b>Certifications</b>		
	<ul style="list-style-type: none"> <li>_No negative impact identified</li> </ul>	<ul style="list-style-type: none"> <li>_Meeting customer and society demand for more sustainable products (actual)</li> <li>_Gains in efficiency and risk management through adherence to certification principles and criteria (actual)</li> </ul>

<sup>1</sup> Actual impacts are those that have already occurred and potential impacts are those that may occur but have not yet occurred.



Topic	Negative impact	Positive impact
<b>Relationship with communities</b>		
<b>Development of communities neighboring our sites</b>	_No negative impact identified	_Income generation (actual) _Access to education (actual) _Community organization (actual) _Social investment (actual) _Training and hiring of local labor (actual)
<b>Relationship with communities neighboring our sites</b>	_Socioeconomic and environmental impacts of our operations (actual)	_Generation of shared value (actual)
<b>Indigenous and traditional communities</b>	The following are considered to be both positive and negative impacts: _Rights of indigenous and traditional peoples and communities (actual)	
<b>Human rights</b>		
	The following are considered to be both positive and negative impacts: _Decent work (potential) _Indigenous peoples, quilombolas and traditional communities (potential) _Local communities and human rights advocates (potential) _Healthy environment and ecosystem services (potential) _Land rights (potential) _Community rights across the value chain (potential) _Asset security (actual) _Occupational health and safety (potential) _Equality and harassment prevention (potential) _Ethics and transparency (potential) _Health, safety and well-being of local communities (potential)	
<b>Human capital</b>		
<b>Working conditions</b>	_No negative impact identified	_Income generation through employment (actual) _Benefits, including life insurance, health insurance, pension plans and others (actual)
<b>Engagement and training</b>	_No negative impact identified	_Protection and generation of value for the business through talent attraction, development and retention (actual)
<b>Employee health and safety</b>	_Acidentes e doenças ocupacionais (real)	_Promotion of health and quality of life (actual)
<b>Diversity, equity and inclusion</b>		
	_No negative impact identified	_Promotion of gender equality and inclusion of underrepresented groups (actual) _Protection and generation of value for the business through talent attraction, development and retention (actual) _Awareness and promotion of diversity and non-discrimination issues (actual)
<b>Product design and life cycle management</b>		
	_No negative impact identified	_Innovation and meeting customer and society demand for more sustainable products (actual) _Compliance with environmental and social regulations (actual)
<b>Supplier management</b>		
	_Environmental and social impacts created by suppliers (actual)	_Supplier development (actual) _Productive inclusion and local development through the hiring of diverse suppliers and local residents (actual) _Incentive for sustainable products, suppliers and innovations (actual)

<sup>1</sup> Actual impacts are those that have already occurred and potential impacts are those that may occur but have not yet occurred.



STAKEHOLDER ENGAGEMENT

GRI 2-29

One of our Culture Drivers, “it’s only good for us if it’s good for the world,” reflects our commitment to going beyond the traditional concept of benefiting only shareholders to benefitting all stakeholders. Through our ambitious long-term goals, we seek to positively impact the communities and the environment in the locations where we operate, recognizing that we cannot do this alone. We believe that open and transparent communication is essential to engage stakeholders, build partnerships and advance the sustainability agenda.

Considering the interests of our various stakeholders to make our decisions requires a collective and coordinated effort from our different areas. We believe that this is a process that is constantly evolving. To this end, we have engagement management mechanisms that enable us to collect data and manage relationships

in a way that allows us to listen to and understand demands, as well as share information about our operations. This exchange is essential to build trust and identify potential partnerships, thus mitigating the risk of conflicts.

Effective stakeholder management not only helps mitigate these risks, but also maximizes our impact by encouraging the exchange of knowledge and experiences. Through strong partnerships, we increase our ability to address challenges and foster fruitful dialogue that benefits all parties involved.

We also conduct periodic surveys to understand the perceptions of different external groups regarding our work and material sustainability issues, seeking to improve our relationship with our stakeholders. In 2024, we focused on building a legacy based in education in support of sustainability and nature-based solutions.

OUR STAKEHOLDERS

Stakeholder group	Engagement goals
Academia	Collaborate and learn from academic expertise and research to drive innovation, inform socially and environmentally responsible practices and contribute to the development of sustainable solutions
Communities	Form collaborative partnerships to drive local development, improve social and environmental conditions, and build mutually-benefiting relationships.
Companies	Follow, learn from and contribute to initiatives in the business world in support of sustainable development, to maximize positive impact and pursue solutions.
Customers	Build transparent and responsible relationships, encouraging collaboration throughout the value chain and offering sustainable products and services, aiming to ensure consumer satisfaction and create a positive impact on the planet.
Employees	Create a sustainable organizational culture, encouraging conscious environmental practices and contributing to the integral development and satisfaction of employees.
End consumer	Establish channels for exchanging information and perceptions between the company and end consumers, seeking to raise awareness about our products and social and environmental responsibility, while also improving our business.
Government	Form collaborative partnerships to develop policies and practices to drive regional and national sustainable development, creating a positive impact on society.
Investors	Ensure transparency and create long-term value by communicating and demonstrating responsible practices to attract and maintain financial support from investors who are committed to environmental, social and governance issues.
Media	Communicate the company’s initiatives in the business world and its actions in support of sustainable development, to inform society, engage other stakeholders and raise awareness about environmental, social and governance issues.
NGOs, associations, multi-stakeholder initiatives and international organizations	Collaboratively address global challenges, drive innovation and achieve lasting positive impact.
Startups	Drive innovation, adopt sustainable solutions and encourage the development of sustainable practices to face environmental challenges.
Suppliers	Promote sustainability across the supply chain, aiming to drive ethical conduct and social and environmental responsibility.



## GRI 2-28

We participate in a number of national and international associations/ organizations that are considered strategic for our operations. The role of each of these groups is detailed in our [Sustainability Center](#). These organizations include:

- \_Brazil China Business Council (CEBC)
- \_Brazilian Association of Bio-innovation (ABBI)
- \_Brazilian Association of the Chemical Industry (ABIQUIM)
- \_Brazilian Association of Intellectual Property (ABPI)
- \_Brazilian Association of Investors in Self-Production of Energy (ABIAPE)
- \_Brazilian Association of Large Industrial Energy Consumers (ABRACE)
- \_Brazilian Association of the Personal Hygiene, Perfumery and Cosmetics Industry (ABIHPEC)
- \_Brazilian Association of Port Terminals (ABTP)
- \_Brazilian Association of the Printing Industry (ABRIGRAF)
- \_Brazilian Association of Publicly-Held Companies (ABRASCA)
- \_Brazilian Foreign Trade Association (AEB)
- \_Brazilian Packaging Association (ABRE)
- \_Brazilian Tree Industry Association (Ibá)
- \_International Emissions Trading Association (IETA)
- \_Movimento Brasil Competitivo (MBC)
- \_National Association of Innovative Companies for Research and Development (ANPEI)
- \_National Confederation of Industries (CNI)
- \_Port Authority Council (CAP)
- \_Private Port Terminals Association (ATP)

## PARTICIPATION IN FORUMS AND EVENTS

In 2024, we participated in many events where we engaged with relevant institutions, authorities and experts, contributing and sharing lessons learned and experiences provided by our regenerative business model. Here, we highlight those that we consider to be the most strategic.

At the UN Climate Change Conference (COP29), held in Baku, Azerbaijan, Marina Negrisoni, director of Sustainability, Marcela Porto, director of Communications and Brand and Institutional Sustainability, and Mariana Lisboa, global director of Corporate Relations and Environmental Licensing, shared knowledge and participated in discussion panels on the impacts of climate change.

Negrisoni also participated in the UN Biodiversity Conference (COP 16) held in Cali, Colombia, and in the 16th Conference of the Parties (COP16) of the United Nations Convention to Combat Desertification (UNCCD), held in Riyadh, Saudi Arabia. These UN COPs are important opportunities to reaffirm our commitment to sustainability and provide a unique chance to engage with leaders from different nations and sectors, strengthen partnerships and collaborate in the pursuit of effective and large-scale solutions. They also allow for closer dialogue with governments from around the world, deepening strategic alliances that support the development of sustainable public policies and business practices.

We also participated in Climate Week NYC, held in September in the United States. This annual event brings together world leaders from different sectors, including representatives from companies, academia, governments and civil society. The 2024 meeting focused on the theme "It's Time" and included more than 600 events that addressed strategies to tackle climate change.

Our Corporate Relations team followed the G-20 meeting in Rio de Janeiro and other meetings that were held in parallel with the main event.



In keeping with our eight-year-long leadership in this area, in 2024, we continued to prioritize sustainable financing instruments. We remained attentive to opportunities and innovation paths aligned with our Commitments to Renewing Life (CRL), using them as strategic tools to leverage goals and projects that generate additional social and environmental benefits. Currently, 46% of our debt is linked to sustainable finance instruments.

We have Sustainability-linked Bonds (SLBs) and Sustainability Linked Loans (SLLs) linked to our targets for reducing greenhouse gas (GHG) intensity and water withdrawal intensity and increasing the number of women in leadership positions. Additionally, the SLL we signed with the International Finance Corporation (IFC) in 2022 is conditioned on the implementation

of an action plan to adhere to the IFC's Performance Standards on Environmental and Social Sustainability.

The funds we raise have more attractive rates when the related targets are met. If we fail to meet the agreed-upon targets, we will incur financial penalties in the form of higher interest rates. In this way, we boost our goals in a sustainable manner, generating and sharing value with society and the environment.

In 2024, we also debuted in a new market by being the first non-governmental and non-financial company in the Americas to issue a green panda bond in China, raising 1.2 billion renminbi (approximately US\$165 million). The totality of these funds will be used to plant certified eucalyptus in Brazil.



## ECOFUTURO INSTITUTE: SOCIAL AND ENVIRONMENTAL TRANSFORMATION AND NATURE CONSERVATION

The Ecofuturo Institute, founded in 1999 and maintained by us, is a non-profit organization dedicated to environmental conservation and knowledge generation. It helps us fulfill our Commitments to Renewing Life, engaging in strategic events and agendas, and strengthening relationships focused on social and environmental issues.

In 2024, the Institute approved a new strategy that establishes its role as a lever for social and environmental opportunities, as it promotes the forest-based economy in key communities, engages with and networks with organizations, and drives the conservation of socio-biodiversity.

The work of Ecofuturo is now guided by three drivers:

1. Scientific and traditional knowledge
2. Landscape management and sustainable use of biodiversity
3. Social and environmental education and entrepreneurship

Based on the new strategy, the Institute will expand the reach of its contributions in the different biomes and areas where we operate, seeking to enhance and increase the value of ecosystem services, raise awareness and propose multidimensional social and environmental solutions, and optimize conservation, natural regeneration and sustainable management practices.

The first step of the new strategy involves systematizing information and knowledge produced by Ecofuturo and Suzano on issues related to conservation and sustainable management of native areas. The goal is to identify opportunities for applying this knowledge, foster new research and case studies, and recognize the knowledge produced externally on topics of interest to us.

### MANAGEMENT OF NATURAL AREAS

The management of natural environments

is one of Ecofuturo's main focus areas. The Neblinas Park, an Atlantic Forest reserve in São Paulo, is one of its projects (*more information on page 64*). It houses the Botujuru Private Natural Heritage Reserve (PNHR), which is part of the Serra do Itapety Reserve Urban Plan and comprises a forest continuum that includes the Serra do Itapeti Environmental Protection Area (EPA) and the Chiquinho Veríssimo Municipal Natural Park. Incentives for scientific research in this RPPN have produced more than 30 studies in the last ten years.

In 2024, Ecofuturo and Suzano started the implementation of a new reserve at Boi Preto Farm, in the Cerrado—an area of 3,500 hectares that is home to three typical typologies found in this biome: Cerradão, Cerrado stricto sensu and Vereda. This reserve will contribute to the creation of an ecological corridor and will be a benchmark for biodiversity, research and environmental education. A collaborative management plan was developed to create a 1,200-hectare Private Natural Heritage Reserve to conserve the most relevant area in perpetuity.

The Institute also collaborates in and leads the creation of other Conservation Units and their respective management plans in the Cerrado and Amazon biomes.

### TRAINING PARK RANGERS

Since 2021, the Institute has been training park rangers from the Neblinas Park and other Conservation Units. The program is currently being revamped and will be extended to other areas and biomes. In 2024, training included a Specialization in Protection module, covering patrolling, drone operation and rescue. Park rangers play a vital role in protecting biodiversity and supporting researchers, the community and visitors.

### ENVIRONMENTAL EDUCATION

The Ecofuturo Institute promotes environmental education through initiatives that encourage connection with nature and increases social and environmental awareness. This includes the production of publications and the development of methodologies applied to both formal education and outdoor experiences, expanding knowledge of the importance of conservation.



Applicability Plans and business models for the sustainable use of native species and ecological tourism, as well as maintenance and productive regeneration initiatives for the implementation of Agroforestry Systems.

## NEBLINAS PARK: CONNECTION BETWEEN NATURE AND EDUCATION

The Serra do Mar region, in the state of São Paulo, Brazil, is home to the largest continuous remnant of Atlantic Forest in the country. This is where you find the Neblinas Park, an environmental reserve located in the town of Mogi das Cruzes, owned by Suzano and managed by the Ecofuturo Institute. It protects 7,000 hectares of forest and is recognized by UNESCO as an Outpost of the Atlantic Forest Biosphere Reserve.

### STRATEGIC PARTNERSHIPS

Strategic partnerships are a key component of the work of the Ecofuturo Institute, as they enable it to strengthen and expand the impact of initiatives to drive conservation and social and environmental development.

One example is the Private Reserves Network, which facilitates the exchange of experiences between companies that own reserves, influencing public policies and environmental decisions. The network also collaborates with conservation institutions, associations and civil society organizations to drive the effective management of protected areas, in support of the targets of the Kunming-Montreal Global Framework.

Another notable partnership is with Outward Bound Brazil (OBB), a leading provider of outdoor experiential education programs. Together, the organizations implement the *Entorno* Project, aimed at training young people living near the Neblinas Park, with a focus on developing leadership and generating income from nature-based initiatives.

The partnership with The Nature Conservancy (TNC) has made progress regarding appreciation for natural capital and the development of sustainable chains. In total, 220 hectares were designated as Payment for Environmental Services (PES), after confirming that the documents of the properties complied with TNC requirements and performing environmental characterization studies (describing the physical and biological characteristics of the area). The initiative also developed Agroforestry

The park functions as a testing lab for conservation strategies, integrating environmental education, research and ecotourism. Since 2006, it has been home to a 518-hectare PNHR.

In 2024, the Neblinas Park received accessibility upgrades, in line with our commitment to inclusion, with the adaptation of two features to ensure greater autonomy and safety for people with reduced mobility. The Cachoeira

### THE PARK IN NUMBERS

**1,365**  
species  
of fauna  
and flora  
recorded

**41**  
endangered  
species

**4**  
new  
species  
identified

**530**  
springs

**80**  
research  
studies conducted

Trail was adapted for the use of Julietti chairs, a wheelchair that allows people with physical disabilities to explore trails, reinforcing our commitment to providing inclusive experiences. During the year, the Park received 8,800 visitors.

**My Environment** – The environmental education program involves students, educators and public representatives from the towns of Bertiooga, Mogi das Cruzes and Suzano. It introduces nature as an educational space, facilitating outdoor experiences and training educators. Since 2010, 432 educators and 11,000 students have been impacted. In 2024, 73 educators and 1,300 students participated in the program.

**Public Use** – Ecotourism in the Neblinas Park helps people reconnect with nature, raising awareness about the importance of environmental conservation. Activities include hiking, canoeing, camping, cycling and birdwatching, on 50 kilometers of trails available for self-guided or organized tours.

**Research** – Ecofuturo supports scientific research in the park, in partnership with universities and institutes. The studies provide information to improve management, in addition to highlighting tangible results of the initiatives, such as the increase in identified species and

the quality of environmental services provided. In 2024, three research projects were completed, with another seven underway:

#### RESEARCH PROJECTS COMPLETED

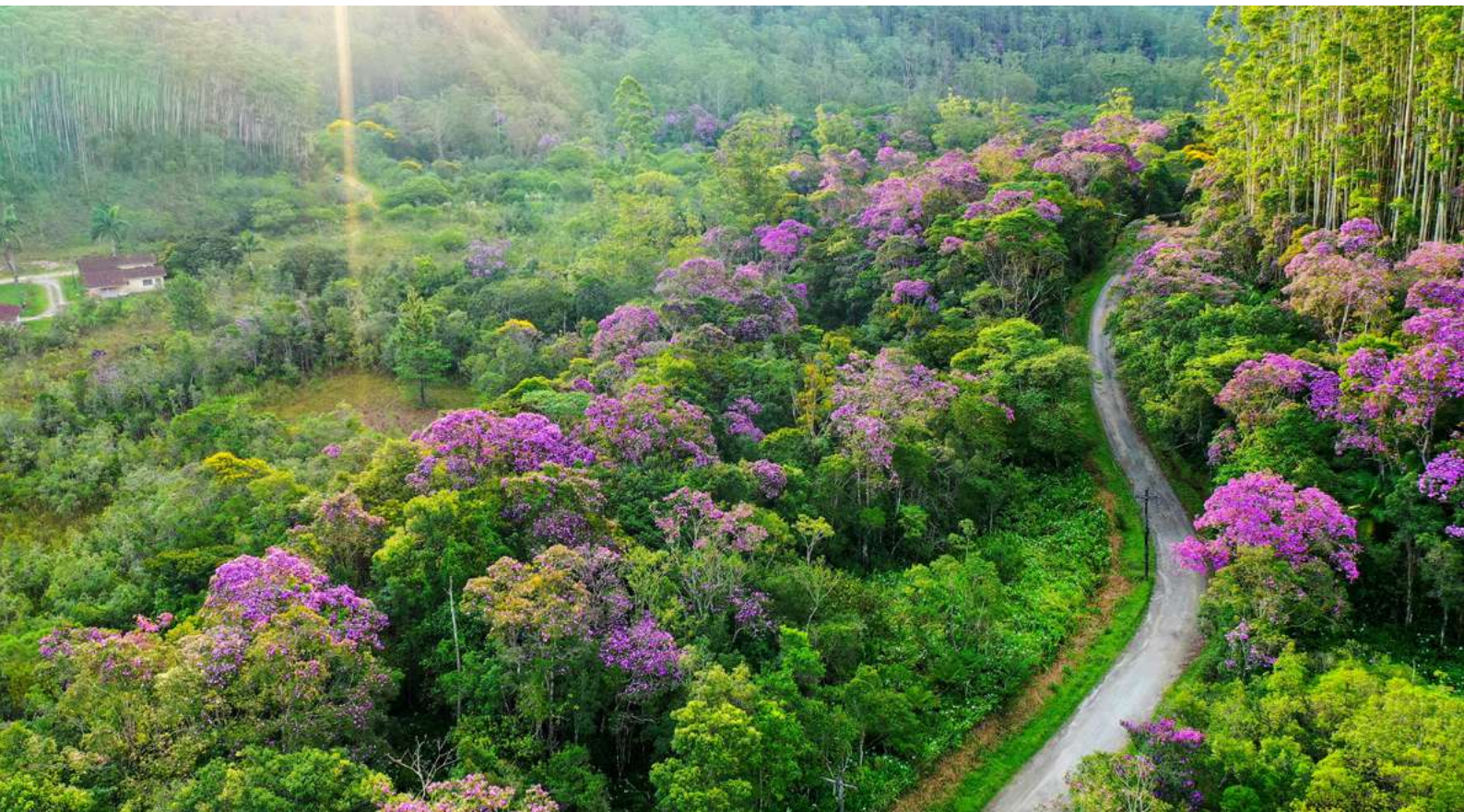
\_The Albert Einstein Institute conducted a study on the effectiveness of a multicomponent nature-based initiative to increase well-being and connection with the environment.

\_The Federal Technological University of Paraná (UTFPR) conducted a botanical survey for its herbarium, recording 35 new species of flora in the park, including the rare *Helosis brasiliensis*, highlighted by Professor Leonardo Biral as a parasitic plant that is difficult to find.

\_The research group Brazilian Team leads an innovative initiative that integrates cutting-edge technology for forest monitoring and management. In the Neblinas Park, in an area overlapping with the Serra do Mar State Park, its solutions were used in the pre-management survey of pine and eucalyptus, aiming to connect fragments of native forest.

#### RESEARCH UNDERWAY

\_Institutions: University of Tennessee (USA), University of São Paulo, UNICAMP and Federal University of Viçosa.



# ENVIRONMENTAL PERFORMANCE



Our environmental management is comprised of a multiapproach system that aims to support the production of renewable raw materials, while ensuring environmental preservation, operational efficiency and socioeconomic development in the areas where we operate. This system combines sustainable and innovative practices to achieve a balance between using natural resources and preserving ecosystems and the well-being of communities.

Examples of our efforts include fighting forest fires; driving environmental restoration; controlling erosion, dam management and water withdrawal; strengthening social relationships with quilombola communities and people living near out plants and ports; and boosting employability across the value chain.

### SOCIAL AND ENVIRONMENTAL MASTER PLAN

In 2024, we developed the Sustainability Master Plan, a tool that establishes and prioritizes guidelines to develop initiatives and improve processes to ensure that our operations are sustainable and implementing social and environmental best practices. In addition, this tool facilitates coordination

between the Forestry and Sustainability areas, ensuring effective and integrated communication.

The creation and implementation of the Master Plan is a significant milestone in the way sustainability issues are now addressed in the context of our forest management. The plan was developed in a participatory manner with our forestry area, leading to progress related to our relationship and to the topics and indicators covered, with a direct impact on our forest management results.

In the environmental area, the plan introduced a new governance model, covering several areas and with a focus on preserving and recovering ecosystems, as well as boosting sustainable forest management practices. Some of the results included:

- \_We restored 5,200 hectares, in addition to maintaining existing areas.
- \_We carried out a preliminary assessment on 1,141 dams and a detailed assessment on 50 of them (more information on [page 71](#)).
- \_We addressed 100% of the emergency erosions identified.



In the social area, we prioritized projects to support the development of a new strategy for our relationship with quilombola communities, boost local employability across the value chain, and strengthen our social relationship with new plants and ports, among others.

To foster local employability across the value chain, for example, we formed around 10

partnerships with relevant organizations to attract local workers, with approximately 1,000 people registered by our contractors and being considered in recruitment processes. Initiatives like these have a positive impact on the communities, strengthening social relationships and creating a stronger collaboration network involving the various stakeholders.

## BIOLOGICAL PEST CONTROL AT SUZANO: THE *OLLA V-NIGRUM* LADYBUG CASE STUDY

We use biocontrol strategies preventively, supported by mathematical models that can anticipate where pests will occur. As a result, we released more than 340 million insects across almost 500,000 hectares of forest, reducing the use of pesticides by approximately 17,100 kilos.

Thanks to our continuous pursuit of new biopossibilities, the Biocontrol project "army" was reinforced with ladybugs of the species *olla v-nigrum* (OvN), which can prey on up to 1,000 eggs of red gum lerp psyllid (*Glycaspis brimblecombei*, one of the main pests of eucalyptus) per day. These little creatures enable more rational use of pesticides, supporting the creation of a more balanced and productive environment.

Research on the use of ladybugs as a biocontrol agent began in 2022, with the testing of native species in outbreaks of red gum lerp psyllid, and continued through 2024. The goal of these studies was to understand the insect's biology, food resources, laboratory breeding, and establishment and predation in the field.

Ladybug breeding was recently introduced at Suzano, in 2023. This innovation created additional jobs, employing individuals to work in the insect breeding process in our five laboratories.

Thanks to the OvNs released in 2024, chemical intervention was not required in 57,000 hectares, avoiding approximately R\$21 million in costs. However, chemical pest control was required in another 3,000 hectares, despite the release of the ladybugs, demonstrating

that biological pest control is efficient, but depends on field conditions.

This large-scale initiative is a pioneer effort in Brazil. Ladybugs are used as biological pest control agents only in vegetables, on a small scale, and in the United States, where the *Hippodamia convergens* species is sold.

Breeding and release have already started in our areas in Maranhão, Mato Grosso do Sul (Cerrado and Horizonte) and São Paulo. In 2025, our plans include stabilizing production and increasing capacity in our new lab in Ribas do Rio Pardo to gain efficiency and quality. We also hope to increase the number of hectares where ladybugs will be released, expanding our efforts and impact to all forestry sites.



## FIGHTING FOREST FIRES

Our commitment to environmental preservation was particularly successful in the second half of 2024, amid one of the worst waves of forest fires in Brazil, caused by high temperatures, drought and human action. We were able to minimize the impact of fires in the areas where we operate with the support of advanced mathematical risk prediction modeling tools and investments in state-of-the-art monitoring equipment.

We expanded our real-time monitoring infrastructure by installing new observation towers—in December 2024, we had 133 towers spread across our forest areas in Brazil, which were monitored 24 hours a day by our Monitoring Center. All towers are equipped with artificial intelligence for automatic smoke detection. This system led to a significant reduction in farm areas affected by forest fires between 2015 and 2024.

Other important tools are our Vertical Take-Off and Landing (VTOL) drones, which can fly up to 60 kilometers for up to four hours, covering a larger area of eucalyptus farms with a higher risk of fires. This has helped guide our firefighting teams in hard-to-reach locations. Our team of firefighters is trained annually and has been instrumental in the early identification of fire outbreaks, resulting in a 53% reduction in fires in Espírito Santo and 94% in Bahia, compared to 2023.

In addition, our fleet, consisting of 20 vehicles with in-vehicle satellite internet, is tracked in real time, ensuring connectivity and better coordination in remote areas. Our Dispatch Centers operate nonstop, 24 hours a day, to notify the firefighting teams that are closest to the fire outbreaks. Thanks to these integrated efforts throughout 2024, we achieved a historic 61% reduction in forest fires in our farms, despite extreme weather conditions.



### SUPPORTING OUR INDIGENOUS FIREFIGHTING TEAMS

We support nine indigenous firefighting teams in Maranhão to fight fires in all indigenous territories in the state. Since 2022, we have provided infrastructure and logistics support, including the purchase of personal protective equipment, complete kitchen kits, notebooks, screen projectors, printers, power generators and other resources. These teams operate through the PREVFOGO/IBAMA Federal Brigade Program, in technical cooperation with FUNAI.

In addition to preventing and fighting fires, the firefighting teams work to restore areas degraded by fire and in seedling production nurseries, where they collect native seeds that are passed on to communities and planted in ecological restoration areas. This initiative protects more than 850,000 hectares of land and 15,000 indigenous individuals.

This collaboration is part of our Indigenous Relationship Program in Maranhão, which brings together indigenous communities and territories in the state through the Coordination of Organizations and Articulations of Indigenous Peoples of Maranhão (COAPIMA, in Portuguese). This way, we help conserve natural resources, improve the living conditions for indigenous communities and strengthen local organizations.



## FOREST GUARDIANS

Our *Guardiões da Floresta* ("Forest Guardians") program, launched in 2023, drives preventive and cooperative action to preserve the environment and protect our farms. The initiative was created by the Asset Intelligence area to strengthen our relationship with neighboring communities, and especially with rural schools.

In its first year, the program focused on five locations in the states of Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul and São Paulo, engaging children in efforts to promote sustainable practices and forest protection. In 2024, we expanded the project to 15 elementary schools, involving 1,131 students. We launched monthly campaigns following a strategic schedule that considers critical periods, totaling 13,555 direct engagements with residents on topics such as illegal hunting, deforestation and forest fires, impacting 27,887 people.

### LESS ILLEGAL HUNTING

One of the recurring problems in our farms and preservation areas is illegal hunting. In 2024, we reduced this practice by 50%, recording 221 incidents in states such as Bahia, Espírito Santo, Mato Grosso do Sul, Maranhão and São Paulo. Our main initiative was the dismantling of traps to free animals (83% of incidents). All actions to prevent illegal hunting are duly communicated to the public security agencies responsible for environmental protection.





## ECO-EFFICIENCY INDEX

We have an area dedicated to monitoring the eco-efficiency of our industrial processes, aiming to create more value with lower environmental impact. To monitor our environmental performance, we are developing parameters and weights for the creation of an Eco-Efficiency Index, which will help us understand how our sites can improve their initiatives. This will be done through an assessment based on an eco-efficiency evaluation methodology, which includes life cycle assessments and analyses of cash cost of production.

The index follows international standards (ISO 14040:2006, ISO 14044:2006 and ISO 14045:2012), and we are defining parameters collaboratively with the industrial area, creating potential opportunities for education and behavioral changes. By taking this approach, we seek to generate a positive impact on the environment and improve our environmental performance. Starting in 2025, the index will be monitored with the intention of becoming a KPI in the assessment of the environmental performance of our industrial operations.

## EROSION CONTROL

We manage erosion through sustainable and integrated practices to conserve soil, prevent degradation and protect natural resources. Key initiatives include:

### 1. Minimum tillage

We leave wood waste in the soil after harvesting, which directly helps conserve soil moisture and prevent erosion.

### 2. Permanent vegetative cover

We plant cover and naturally regenerating species in strategic areas. These plants help stabilize the soil and reduce the effects of strong winds and rain.

### 3. Land use planning

We perform detailed relief and soil type analyses in the areas where we operate. Based on these studies, we implement adapted management techniques, such as planting on contour lines in sloping areas and creating terraces or natural barriers to contain water runoff.

### 4. Firebreaks

We build firebreaks to not only prevent fires, but also help minimize the impact of rainwater on slopes and other vulnerable areas.

### 5. Continuous monitoring

We monitor our land regularly to identify potential sources of erosion. Based on up-to-date data, we adjust our management practices, ensuring quick and effective response.

In 2024, we made significant improvements to our erosion monitoring and classification process, which resulted in the treatment of 100% of the emergency erosions identified..

## DAM MANAGEMENT

We manage our dams with a focus on safety, operational efficiency and environmental responsibility, to align these structures with legal regulations and engineering best practices.

In 2024, within our forestry sites, we performed a preliminary assessment of 1,141 dams and a detailed assessment of 50 of them, making specific improvements to two of them. These efforts covered all our sites, reinforcing our commitment to the efficient and sustainable management of water resources. Our main initiatives include:

### 1. Registration and monitoring of dams

All dam, reservoirs and alike are registered and monitored regularly. This includes identifying relevant characteristics to assess the need for repairs and maintenance work.

### 2. Regular inspections and maintenance

We carry out periodic inspections to assess the structural integrity of dams. Preventive and corrective maintenance may include reinforcing slopes, controlling infiltration, and cleaning drainage channels and spillways.

In addition, the Aracruz industrial site has two reservoirs to provide a strategic reserve of water. The seven dams that are part of these reservoirs have Dam Safety Plans and Emergency Action Plans.

### GRI 3-3 MATERIAL TOPICS: WASTE AND HAZARDOUS MATERIALS | PRODUCT DESIGN AND LIFE CYCLE MANAGEMENT



#### COMMITMENT: REDUCE WASTE

The transformation of waste into new products is a reality in our operations. Our goal is to reduce the amount of industrial solid waste we send to landfills by 70% by 2030; in 2024, we landfilled 15.3 kg of waste per tonne of product, representing a 93.5% decrease compared to the 2018 baseline of 44.3 kg/tonne. This target is broken down by each site. Our Jacareí, Limeira and Rio Verde plants have already exceeded our 2030 target, sending zero industrial waste to landfills.

The practices we implement include an innovative technology we developed in collaboration with AgroCP, which enables the composting of organic waste and the incorporation of inorganic waste into the final compost mix. Thanks to this method, in Mucuri, for example, the amount of waste landfilled fell from 70.5 kg/tonne of pulp in 2020 to 25.8 kg/tonne in 2024.

This reduction means that we diverted approximately 62,000 tonnes of waste from landfills in one year. Noticeably, this practice drives a more efficient use of resources and helps us ensure that our operations are less dependent on landfills, reflecting our commitment to the circular economy.

In addition, at our Imperatriz, Jacareí and Três Lagoas sites, we have Soil Correction Centers, which transform inorganic industrial waste (such as grits, dregs, lime mud and biomass ash) into soil acidity correctors. Grits and dregs are generated in the causticizing process, which recovers the caustic soda used in the cooking process. Lime mud is produced during maintenance shutdowns of lime kilns, and ash is a by-product of combustion in the biomass boiler.

The transformation of inorganic industrial waste into soil corrector is a circular practice that generates positive and lasting results, as the acidity corrector replaces mineral limestone used in our farms to correct soil pH. In 2024, we transformed 241,200 tonnes of waste into soil acidity correctors (181,900 tonnes in 2023).

#### CIRCULAR PRACTICES

Other noteworthy circular initiatives include:

\_ In Mato Grosso do Sul, we replace plastic tubes used to grow eucalyptus seedlings with paper tubes, which are then turned into organic compost. Our Ribas do Rio Pardo site aims to produce 75 million seedlings in paper tubes by 2026, reinforcing our commitment to the circular economy. This initiative directly benefits 10 communities and approximately 100 families in the state that use the compost to improve soil quality and increase agricultural productivity.

\_ Our industrial sites recirculate, on average, 80% of the water used in the production process, before returning it to the environment.

\_ We use black liquor, biomass and waste from pulp production to generate our own clean, circular and renewable energy, making some of our sites self-sufficient in electricity production. In 2024, 88.8% of our energy matrix was made up of renewable sources—of which 79.6% was black liquor.

\_ Inclusive Recycling Program: Our sites in Espírito Santo, Maranhão, Mato Grosso do Sul and São Paulo have partnerships with local cooperatives for the disposal of recyclable waste.



Our forestry operations comply with federal, state and municipal laws that regulate these practices, in addition to the standards established by forest management certification schemes and internal operating manuals and procedures. The sites have management plans that detail the proper management and control of the separation, storage and disposal of each type of waste we generate.

We use reverse logistics to dispose of different types of batteries, agricultural pesticide packaging and light bulbs, as required by the Brazilian National Solid Waste Policy (PNRS, in Portuguese).

## CHEMICALS UNDER CONTROL

We are committed to reducing or eliminating substances of concern in our products, using as a reference the Candidate List of Substances of Very High Concern for Authorization (SVHC list) proposed by the European Chemicals Agency (ECHA). We only use approved chemicals and raw materials in the positive list of Brazil's resolution RDC 88/2016—which covers cellulosic materials, packaging and equipment intended to come into contact with food—published by the Brazilian National Health Surveillance Agency (ANVISA). This resolution only approves chemicals that are considered safe for human health. This means that we have eliminated from our food contact line all substances that have not been proven safe. Additionally, we published a Corporate Product Safety Policy. [SASB RT-CP-250a.2](#)

### Recycled fiber

We use more than  
**170,800**  
tonnes of recycled or recovered fiber in our production of paper, packaging and consumer goods.

### Lime mud, grits, dregs and boiler ash

**162,000**  
tonnes of waste were transformed into soil correctors and used in our farms in 2024. They were produced in solid waste treatment plants at our Imperatriz, Jacareí and Três Lagoas sites.

### Primary sludge

Fibers that are lost in the pulp bleaching and drying processes are used by our partners in paper production.

**96,000**  
tonnes sold in 2024.

### Biosludge

In some of our sites, dried biological sludge is incorporated into biomass and burned in biomass boilers, reflecting sustainable management practices. In 2024,

**139,000**  
tonnes of biological sludge and mixed sludge was reused in our Imperatriz, Jacareí and Três Lagoas sites.

### Black liquor, a liquid biomass

Black liquor is a by-product of the kraft process that is rich in lignin and, after being concentrated, reaches excellent calorific value. It is used in chemical recovery boilers as fuel for the production of clean and renewable energy. In addition to generating energy, this process also recovers the chemicals needed for kraft pulping, reducing the volume of chemicals that must be purchased for the production process.

### 80% of the energy

we consume in our industrial process comes from black liquor, a by-product of the kraft process that is used as fuel for the production of clean and renewable energy.

Our pulp mills perform the kraft pulping process, which recovers chemicals from cooking liquors by burning black liquor. As a result, most of the materials needed to cook the wood are returned via the chemical recovery process (evaporation, boiler and causticizing areas), and the purchased chemicals (sodium hydroxide and calcium hydroxide) are merely makeup in this process.



## RECOVERY CYCLE

- \_ Makes the kraft process economically viable
- \_ Supplies white liquor to the digester and recovers it after it is used in cooking (black liquor)
- \_ Generates high-pressure steam
  - \_ Powers the production process
  - \_ Turbogenerators for electricity generation



## WASTE GENERATION

### GRI 3-3 MATERIAL TOPIC: WASTE AND HAZARDOUS MATERIALS

All our industrial sites have specific waste management plans and operating procedures that incorporate the 7 Rs concept (redesign, reduce, reuse, repair, renew, recycle, recover). In other words, waste management focuses on reducing generation at the source and increasing recycling and internal reuse. Our Industrial Environment Working Group assesses our results in this area on a monthly basis.

To increase compliance and identify opportunities for improvement, our sites monitor waste generation and disposal indicators and are periodically audited by third-party companies, as per the ISO 14001 certification requirements. Waste transportation and disposal are carried out by specialized companies that are licensed to perform these activities.

In 2024, we generated 2.2 million tonnes of waste (99.6% non-hazardous), 43.4% more than the previous year, as a result of a 10% increase in production volume compared to 2023.

WASTE GENERATED BY TYPE (tonnes) <sup>1</sup> GRI 306-3   SASB RT-CP-150a.1	2022	2023	2024
Non-hazardous waste	1,450,701	1,538,013	2,199,767
Hazardous waste	2,513	2,777	9,605
<b>Total</b>	<b>1,453,214</b>	<b>1,540,790</b>	<b>2,209,372</b>

<sup>1</sup> All waste generated by Suzano's forestry operations is disposed of or sent to recovery operations. The 2024 numbers also include forestry waste from the Ribas do Rio Pardo site.



## WASTE DIVERTED FROM DISPOSAL BY TYPE AND BY RECOVERY OPERATION (tonnes)<sup>1</sup>

GRI 306-4

	2022			2023			2024		
	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total
Preparation for reuse	126,870	54	126,924	154,706	88	154,794	185,958	0	185,959
Recycling	199,173	119	199,292	533,926	516	534,442	561,184	4,137	565,321
Other recovery operations	482,367	1,162	483,530	285,825	1,241	287,066	296,053	1,312	297,365
Unknown recovery operations	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>808,410</b>	<b>1,335</b>	<b>809,746</b>	<b>974,457</b>	<b>1,845</b>	<b>976,302</b>	<b>1,043,195</b>	<b>5,449</b>	<b>1,048,645</b>

<sup>1</sup> Waste recovery takes place inside and outside our sites. Other recovery operations include composting and reverse logistics.

## WASTE DIRECTED FOR DISPOSAL BY TYPE AND BY DISPOSAL OPERATION (TONNES)<sup>1, 2</sup>

GRI 306-5

	2022			2023			2024		
	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total	Non-hazardous	Hazardous	Total
Incineration (with energy recovery)	246,120	244	246,364	1,107,384	351	1,107,735	937,864	463	938,327
Incineration (without energy recovery)	1	297	298	34	190	224	505	62	567
Landfilling	221,548	529	222,077	297,804	295	298,099	181,490	307	181,797
Other recovery operations	137,162	83	137,245	0	0	0	220	2	222
Unknown recovery operations	0	0	0	0	0	0	68	201	269
<b>Total</b>	<b>604,831</b>	<b>1,153</b>	<b>605,984</b>	<b>1,405,222</b>	<b>836</b>	<b>1,406,058</b>	<b>1,120,147</b>	<b>1,035</b>	<b>1,121,182</b>

<sup>1</sup> Waste disposal takes place inside and outside our sites.

<sup>2</sup> We revised the parameters and calculations for this indicator and, since 2023, we have reported all biomass (bark, biosludge and fibers lost in the process) recovered for energy in the kilns of our industrial site.



## AMOUNT OF RECYCLED AND RECOVERED FIBER PROCURED<sup>1, 2</sup>

SASB RR-PP-430a.2, SASB RT-CP-410a.1

Business Unit	2022		2023		2024	
	Volume (tonnes)	%	Volume (tonnes)	%	Volume (tonnes)	%
Paper and Packaging	139,674	0%	133,596	0%	151,433	0%
Consumer Goods	11,765	0%	10,032	0%	19,368	0%
<b>Total</b>	<b>151,439</b>	<b>0%</b>	<b>143,628</b>	<b>0%</b>	<b>170,801</b>	<b>0%</b>

<sup>1</sup> The calculation of this indicator considers post-consumer scraps acquired from the market as recycled fibers.

<sup>2</sup> Data for the Consumer Goods Business Unit includes the volumes manufactured at the assets acquired from Kimberly-Clark, from June to December.

## PERCENTAGE OF HAZARDOUS WASTE RECYCLED<sup>1</sup>

SASB RT-CP-150a.1



<sup>1</sup> Recycled waste included all hazardous waste that was recycled, reused or directed to other recovery operations.

## LIFE CYCLE ASSESSMENT

SASB RT-CP-410a.3

To develop bioproducts with the lowest possible environmental impact and offer sustainable solutions, we conduct life cycle assessments (LCA) that measure the environmental performance of our products and help us identify improvements in our processes.

The LCAs comply with the ABNT NBR ISO 14040 standard and, in 2024, they covered 82.2% of our product portfolio (86.4% in 2023). The lower percentage is due to the pulp production volume in the new Ribas do Rio Pardo mill, where the LCA is still underway.

The assessments may consider the entire production process, from the harvesting of raw material to the final disposal of the product, varying according to the Business Unit. They analyze different categories of impact on water, soil, air and the health of living beings.



## PRODUCT PORTFOLIO COVERED BY LIFE CYCLE ASSESSMENTS<sup>1</sup>

	2022	2023	2024
	88.5%	86.4%	82.2%

<sup>1</sup> Percentage of products covered by LCAs considering our total production in the year.

**GRI 3-3 MATERIAL TOPIC – WATER AND EFFLUENTS**  
**SASB RR-PP-140a.2, RR-CP-140a.2**



Our eucalyptus farms, native forests and sites depend directly on water. Climate change increases the risk of water scarcity, making it even more important to respect the natural characteristics of supply and demand. To ensure the sustainable use of water, it is critical that all users of the river basins share responsibility and knowledge. This collaborative effort is vital to minimize the impact of the water crisis, which poses a risk both to our operations and to the supply of water to neighboring communities..

Therefore, it is important to understand, systematize, improve and expand the management of water use in the field, by our plants and in the communities neighboring our sites. To assess the climate effects on forest productivity and water resources, we have a network of 72 company-owned meteorological stations and also use data from 95 public stations in our analyses. Additionally, we integrate remote sensing information with data from conventional and automatic meteorological stations. Lastly, we have six flow towers equipped with instruments that regularly monitor water and carbon balance.

Our farms are natural infrastructures that are vital to the supply of freshwater, and their management can provide nature-based solutions to water-related societal challenges. We recognize the importance of water as a vital resource for the balance of ecosystems and for the sustainability of our forestry operations. To ensure that all our activities are environmentally responsible, we incorporate several practices and commitments related to forest water management, including:

- \_Protecting rivers and springs
- \_Monitoring water quality and quantity
- \_Analyzing the risks and mitigating the impact generated by our operations

\_Managing and controlling water withdrawal by our forestry operations

\_Conducting the ecological restoration of degraded environments

\_Raising awareness and educating employees and neighboring communities on environmental issues

In this context, we established guidelines for monitoring water resources, which enable us to assess quality and availability in bodies of water influenced by our forest management activities. They also guide our decisions, aiming to improve and adapt our forest management approach and meet established standards. Consequently, effective forest management supports several ecosystem services, including water flow and quality regulation, benefiting not only forestry production but also the supply of quality water to the different users of the river basins where we operate.

We are committed to continually seeking ways to improve and innovate to optimize the use of natural resources. We are managing 44 river basins located in critical water areas, covering approximately 88,000 hectares of planted farms (6% of our total area). This way, we are seeking to establish landscape management as a forest management tool, incorporating a systemic view of processes and users of river basins in an integrated manner, taking a hydrosolidarity approach to water use.

Our Commitments to Renewing Life include two water-related targets:

\_Reduce water withdrawal for industrial operations by 15% by 2030.

\_Increase water availability in all critical watersheds in the areas where we operate by 2030.

In 2024, our total water withdrawal was approximately 355,000 megaliters (ML). We had a 9.5% increase in absolute withdrawal, primarily due to the start of operations at the Ribas do Rio Pardo site and the higher production volume. The Aracruz mill is our only site that has water reservoirs to supply water to the plant. In 2024, there was a variation of -8% in the volume of stored water; however, no impacts related to this were identified. Our specific withdrawal was 6.35 m<sup>3</sup>/tonne, representing 73% of our target.



## WATER WITHDRAWAL BY SOURCE (ML)<sup>1, 2, 3, 4, 5, 6</sup> GRI 303-3 | SASB RR-PP-140a.1, RT-CP 140a.1

	2022			2023			2024		
	Total water withdrawal	Total water withdrawal from areas with water stress	% water withdrawal from areas with water stress	Total water withdrawal	Total water withdrawal from areas with water stress	% water withdrawal from areas with water stress	Total water withdrawal	Total water withdrawal from areas with water stress	% water withdrawal from areas with water stress
Surface water, including wetlands, rivers and lakes	316,662.7	28,792.7	9.1%	322,907.9	0	0%	353,647.2	0	0%
Groundwater/ water tables	1,452.4	0.0	0.0%	1,502.5	0	0%	1,672.9	0	0%
Rainwater	221.4	0.0	0.0%	286.1	0	0%	213.7	0	0%
Third-party water	N/A	N/A	N/A	4.6	1.6	34.7%	4.5	1.9	42.8%
<b>Total</b>	<b>318,336.5</b>	<b>28,792.7</b>	<b>9.2%</b>	<b>324,701.1</b>	<b>1.6</b>	<b>0%</b>	<b>355,538.3</b>	<b>1.9</b>	<b>0%</b>

<sup>1</sup> All water is withdrawn from freshwater sources (total dissolved solids  $\leq$  1,000 mg/L). No water comes from produced or seawater sources. Rainwater is an alternative source.

<sup>2</sup> The Cachoeiro de Itapemirim and Maracanaú sites use water from the municipal water supplier and exclusively for administrative activities. Therefore, since 2023, we have reported the water used by these sites as third-party water. In previous years, it was reported as surface water.

<sup>3</sup> Until 2022, the town of Suzano was classified by Aqueduct Water Risk Analysis as an area with water stress. Therefore, between 2020 and 2022, water data from the Suzano and Rio Verde sites were included in this category. In 2023, the tool was revised and Maracanaú was the only site classified as being in an area with water stress.

<sup>4</sup> The 2023 total was been revised due to a calculation error (from 319,844.5 to 324,701.1). GRI 2-4

<sup>5</sup> The data from the Ribas do Rio Pardo Unit was incorporated starting in August 2024, considering the operational stabilization period.

<sup>6</sup> For this indicator, values for international units are excluded.

## WATER CONSUMPTION (ML)<sup>1, 2, 3, 4, 5, 6, 7</sup>

GRI 303-5 | SASB RR-PP-140a.1, RT-CP 140a.1

	2022	2023	2024
<b>Industrial operations</b>			
<b>Total</b>	<b>62,182.7</b>	<b>64,788.5</b>	<b>78,391.0</b>
In areas with water stress	6,025.0	0.6	0.0
<b>Forestry operations</b>			
<b>Total</b>	<b>1,651.2</b>	<b>1,596.5</b>	<b>2,314.8</b>
In areas with water stress	2.1	0.0	0.0
<b>Percentage of water consumed in areas with water stress (industrial + forestry)</b>	<b>9.4%</b>	<b>0.0%</b>	<b>0.0%</b>

<sup>1</sup> In industrial sites, water consumption is defined as the difference between the volume of water withdrawn by the sites and the volume of water returned to the environment within the environmental parameters set by current legislation (treated effluent) and losses (evaporation and incorporation into products). In forestry operations, water consumption is considered the same as water withdrawal.

<sup>2</sup> Until 2022, the town of Suzano was classified by Aqueduct Water Risk Analysis as an area with water stress. Therefore, between 2020 and 2022, water data from the Suzano and Rio Verde sites were included in this category. In 2023, the tool was revised and Maracanaú was the only site classified as being in an area with water stress.

<sup>3</sup> The increase in water consumption in 2024 is due to the inclusion of data from the Ribas do Rio Pardo site.

<sup>4</sup> No consumption is considered in areas with water stress.

<sup>5</sup> Does not account for consumption in the Cachoeiro de Itapemirim and Maracanaú distribution and storage centers, since we consider that the water withdrawn (GRI 303-3) is accounted for as effluent discharge (GRI 303-4) after use.

<sup>6</sup> The data from the Ribas do Rio Pardo Unit was incorporated starting in August 2024, considering the operational stabilization period.

<sup>7</sup> For this indicator, values for international units are excluded.



## RESOURCE EFFICIENCY IN OUR INDUSTRIAL SITES

In 2024, our Mogi das Cruzes site in São Paulo, Brazil, implemented a resource efficiency project that resulted in significant environmental and operational improvements. Working to optimize water use, the mill reduced the volume of water withdrawn from the Tietê River by 20%.

The project followed a multidisciplinary strategy, focusing on reducing water use in paper machines, maximizing recirculation and reducing fiber loss. Through an integrated and collaborative approach, the project not only exceeded environmental performance expectations, but also served as a benchmark for other industrial sites, reinforcing our commitment to sustainability and continuous innovation.

## WASTEWATER DISCHARGE

In 2024, our total effluent discharge in the surface water category increased 11% as a result of the start of operations at the Ribas do Rio Pardo mill. In the seawater category, there was a nominal difference between the last two years. However, specific discharge decreased from 23.4 m<sup>3</sup>/tonne in 2023 to 23.1 m<sup>3</sup>/tonne in 2024.

We control effluent analysis parameters according to the European Commission's Integrated Pollution, Prevention and Control (IPPC) international methodology for the pulp and paper industry (2015).



WATER DISCHARGE BY TYPE OF DESTINATION (ML) <sup>1, 2, 3, 4, 5</sup> GRI 303-4	2022		2023		2024	
	Total	In areas with water stress	Total	In areas with water stress	Total	In areas with water stress
Surface water	173,196.9	22,766.5	194,539.10	0.00	215,482.5	0
Seawater	58,876.2	0	58,791.4	0.00	59,345.8	0
Third-party water	N/A	N/A	3.6	1.3	4.5	1.9
<b>Total</b>	<b>232,072.1</b>	<b>22,765.5</b>	<b>253,334.1</b>	<b>1.3</b>	<b>274,832.9</b>	<b>1.9</b>

<sup>1</sup> The surface water category refers to freshwater (total dissolved solids ≤ 1,000 mg/L). The other sources (seawater and third-party water) include other types of water (total dissolved solids >1,000 mg/L). No water is discharged into groundwater sources, and third-party water is directed to treatment and is not used by other organizations.

<sup>2</sup> Until 2022, the town of Suzano was classified by Aqueduct Water Risk Analysis as an area with water stress. Therefore, between 2020 and 2022, water data from the Suzano and Rio Verde sites were included in this category. In 2023, the tool was revised and Maracanaú was the only site classified as being in an area with water stress.

<sup>3</sup> The Aracruz site has a submarine emissary and discharges wastewater into the ocean.

<sup>4</sup> The data from the Ribas do Rio Pardo Unit was incorporated starting in August 2024, considering the operational stabilization period.

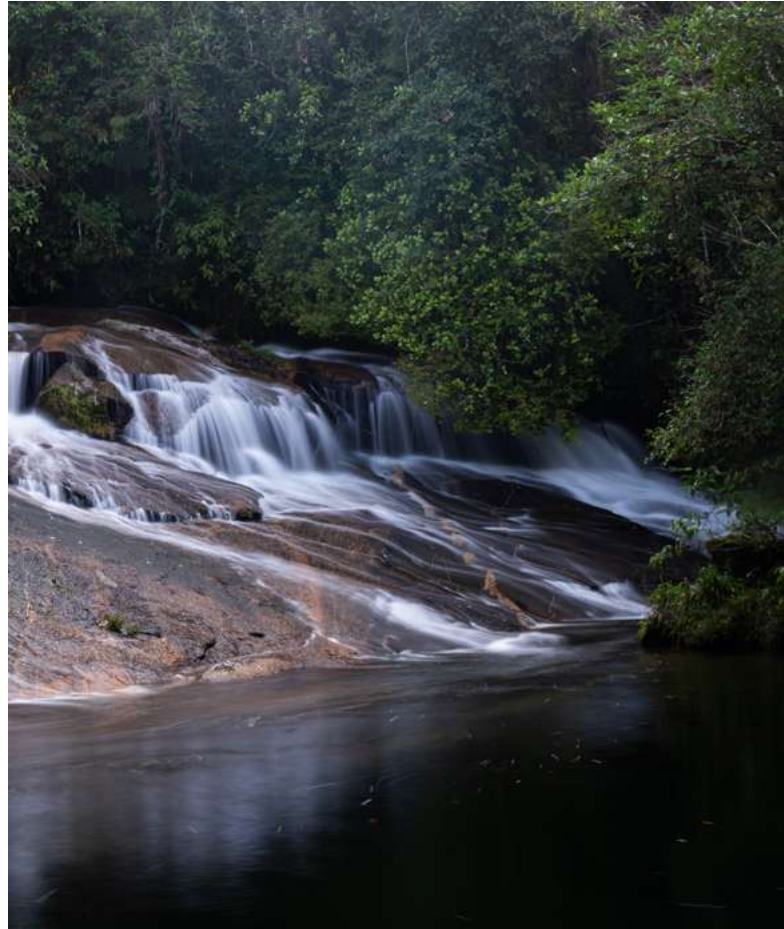
<sup>5</sup> For this indicator, values for international units are excluded.



## WATER REUSE

On average, 80% of the water withdrawn by our industrial sites returns to the production process, reducing the need for additional withdrawal, with the rest of the water evaporating into the atmosphere. Only a slight portion, of less than 1%, is retained by the pulp we produce. We reuse different types of industrial water, including cooling water, hot water, condensates (steam and liquor), bleaching filtrates, and white water from drying machines and from internal recirculation in water treatment plants. We operate within the reference limits established by the Integrated Pollution Prevention and Control (IPPC) and the International Finance Corporation (IFC), ranging from 25 m<sup>3</sup>/tsa (tonne of air-dried pulp) to 50 m<sup>3</sup>/tsa.

Gains in operational efficiency, as well as technological progress, have enabled us to reduce water consumption in our industrial sites. One example is our new Ribas do Rio Pardo site, which was built to incorporate the latest technologies, including the use of three rainwater lagoons that, in the medium term, will reduce the amount of water withdrawn from the river. In addition, the site received major investments to support the treatment of the water used in our industrial processes. The site's water treatment plant has the capacity to process 9,630 cubic meters of water per hour.



## ENGAGING SUPPLIERS

In 2024, we continued our Climate Change in the Value Change program, which aims to encourage suppliers to commit to reducing GHG emissions. Of the 200 suppliers invited, 80% voluntarily participated in the fourth cycle of the program, an engagement rate that surpassed the 40% average among other companies that use the CDP Supply Chain platform.

We also continued our Protecting our Water program, which encourages suppliers to manage water efficiently by using it consciously, and monitoring and assessing risks and opportunities. The program has been implemented in partnership with CDP since 2022. The 2024 cycle, which looked at data from 2023, engaged 100 strategic suppliers, of which 90% responded to the CDP Water questionnaire.

WATER-RELATED INCIDENTS OF NON-COMPLIANCE <small>SASB RT-CP-140a.3</small>	2022 <sup>1</sup>	2023 <sup>2</sup>	2024 <sup>3</sup>
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	2	1	3

<sup>1</sup> In 2022, the following incidents were reported: (i) Filing of a lawsuit for alleged improper water withdrawal. The lawsuit was closed after the parties came to an agreement; and (ii) Fine incurred due to an alleged failure to enter withdrawal data into the environmental agency's system. The company chose to pay the fine and adjust the information in the environmental agency's system to correct the violation.

<sup>2</sup> The reported incident refers to the filing of a lawsuit for alleged environmental damage resulting from the construction of a dam. The company filed a preliminary injunction, alleging that the lawsuit was unfounded, considering that the company's activities had been duly authorized and licensed.

<sup>3</sup> In 2024, the following incidents were reported: (i) Two fines related to the alleged use of groundwater prior to the granting of a permit. The company believes that both fines are unfounded and will file injunctions; and (ii) Notification to present data related to groundwater monitoring. The company responded to the notification before the legal deadline. The increase in the number of incidents in 2024, compared to 2023, is due to the inauguration of the Ribas do Rio Pardo mill, considering that two of the three incidents were related to the site. **GRI 303-4**



## WATER IN OUR FORESTRY SITES

GRI 3-3 MATERIAL TOPICS: WATER AND EFFLUENTS  
GRI 303-1

Water plays an essential role in the development, productivity and sustainability of our farms and native forests. Given the growing economic and ecological importance of these areas, understanding and managing the water resources used by them is critical to maximize benefits and minimize environmental impact.

Our production model intersperses eucalyptus farms with native forests, forming a mosaic pattern. This method, combined with responsible management, supports water conservation in river basins, improving water quality as a result of water infiltration into the soil and due to less silting of rivers and lakes, preserving rivers and springs.

In 2024, we achieved 97% compliance with water withdrawal regulations, in full alignment with legal requirements. To handle isolated incidents of non-compliance, we took corrective measures, including addressing them directly with the site and providing specific training to adjust and improve processes. These trainings aim to increase knowledge about water withdrawal in compliance with environmental standards.

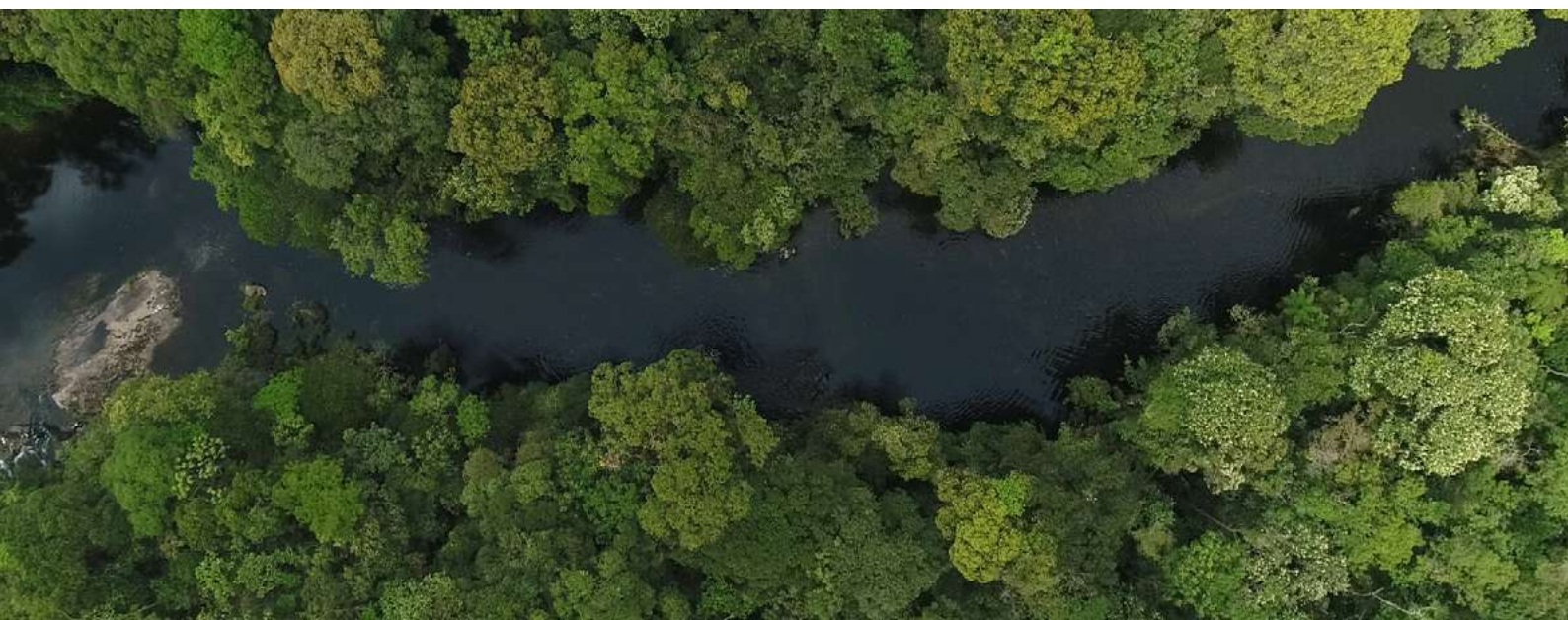
The sessions covered essential topics, including identification and location of authorized withdrawal points, in addition to the authorized volume to be withdrawn, proper recording of

### ENVIRONMENTAL DNA

In 2024, we launched the eDNA (Environmental DNA) project, comprising the implementation of a technique that detects traces of genetic material left by organisms in the environment, such as in water, soil or air. This method allows biodiversity to be monitored without the need to capture living beings. Initially, the focus will be on identifying species in bodies of water, helping increase the knowledge about aquatic biodiversity and assess the environmental health of rivers.

withdrawals, mandatory documentation that drivers must have in water trucks, and general best practices in water withdrawal.

In addition, our initiatives include projects to optimize water use, the implementation of new technologies, and specialized training, ensuring more efficient management that is fully aligned with environmental requirements. These plans include implementing projects focused on using resources efficiently, adopting new technologies and providing specific training to ensure more sustainable and fully compliant water management in the future.





## SUSTAINABLE MANAGEMENT

Our forestry operations have an itinerant and seasonal profile, with our seedlings needing to be irrigated only at the time of planting—in other words, eucalyptus is not a crop that must be watered throughout its entire growth cycle. Also, the trees return most of the water they absorb to the atmosphere through evaporation and transpiration, contributing to the rain cycle.

We have sustainable water management procedures that guide and provide technical support to our operational areas, with instructions on water planning, withdrawal and use for forestry, harvesting and logistics activities. This guides our decisions regarding improvements and adaption of our management practices.

Water management in our farms considers different aspects: legal requirements and/or license conditions; forest certifications requirements; stakeholder demands (e.g., overlapping water use); and global impact management disclosure platforms (CDP, Dow Jones Sustainability Index, Global Reporting Initiative, Water Footprint). We also consider international frameworks (such as the Sustainable Development Goals, the UN Restoration Decade, the 20x20 Initiative and others), and sectoral and multilateral agreements (such as forestry forums and the Brazilian Tree Industry Association – Ibá).

## MICRO BASINS

We seek innovative solutions to monitor water. One example is the *Microbasins* (“Micro basins”) Project, which was first implemented about 30 years ago and includes 15 experimental micro

basins. The information gathered has deepened our scientific knowledge about the use of water in eucalyptus farms and by other users of the basins, enabling us to assess water balance and implement conservation management initiatives. This monitoring is essential for understanding the relation between land use and water availability in the environment. It also enables us to assess the impacts of climate change on farms and native forests.

We stand out as the company in our industry with the largest number of monitored watersheds in Brazil, totaling 15. The knowledge acquired through this project provided us with the basis for establishing a long-term goal related to water in our forestry sites, a first-of-its-kind initiative at the time of its launch.

## PARTNERSHIPS

We have several partnerships, both at the national and international level, to boost our initiatives. Through the Cooperative Program on Environmental Monitoring in Micro-Basins (PROMAB/ Forest Research Institute – IPEF), we were able to expand our knowledge on best practices in management and contribute to the forestry sector through sustainable initiatives. We also joined the Coalition for Water, led by The Nature Conservancy (TNC), to carry out conservation initiatives in watersheds located in areas of high water stress in the Amazon, Atlantic Forest and Cerrado biomes. We also work together with universities (ESALQ/USP, UFV, UFJF), companies (P&G, Sonoco) and governments (IEF), and participate in entities (CEBDS, CT Água).

## RECOVERING SPRINGS

Springs play a key role in forests as primary sources of water for rivers and other water bodies, and therefore directly reflect the health of local ecosystems. Recognizing their importance and aiming to enhance the sustainable management of water resources, we are prioritizing initiatives to restore springs.

In 2024, we implemented a pilot project with the goal of protecting and revitalizing these natural water sources. We initiated the environmental assessment of several springs and, using artificial intelligence models, we were able to expand this analysis to other river basins that we occupy. We intend to advance this strategy in the coming years.



## PROTECTION OR RESTORATION OF BIODIVERSITY

GRI 3-3 – MATERIAL TOPIC: BIODIVERSITY | SASB RR-FM-160a.4

**COMMITMENT:**



CONNECT, THROUGH ECOLOGICAL CORRIDORS, 500,000 HECTARES OF AMAZON, ATLANTIC FOREST AND CERRADO FRAGMENTS BY 2030

Conserving biodiversity is one of our main commitments. Our mosaic planting model combines areas planted with eucalyptus and areas of native trees, which helps restore degraded land and bring back animal and plant species, recovering part of the biodiversity. As our business model is closely connected to the environment, the balance of ecosystem services, based on the conservation and sustainable use of natural resources, is essential.

We are committed to connecting half a million hectares of priority areas for conservation in the Amazon, Atlantic Forest and Cerrado, helping address the global challenge of reversing biodiversity loss. This loss is often

caused by the fragmentation of habitats, which increases the risk of species extinction, unbalances ecological functions and reduces ecosystem services, such as climate regulation, pollination and water and soil conservation.

In 2024, we made progress toward fulfilling our commitment by implementing sections of ecological corridors that connect 102,104 hectares of fragments, which, added to those that were connected in previous years, total 157,889 hectares. Some of these corridors are within our conservation and farm areas. In corridors that cut through production areas, we implement biodiverse models, which are mixed models that combine areas of farm and of native vegetation.

During the year, we also started monitoring biodiversity to create baselines for functional connectivity in the Amazon, Atlantic Forest and Cerrado corridors. This work is based on an analysis of the current distribution of species, including some key species of primates and palm trees, to assess the positive impacts of the corridors on biodiversity over time. We executed a project to map the 500,000 hectares of native vegetation fragments to be connected. These fragments were chosen based on ecological relevance criteria.

BIODIVERSITY

### CONNECTING NATIONAL PARKS

With the help of indigenous groups, in 2024 we began connecting two national parks through the implementation of an ecological corridor that connects approximately 50,000 hectares. This effort included the restoration of indigenous land between the Monte Pascoal and Descobrimento parks, in the Brazilian Northeast, and was carried out through a partnership with Inovaland, together with the Southern Bahia Environmental Fund (FASB, in Portuguese) and the Pataxó ethnic group. The indigenous people prepared the soil, put up fences and planted native tree seedlings, demonstrating how social and environmental efforts are interconnected.

## RESTORATION PROGRAM

Ecological restoration is both a commitment and a responsibility we have in the regions where we operate. To meet legal and certification requirements and fulfill voluntary commitments, since 2010 we have been implementing the Ecological Restoration Program in the Amazon, Atlantic Forest and Cerrado biomes.

This program seeks to significantly increase connectivity between existing forest fragments, foster the creation of networks of ecologically representative conservation areas in all regions where it is implemented, and ensure legal compliance by rural properties that are part of our production process. Throughout 2024, we did maintenance in the restoration areas, in addition to starting the process in 5,200 hectares using various methodologies, such as direct planting, seeding and conduction. Restoration initiatives were implemented in all our sites, reinforcing our commitment to environmental recovery and sustainability.

## MONITORING PRIMATES

We monitor primates that are in danger of extinction. The initiative is carried out by universities and research institutes and covers our farms and biodiversity corridors in the Amazon, Atlantic Forest and Cerrado biomes. These activities combine traditional methods, such as active search and playback, with modern techniques, such as camera traps in treetops, AI-powered autonomous recorders and thermal drone flyovers.

Studies conducted by the Forestry Engineering Department of the Federal University of Viçosa (UFV) and the Primatology Laboratory of the State University of São Paulo (UNESP) on three of our farms in São Paulo identified six species of primate: southern marmoset (*Brachyteles arachnoides*), buffy-tufted marmoset (*Callithrix aurita*), brown howler (*Alouatta guariba*), black capuchin (*Sapajus nigritus*), black-fronted titi (*Callicebus nigrifrons*) and black lion tamarin (*Leontopithecus chrysopygus*). With the exception of the black-fronted titi monkey and the black capuchin monkey, the other four species are under some degree of danger of extinction.

In our Primates and Palms line of work, which is part of our biodiversity target, we seek to generate, apply and share scientific knowledge to recover and conserve strategic populations of primates in danger of extinction found in the ecological



corridors, enabling their current and future existence and dispersion. Our initiatives include:

### Amazon Corridor

Researchers from the Muriqui Biodiversity Institute (MIB, in Portuguese) identified 16 individuals of the black bearded sakis species (*Chiropotes satanas*), as well as one individual of the kaapori capuchin species (*Cebus kaapori*), one of the 25 most endangered primates in the world.

### Atlantic Forest Corridor

The Bicho do Mato Research Institute identified four species of primates: brown howler (*Alouatta guariba guariba*), crested capuchin (*Sapajus robustus*), atlantic titi monkey (*Callicebus personatus*) and white-headed marmoset (*Callithrix geoffroyi*).

### Cerrado Corridor

In this biome, the key species is the hooded capuchin monkey (*Sapajus cay*), which will be monitored in partnership with the Federal University of Mato Grosso do Sul. We formalized the agreement at the end of 2024, and the first field campaigns will happen in 2025.



## PARTNERSHIPS IN BIODIVERSITY CORRIDORS

In 2024, we entered into partnerships with institutions in a collective effort to maximize the impact of the initiatives and collaborate to achieve our goal of connecting half a million hectares of forests.

One example was a partnership with the World Bank's International Finance Corporation (IFC), to implement a section of corridor in Mato Grosso do Sul with the goal of restoring and implementing sustainable production management in areas that will connect 35,000 hectares of fragments of native vegetation in the Cerrado. The agreement also involves engaging landowners, facilitating registrations or corrections in the Brazilian Rural Environmental Registry (CAR, in Portuguese), offering training and outlining strategies to provide technical and financial incentive for large-scale restoration partnerships.

We also signed a cooperation agreement with Conservation International (CI-Brazil) for the conservation of biodiversity, the restoration of ecosystems and the socioeconomic development of communities in the Amazon, Atlantic Forest and Cerrado regions. The cooperation

includes developing strategies, facilitating partnerships and securing public and private resources to develop these projects.

In 2024, we also entered into a partnership with Rainforest Alliance, joining its Forest Allies, a community that supports the exchange of best practices and solutions to protect, restore and enable responsible management of tropical forests. This partnership expands the presence of Rainforest Alliance in Brazil, where it contributes to projects in the Amazon Basin and to the fulfilment of our commitment to biodiversity.

With iNovaland, which is part of the iNovaland® holding company, we formed a partnership to implement sections of the Atlantic Forest Corridor through the FASB Program. Supported by an estimated investment of approximately R\$25 million, co-funded by the two companies, more than 400 hectares of restoration and sustainable soil management will be implemented on third-party rural properties along the Corridor, expecting to connect 170,000 hectares of forest fragments by 2030. The project will have a three-year implementation period, with maintenance and monitoring activities lasting through 2030.



## PROTECTED AREAS

We maintain and protect 1.1 million hectares of native vegetation, which corresponds to approximately 40% of our total land. In this area, we have identified 72 High Conservation Value Areas (HCVA), totaling 85,000 hectares, and seven Private Natural Heritage Reserves (PNHR) that are classified as category IV by the International Union for Conservation of Nature (IUCN). These are areas of high importance for biodiversity conservation.

The management of these areas aims to ensure the maintenance, improvement and sustainable use of biodiversity by protecting ecosystems, species and genetic diversity, and ensuring compliance with current legislation. To this end, we have a Biodiversity Monitoring Plan that establishes general guidelines, procedures and responsibilities.

HIGH CONSERVATION VALUE AREAS (HCVA) PER FOREST MANAGEMENT UNIT (ha) <sup>1, 2, 3</sup>	2022	2023	2024
<b>SASB RR-FM-160a.3</b>			
São Paulo	10,620.9	10,634.1	10,633.8
Mato Grosso do Sul	11,330.1	11,334.6	11,334.6
Espírito Santo-Bahia	18,965.0	17,941.8	17,034.5
Maranhão	52,677.6	52,846.8	46,051.6
<b>Total</b>	<b>93,593.6</b>	<b>92,757.3</b>	<b>85,054.5</b>

<sup>1</sup> This indicator considers HCVA as per Principle 9 of FSC® forest certification, using as a reference the HCV Resource Network guide to identify and prioritize initiatives related to HCVA. These areas are home to diverse vegetation types, such as forests, restingas, muçunungas and wetlands (including mangroves and marshes), which serve as habitat for endemic and endangered species. In addition, some of these areas overlap with Private Natural Heritage Reserves (PNHRs).

<sup>2</sup> In 2023, there was a decrease in HCVA due to the termination of lease agreements. Land in HCVA were returned to their owners.

<sup>3</sup> The variation in the number of hectares in 2024 is due to the geospatial analysis of the HCVA polygons, which resulted in the exclusion of areas such as roads and power transmission lines. In addition, properties that included HCVA were sold. We communicated the importance of maintaining these areas to the new owners.

HABITATS PROTECTED BY BIOME (ha) <sup>1, 2</sup>	2022	2023	2024
<b>GRI 304-3   SASB RR-FM-160a.2</b>			
Atlantic Forest	356,590	358,757	357,498
Cerrado	388,320	417,673	461,288
Amazon	256,972	262,685	265,023
Pantanal	N/A	N/A	389
<b>Total</b>	<b>1,001,882</b>	<b>1,039,115</b>	<b>1,084,198</b>

<sup>1</sup> Includes only areas that are considered to be eligible for conservation in protected biomes. Pampa is not reported. Starting in 2022, Mangrove and restinga areas are incorporated into the reported biomes.

<sup>2</sup> In 2024, a new property located in the Pantanal biome was added to our land base.



<b>HABITATS PROTECTED BY FOREST MANAGEMENT UNIT (ha)</b> <sup>1,2</sup> GRI 304-3   SASB RR-FM-160a.2	<b>2022</b>	<b>2023</b>	<b>2024</b>
Espírito Santo-Bahia	281,983	284,862	281,244
São Paulo	110,442	113,289	113,793
Maranhão	352,780	346,777	364,237
Mato Grosso do Sul	256,678	294,187	324,923
<b>Total</b>	<b>1,001,882</b>	<b>1,039,115</b>	<b>1,084,197</b>

<sup>1</sup> Includes only areas that are considered to be eligible for conservation in protected biomes, including mangrove and restinga areas. Pampa is not reported.

<sup>2</sup> In 2024, a new property located in the Pantanal biome was added to our land base.

<b>AREAS IN PROCESS OF RESTORATION BY FOREST MANAGEMENT UNIT (ha)</b> <sup>1,2,3</sup> GRI 304-3	<b>2022</b>	<b>2023</b>	<b>2024</b>
Espírito Santo-Bahia	23,840	25,486	27,875
São Paulo	12,404	12,880	14,639
Maranhão	184	288	1,057
Mato Grosso do Sul	927	998	1,262
<b>Total</b>	<b>37,355</b>	<b>39,652</b>	<b>44,833</b>

<sup>1</sup> The numbers represent the total size of areas in process of restoration under our management up until the reported year, by forestry business unit, regardless of their stage of restoration. Includes only corridors connecting Suzano areas, and not those on third-party properties.

<sup>2</sup> The restoration process carried out by Suzano is evaluated by independent external experts, who represent environmental bodies. We also undergo annual forest management certification audits, which attest to our forest management practices, including our restoration practices

<sup>3</sup> The data reported is the total accumulated through December of each year.

## BIODIVERSITY KNOWLEDGE MANAGEMENT

Since 1989, we have been monitoring biodiversity in our areas and, over the decades, we have recorded more than 4,500 species, of which 180 are endemic and 190 are threatened in Brazil. Our monitoring activities consist of collecting data on the occurrence of fauna and flora species in the field. The groups of fauna we sample include mammals, reptiles, amphibians and birds, which can be identified by active search, observation at a fixed point and camera traps.

For each species identified, we collect and record data on its characteristics (morphology, nomenclature, phylogeny, habits, diet and behavior), geographic distribution (collection record, recording method, biome, phytophysiology and successional stage), endemism and degree of threat. The spatial distribution, diversity of environments and

excellent state of conservation of some remnants allow them to house a significant diversity of species. To increase the static representation of the areas sampled for company-wide assessments, over the last two years, in partnership with the Federal University of Viçosa, we have improved our fauna monitoring protocol, implementing it in all sites in the last cycle.

In the past, we used to sample only HCVA's. However, with this change in the protocol, we now sample not only these areas, but also others, including eucalyptus farms. This expanded scope, proposed by the university, aims to ensure compliance with three fundamental principles of experimentation: randomness, variability and replicability. Therefore, the new data collected includes a wider range of areas owned by our company, providing a more complete and reliable representation of the conditions.



## IMPACT ON BIODIVERSITY LOSS

### GRI 3-3 – MATERIAL TOPIC: BIODIVERSITY

We measure our impact on nature and ecosystem services, which provides us with more accurate information for strategic planning and decision-making purposes. We follow the principles of the Natural Capital Protocol, developed by the Capitals Coalition and the World Business Council for Sustainable Development (WBCSD) related to biodiversity aspects, covering categories such as land use, water and soil conservation ecosystem services, and climate change mitigation.

#### SASB RR-FM-160a.4.2

We also follow the guidelines of the Natural Capital Protocol to define the impact trajectories and indicators for life cycle assessments, thus enabling us to quantify the effects of changes in nature resulting from our activities on human well-being. And as we strive to continuously improve, in 2024, we expanded the scope of our assessment by piloting a project to measure the impact resulting from our supply chain.

This approach helps us plan effective actions to reduce and mitigate negative impacts and enhance positive impacts. The results demonstrate the potential of our business model to restore water and soil conservation ecosystem services, and to mitigate climate change through carbon capture, which are essential in maintaining biodiversity. For example, we evaluated changes in eucalyptus farms that

previously had been degraded pasture, noticing an evident reduction in erosion processes and, consequently, improvements in environmental conditions that can increase biodiversity.

#### MORE DATA TECHNOLOGY

As part of our efforts to improve biodiversity measurement, in 2024 we started using new technologies for data collection. Some initiatives included:

- \_Adoption of the Species Threat Abatement and Restoration Metric (STAR), a method developed by the Integrated Biodiversity Assessment Tool (IBAT) in collaboration with the International Union for Conservation of Nature (IUCN). This metric provides a detailed view of threatened species hotspots and of the most relevant global threats in each location, enabling the development of effective mitigation actions involving not only Suzano, but also society and the government.
- \_Development of BioScore, a biodiversity measurement tool based on landscape ecology metrics. It enables effective action to support biodiversity conservation as part of our forest management efforts.
- \_Investment in the research and development of new approaches related to biodiversity conservation, such as modeling floristic biodiversity indices through remote sensing via satellite and mapping species with drones.





### PREPARED FOR TNFD

We are a member of the Task Force on Nature-related Financial Disclosures (TNFD) and are committed to being one of the first companies to adopt its guidelines and disclose our results in 2026, setting 2025 as the baseline. To this end, in 2024, we expanded our impact measurement efforts to also assess nature-based dependence and risks based on the Natural Capital Protocol framework.

During the year, we identified dependencies, reviewed material impacts, performed detailed assessments of risks and opportunities, and identified sensitive areas related to our operations, supported by TNFD's LEAP approach. This approach includes four main assessment steps: Locate interface with nature; Evaluate dependencies and

impacts; Assess risks and opportunities; Prepare to respond to nature-related risks and opportunities and report to investors.

We also joined a working group organized by the Brazilian Business Council for Sustainable Development (CEBDS), together with other companies in the land use sector. Participating in this unique collective initiative was a positive experience that allowed us to share knowledge and practices with other companies and enriched our understanding of the TNFD. We believe that this collaborative disclosure allows for transparent and effective communication about the relationship between business and nature and reinforces the position of the Brazilian business sector in the biodiversity agenda.



### PARTNERSHIP WITH IUCN

In celebration of our centennial, we established a two-year collaboration with the International Union for Conservation of Nature (IUCN). IUCN will share with Suzano its expertise in the development of its nature strategy, aiming to inspire other companies to adopt ambitious objectives and contribute to the achievement of the Kunming-Montreal Global Biodiversity Framework targets. IUCN is the largest and most diverse environmental network in the world, bringing together over 1,500 members, including governments, environmental groups and indigenous organizations.

The work will include setting measurable goals that demonstrate our contributions to a nature positive future, as well as participating in various important international events, such as the UN Biodiversity Conference which was held in 2024 in Colombia, and the IUCN World Conservation Congress and COP30, to be held in Abu Dhabi and Brazil, respectively, in 2025.

**GRI 3-3 – MATERIAL TOPIC:  
EMISSIONS AND CLIMATE CHANGE**



**COMMITMENT:**  
TACKLE THE  
CLIMATE CRISIS

**IMPACT OF CLIMATE  
CHANGE ON BUSINESS**

GRI 201-2

Climate change is an alarming global challenge, with an impact on nature and people's lives. Its link to human activity has been scientifically proven by the Intergovernmental Panel on Climate Change (IPCC), a scientific body of the United Nations. In 2023, we had already registered the highest average temperatures on the planet and, in 2024, this number was even higher, with temperatures exceeding, for the first time, the limit of 1.5°C above pre-industrial levels that had been established for 2030 by the Paris Agreement.

At Suzano, we closely follow discussions on this topic. We regularly participate in climate conferences (such as COP29, held in November 2024, in Azerbaijan, and Climate Week NYC, held in September, in the United States), monitoring the progress of negotiations and agreements, as well as the agenda of

the business sector and the demands of society. We believe that, just as climate change is the result of actions taken by different actors in society, searching for solutions to this urgent problem is a collective duty.

We know that planting eucalyptus and native species directly contributes to removing carbon dioxide (CO<sub>2</sub>) from the air and storing it. On the other hand, industrial and value chain activities, emit large amounts of greenhouse gas (GHG). This only increases our responsibility to face this challenge. For this reason, we have two long-term public commitments

\_Remove 40 million tonnes of carbon equivalent by 2025

\_Reduce the intensity of scope 1 and 2 GHG emissions per tonne of production (tCO<sub>2</sub>e/tonne) by 15%, by 2030.

As an example of our commitment, our new plant in Ribas do Rio Pardo, which started operations in July 2024, employs the highest level of technology—including to increase eco-efficiency. The site is practically energy self-sufficient, generating 100% of the electricity it consumes and using its own sources (black liquor, biomass and methanol) to meet 96.65% of its fuel needs. This further enables us to offer viable and competitive bio-based alternatives to fossil-based materials.



## RESULTS RELATED TO TARGETS BEING ASSESSED

### REMOVALS

*Remove 40 million tonnes of CO<sub>2</sub> equivalent between 2020 and 2025.*

In 2024, our carbon removal balance was 2,256,855 tonnes, resulting in a cumulative total of 29,368,003 tonnes of CO<sub>2</sub>e removals since the baseline year (2020), representing a progress of 73.4% toward the target.

This result was driven by a positive removal balance in forests, resulting from expansions in the base in previous years (farms), acquisition of new areas, maintenance of standing forests and the corresponding harvest.

This target is schedule to sunset within a year. In this context, it is important

to consider that: (i) A new GHG Protocol methodology for land use and removals is scheduled to be announced in 2025, which will refine the calculation approach; (ii) Ensuring historical comparability is essential; and (iii) To avoid modifying the baseline and target, the emissions from the acquired Suzano Packaging mills were not incorporated into the calculation, which was also the case with the emissions reduction target. Additionally, the same scope 3 (partial) categories previously considered have been maintained. In this sense, only non-significant methodological improvements (<1% impact on the target) were made to scope 1 emissions.

### EMISSIONS

*Reduce the intensity of carbon emissions (scopes 1 and 2) per tonne of production (tCO<sub>2</sub>e/t) by 15%, by 2030.*

In 2024, we continued to calculate our greenhouse gas emissions and, consequently, the intensity of these emissions per tonne of production.

In the reporting period, we acquired two manufacturing facilities from Pactiv Evergreen, in the United States, effectively incorporating these operations into our business in October 2024. Consequently, the greenhouse gas emissions in our inventory were calculated (i) following the GHG Protocol methodology, including improvements and emissions from Suzano Packaging for the entire year, which resulted in changes to the baseline (2015), and in the results from 2022 to 2024, leading an update of the KPIs for the 2030 target and (ii) separating preexisting operations from the new Suzano Packaging operations.

Regarding the target, our emissions intensity per tonne of production in 2024 was:

- 1) 0.2046 tCO<sub>2</sub>e/tonne, representing a reduction of 2.9% compared to 2023, following the GHG Protocol criteria, described in item (i).
- 2) Preexisting operations: 0.1803 tCO<sub>2</sub>e/tonne; and new Suzano Packaging operations: 0.5965 tCO<sub>2</sub>e/tonne.

We also use other financial carbon accounting metrics and equivalents, following the specific guidelines of different frameworks, and the results will be presented by the established legal and framework deadlines.



## GOVERNANCE OVER CLIMATE CHANGE

To help us achieve these goals, we have robust Climate Change governance. Our Board of Directors, with the support of the Sustainability Committee, is responsible for overseeing the sustainability strategy, including climate change risks and opportunities. We have a specific area assigned to lead and bring topics of this nature into decision-making processes, in a cross-cutting matter.

From a formal standpoint, we are guided by our Corporate Climate Change Policy, which includes principles to ensure that we have mitigation actions to reduce and remove GHG from the atmosphere and maximize our positive impacts. The policy underscores our commitment to fighting climate change, as we strive to transition to a low-carbon economy. We also have a public Zero Deforestation position statement and a Wood Supply Policy.



## RISKS AND OPPORTUNITIES

We have a team dedicated to corporate risk management, including risks related to climate change, and proprietary methodologies, tools and processes that aim to identify, assess and address the main risks. The assessment of the potential physical impacts of climate change, as well as those resulting from the transition to a low-carbon economy, is carried out on an ongoing basis.

In 2024, we launched a new model to financially quantify climate risks, helping us calculate the potential impact of the main risks to which our assets and operations are exposed. As a first step, we carried out a pilot project that covered our entire operation in the north of Brazil and several corporate areas. These results will be used to expand the new methodology to other assets, providing relevant information to increase resilience and adaptive capacity considering different climate scenarios and to inform business strategies.

### PHYSICAL RISKS

We consider the four global warming scenarios released by IPCC to analyze the physical risks that impact our forestry and strategic operations. We assess our vulnerability to climate change across the value chain, following a precautionary approach. Through this process, we identified two physical risks (rising temperatures and water scarcity), with the following impacts:

**Loss of biological assets** due to fires and impacts caused by increased occurrence and resistance of pests and other forest diseases that benefit from the gradual increase in temperature.

**Decrease in productivity and expected growth (MAI)** due to lower water availability in basins and to other atypical climate events, such as droughts, frosts and torrential rains.

**Interruptions in the production chain** caused by severe climate events.

**Shortages of water in industrial sites.** Although our plants use water efficiently, we have contingency plans for all sites occasionally affected by potential water shortages, and action plans to face water crises in areas identified as critical.



**TRANSITION RISKS**

We take a proactive approach to identify, assess and mitigate climate transition risks, ensuring alignment with global standards and seizing market opportunities, while also strengthening our operational resilience and competitiveness. These risks include the following aspects:



Type of risk	Impact	Mitigation initiatives
<b>Regulatory</b>	<ul style="list-style-type: none"> <li>_Changes in climate regulations can drive additional costs and penalties.</li> </ul>	<ul style="list-style-type: none"> <li>_Alignment with voluntary frameworks such as GRI, SASB, TCFD.</li> <li>_Continuous monitoring of regulatory updates.</li> <li>_Establishment of emissions reduction targets aligned with the Paris Agreement.</li> <li>_Monitoring of regulations such as EU CBAM, IFRS S1, S2, CSRD and EUDR.</li> </ul>
<b>Legal</b>	<ul style="list-style-type: none"> <li>_Possible fines and litigation for failure to comply with regulations.</li> <li>_Risk of non-compliance with contractual clauses in debt securities.</li> </ul>	<ul style="list-style-type: none"> <li>_Continuous monitoring of legal trends and regulations in the countries where we operate.</li> <li>_Consideration of internal carbon pricing variables in investments.</li> <li>_Commitment to the targets of the Paris Agreement.</li> <li>_Monitoring of Sustainability Linked Bonds (SLB) and Sustainability Linked Loans (SLL) clauses.</li> </ul>
<b>Reputational</b>	<ul style="list-style-type: none"> <li>_Loss of trust among consumers and stakeholders if climate targets are not met.</li> </ul>	<ul style="list-style-type: none"> <li>_Transparent communication on sustainability targets.</li> <li>_Active participation in COPs and in discussions on climate change.</li> <li>_Engagement with customers and suppliers to ensure achievement of climate targets.</li> <li>_Investment in low-carbon technologies to reduce GHG intensity.</li> </ul>
<b>Market</b>	<ul style="list-style-type: none"> <li>_Tariffs such as the EU CBAM can affect competitiveness.</li> <li>_Changes in the carbon market can drive compliance-related costs.</li> </ul>	<ul style="list-style-type: none"> <li>_Development of a regulated carbon market in Brazil.</li> <li>_Use of shadow pricing to measure the impact of emissions and make informed investment decisions.</li> <li>_Monitoring of carbon pricing trends in international markets.</li> </ul>
<b>Technological</b>	<ul style="list-style-type: none"> <li>_Costs of implementing new decarbonization technologies.</li> <li>_Risk of not being aligned with energy efficiency best practices.</li> </ul>	<ul style="list-style-type: none"> <li>_Investment in technologies to reduce emissions intensity (such as increased use of biomass and black liquor).</li> <li>_Projects such as the Master Plan in the Jacaréi and Ribas do Rio Pardo sites to increase operational efficiency.</li> <li>_Continuous evaluation of tools such as SBTi, TPI and ACT to adjust decarbonization trajectories.</li> </ul>



## OPPORTUNITIES

Due to the large volume of CO<sub>2</sub> removed by eucalyptus and native forests and the renewable nature of our raw material, we see strategic opportunities for new businesses related to climate change mitigation, which include revenue diversification and sustainable business innovations.

### Sustainable packaging

Through Suzano Ventures, we have been investing in startups that are developing new sustainable packaging, as detailed on [page 29](#).

### Energy sources

We reuse biomass and wood waste from the production process to generate a significant portion of the energy we need. In 2024, 85.4% of the energy we consumed came from these sources.

### Low-carbon products

We work to expand our portfolio of products that can replace fossil-based ones, supporting customers seeking solutions for their decarbonization strategies.

## CLIMATE TRANSITION ACTION PLAN

In 2024, we published our Climate Transition Action Plan, an effort that demonstrates our strategy to face the challenges posed by climate change, aligned with the company's long-term vision.

One of the several initiatives we implemented during the year was the creation of a systematized process for updating our Marginal Abatement Cost Curve (MACC), which had been updated in 2023.

The new process allows our different areas to register and manage their projects in an integrated and continuous manner.

Additionally, we expanded our analyses and studies throughout the year, involving the areas linked to the categories with the highest GHG emissions, such as Engineering, Energy (industrial processes), Forestry Operational Excellence, Logistics (wood and products), R&D, Supplies and New Businesses.

We also continued our practice of incorporating sustainability criteria into investment analyses. In decisions regarding expansion and modernization projects, an initiative's impact on our CRL have a weight of 25% (the remaining 75% is related to financial parameters). Also, our Internal Carbon Price, which puts a financial value on the impact of a project on GHG emissions, continues to be considered in the calculation of new projects—another way of contributing to the reduction of these emissions.

The decarbonization initiatives we adopted in 2024 are detailed in the Mitigation section of the available [Climate Transition Action Plan](#).

## FOCUSED STRATEGY

**GRI 3-3 MATERIAL TOPIC: EMISSIONS AND CLIMATE CHANGE**  
**SASB RR-FM-450a.1, RR-PP-110a.2, RT-CP-110a.2**

Our climate change strategy aims to further integrate discussions on this topic into the business governance process, driving our strategic vision toward a fair transition to a

## REGENERATIVE ECONOMY

We want to be pioneers in the so-called regenerative economy, in which human activity conserves and restores natural resources, rather than depleting them. According to the principle of damage repair, negative impacts should always be less than the sum of positive impacts and repair actions. This approach is an alternative to the more traditional linear economy, which involves using natural resources to produce manufactured goods. The regenerative economy is seen as a step ahead of the circular economy, as it seeks to optimize manufacturing processes, reducing dependence on virgin raw materials and prioritizing more durable, recyclable and renewable inputs.



low-carbon economy. The strategy is based on the main recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)—now incorporated into the International Financial Reporting Standards' IFRS S2 – Climate-Related Disclosures—and focuses on reducing greenhouse gas emissions in the four focus areas described below:

## 1. MITIGATION

We take measures to prevent or mitigate potential negative effects of climate change, such as avoiding GHG emissions and leveraging the opportunity to sequester carbon from the atmosphere through our forests.

We work in different areas, in a cross-cutting manner, to reduce our emissions, including modernization and efficiency projects, fuel replacement initiatives, switching to alternative fleets, and other types of technology and innovation. Our forestry efforts include intensifying tree planting in land that had been previously anthropized, and properly managing and ensuring maintenance, protection and restoration of preservation and conservation areas. Our starting point is our Greenhouse Gas Inventory, through which our total emissions and removals are updated annually.

### GHG emissions inventory update

At Suzano, we use the GHG Protocol framework to calculate and disclose the GHG emissions of each of our subsidiaries during the entire reporting year, regardless of when they were financially incorporated.

In 2024, we revised our GHG inventory calculation following the GHG Protocol and ISO 14064 methodology, resulting in changes to scope 1, 2 and 3 emissions in the baseline year (2015) and in 2022 and 2023, as well as in the total reported for 2024.

This review was based on continuous improvement and methodological enhancements, such as updating the global warming potential (GWP) according to the IPCC Fifth Assessment Report (AR5), improving emission factors for scope 1 sources, updating the reporting of scope 2 emissions considering the market-based approach, and increasing the number of material and applicable scope 3 categories from six to 10. Given the importance of these changes, we revised our scope 1 and 2 emissions in the baseline year (2015) and in 2022 and 2023, in addition to incorporating relevant scope 3 categories for the years 2022, 2023 and 2024. **GRI 2-4**

Considering these adjustments, which ensure comparability, in 2024 we had a slight increase (5.74%) in net scope 1 and 2 emissions, as a result of the increase in stationary emissions due to the start of operations at the new Ribas do Rio Pardo mill and the increase in the electricity emission factor (Brazilian grid). In scope 3, we had a marginal increase (0.32%) between 2023 and 2024, despite the startup of the new mill and the consequent increase in the company's production. For more information on scope 3 emissions, visit the [Sustainability Center](#).

With the acquisition of new assets by Suzano Packaging in 2024, the new facilities will be considered in the company's global decarbonization path in 2025, driving a progressive increase in efficiency. Our goal is to make our sites less carbon intensive in the coming years, in line with our global mitigation strategy. To enable comparison, in this report, estimated emissions from Suzano Packaging sites were included in the emissions tables, for the years 2022, 2023 and 2024. **GRI 2-4**

We have different projects to reduce our emissions, including, for example:

—Our new plant in Ribas do Rio Pardo is practically self-sufficient, consuming clean energy produced from by-products of the pulp manufacturing process. It is also our first site to use biomass gasification.

—In the Jacaré plant, we have reduced our consumption of natural gas.

—We use our Internal Carbon Price to measure and quantify the impact of new projects on GHG emissions.

—In 2024, we celebrated the first voyage of Green Santos, the largest pulp transport ship in the world, which has helped us reduce our carbon footprint per tonne transported.

—In Limeira and Suzano, we started transporting our products to the port via railroad (a cheaper and lower-emitting mode of transportation).

—The increase in capacity at Portocel, a cargo terminal jointly owned by Suzano and Cenibra, has helped us reduce our fertilizer supply radius, with positive effects on emissions.



**2. ADAPTATION**

We work to adjust existing practices and develop new approaches to deal with new conditions imposed by climate change.

To analyze physical risks that impact our forestry and strategic operations, we use IPCC’s climate scenarios, as well as downscaling, a statistical methodology that allows us to adapt global climate change scenarios to a regional or local scale.

We consider four global scenarios and nine climate models to help us better understand climate conditions and water availability.

Among other results, our analyses have indicated that areas located in Bahia, Espírito Santo and Maranhão have higher potential for impact and less effect expected than our other farm areas.

**3. TRANSITION**

A fair and equitable transition to a low-carbon economy requires a significant change in production, consumption and investment patterns to create an economy that is less dependent on fossil fuels and has a smaller carbon footprint. Therefore, we believe in the

need to focus on developing new solutions and businesses, engaging in discussions on carbon pricing, and investing in technology, research and innovation.

We have different initiatives in this area, including Biomas, a company we created in partnership with other Brazilian organizations with the goal of restoring and protecting 4 million hectares of native forests and trading carbon credits. Other examples are the investments made by Suzano Ventures in startups that help us build the future of the bioeconomy.

**4. INTEGRATION**

We are convinced that we can only win the fight against climate change if we work together. Therefore, we emphasize the importance of involving and influencing different actors to move toward a low-carbon economy. We do this not only through working groups, multidisciplinary projects and general initiatives implemented across our industrial, forestry and logistics operations, but also through strategic development projects.

<b>GREENHOUSE GAS (GHG) EMISSIONS (tCO<sub>2</sub>e)<sup>1, 2, 3, 4, 5, 6</sup></b> <b>GRI 305-1, 305-2, 305-3   SASB RR-PP-110a.1, RT-CP-110a.1</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Direct (scope 1) emissions	2,493,134	2,416,419	2,533,617
Market-based indirect (scope 2) emissions	290,726	285,713	323,491
Other indirect (scope 3) emissions	19,954,350	19,408,503	19,470,500
<b>Total</b>	<b>22,738,210</b>	<b>22,110,635</b>	<b>22,327,608</b>

<sup>1</sup> Direct (scope 1) GHG emissions include, but are not limited to, carbon dioxide (CO<sub>2</sub>) emissions from fuel consumption reported in GRI Disclosure 302-1 (Energy consumption within the organization). The standard includes the following gases: CO<sub>2</sub>, methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and hydrofluorocarbons (HFCs).

<sup>2</sup> Indirect (Scope 2) GHG emissions include, but are not limited to, CO<sub>2</sub> emissions from purchased or acquired electricity, heating, cooling and steam consumed by the organization. The standard includes the following gas: CO<sub>2</sub>.

<sup>3</sup> Other indirect (scope 3) GHG emissions include the following gases: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and hydrofluorocarbons (HFCs). Scope 3 categories measured: Purchased goods and services; Fuel- and energy-related activities not included in scopes 1 and 2; Upstream transportation and distribution; Downstream transportation and distribution; Employee commuting; Waste generated in operations; Business travel; Processing of sold products; End-of-life treatment of sold products; Investments.

<sup>4</sup> Suzano reports its greenhouse gas (GHG) emissions following the operational control approach. For scopes 1 and 2, 2015 was chosen as the baseline year to represent the environmental performance of the new company formed after the merger between Suzano and Fibrja, completed in 2019. Emissions in 2015 were 2,120,915.50 tCO<sub>2</sub>e for scope 1 and 310,030.72 tCO<sub>2</sub>e for scope 2. Regarding scope 3, 2022 was chosen as the baseline year, with emissions in that year totaling 19,954,350 tCO<sub>2</sub>e.

<sup>5</sup> In 2022 and 2023, scope 2 emissions were reported exclusively following the market based method, with values being identical for both methods (location-based and market-based). In 2024, location-based emissions totaled 323,596.43 tCO<sub>2</sub>e.

<sup>6</sup> Data for 2022 and 2023 have been restated due to a review of the GHG Inventory calculation methods, in line with the GHG Protocol and ISO 14064 guidelines. This review required adjustments to the results for scopes 1, 2 and 3. In addition, the estimated emissions from Suzano Packaging sites were incorporated into the reported volumes, providing a more comprehensive view of the company’s environmental impact. Details of the updates are available on page 95. **GRI 2-4**



<b>BIOGENIC CO<sub>2</sub> EMISSIONS (tCO<sub>2</sub>e)<sup>1,2</sup> GRI 305-1, 305-3</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Scope 1	28,150,492	24,454,728	22,345,933
Scope 3	61,412	577,758	136,604
<b>Total</b>	<b>28,211,904</b>	<b>25,032,486</b>	<b>22,482,537</b>

<sup>1</sup> Biogenic emissions are emissions related to the natural carbon cycle, as well as those resulting from the combustion, harvesting, digestion, fermentation, decomposition or processing of bio-based materials. The standard includes the following gases: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and hydrofluorocarbons (HFCs). The calculation of biogenic emissions includes the consumption of biomass, black liquor and methanol for energy generation; of heat and steam in industrial sites; and of renewable fuels, primarily in road operations, such as consumption of ethanol, biodiesel mixed with diesel, and ethanol mixed with gasoline. The emission factors for these inputs in Brazil are published annually by the Brazilian GHG Protocol Program. In 2021, higher production efficiency and fewer general shutdowns led to an increase in production despite the consumption of biomass remaining steady. For comparison with the baseline year and to align with the methodology used for Suzano's Commitments to Renewing Life, we used GWP indices from the IPCC Fifth Assessment Report. The Greenhouse Gas Inventory has been assured by an independent third party.

<sup>2</sup> Data for 2022 and 2023 have been restated due to a review of the GHG Inventory calculation methods, in line with the GHG Protocol and ISO 14064 guidelines. This review required adjustments to the results for scopes 1, 2 and 3. In addition, the estimated emissions from Suzano Packaging sites were incorporated into the reported volumes, providing a more comprehensive view of the company's environmental impact. Details of the updates are available on page 95. **GRI 2-4**

<b>GHG EMISSIONS INTENSITY (tCO<sub>2</sub>e/tonne)<sup>1</sup> GRI 305-4</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Scopes 1 and 2	0.2111	0.2107	0.2046
Scopes 1, 2 and 3 <sup>2,3</sup>	1.7241	1.7240	1.5985

<sup>1</sup> Emissions intensity includes the following gases: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and hydrofluorocarbons (HFCs). The standard includes scope 1 and 2 emissions and considers total production of pulp (market pulp and paper pulp) and paper (finished paper, fluff and tissue).

<sup>2</sup> Scope 3 categories measured: Purchased goods and services; Fuel- and energy-related activities not included in scopes 1 and 2; Upstream transportation and distribution; Downstream transportation and distribution; Employee commuting; Waste generated in operations; and Business travel; Processing of sold products; End-of-life treatment of sold products; Investments.

<sup>3</sup> Data for 2022 and 2023 have been restated due to a review of the GHG Inventory calculation methods, in line with the GHG Protocol and ISO 14064 guidelines. This review required adjustments to the results for scopes 1, 2 and 3. In addition, the estimated emissions from Suzano Packaging sites were incorporated into the reported volumes, providing a more comprehensive view of the company's environmental impact. Details of the updates are available on page 95. **GRI 2-4**

<b>GHG EMISSIONS INTENSITY (tCO<sub>2</sub>e/billion R\$)<sup>1</sup> GRI 305-4</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Scopes 1, 2 and 3 <sup>2</sup>	456,307	556,158	471,016

<sup>1</sup> Suzano's consolidated net revenue as per note #28 of the standard/quarterly Financial Statements. To learn more, visit: <https://ir.suzano.com.br/English/financials/Results-Center/default.aspx>

<sup>2</sup> Emissions intensity includes the following gases: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and hydrofluorocarbons (HFCs). The standard includes scope 1, 2 and 3 emissions and considers Suzano's net revenue in billions of reais.

<sup>3</sup> Data for 2022 and 2023 have been restated due to a review of the GHG Inventory calculation methods, in line with the GHG Protocol and ISO 14064 guidelines. This review required adjustments to the results for scopes 1, 2 and 3. In addition, the estimated emissions from Suzano Packaging sites were incorporated into the reported volumes, providing a more comprehensive view of the company's environmental impact. However, for revenue, the inclusion of data from Suzano Packaging followed the same criteria used in the Financial Statements, with revenue being recognized only from the fourth quarter of 2024. Details of the updates are available on page 95. **GRI 2-4**

## SEPARATION BETWEEN PREEXISTING OPERATIONS AND NEW SUZANO PACKAGING OPERATIONS

In line with our efforts to ensure transparency in the disclosure of our results, the table below details our GHG emissions, separated between preexisting operations and new Suzano Packaging operations.

<b>GHG EMISSIONS INTENSITY (tCO<sub>2</sub>e/tonne)<sup>1,2</sup></b>	<b>2024</b>
Preexisting operations	0.1803
Suzano Packaging	0.5965
Suzano S.A.	0.2046

<sup>1</sup> Emissions intensity includes the following gases: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and hydrofluorocarbons (HFCs). The standard includes scope 1 and 2 emissions and considers total production of pulp (market pulp and paper pulp) and paper (finished paper, fluff and tissue).

<sup>2</sup> We also use other financial carbon accounting metrics and equivalents, following the specific guidelines of different frameworks, and the results will be presented by the established legal and framework deadlines.



## AIR QUALITY

The types of fuels we use and the chemicals incorporated into our pulp, paper and consumer goods production processes do not generate emissions of persistent organic pollutants (POPs), volatile organic compounds (VOCs) or hazardous air pollutants (HAPs).

We control and monitor the sources of air emissions in our industrial operations, and continuously analyze and monitor fixed sources. Some of our industrial sites also have Quality Monitoring Stations, which assess compliance with regulatory standards. Our

database is part of the ISO 14001:2015 Environmental Management System, which is internally and externally audited.

By adopting modern technologies, following procedures that focus on pollution prevention and control, hiring specialized environmental teams, and maintaining training, education and maintenance programs, we have made significant progress in reducing perceived odor in the communities neighboring our industrial sites.

In 2024, our air emissions were lower than in the previous year, as shown in the following table:

<b>AIR EMISSIONS (tonnes)<sup>1</sup></b> GRI 305-7   SASB RR-PP-120a.1, RT-CP-120a.1	<b>2022</b>	<b>2023</b>	<b>2024</b>
Total reduced sulfur (TRS) <sup>2</sup>	180.6	338.8	279.1
Particulate matter (PM)	5,667.0	5,916.5	5,770.8
NOx	13,853.9	15,611.7	13,306.8
SOx	2,518.8	1,741.5	1,688.6

<sup>1</sup> The indicators are calculated through isokinetic measurements of each pollutant, using internationally recognized methodologies, such as those of the United States Environmental Protection Agency (EPA).

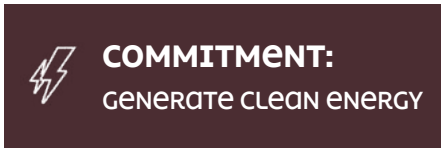
<sup>2</sup> The emission of TRS compounds is a characteristic of the pulp manufacturing process, which includes wood cooking and concentration, burning and liquors recovery processes.





## ENERGY

GRI 3-3 MATERIAL TOPIC: EMISSIONS AND CLIMATE CHANGE



Our energy matrix is mostly made up of renewable sources, originating from the pulp production process. The main source is biomass, which can be liquid (such as black liquor) or solid waste (such as wood bark, logs, wood chips and even biosludge). In 2024, 90% of the energy we consumed came from renewable sources.

We are also self-sufficient: we produce more energy than we consume, with an energy surplus in our Aracruz, Imperatriz, Mucuri and Três Lagoas plants. Our new mill in Ribas do Rio Pardo is primarily powered by clean energy produced from by-products from the pulp manufacturing process, while also generating surplus clean energy that is made available to the Brazilian grid. The site’s installed project capacity is 384 MW, with the potential to generate 105 MWh to be made available to the Brazilian grid, which would correspond to the consumption of approximately 1 million people.

In 2024, we exported an average of 173.18 MWh of energy, contributing toward our Commitment to Renewing Life to increase renewable energy exports by 50% by 2030.

The energy we consume outside the organization is mostly in the form of fuels used for the transportation and distribution of inputs and products, within and outside Brazil, as well as to transport waste and employees.

In 2024, our energy consumption totaled 262,854,623 GJ, 10% higher than the previous year, due to the start of operations at the Ribas do Rio Pardo plant and a full year of operations at the Mogi das Cruzes site after the acquisition of Kimberly-Clark’s tissue business.

To learn about our energy consumption by fuel type, visit the [Sustainability Center](#).

### MORE FREE MARKET

To make our energy consumption more sustainable, some of our sites, such as the Inocência Terminal, the Ribas do Rio Pardo Seedling Nursery and the Teixeira de Freitas Distribution Center, have migrated to the free energy market. They now receive renewable energy supplied by Suzano itself, via the Self Generation Allocation (AGP, in Portuguese) regulatory mechanism, operated by the Electricity Trading Chamber (CCEE, in Portuguese) in Brazil. After meeting our internal energy demand, our surplus is sold, also in the free market, to other interested parties.

TOTAL ENERGY CONSUMPTION (GJ) <sup>1, 2, 3, 4</sup> GRI 302-1   SASB RR-PP-130a.1, RT-CP-130a.1	2022	2023	2024
Fuel from non-renewable sources	29,832,587	29,095,141	30,054,353
Fuel from renewable sources	217,504,399	211,172,500	232,494,074
Energy consumption	4,148,649	4,208,093	5,782,512
Energy sold	5,435,819	4,786,388	5,476,316
<b>Total</b>	<b>246,049,186</b>	<b>239,689,346</b>	<b>262,854,623</b>

<sup>1</sup> Total energy consumption is the sum of energy from fuels from renewable and non-renewable sources, plus energy consumption, minus total energy sold. For the purposes of calculating renewability, the total considers the sum of fuels from renewable and non-renewable sources and the energy consumed, without subtracting the energy sold, resulting in a percentage of renewable energy consumption of 90%. Fuel consumption data was converted into energy consumption based on the basic density and lower calorific value of each fuel. We used data from the technical specifications sheet of each fuel, when available. When not available, we used data from the National Energy Balance (MME, 2024).

<sup>2</sup> Fuel from non-renewable sources includes the following sources: LPG, natural gas, gasoline, heavy fuel oil and road diesel oil. Fuel from renewable sources includes the following sources: anhydrous ethyl alcohol, hydrated ethyl alcohol, biodiesel (B100), biomass, black liquor (bleach) and renewable methanol.

<sup>3</sup> All energy consumed and sold refers to electricity. We do not consume or sell energy from heating, cooling or steam.

<sup>4</sup> The energy data presented in the report does not include the Suzano Packaging operations.



**PERCENTAGE OF ELECTRICITY FROM THE GRID, BIOMASS AND OTHER RENEWABLE SOURCES<sup>1</sup>**

SASB RR-PP-130a.1, RT-CP-130a.1

	2022	2023	2024
Electricity from the grid	1.65%	1.95%	2.15%
Energy from biomass	5.45%	6.85%	5.82%
Energy from other renewable sources	81.04%	79.29%	80.83%

<sup>1</sup> Indicates the percentage of energy from the indicated sources out of the total energy consumed, totaling the percentage of energy from renewable sources.

**ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION (GJ)<sup>1</sup> GRI 302-2**

	2022	2023	2024
	23,414,086	23,597,074	32,227,112

<sup>1</sup> Fuel consumption data was converted into energy consumption based on the basic density and lower calorific value of each fuel. We used data from the technical specifications sheet of each fuel, when available. When not available, we used data from the National Energy Balance (MME, 2024).

**ENERGY INTENSITY (GJ/t)<sup>1, 2</sup> GRI 302-3**

	2022	2023	2024
Within the organization	20.32	20.30	20.22
Outside of the organization	1.89	1.94	2.43
<b>Total</b>	<b>22.21</b>	<b>22.07</b>	<b>22.65</b>

<sup>1</sup> The denominator used is the sum of tonnes of pulp, finished products and tissue reels produced by our plants, which cannot be published for strategic reasons. This indicator excludes data from international sites. Energy intensity takes into account the total energy consumption calculated in indicators 302-1 for consumption within the organization and 302-2 for consumption outside the organization.

<sup>2</sup> Intensity rate includes all renewable and non-renewable fuels used in our process and electricity consumed from the Brazilian grid.



## ENERGY EFFICIENCY

In 2024, we implemented several energy efficiency and resource optimization projects that stood out for their use of advanced technology and sustainable practices. Some of the highlights include:

### Thor Turbine Project

A solution launched in 2020, it uses machine learning to optimize the allocation of steam to turbogenerators and thus maximize electricity generation. It is implemented in Aracruz, Jacareí, Mucuri, Suzano and Três Lagoas.

### Dessuper

It operates in synergy with Thor Turbine, seeking a balance between electricity generation and fossil fuel consumption. It is currently implemented in Aracruz, Jacareí and Suzano, and is being expanded to other sites.

### Robotic Process Automation (RPA)

Developed to predict natural gas consumption and automate programming in plants, it yielded significant financial returns by reducing fines. It is used in the Aracruz, Jacareí, Limeira, Mogi das Cruzes, Mucuri, Suzano and Três Lagoas sites.



### Methanol

Focusing on reducing natural gas consumption and preventing spills, it optimizes the use of methanol in kilns and boilers at the Aracruz plant, significantly contributing to the efficiency of industrial processes and preventing the consumption of 1.5 million cubic meters of natural gas.

### Virtual Total Titratable Alkalinity Sensor Project

It brought important benefits in the control of liquor concentration at the Imperatriz site, enabling the stabilization of the system and reducing dead load. As a result, there was a decrease in steam and electricity consumption at the plant.

## PARTNERSHIP IN RENEWABLES WITH ELETROBRAS

We entered into a partnership with Eletrobras to develop sustainable solutions based on the use of biogenic CO<sub>2</sub> generated from the burning of biomass and black liquor from the pulp production process. The gas can be captured and mixed with renewable, low-carbon hydrogen generated by water electrolysis to produce clean synthetic fuel, especially e-methanol, which is one of the most promising candidates to replace fossil fuels in the maritime industry.

The Memorandum of Understanding (MoU) on the use of renewable raw materials includes collaboration on studies for the production of renewable hydrogen and synthetic fuels, aiming, for example, at replacing fossil fuels in various logistics modes. The research will determine the technical and economic feasibility of building a synthetic fuel production site.

**GRI 3-3 – MATERIAL TOPIC: CERTIFICATIONS**

Our certifications cover our forestry and industrial operations, corporate and commercial processes and international offices, attesting to our responsible social and environmental conduct and our commitment to sustainable development.

Dedicated teams guide our various areas to ensure compliance with certification requirements, which are audited annually in accordance with the guidelines of the International Accreditation Forum (IAF). We take effective measures to mitigate the impacts of our operations and establish metrics and methodologies for monitoring and controlling these impacts, continuously improving our processes.

We adopt the following certification schemes:

**FOREST MANAGEMENT**

These schemes certify that natural resources are being used consciously, in compliance with environmental, social and economic requirements. They include the Forest Stewardship Council® (FSC®) certification and the Programme for the Endorsement of Forest Certification (PEFC), which establish criteria for the creation and implementation of monitoring plans, including relevant environmental, social and economic indicators and targets to be achieved. These aspects are verified and evaluated through annual audits, and detailed in reports.

Forest certification encourages improvements in the conservation of biodiversity and the maintenance of ecosystem services, contributing to carbon sequestration, road maintenance, soil protection against erosion and improvement of occupational health and safety conditions, as well as involvement and engagement with local communities. In addition, it facilitates the management of legal and administrative issues related to sources of wood and timber products.

**CHAIN OF CUSTODY**

Chain of custody certification attests to the traceability of forest-based products, from the production of raw materials to the product that reaches the end consumer, including labor, health and safety requirements. This guarantees that a product comes from a responsible, socially fair, economically viable and environmentally friendly source.

Our products (pulp, Eucalfluff, MFC, paper and tissue/consumer goods) are covered by FSC® and PEFC certifications, confirming that 100% of the wood used is responsibly sourced and attesting to our transparency and best practices in the production process. Our products manufactured in the United States (paper) are also covered by the Sustainable Forestry Initiative (SFI®) certification.

## CERTIFICATIONS





## AREA OF FORESTLAND CERTIFIED<sup>1</sup>

SASB RR-FM-160a.1

	2022		2023		2024	
	ha	%	ha	%	ha	%
Total area – FSC® and PEFC	1,843,272	83%	2,090,556	85%	2,173,235	85%
Farm area – FSC® and PEFC	1,049,971	93%	1,214,203	95%	1,284,544.2	92%

<sup>1</sup> Data refers to the month of December of each year.

## PERCENTAGE OF WOOD AND/OR RECYCLED FIBER CERTIFIED<sup>1, 3, 4</sup>

SASB RR-PP-430a.1, RT-CP-430a.1

	2022		2023		2024	
	Company	Third party	Company	Third party	Company	Third party
FSC® <sup>2</sup> and PEFC Chain of Custody	100%	100%	100%	100%	100%	100%
FSC® Forest Management	97%	44%	97%	43%	99%	37%
FSC® Controlled Wood	3%	56%	3%	57%	1%	63%
PEFC Forest Management	97%	5%	97%	3%	99%	4%
Controlled sources	3%	95%	3%	97%	1%	96%

<sup>1</sup> Refers to virgin fiber wood. The percentage is calculated considering:

% of FSC wood under Suzano management = total company FSC wood / total company wood;

% of FSC third-party wood = total third-party FSC wood / total third-party wood;

The same applies to PEFC.

<sup>2</sup> License codes: Forest Management BA – FSC-C155943; Forest Management ES – FSC-C110130; Forest Management MS – FSCC100704; Forest Management MA – FSC-C118283; Forest Management SP – FSC-C009927; Chain of Custody – sites in Brazil – FSC-C010014; Chain of Custody – America, China and Europe – FSC-C012430; Chain of Custody – Distribution Centers in Argentina, Brazil, Ecuador and Finland – FSC-C003231.

<sup>3</sup> Wood Supply Policy. Zero Deforestation Policy.

<sup>4</sup> Company wood includes all wood managed by Suzano (company farmed + leased).

## VOLUME OF WOOD AND/OR RECYCLED FIBER BY TYPE OF CERTIFICATION (m<sup>3</sup>)<sup>1, 2, 3</sup>

SASB RT-CP-430A.1

	2022			2023			2024		
	Company	Third party	Total	Company	Third party	Total	Company	Third party	Total
FSC®	24,490,620	6,514,652	31,005,272	23,839,023	6,410,295	30,249,318	24,590,172	6,170,708	30,760,880
PEFC	24,718,199	764,333	25,482,532	23,839,023	483,824	24,322,847	24,590,172	587,423	25,177,595

<sup>1</sup> License codes: Forest Management BA – FSC-C155943; Forest Management ES – FSC-C110130; Forest Management MS – FSCC100704; Forest Management MA – FSC-C118283; Forest Management SP – FSC-C009927; Chain of Custody – sites in Brazil – FSC-C010014; Chain of Custody – America, China and Europe – FSC-C012430; Chain of Custody – Distribution Centers in Argentina, Brazil, Ecuador and Finland – FSC-C003231.

<sup>2</sup> Wood Supply Policy. Zero Deforestation Policy.

<sup>3</sup> Company wood includes all wood managed by Suzano (company farmed + funds). Funds are contracts in which Suzano holds ownership of the land (through lease or partnership) to plant farms, which are managed by investment funds. The proceeds from these partnerships are split according to the share of the fund bought by Suzano at the beginning of the contract. Prices, harvesting terms and payments are individually negotiated. Technical, legal and environmental responsibilities fall on the fund until the beginning of harvest, when they return to Suzano.



## INTEGRATED MANAGEMENT SYSTEM

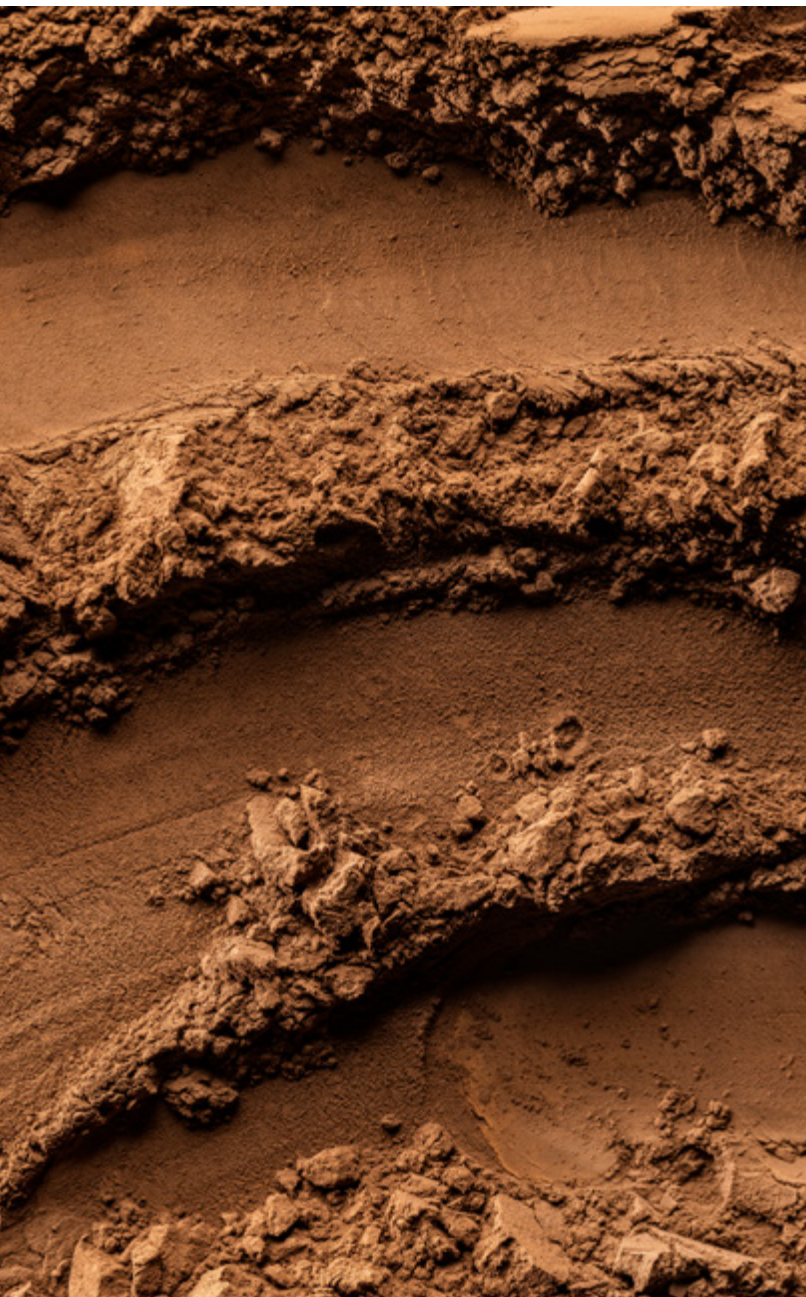
We have an Integrated Management System in our industrial sites and port terminals, aligned with the standards of NBR ISO 9001:2015 (Quality Management), NBR ISO 14001:2015 (Environmental Management) and NBR ISO 45001:2018 (Occupational Health and Safety Management).

This model allows our sites to operate in a sustainable, agile and effective manner, aligning our processes with international standards and enabling risk identification, continuous

improvement and competitiveness; and biodiversity conservation, eco-efficiency in our operations and optimization of resources; in addition to creating safe and healthy work environments.

## ISEGA ACCREDITATION

The ISEGA Institute tests and analyzes pulp, paper, plastic, packaging and other materials that come into contact with food. This certification ensures that we meet international packaging and food contact requirements.



## UNPRECEDENTED CERTIFICATIONS

We are the first Brazilian company to receive international sustainability certifications for kraft lignin (Ecolig®) and microfibrillated cellulose (Biofiber®). These bioproducts are now part of a list of 100% bio-based raw materials certified by the BioPreferred Program, developed by the United States Department of Agriculture (USDA). BioPreferred encourages the development, purchase and use of bio-based products to reduce the use of petroleum-based items and their environmental impact.

Biofiber® has also been approved as a raw material by the COSMOS/ECOCERT standard, a set of standards and guidelines developed to ensure that cosmetic products are produced in a sustainable manner. Our microfibrillated cellulose, Biofiber®, had already been certified by the OECD 301B methodology from the Organisation for Economic Co-operation and Development, confirming its biodegradability. Our lignin, Ecolig®, is recognized by the certifier TÜV Austria as an environmentally friendly product because it is compostable in both domestic and industrial settings.

# SOCIAL PERFORMANCE





**GRI 3-3 – MATERIAL TOPICS: HUMAN RIGHTS |  
RELATIONSHIP WITH COMMUNITIES  
GRI 2-23, 2-24 | SASB RR-FM-210a.2**

The supply chain of forest-based products in Brazil, from farming to finished products, faces numerous challenges related to human rights. At Suzano, we seek to ensure that all our relationships are properly guided by the highest principles of ethics and integrity. This involves continuous respect for human rights as a fundamental condition to be met by all parties involved in our business. We recognize that it is our responsibility to respect the civil, political, economic, social, cultural and collective rights, and the rights to development, peace and an ecologically balanced environment of all people with whom we interact and/or are impacted by our activities.

Our main tool is our [Human Rights Policy](#), which covers a systematic risk and impact management process, a grievance mechanism and an integrated monitoring system. Combined, these tools allow us to identify, assess and classify the impact of our activities, following the mitigation hierarchy to prevent, mitigate, repair and/or remediate negative impact through management practices, social and environmental investments, and continuous control.

Our Code of Ethics and Conduct establishes clear guidelines to ensure that all administrators and employees respect human rights when performing their activities. It also makes it clear that we do not tolerate any type of discrimination, forced, compulsory, involuntary and slave labor, nor the illegal exploitation of immigrant or refugee labor, children, adolescents and any other form of exploitation that violates human dignity and current labor legislation.

We adopt policies and practices to help prevent, fight and end all degrading forms of labor. In this sense, we also believe that, although risks related to child and adolescent labor, exposure of youth to dangerous work, and forms of forced or compulsory labor exist in our company-controlled operations, thanks to our effective prevention, detection and

mitigation controls, they are residual risks, and therefore, do not appear in our risk matrix. **GRI 408-1, 409-1**

## PARTNERSHIPS

We are also engaged in several initiatives and partnerships to reinforce our commitment to equity and human rights, including the UN Global Compact's Human Rights Action Platform, the Social Impact Thematic Chamber of the Brazilian Business Council for Sustainable Development (CEBDS), the Group of Institutes, Foundations and Companies (GIFE), the LGBTI+ Business and Rights Forum, the Business Initiative for Racial Equality, the Women 360 Movement and the Women Forest Network.

In 2024, we participated in the 18th Annual Meeting of *Comunidades Na Mão Certa*, a collective opportunity to learn and share best practices to fight sexual violence against children and adolescents on Brazilian highways. At the meeting, we

### PRIORITY THEMES

As part of the human rights strategy and complementing the due diligence and risk mapping processes, we identified key issues to be prioritized in the planning and implementation of measures to mitigate negative impacts. These issues include:

- \_Decent work in the value chain
- \_Climate change, fair transition and ecosystem services
- \_Indigenous peoples, quilombolas, and local and traditional communities
- \_Supply chain
- \_Land rights
- \_Asset security



received a certificate for joining and complying with the Business Pact Against the Sexual Exploitation of Children and Adolescents on Brazilian Highways. The event celebrated the 25<sup>th</sup> anniversary of Childhood Brasil (our partner in campaigns and training in 10 Brazilian towns) and the 18<sup>th</sup> anniversary of the *Na Mão Certa* Program, and recognized Suzano as the program's Gold sponsor.

## INITIATIVES

We work to minimize our negative impact and boost our positive social impact through compliance with human rights due diligence, built on the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, European regulations (such as the Corporate Sustainability Due Diligence Directive, CSDDD), and the National Framework for Human Rights and Business in Brazil (established by Bill 572/22)

These documents prioritize consultation with rights holders and multi-stakeholder initiatives. This means developing and implementing comprehensive human rights policies and

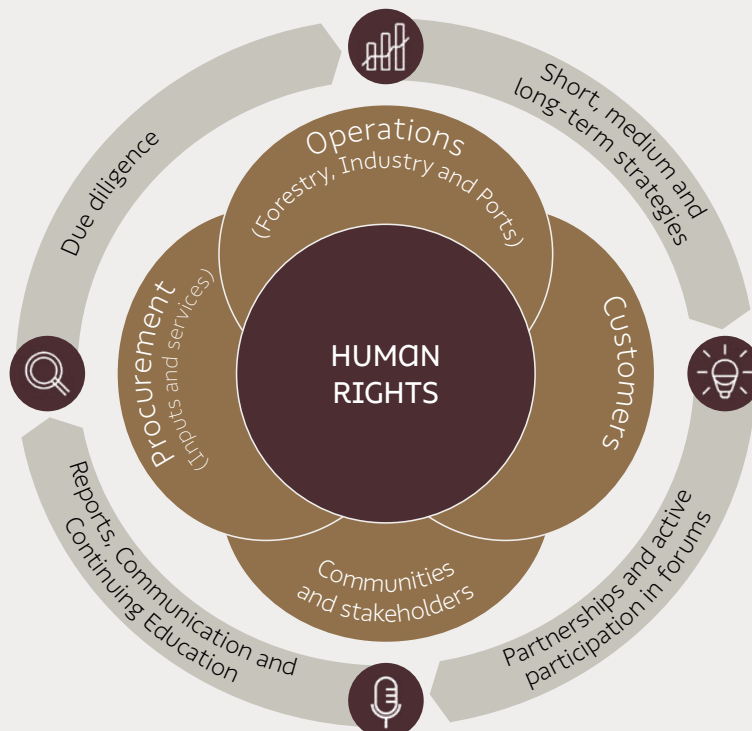
procedures, providing ongoing training and capacity building for employees and contractors, and establishing effective grievance mechanisms for stakeholders such as local populations, indigenous and traditional communities, and civil society organizations. Through collective action, we can positively influence the entire forestry sector, supporting respect for human rights and decent working conditions.

In 2024, we established specific governance over human rights, appointing a specialized team dedicated to our strategy and commitments in this area. The team is part of the Sustainability, Communications and Brand department and is also responsible for connecting our different areas and ensuring that our initiatives are cross cutting, in line with regulatory requirements and the commitments we have made. We seek to create an environment in which human rights are key elements of our organizational culture and corporate practices.

In 2024, we focused on:

### Improving our due diligence processes

We executed an internal communication plan on this topic and hosted a Training Day on Human Rights (in addition to mandatory





training, as required by our Code of Ethics and Conduct), involving 158 people. We also did a deep-dive into 29 company policies, procedures, manuals and documents to assess human rights criteria and create the Human Rights Due Diligence Manual.

### Developing the human rights strategy

With support from a specialized consultant, we implemented initiatives in light of new human rights legislation, market best practices and stakeholder demands. The effort included the review of several practices, processes and governance models and resulted in a new human rights strategy and action plans to guide our relationship with the entire value chain in the short (2025), medium (2026 to 2027) and long term (2028 to 2030).

### Assessing our suppliers

Also with support from a specialized consultant, we performed the Suzano Supplier Management Maturity Diagnosis, related to human rights and the environment. The exercise resulted in the development of a roadmap with strategic actions to support sustainable practices that uphold human rights throughout the value chain in the short term.

### Forming partnerships to map, prevent and mitigate human rights impacts

We created and led the first human rights working group in the forestry sector in Brazil (see details below). Starting in 2025, we will organize training workshops for suppliers of the companies participating in this working group.

## MULTILATERAL PARTNERSHIP

To strengthen our practices and contribute toward the development of a more sustainable and responsible forestry sector, in 2024 we formed a strategic partnership with the Global Compact Network Brazil and the International Labor Organization (ILO). The agreement was signed during the event Sustainable Development Goals in Brazil, held at the UN headquarters in New York, with the goal of implementing a comprehensive human rights due diligence program throughout our value chain in Brazil to fiercely fight compulsory labor practices.

Based on our processes and value chain, the partnership will develop a methodology to assess and expand human rights due diligence. This transformative initiative aims to improve our own practices and also produce recommendations to support the implementation of due diligence processes across the Brazilian forestry sector, building a human rights protection network. The ultimate goal is to engage companies and rally behind a collective commitment to address such a crucial issue.

Under the leadership of Suzano and partners from the forestry sector, such as the Brazilian Tree Industry Association (IBÁ), a Forestry Working Group was created within the Global Compact Network Brazil. The goal is to establish an industrywide pact, in 2025, to support sustainability and decent work

## OUR FOREST'S VOICE

In 2025, we will implement the Nossa Voz Florestal ("Our Forest's Voice") pilot project, a pioneering initiative in our industry. This is the first mechanism created to receive human-rights-related complaints from forestry workers in Brazil, through a safe, legitimate and accessible channel. Connected to our Ombudsman Channel, this tool will serve as an early warning system to identify and mitigate risks related to human rights.

The initiative is being developed in partnership with the UN Global Compact and the ILO, and aims to address common challenges collaboratively, with a special focus on the states of Bahia, Espírito Santo and Minas Gerais. With more than 390,000 hectares of planted forests and 5,000 people working in this field, these regions offer a unique opportunity to make our sector a model for sustainability and a catalyst for social change.

in the forestry chain, in line with new European regulations. The Forestry Working Group was announced at the UN headquarters in Geneva, during the 13<sup>th</sup> United Nations Forum on Business and Human Rights.

The Working Group is expected to identify opportunities and challenges in the area of human rights, based on the targets of the UN 2030 Agenda, especially SDGs 3 (Good health and well-being), 5 (Gender equality), 8 (Decent work and economic growth) and 10 (Reduced inequalities). We plan to share best practices based on our due diligence assessment and create a sector-specific methodology to increase controls and facilitate training, and capacity and awareness building, under the umbrella of a Sectoral Pact for Social Sustainability and Decent Work in the forestry chain.

## PRIORITY INITIATIVES

We believe that it is possible to transform the areas where we operate through initiatives that:

- \_Support sustainable livelihoods and economic development.
- \_Protect the environment and biodiversity, since ensuring and enhancing ecosystem services is a guaranteed human right.
- \_Respect the cultural rights and traditions of local and traditional communities.
- \_Ensure the safety and well-being of all individuals living and working near our sites.
- \_Protect the human rights of our workers across the value chain, as well as local and traditional communities, human rights advocates, the environment and society.





**GRI 3-3 – MATERIAL TOPIC:  
RELATIONSHIP WITH COMMUNITIES**

Our relationship with communities that are influenced by our operations is based on open, transparent and continuous dialogue. Our local teams are in constant contact with the communities neighboring each site. Our Social Relations area is responsible for managing our relationships, guided by policies, manuals and procedures, including:

[Social and Environmental Investment and Donations Policy;](#)

[Relationship with Indigenous Peoples and Traditional Communities Policy;](#)

[Corporate Human Rights Policy;](#)

[Ombudsman Policy;](#)

[Relationship Management Manual](#) (available only in Portuguese);

[Population Resettlement Manual.](#)

Our relationship with the communities is a regular topic of discussion at our different governance levels—local, regional and corporate. Our groups and practices include local and corporate Shared Value Committees, which are responsible for assessing our reputation; Risk and Business Continuity Meetings (RCNs, in Portuguese), in which we review the risks directly or indirectly associated with our operations; and the Sustainability Committee, which is responsible, among other things, for evaluating and suggesting improvements in our relationship with communities and for supporting the Board of Directors by providing input to inform decisions in this area.

## STRATEGIC INITIATIVES

Our efforts are divided into three focus areas (strategic knowledge management; prevention and mitigation of social risks, crises and impacts; and creation of networks and narratives) and grouped into seven strategic initiatives:

### **Strategic Relationship Analysis**

Tools and procedures for managing relationship knowledge and intelligence services. They are used to support decisions regarding social approaches and aim to deescalate conflicts, and anticipate and prevent disputes and social crises.

### **Operational Dialogue**

A methodology to anticipate and prevent social risks in forestry, industrial and port operations through dialogue with communities, local leaders, local governments and neighbors.

### **Community Consultation and Engagement**

Procedures and routines to maintain dialogue and engagement with stakeholders to prevent risks, create long-term bonds and generate value for all.

### **Agendas Presenciais (“In-Person Meetings”)**

Processes that occur between operational cycles to maintain and strengthen relationships and improve the communication between us and stakeholders.

### **Legal Compliance and Certification**

Tools and procedures to ensure compliance with legal requirements and yield high scores in ESG certification and ranking schemes. It also covers procedures for dealing with occupations and resettlement, in line with the International Finance Corporation (IFC) Performance Standard 5 (PS5), which advises companies on how to approach land acquisition and resettlement.

### **Management of Social Conflicts and Crises**

A strategy for planning and working in areas where the escalation of social conflicts may directly impact our operations, requiring multiarea intervention to resume dialogue, prevent new social disputes, reduce losses, safeguard reputation and protect assets (*Learn more in our [Sustainability Center](#)*).

### **Socio-operational Evolution**

Guidelines and procedures to improve our operations, aiming at reducing and mitigating social risks and impacts.

One of the key goals of our relationship strategy is to ensure our social license to operate. Building a mature, coherent and consistent social relationship with neighboring communities is essential to achieving and maintaining this license. Establishing and maintaining a solid relationship with local communities strengthens our position and reputation and ensures the stability and continuity of our activities, reflecting our commitment to sustainable and responsible management.

## CONSULTATION AND ENGAGEMENT

### GRI 413-1

Community consultation is an ongoing, locally tailored process based on clear guidelines to support stakeholder engagement. Managed through the *Relacione+* system, it aims to facilitate collaborative decisions that create long-term bonds and generate value for all. Transparency is critical, as it enables social and environmental demands to be incorporated into the decision-making process, ensuring that the needs of the communities are heard.

To respect the human rights and cultural values of communities in the areas where we operate, we implement effective planning and monitoring mechanisms. These are designed to identify, assess, prevent and mitigate negative impacts, driving sustainability and mutual respect. The ongoing assessment of socio-economic results is carried out in a participatory manner, ensuring that positive impacts can be sustainable.

We are also committed to developing strategies that drive social inclusion, create employment and generate income in vulnerable communities around our operations. This includes partnerships with governments and civil society to improve education and support local development, in addition to strengthening the cultural values of traditional communities, indigenous peoples and ethnic minorities. The resolution of social and cultural conflicts, with the active participation of the parties involved, is key to the success and harmony among the different stakeholders.

All Suzano sites (100%) in the states of Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul and São Paulo have the following types of programs: Social impact assessments, including gender impact assessments, based on participatory processes; Environmental impact assessments and ongoing monitoring; Public disclosure of the findings of environmental and social impact assessments; Local development programs based on the needs of local communities; Stakeholder engagement plans based on the identification of

the characteristics of each group; Committees and comprehensive processes for consultation with the local community, including vulnerable groups; Worker's councils, occupational health and safety committees and other groups representing employees to discuss impacts; and Formal processes for the local communities to file complaints.

## OPERATIONAL DIALOGUE

### GRI 2-25

One of the most important tools for ensuring a good relationship with communities, local leaders and local government representatives is the Operational Dialogue, a direct communication channel through which we share information on scheduled activities. In 2024, we held 5,724 Operational Dialogues, including more than 8,200 participants. Here, we highlight some of the initiatives we implemented through this channel.

\_We created and trained two groups of Safety Sponsors, including company drivers and contractors, who go around communities in areas where we operate.

\_We created and trained a group of Forest Harvesting Operators, who will work directly in areas neighboring the communities.

\_In the state of Maranhão, we participated in strategic multidisciplinary rounds of discussion, suggesting transportation routes with a focus on minimizing the impact on local communities.

\_For the first time, we joined the training program of the Forest Talent Program, facilitating a one-day immersion in the topics and activities covered by the Operational Dialogue and Social Relations teams, involving 25 young academics from the forestry sector in the North and Northeast of Brazil.

Every

**23 minutes**

there is one Operational Dialogue happening in our communities.

We believe that dialogue is only effective when communication channels are kept open. This is our top priority: to provide means for communities to dialogue with us and ensure that agreements are met.



## RELATIONSHIP WITH TRADITIONAL COMMUNITIES

The areas where we operate are diverse from an environmental, political and sociocultural standpoint. We maintain a culturally sensitive and permanent relationship with indigenous, quilombola and fishing communities located in areas impacted by our operations, based on trust and mutual respect, and in line with our [Corporate Human Rights Policy](#) and the principles of our [Corporate Relationship with Indigenous Peoples and Traditional Communities Policy](#):

### **Consultation processes and use of Free, Prior and Informed Consent (FPIC)**

when engaging with indigenous peoples, quilombola communities and other traditional communities, making sure that, when applicable, these mechanisms are applied by the competent authorities, or in conjunction with them and the communities, respecting the characteristics of our business and in compliance with the International Labor Organization (ILO) Convention No. 169.

### **Recognition, appreciation and respect for the social, environmental and cultural diversity**

of indigenous peoples and traditional communities, considering the set of values that make up their customary law, as well as the legal and customary rights to ownership, use and management of land, territories and natural resources.

### **Recognition and respect for beliefs, uses, customs, languages, traditions and social and political organization**

ensuring the preservation of cultural rights, community practices, cultural heritage and racial and ethnic identity.

### **Social and environmental responsibility regarding peoples and territories**

considering the indigenous, quilombola and other traditional communities in decision-making processes regarding business and areas of activity, adopting an integrated approach through systematic and regular mapping of these communities in the areas impacted by our operations.

### **Full promotion of the socioeconomic and cultural rights**

of indigenous peoples and traditional communities.

Our investments consider best practices in ethnodevelopment to enhance sociocultural, environmental and economic sustainability and quality of life, in collaboration with government institutions, NGOs and representative organizations. We interact regularly with 37 indigenous communities from 12 ethnic groups, in addition to 42 remaining quilombo communities, of which 32 are in northern Espírito Santo. We also monitor six fishing communities that are impacted by our operations in Bahia and Espírito Santo.

In 2024, we created a working group specifically to comply with new regulations on community relations, further integrating human rights into our corporate strategies. In parallel, we developed a nature strategy, aligned with the Task Force on Nature-related Financial Disclosures (TNFD), addressing the human rights of indigenous and traditional peoples.

### **GRI 413-2**

We conduct social and environmental impact assessments in our sites and take measures to avoid, minimize or offset the negative effects of our operations, as well as to leverage their positive impacts. Actual negative impacts include changes in landscape; compromised capacity and quality of local road networks; nuisances related to dust, noise and excessive lighting; changes in land ownership and local production; risk of illegal occupations; and increased truck traffic.

Potential negative impacts include: changes in water availability and quality; changes to local historical and archaeological heritage; compromised food security in communities; conflicts with customary/traditional uses of forest resources in preservation and conservation areas; nuisances related to product drift in neighboring areas; and potential interruptions or interference in communication and electricity systems. These impacts occur or may occur in our operations in Bahia, Espírito Santo, Maranhão, Mato Grosso do Sul and São Paulo.

Although we take proactive action to mitigate risks, unexpected losses and damages may occur. In such cases, we offer fair and balanced compensation, by mutual agreement and according to the particular details of each incident.

We monitor conflicts and social crises using a heatmap, a tool managed by the Social Relations area. Actual conflicts are monitored by the Crisis

and Shared Value committees or by specific working groups. In 2024, we did not record any incidents of violation involving the rights of indigenous peoples. **GRI 411-1**

## RESILIENT TERRITORIES

For us, resilient territories are those where there is socioeconomic diversity and that are less vulnerable and better prepared to face changes and crises of different natures—economic, environmental, technological, social or political. We believe that resilience is essential to prevent disruptions and collapses, preserve the resource base and ensure long-term sustainability.

Our social strategy, defined in 2022, aims to expand the scope of investments to generate income, provide professional training and strengthen local social organizations, with a special focus on quilombola communities in the states of Bahia, Espírito Santo and Maranhão.

In 2024, we expanded this strategy to the northern region of Espírito Santo with two new focus areas: supporting community infrastructure in priority locations and creating an employability network through the Bússola Conecta virtual platform.

Our activities also cause significant indirect economic impact on neighboring communities, such as changes in productivity that affect companies, sectors or the economy as a whole, and improvement of skills and knowledge of workers or individuals. Considering this, our engagement, income generation and education programs provide technical guidance to encourage and enable the social organizations we assist to take the following steps:

\_Connect with organizations that may be interested in forming partnerships to invest in social projects and/or acquire products and/or services.

\_Create fundraising teams to increase the number of partners and reduce the organization's dependence on us.

\_Establish processes that allow them to present to potential funders, clearly and supported by evidence, the results of activities to transform their circumstances.

\_Benefit from public policies and tax incentives, submit projects to call for proposals and draft proposals for spontaneous partnerships.

\_Invest in social innovation laboratories to foster new projects and practices with a direct impact on the economy, culture and social development. **GRI 203-2**

### BÚSSOLA CONECTA

Launched in February 2024, Bússola Conecta is a job platform created through a partnership between us and Bússola Hub that has helped us advance toward our goal of reducing poverty. The tool facilitates business connections and job opportunities, and already has more than 3,000 candidates registered and 177 companies offering paid work, resulting in 6,887 connections to new job opportunities. At Suzano, we hired 68 employees through Bússola Conecta.

Fully maintained by us, the platform can be accessed free of charge by candidates of all levels, from individuals just entering the workforce to more experienced professionals. Companies use the platform to identify talent and optimize the search for qualified candidates. At the end of 2024, the platform was serving businesses in 66 cities in the states of Espírito Santo, Maranhão, Bahia, Pará and Tocantins.



## CALL FOR PROPOSALS – TRANSFORMING THE FUTURE

We opened the Transforming the Future Call for Proposals with the goal of expanding our social work in the far south of Bahia. After assessing the region’s potential and social risks, we used the call for proposals to identify organizations, small businesses and local events with potential to generate

income, strengthen the local culture and community, protect the environment and develop after-school sports programs. We allocated R\$1 million to support projects, prioritizing five towns in the far south of Bahia: Alcobaça, Caravelas, Mucuri, Nova Viçosa and Prado. **GRI 203-2**

### Projects in priority rural communities

Support for income generation, culture, sports and leisure initiatives

**30**  
projects  
selected

**5**  
towns

**26**  
communities

**R\$997,000**  
invested

**8,125**  
people benefited,  
(5,095 in the area of income generation and 3,030 in the area of culture, sports and leisure)

**1,193**  
people  
lifted out of poverty

### Projects in community centers and quilombola communities

Support for income generation, culture, sports and leisure initiatives

**30**  
projects  
selected

**5**  
towns

**14**  
communities

**R\$628,000**  
invested

**5,172**  
people benefited,  
(3,768 by municipal projects and 1,404 in quilombola and other priority communities)



## INVESTMENTS IN LOCAL INFRASTRUCTURE

**GRI 203-1**

In 2024, we allocated R\$214 million to infrastructure projects in the towns where we operate, including R\$134 million in Mato Grosso do Sul alone, especially in Ribas do Rio Pardo, where we opened a new plant during the year. We recognize the strategic importance of these initiatives to drive local sustainable development. The resources allocated to maintain roads and access routes that connect our forestry production sites with our plants play a critical role in improving the transit of residents and other stakeholders. We believe that investing in infrastructure that directly benefits local communities, such as roads, schools and association headquarters, not only improves access to and better connects our activities, but also strengthens our social and economic base.



**GRI 3-3 MATERIAL TOPIC:  
RELATIONSHIP WITH COMMUNITIES**



We are committed to supporting social development by creating income-generating opportunities for people in situations of social vulnerability in the more than 220 Brazilian towns where we operate. To this end, one of our Commitments to Renewing Life (CRL) is to help lift 200,000 people out of poverty in these areas by 2030. By doing so, we believe that we are helping reduce inequality in Brazil.

According to a summary of social indicators published by the Brazilian Institute of Geography and Statistics (IBGE, in Portuguese) in 2023, 67.8 million Brazilian—or 31.5% of the country's population—had a monthly household income per capita of less than R\$637.00, falling below the poverty line set by the World Bank.

The joint efforts of our teams and partners helped lift 45,459 people out of poverty in 2024, totaling

97,342 people from 2020 to 2024. Considering our value chain (including employees and contractors hired by us), we helped lift 4,496 people out of poverty in 2024 alone (approximately 14,000 people since 2022).

In this complex context, the numbers from our social initiatives show that poverty in Brazil is connected to race (Black) and gender (women). Therefore, every initiative directly impacts social markers related to diversity, equity and inclusion.

Our commitment to reducing poverty involves investing in scalable solutions; building partnerships, territorial arrangements and coalitions through networks of social actors from different sectors; and seeking opportunities for our business to contribute to poverty reduction through our value chain. Our projects are organized into six focus areas: Sustainable Harvesting; Inclusive Recycling; Entrepreneurship; Local Supply Networks; Access to Employment; and the Suzano Value Chain.

Internally, we have a governance structure that allows us to monitor results, identify challenges and offer support and guidance to implementing organizations, ensuring alignment with established targets and the success of the initiatives.

# POVERTY REDUCTION





## ALIGNED CRITERIA

In 2024, we made significant progress in the process of analyzing and selecting social impact projects, increasing alignment with our strategic goals. We started using a structured set of criteria that made the prioritization of our social investments clearer and more objective, enabling us to evaluate:

### Project maturity

Looking at projects yet to begin and those in progress, we identified those that seek additional investments, prioritizing initiatives with better potential for execution and results.

### Potential impact

We assessed the total number of people benefited and the impact of lifting people out of poverty, assigning specific scores to each criterion to pinpoint initiatives with the highest potential for social transformation.

### Efficiency in the use of financial resources

We carefully evaluated the cost per individual benefited, prioritizing projects that use the available resources more strategically and efficiently.

### Strength of partnerships

We considered the existence of co-financing partners, analyzing the amount and percentage of external resources available, encouraging more balanced and robust collaborations.

### Engagement of the target audience

We evaluated the level of engagement of the target audience, prioritizing projects that are based on concrete data and already have an identified, registered and engaged audience, ensuring more precise and effective execution.

### Strength of the value chain

We created a process for both Suzano and contractors to hire people living in poverty based on raising awareness of this topic, gathering information and connecting with the parties, reflecting the effective participation of the businesses in the relationship with communities.

Each project includes a monitoring plan with critical milestones, enabling us to continuously track progress and gauge the impact of the initiatives implemented. For each project, we also perform risk management, through which we identify and assess potential threats in terms of impact and likelihood. Based on this assessment, we draft and execute specific mitigation actions, aiming to minimize negative effects and guarantee the continuity of planned activities, increasing efficiency and ensuring sustainable results.

Considering partnerships in social impact projects, we divided our initiatives into three major blocks. Special Projects are those that are already in place and have proven results, focusing on generating income and benefitting from co-investment from other financing parties and lifting a high number of people out of poverty each year. The second group is Projects with Strategic Implementers, which are those that meet our operating parameters, and are co-financed and led by strategic partners. Finally, Project Co-creation with Financing Partners includes the creation of customized projects together with financing partners, considering our parameters.

## KEY INITIATIVES AND RESULTS GRI 203-1

As a result of the investment cycle that began in 2022, based on the strategic partnership plan for co-financing and project implementation, we were able to significantly increase the number of people benefiting from income-generating projects and people being lifted out of poverty through 2024. Investments made in initiatives lasting two to three years enabled significant progress.

We also enjoyed economies of scale in social investments to reduce poverty. Between 2020 and 2024, we raised our annual contribution by 58.8%, while increasing the number of people benefited by 548%, thanks to co-investments and economies of scale in large projects.

Throughout the year, 158,000 people benefited from 62 poverty reduction projects supported in 2024.



In 2024, participants in our programs and initiatives generated a total of R\$121 million in revenue.

Additionally, the year was marked by important partnerships, totaling more than R\$32.1 million in co-investments committed to income generation projects through 2027, signed by Ambev, Plataforma Parceiros pela Amazônia (PPA), the United States Agency for International Development (USAID), the Brazilian National Service for Industrial Training (SENAI, in Portuguese), VLI Multimodal S.A., the São Paulo Comprehensive Technical

Assistance Coordination (CATI, in Portuguese), Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), the French Agricultural Research and Cooperation Organization (CIRAD, in French), the Arapyaú Institute, the Banco do Brasil Foundation (FBB), Gerando Falcões, and others.

Of all the people benefiting from our income-generating initiatives, 65.5% are women and 32.6% are men (1.9% chose not to respond). Of this total, 66.8% identify as Black or mixed race, 25.9% as white, 1.7% as Asian, 1.1% as indigenous, and 4.4% chose not to respond.

## EVOLUTION IN THE VALUE CHAIN

Across our value chain, we help lift people out of poverty by hiring individuals living in vulnerable conditions. Our results and management efforts have improved over time, thanks to an intentional process created by many company areas in collaboration with our suppliers.

1. We established robust and participatory governance and expanded the data collection process to all regions.
2. We improved the process of attracting people in situations of social vulnerability to work in operational positions, increasing our hiring of people within this group to 22.5%.
3. We increased the number of companies engaged and helping lift people out of poverty by 442% (103 suppliers) compared to last year.
4. Through *Suzano Valoriza* ("Suzano Appreciates"), we recognized, for the first time, a supplier in the Lifting People out of Poverty category, presenting the award to JFI Silvicultura
5. In addition, our engagement efforts led to a co-investment by one of our suppliers, VLI Multimodal S.A, in an income generation project in Maranhão.

**62 projects**  
by civil society organization

**1,261 organizations**  
engaged in the network of partners of ongoing projects

**45,456 people**  
working on income-generating projects across Brazil

**158,663**  
people benefited by the projects

**45,459 people**  
lifted out of poverty

**R\$28.6 million**  
invested by Suzano



**In 2024:**

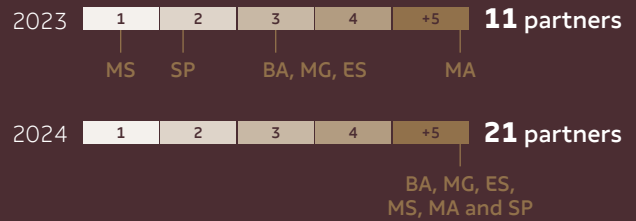
**21** partnerships formed

**R\$32.1 million** committed to co-investments through 2026

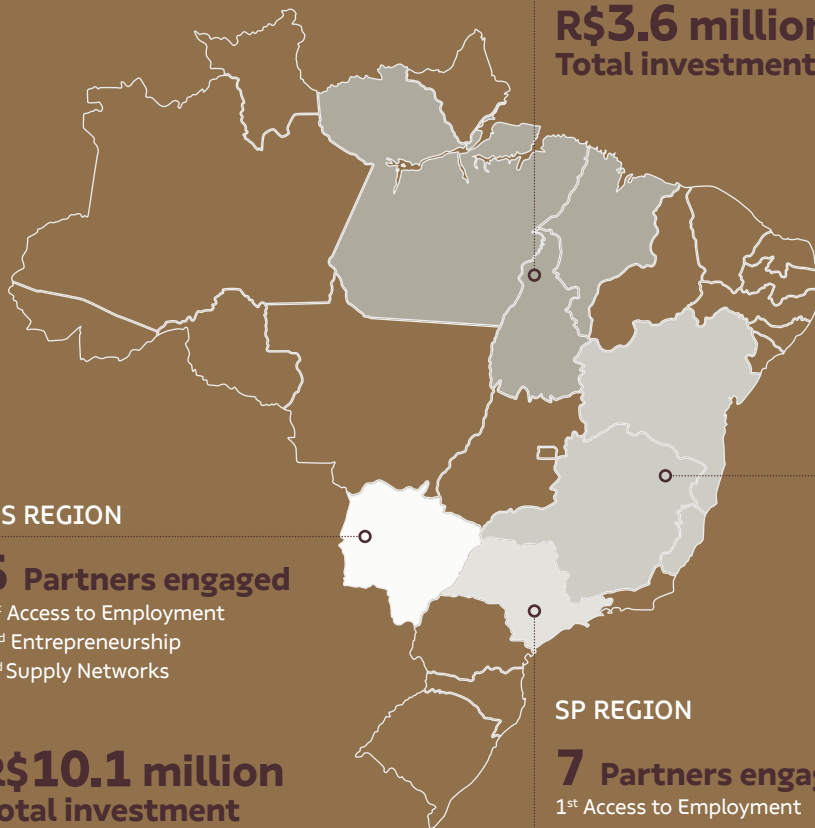
**80%** invested in projects in the areas of Access to Employment, Entrepreneurship, Sustainable Harvesting

**CONCENTRATION OF PARTNERSHIPS FORMED BY REGION IN 2024 COMPARED TO 2023**

**91%** increase in the number of partners, more evenly distributed across the regions where we operate



**MAP OF FORMALIZED PARTNERSHIPS | 2024**



**MA/PA/TO REGION**

**6 Partners engaged**

- 1<sup>st</sup> Supply Networks
- 2<sup>nd</sup> Entrepreneurship
- 3<sup>rd</sup> Access to Employment
- 4<sup>th</sup> Sustainable Harvesting

**R\$3.6 million** Total investment

**BA/MG/ES REGION**

**5 Partners engaged**

- 1<sup>st</sup> Sustainable Harvesting
- 2<sup>nd</sup> Supply Networks
- 3<sup>rd</sup> Entrepreneurship

**R\$11.7 million** Total investment

**MS REGION**

**5 Partners engaged**

- 1<sup>st</sup> Access to Employment
- 2<sup>nd</sup> Entrepreneurship
- 3<sup>rd</sup> Supply Networks

**R\$10.1 million** Total investment

**SP REGION**

**7 Partners engaged**

- 1<sup>st</sup> Access to Employment
- 2<sup>nd</sup> Supply Networks

**R\$6.7 million** Total investment

*Note:  
A few of the partnerships reach more than one region. In these cases, we estimated the investment allocated to each region.*

## SOCIAL CAPITAL VALUATION

As important as investing in projects is understanding their real impact. More and more, organizations have been challenged to demonstrate their contribution to society. In this context, valuation has emerged as a method to measure these impacts in a consistent and comparable manner.

The social capital valuation is a methodology used to quantify and qualify tangible benefits and resources generated by investments in social initiatives in a community or organization. This concept offers a critical analysis framework to organizations whose operating models influence or cause, directly or indirectly, negative or positive impacts. It provides parameters to improve the strategic management of risks and impacts, helping prevent, mitigate, repair or remediate negative impacts, in addition to enhancing the effects of positive impacts.

As a reference, we use the eQALY method, evaluating each activity based on its potential to improve the well-being of the people benefitted, expressing the impact in real (R\$) terms. This way, we attribute a monetary value to individual well-being, enabling clear and objective quantification of the social benefits generated. Impact assessment methods also include social return on investment,

an indicator that estimates the social benefit per real invested.

In 2024, we measured the social impact from our 2023 investments in programs and projects to help us fulfill our commitment to lifting people out of poverty. Our impact was valued at R\$588 million, with a 16.7X return. That is, for every R\$1 we invested in these projects in Brazil, R\$16.7 of equivalent social value was generated for society.

## OUTLOOK FOR 2025

Many of the results we had expected to achieve in 2025 were achieved in 2024, requiring us to review our impact commitments. Our goal is to renew projects that ended in 2024 or will end in the first half of 2025 and keep them in our portfolio, since they have demonstrated good methodological, technical, management and resource mobilization capabilities. We also want to improve results in strategic focus areas that have not reached significant numbers, such as Inclusive Recycling and Sustainable Harvesting. With a review of our Commitments to Renewing Life expected in 2025, we will likely make an important update to the theory of change, a key element of our 2030 Plan.





**COMMITMENT:**  
 HELP INCREASE THE BASIC EDUCATION DEVELOPMENT INDEX (IDEB, IN PORTUGUESE) IN ALL PRIORITY TOWNS BY 40%.

GRI 203-1

Providing quality education is one of Brazil's most important structural challenges. In recent decades, analyses of the educational environment have highlighted barriers related to access to public schools, student retention and learning gaps throughout a child's school career, and completing basic education. We believe we have an important role to play to help improve this situation and want to be part of the solution. Since 2020, we have invested to improve the quality of public education through the Suzano Education Program (PSE, in Portuguese), which works to implement Education Development Arrangements (ADE, in Portuguese) to strengthen public education policies focused on learning and the comprehensive development of all local children and adolescents.

We are publicly committed to increasing the Basic Education Development Index (IDEB, in Brazil) in priority towns by 40% by 2030. In 2024, the 2023 IDEB results were released, indicating nationwide stagnation, with persisting regional educational inequality. This was the first national assessment after the COVID-19 pandemic, which had major social, economic, political, cultural and historical effects, including on child and adolescent learning.

Despite that, we saw a growth in IDEB among elementary schools, from 5.0 (2021)

to 5.2 (2023), and stable scores among middle schools (4.3). According to the methodology used to monitor our target, which considers the average of the group of towns participating in the PSE, the overall IDEB was 4.8, below the target for the cycle (score of 5.2).

**SUZANO EDUCATION PROGRAM**

In 2024, the PSE implemented strategies that strengthened intermunicipal and intersectoral collaboration, including the planning and execution of initiatives to improve learning conditions, aiming to offer a comprehensive education to children and adolescents in the towns served by the Program. Key deliverables included:

- \_Strategies to prevent and address child labor at ADE Abrolhos.
- \_Strategies to prevent and address violence in schools at ADE Piraquê Açu.
- \_Anti-racism efforts at ADE Conexões de Itaúnas.
- \_Support for the implementation of the Municipal Early Childhood Plan at ADE GRIFE (group of towns where we work in the state of Mato Grosso do Sul).
- \_Strategies to listen to children and adolescents and to actively search for school-age children at Adera, identifying individuals who are not enrolled in school or are at risk of dropping out, and taking the necessary measures to assist them through various public services, and (re) enroll and keep them in school.

**PSE IN 2024**

<b>1,627</b> direct participants <sup>1</sup>	<b>139,603</b> people benefited <sup>2</sup>	<b>132,145</b> students served	<b>222</b> public schools
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<sup>1</sup> Direct participants are education secretaries and technical teams, school administrators, distance learning teachers and intersectoral teams (education, health and social assistance).  
<sup>2</sup> People benefited are direct participants, plus public school students and teachers, except distance learning teachers, who are already counted as direct participants.

## OUTLOOK FOR 2025

In 2025, while continuing to aim to boost education in priority areas, we want to expand our activities through an agenda that can increase impact and engagement to address current challenges considering the future of society. Official indicators show that middle and high school are the biggest bottlenecks in education, with the highest absenteeism and dropout rates and lowest academic performance. Contributing more effectively to the successful academic journey of students has become an important priority to us.

Accordingly, we will revise our approach to education, moving from the systemic level (supporting the successful implementation of municipal educational policies) to directly reaching students, placing them at the center of our strategy. We will invest in coordinated and integrated initiatives, inside and outside schools, to create real opportunities to improve access, retention, effective learning and high school graduation rates, and create paths and conditions to ensure the productive inclusion of young people.

We will continue to develop initiatives to strengthen public management (advising administrators and training educators in municipal public schools), while also:

- \_Advising public administrators and training educators in state school districts and middle schools.
- \_Conducting active search of school-age children, including initiatives that directly impact absenteeism and dropout rates.
- \_Pursuing solutions to ensure the productive inclusion of young people, including vocational and higher technical training and access to the job market.
- \_Implementing various initiatives to strengthen the academic journey of students, and support the development of soft and socio-emotional skills and life projects.





**GRI 3-3 MATERIAL TOPIC: HUMAN CAPITAL**

Suzano’s culture drivers reflect our way of being. We are people who inspire and transform; we generate and share value because we believe that it is only good for us if it is good for the world. And we work to promote diversity, equity and inclusion both in our internal processes and in our relationship with customers, suppliers and communities neighboring our sites, since this is one of the main aspects of our culture.

We have two policies that reflect the importance of people management issues: the Diversity and Inclusion Policy and the Health, Safety and Quality of Life Policy. In addition, we have several internal procedures that guide the work of our People & Management and Safety areas.

At the end of 2024, we had 23,124 employees (78.5% men and 21.5% women), in addition to 33,009 contractors, 460 interns and 674 apprentices. We hire contractors primarily to support us in industrial and forestry operations, and in activities related to maintenance, logistics, facilities, technology and forest implementation, among others. **GRI 2-8**

During the year, we recorded a 12% increase in the number of employees, as a result of the purchase of two mills in the United States and the start of operations at Ribas do Rio Pardo. The number of contractors grew 15%, considering only our operations in Brazil. **GRI 2-7**



**NUMBER OF EMPLOYEES BY GENDER<sup>1, 2, 3, 4</sup> GRI 2-7, 2-8 | SASB RT-CP-000.C**

	Employees			Contractors		
	2022	2023	2024	2022	2023	2024
Female	3,433	4,125	4,965	1,854	2,466	2,944
Male	15,110	16,502	18,159	22,278	26,239	30,065
<b>Total</b>	<b>18,543</b>	<b>20,627</b>	<b>23,124</b>	<b>24,132</b>	<b>28,705</b>	<b>33,009</b>

<sup>1</sup> We recognize that there are more gender identities than male and female, such as non-binary and others. For reporting purposes, however, we follow the classification restricted by systems.

<sup>2</sup> All of our employees work full-time and have a permanent employment contract. There are no employees without guaranteed working hours. The indicator considers Suzano employees in Brazil and abroad (which includes Facepa, FuturaGene and Ecofuturo), active and on leave on December 31 of the reporting year, excluding interns and apprentices.

<sup>3</sup> The data includes third-party employees of service providers working as permanent employees within our areas. The indicator takes into account our database of permanent contractors who are approved to work in all our sites and also the regions where these sites are located.

<sup>4</sup> Increases or decreases in the number of contractors, in total or by region, reflect fluctuations in line with our operational strategy throughout the year, varying from region to region.



NUMBER OF EMPLOYEES BY REGION <sup>1, 2, 3, 4</sup> GRI 2-7, 2-8	Employees			Contractors		
	2022	2023	2024	2022	2023	2024
North	785	743	745	218	304	246
Northeast	5,043	5,057	5,157	7,169	8,017	8,735
Midwest	3,696	4,700	5,749	4,771	6,688	10,194
Southeast	8,645	9,711	10,141	11,946	13,660	13,795
South	74	78	83	28	36	39
Abroad	300	338	1,249	0	0	0
<b>Total</b>	<b>18,543</b>	<b>20,627</b>	<b>23,124</b>	<b>24,132</b>	<b>28,705</b>	<b>33,009</b>

<sup>1</sup> All of our employees work full-time and have a permanent employment contract. There are no employees without guaranteed working hours. The indicator considers Suzano employees in Brazil and abroad (which includes Facepa, FuturaGene and Ecofuturo), active and on leave on December 31 of the reporting year, excluding interns and apprentices.

<sup>2</sup> In 2023, the numbers include employees from Kimberly-Clark. In 2024, two Pactiv Evergreen mills were acquired in the United States, and the Ribas do Rio Pardo plant started operations.

<sup>3</sup> The data includes third-party employees of service providers working as permanent employees within our areas. The indicator takes into account our database of permanent contractors who are approved to work in all our sites and also the regions where these sites are located. Contractor information is exclusively related to sites in Brazil, based on the month of December of each year.

<sup>4</sup> Increases or decreases in numbers, in total or by region, reflect fluctuations in line with our operational strategy throughout the year, varying from region to region.

NEW EMPLOYEE HIRES <sup>1, 2, 3, 4</sup> GRI 401-1	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
<b>By gender</b>						
Male	3,085	21%	2,829	18%	3,176	19%
Female	1,125	36%	1,025	28%	1,397	31%
<b>Total</b>	<b>4,210</b>	<b>24%</b>	<b>3,854</b>	<b>20%</b>	<b>4,573</b>	<b>21%</b>
<b>By age group</b>						
Under 30 years old	1,850	48%	2,080	16%	1,906	41%
30-50 years old	2,214	19%	1,641	38%	2,454	18%
Over 50 years old	146	6%	133	5%	213	8%
<b>Total</b>	<b>4,210</b>	<b>24%</b>	<b>3,854</b>	<b>20%</b>	<b>4,573</b>	<b>21%</b>
<b>By region</b>						
North	126	16%	129	16%	107	15%
Northeast	684	14%	601	12%	597	12%
Midwest	1,639	50%	1,783	42%	2,297	44%
Southeast	1,647	20%	1,259	14%	1,470	15%
South	7	9%	10	13%	16	20%
Abroad	107	38%	72	23%	86	20%
<b>Total</b>	<b>4,210</b>	<b>24%</b>	<b>3,854</b>	<b>20%</b>	<b>4,573</b>	<b>21%</b>

<sup>1</sup> We recognize that there are more gender identities than male and female, such as non-binary and others. For reporting purposes, however, we follow the classification restricted by systems.

<sup>2</sup> The new hire rate by gender is calculated as follows: number of new hires by gender/annual average of the total number of employees by gender.

<sup>3</sup> In 2024, two Pactiv Evergreen mills were acquired in the United States, and the Ribas do Rio Pardo plant started operations.

<sup>4</sup> In 2024, the average turnover rate remained the same, with a small increase in the exit and hiring of women, resulting in an increase in the percentage of women in the company.



TURNOVER NUMBERS AND RATE <sup>1, 2, 3</sup> GRI 401-1	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
<b>By gender</b>						
Male	1,818	13%	2,103	13%	2,300	14%
Female	505	16%	552	15%	678	15%
<b>Total</b>	<b>2,323</b>	<b>13%</b>	<b>2,655</b>	<b>14%</b>	<b>2,978</b>	<b>14%</b>
<b>By age group</b>						
Under 30 years old	625	16%	717	17%	830	18%
30-50 years old	1,460	19%	1,691	13%	1,850	13%
Over 50 years old	238	10%	247	10%	298	11%
<b>Total</b>	<b>2,323</b>	<b>13%</b>	<b>2,655</b>	<b>14%</b>	<b>2,978</b>	<b>14%</b>
<b>By region</b>						
North	211	26%	134	17%	103	14%
Northeast	433	9%	499	10%	502	10%
Midwest	700	22%	1002	23%	1,275	25%
Southeast	911	11%	972	11%	1,048	11%
South	8	11%	14	19%	12	15%
Abroad	60	21%	34	11%	38	9%
<b>Total</b>	<b>2,323</b>	<b>13%</b>	<b>2,655</b>	<b>14%</b>	<b>2,978</b>	<b>14%</b>

<sup>1</sup> We recognize that there are more gender identities than male and female, such as non-binary and others. For reporting purposes, however, we follow the classification restricted by systems.

<sup>2</sup> The turnover rate by gender is calculated as follows: turnover number by gender/annual average of the total number of employees by gender.

<sup>3</sup> In 2024, two Pactiv Evergreen mills were acquired in the United States, and the Ribas do Rio Pardo plant started operations.



PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY <sup>1, 2</sup> GRI 202-2	2022	2023	2024
Headquarters (São Paulo/SP)	N/A	63%	59%
Aracruz (ES) industrial site	N/A	47%	54%
Belém (PA) industrial site	N/A	N/A	100%
Cachoeiro de Itapemirim (ES) industrial site	N/A	N/A	75%
Fortaleza (CE) industrial site	N/A	N/A	0%
Imperatriz (MA) industrial site	N/A	6%	11%
Jacareí (SP) industrial site	N/A	66%	66%
Limeira (SP) industrial site	N/A	73%	71%
Mogi das Cruzes (SP) industrial site	N/A	N/A	44%
Mucuri (BA) industrial site	N/A	12%	17%
Ribas do Rio Pardo (MS) industrial site	N/A	39%	23%
Rio Verde (SP) industrial site	N/A	100%	100%
Suzano (SP) industrial site	N/A	67%	75%
Três Lagoas (MS) industrial site	N/A	4%	8%
Bahia forestry site	N/A	N/A	N/A
Espírito Santo forestry site	N/A	38%	38%
Maranhão forestry site	N/A	N/A	N/A
Minas Gerais forestry site	N/A	N/A	N/A
Mato Grosso do Sul forestry site	N/A	20%	11%
Rio Grande do Sul forestry site	N/A	N/A	N/A
São Paulo forestry site	N/A	23%	21%
<b>Average</b>	<b>48%</b>	<b>43%</b>	<b>45%</b>

<sup>1</sup> Significant locations of operations are considered to be our industrial and forestry sites and headquarters, which account for 95% of our total workforce. This standard is not applicable to some of the sites because there is no senior management in these locations. We started reporting numbers by site only in 2023, and therefore they are not available for 2022.

<sup>2</sup> For the purpose of this indicator, local worker is an individual who, at the time of hiring, works in the state in which he/she was born. Senior management positions are considered to be at the functional manager level and above.

## WE CREATED 580,000 JOBS GRI 203-2

A study conducted by Professor Armando Castelar Pinheiro, from Fundação Getúlio Vargas (FGV), concluded that we are responsible for generating and inducing approximately 580,000 direct and indirect jobs in Brazil. The research project, started in 2021 and published in 2024, used the Job Generation Model by the Brazilian National Bank for Economic and Social Development (BNDES, in Portuguese), which quantifies the number of jobs created based on the increase in final demand in each sector of the economy.

The assessment considered seven towns that are significant locations of operations (Aracruz, Imperatriz, Jacareí, Limeira, Mucuri, Suzano and Três Lagoas) and identified that each employee is responsible for creating another 15.5 jobs. The study confirms the transformative power of our forestry and industrial activities and the positive social impact we have on the towns where we operate, as seen in the table on the next page.

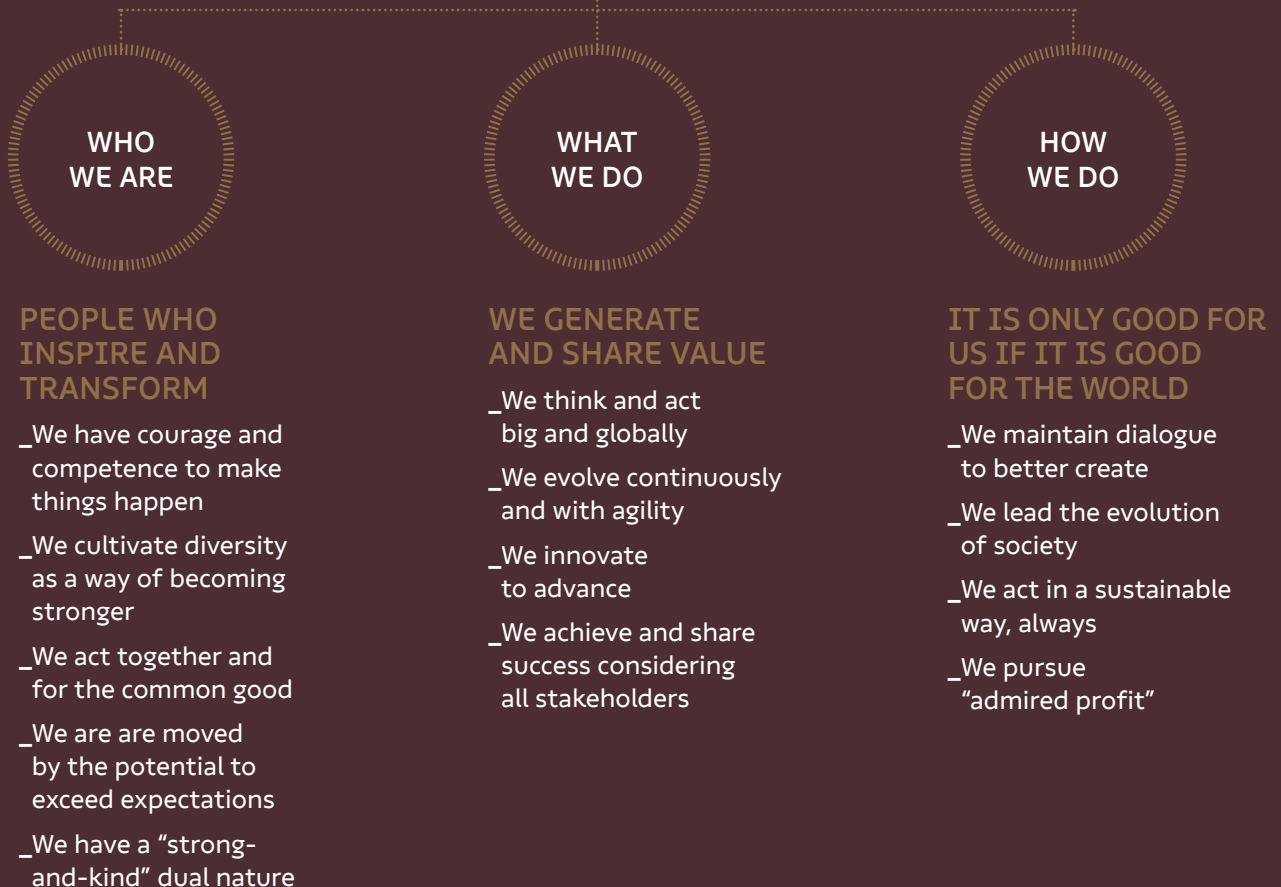


Town	Total jobs created <sup>1</sup>	Company employees	Income effect	Percentage of local industrial GDP <sup>2</sup>
Limeira (SP)	4,648	1,166	287	32%
Suzano (SP)	12,642	1,596	5,602	25%
Jacareí (SP)	16,630	941	8,605	Around 30%
Três Lagoas (MS)	69,334	1,808	39,891	Around 67%
Mucuri (BA)	19,614	1,672	7,757	Almost 100%
Aracruz (ES)	33,129	1,631	13,337	-
Imperatriz (MA)	21,841	804	12,158	-

<sup>1</sup> The total number of jobs created takes into account the number of company employees and permanent contractors, indirect employment created and income effect on the date of the study.

<sup>2</sup> Percentage of local GDP corresponds to the approximate contribution of industrial activities in the town.

## OUR CULTURE DRIVERS



**GRI 3-3 MATERIAL TOPIC: HUMAN CAPITAL**

Providing good quality of life and creating a healthy work environment are some of the goals of our people management initiatives. In 2024, we conducted a pulse version of Fale a Real (“Straight Talk”), our engagement survey, achieving an all-time high participation rate of 88%. The focus of this survey round was to measure only aspects that we had identified as significant opportunities based on the results of the 2023 survey: Simplification and People Development, aligned with the Culture Journey. We also included questions related to Inclusive Environment.

The overall favorability rate was 74%, a drop of 4 percentage points compared to 2023 (79%), considering the same questions. This result is above the market average, both in Brazil and globally, with a score of “positive” in Development and Simplification, and “excellent” in Inclusive Environment.

The Motivation and Engagement, Collaboration and Respect topics continued to be our main strengths, as demonstrated by the comments made by participants. In line with the survey results, our strategy for 2025 aims to enhance development programs, intensify simplification measures and reinforce initiatives to create an increasingly inclusive environment. These actions will be implemented throughout the year, and a new comprehensive survey will be conducted to measure progress.

**TRAINING AND CAPACITY BUILDING**

We trained more than 9,000 employees throughout the year. In our industrial sites, 6,582 employees underwent technical refresher training and 526 high-talent individuals received training for potential promotions. In our forestry sites, 840 technicians participated in a behavioral development program. As part of our Leadership School, 150 members of our Leadership Team and Executive Management participated in meetings of the Global Vision and Influence, People and Diversity, and Business and Future Academies (*more information in “Our Academies”, on the next page*).

Also, 35 new employees were hired as forestry supervisors through a first-of-its-kind trainee program that provided accelerated training (theory classes and on-site exercises supervised by experienced professionals). This occurred following a selection process with well-defined goals to meet the needs of our business.

We support our team’s continuous learning through training (mandatory or other) on important topics to prepare them to perform their activities to the best of their abilities. We also have policies to provide scholarships for language, undergraduate and graduate courses. New hires participate in onboarding activities. We train leaders to increase knowledge and enhance the desirable qualities for the continuous and collaborative development of people, focusing on Suzano’s leadership attributes and Culture Drivers.





## OUR ACADEMIES

Considering the continuous growth of our operations, training people has become increasingly important. We need qualified workers and employees to support our internationalization process. With this in mind, one of our main achievements was the creation of three academies to establish a learning culture, defining strategic skills for our teams.

Under the umbrella of our Leadership School, we have one specific academy for each of our cultural drivers. For the “People who inspire and transform” driver, we established the People and Diversity Academy, whose main strategic goal is to develop people—precisely to prepare and inspire others.

Our second academy, Business and Future, focuses on “generating and sharing value” and its main mission is to create a systemic approach amidst an uncertain and ambiguous environment.

Our third academy, named Global Vision and Influence, is inspired by the driver “it is only good for us if

it is good for the world.” What this academy seeks to develop is precisely a multicultural leadership team that understands today’s world.

In 2024, the first year of this initiative, we worked with directors and executive managers. Our plan for 2025 is to expand it to functional managers and, in 2026, to coordinators, supervisors and consultants, reaching 100% of our leaders. This first class included 150 individuals who participated in five in-person meetings to work on topics such as developmental leadership, executive communication, influence and simplification mindset.

The final activity was a master class covering the topic of team and career development. The online event was open to 100% of the leaders (three sessions in different time zones) and was attended by more than 560 participants around the world. The opportunity to gather with people from different sites, discuss the same topic and exchange best practices and challenges were some of the most praised aspects.



AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE GRI 404-1	2022		2023		2024	
	Total number of hours	Average of hours	Total number of hours	Average of hours	Total number of hours	Average of hours
<b>By gender<sup>1</sup></b>						
Male	641,016	41.6	876,512	52.2	1,051,153	51.9
Female	113,431	31.4	167,336	39.9	160,933	43.5
<b>Total</b>	<b>754,447</b>	<b>39.9</b>	<b>1,043,848</b>	<b>49.8</b>	<b>1,212,086</b>	<b>48.9</b>
<b>By functional category<sup>2,3</sup></b>						
Administrative	106,090	28.3	110,922	24.6	126,860	23.4
Consultant	24,785	30.6	27,630	28.6	23,826	19.9
Coordinator	7,197	18.4	9,074	19.4	11,638	20.6
Director	130	4.1	48	1.4	794	12.0
Executive vice president	13	1.0	11	0.8	16	1.5
Specialist	1,446	20.4	2,077	27.7	380	10.6
Executive manager	1,840	14.0	1,865	13.4	3,910	26.4
Functional manager	5,987	16.5	7,391	17.8	9,304	18.0
Operational	591,228	45.9	861,309	62.3	1,012,288	62.7
CEO	1	N/A	N/A	N/A	3	30.1
Supervisor	15,960	34.7	23,523	45.8	23,064	34.2
<b>Total</b>	<b>757,448</b>	<b>39.9</b>	<b>1,043,850</b>	<b>49.8</b>	<b>1,212,086</b>	<b>48.9</b>

<sup>1</sup> We recognize that there are more gender identities than male and female, such as non-binary and others. For reporting purposes, however, we follow the classification restricted by systems.

<sup>2</sup> The data considers only full-time employees.

<sup>3</sup> The results in the gender and function categories show discrepancies due to the lack of self-declaration in the gender category.

## PERFORMANCE REVIEW

Currently, 60% of our employees are evaluated as part of SOMMOS, our performance management and development process. All administrative and leadership staff are evaluated, and in 2024 we expanded the process to include the operational staff at our industrial sites.

For people in administrative and leadership positions, performance reviews happen once a year. The process assesses both adherence to our culture (behaviors), which accounts for 50% of the score, and accomplishments (achievement of targets and other deliverables), which make up the other 50%. This is a collaborative process in which leaders consider feedback their direct reports receive from people with whom they interacted throughout the year. Employees in the consultant category and above receive a 360° evaluation, meaning that in addition to their leaders, they also receive feedback from peers,

colleagues from other areas and their direct reports, if they manage people.

Operational employees receive a biannual performance assessment that measures their ability to deliver results over time (50% of the score), exhibit expected behaviors (25%) and comply with work safety aspects (25%). This evaluation is essential for succession planning and to assess readiness to assume a new position in the short, medium or long term.

At the end of the performance review processes for both administrative/leadership and operation staff, each employee receives formal feedback, which provides information for the development of Individual Development Plans.

In 2024, 13,837 people received performance reviews (96% of eligible employees).



## PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS<sup>1,2</sup> GRI 404-3

	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Administrative/ specialist	100%	100%	100%	100%	100%	100%	100%	100%	100%
Consultant	100%	100%	100%	100%	100%	100%	100%	100%	100%
Coordinator	100%	100%	100%	100%	100%	100%	100%	100%	100%
Director	100%	100%	100%	100%	100%	100%	100%	100%	100%
Executive manager	100%	100%	100%	100%	100%	100%	100%	100%	100%
Functional manager	100%	100%	100%	100%	100%	100%	100%	100%	100%
Operational	N/A	N/A	N/A	N/A	N/A	N/A	46%	41%	45%
CEO	100%	100%	100%	100%	100%	100%	100%	100%	100%
Supervisor	100%	100%	100%	100%	100%	100%	100%	100%	100%
Executive vice president	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>61%</b>	<b>80%</b>	<b>65%</b>

<sup>1</sup> We recognize that there are more gender identities than male and female, such as non-binary and others. For reporting purposes, however, we follow the classification restricted by systems.

<sup>2</sup> Until 2024, the operational category was not considered in the indicator, which is why it shows as not applicable.

### LABOR SHORTAGE

Currently, 1.4 million hectares in the state of Mato Grosso do Sul are occupied by tree farms, with projections to reach 2 million in seven years, a growth of more than 40%. The forestry sector is responsible for more than 27,000 jobs in the state, second only to meatpacking and meat products, which employ approximately 35,000 people.

The manufacturing industry has grown 921% in the last 15 years and there are already more than 6,000 active factories in the state, which has one of the lowest population densities in the country. Therefore, we, as well as our competitors,

face challenges in attracting, hiring and retaining workers, especially for activities in the field, where manual labor is still predominant.

Recognizing that there is a risk of labor shortage in the region, in addition to investing in local infrastructure, we are working tirelessly in two areas: mechanization and technical training. In December, we started a training course in partnership with MS Florestal and SENAI, believing that working collaboratively is essential to develop workers and strengthen the forestry chain.



### GRI 3-3 MATERIAL TOPIC: HUMAN CAPITAL

During the year, we revised all compensation and benefits policies to bring them into line with our Code of Ethics and Conduct. Below, we detail different practices implemented at Suzano:

#### Consignment and Social Loans

Expands the conditions for granting credit to employees (birth or adoption of children, fertility treatments, sex changes, vulnerable conditions or natural disasters, such as the one that occurred in Rio Grande do Sul, Brazil).

#### Business Travel Policy for Nursing Mothers

Establishes that employees who are breastfeeding have the right to choose whether or not to take a work trip (and, if they decide to do so, they are allowed to bring their child and one companion).

#### Work Model

Confirms the flexibility initiated at the time of the COVID-19 pandemic, including details related to working hours, to formalize a situation that already existed in practice, but had no defined rules (for example, now, employees who work from home 100% of the time are guaranteed by contract to receive a work-from-home allowance).

#### Childcare allowance, Allowance for children with disabilities, Studying is Growing and School Supplies

Childcare allowance is a monthly allowance to help pay for caregivers or school expenses. Allowance for children with disabilities is a monthly capped amount, offered in all sites, to pay for treatments, therapies or caregivers, for example. Studying is Growing is the payment of a fixed amount to encourage and recognize the educational development of dependents of employees. School Supplies are basic school items given to dependents of employees.

#### Prosthesis and Orthosis Allowance

Covers 100% of the costs of replacing prostheses, orthoses and hearing aids, among other medical devices, in addition to exempting them from co-pays, as of January 2025. This benefit is available to all active employees who are legally classified as PWDs in all Suzano S.A. sites.

#### Parental Leave

This benefit was expanded in compliance with the Empresa Cidadã (“Corporate Citizen”) Program (120 days guaranteed by law plus an additional 60 days for maternity leave, for example).

Regarding the Compensation Policy, we added new parameters, including:

#### No discrimination or privileges

Applies to everyone, without discrimination or privileges of any kind, regardless of gender, race, age, sex, color, religion, marital status, etc.

#### Internal balance

Positions have comparable pay, according to their internal classification (salary grade), determined through job reviews using a specific methodology.

#### Appointment of people to positions

Reflects technical and behavioral skills, education and experience, according to the requirements of each position.

#### Meritocracy

People who, for a sustained period of time, consistently demonstrate high performance and display behaviors aligned with Suzano’s culture may be recognized.

#### Legislation

We comply with current legislation and applicable collective agreements or conventions, with a commitment to pay employees in full, regularly and on time.

#### External benchmarking/competitiveness

Compensation practices are defined based on markets that are comparable to the ones in which we operate.

#### Communication

Compensation practices must be known by business partners and managers, to allow them to share them with their people, strengthening the policy’s sense of equity.

#### Economic environment

Practices, policies and budgets are managed according to the economic environment and our financial results, pursuing ethical management that recognizes the socioeconomic impact of the decisions we make.



## Integrity

All career moves are conditioned on conduct that is in line with our Code of Ethics and Conduct, and people who violate it are not entitled to be moved.

All our employees, in Brazil and abroad, are covered by collective bargaining agreements.

We comply with current legislation, collective bargaining standards and the guidelines of our Code of Ethics and Conduct, including the commitment to maintaining respectful relations with employee representatives, complying with the agreements and disclosing them to all teams. **GRI 2-30**

<b>RATIO OF THE COMPENSATION FOR THE HIGHEST-PAID INDIVIDUAL TO THE COMPENSATION FOR ALL EMPLOYEES<sup>1, 2, 3</sup> GRI 2-21</b>	<b>2022</b>	<b>2023</b>	<b>2024<sup>4</sup></b>
Ratio of total compensation <sup>5</sup>	227 times	227 times	269 times
Ratio of percentage increase	0.38%	1.02%	-16.55%

<sup>1</sup> Eligibility as the highest paid individual considers senior management (Board of Directors, Supervisory Board and the Statutory Leadership Team).

<sup>2</sup> Total annual compensation is the sum of base salary, short-term variable compensation (which corresponds to the bonus program) and long-term variable compensation.

<sup>3</sup> This indicator considers Suzano employees in Brazil and abroad, active and on leave on December 31, excluding interns and apprentices.

Eligibility as the highest paid individual considers senior management (Board of Directors, Supervisory Board and the Statutory Leadership Team). The highest-paid individual of this reporting period remains the same as in the previous report.

<sup>4</sup> Resulting from changes in the composition of the management team.

<sup>5</sup> Calculation rationale: ratio of the individual compensation of the highest paid individual x median annual total compensation for all employees.

<b>RATIO OF LOWEST WAGE PAID TO EMPLOYEES COMPARED TO LOCAL MINIMUM WAGE, BY SIGNIFICANT LOCATION OF OPERATIONS<sup>1, 2, 3, 4</sup> GRI 202-1</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Headquarters (São Paulo/SP)	100%	100%	100%
<b>Industrial sites</b>			
Aracruz (ES) industrial site	121%	129%	107%
Belém (PA) industrial site	100%	100%	100%
Cachoeiro de Itapemirim (ES) industrial site	128%	121%	127%
Fortaleza (CE) industrial site	100%	100%	115%
Imperatriz (MA) industrial site	138%	130%	133%
Jacareí (SP) industrial site	110%	109%	100%
Limeira (SP) industrial site	100%	105%	102%
Mucuri (BA) industrial site	105%	105%	103%
Ribas do Rio Pardo (MS) industrial site	114%	111%	114%
Rio Verde (SP) industrial site	102%	131%	131%
Suzano (SP) industrial site		100%	100%
Três Lagoas (MS) industrial site	118%	138%	128%
Mogi das Cruzes (SP) industrial site	N/A	128%	116%



RATIO OF LOWEST WAGE PAID TO EMPLOYEES COMPARED TO LOCAL MINIMUM WAGE, BY SIGNIFICANT LOCATION OF OPERATIONS <sup>1, 2, 3, 4</sup> GRI 202-1	2022	2023	2024
	<b>Forestry sites</b>		
BA forestry site	N/A	107%	120%
ES forestry site	N/A	118%	122%
MA forestry site	N/A	115%	110%
MG forestry site	N/A	149%	133%
MS forestry site	N/A	105%	108%
RS forestry site	N/A	307%	260%
SP forestry site	N/A	106%	100%

<sup>1</sup> Data from the Forestry sites has been reported since 2023. Data from the Suzano and Verde sites has been reported separately since 2023.

<sup>2</sup> Employees include directors, managers, specialists, consultants, coordinators, supervisors, and administrative and operational personnel, and exclude interns and apprentices. The minimum wage is the minimum salary set by the collective agreement for each region.

<sup>3</sup> Data is not segregated by gender as there is no difference based on gender regarding the lowest wage paid by the organization.

<sup>4</sup> Significant locations of operations are considered to be our industrial and forestry sites and headquarters, which account for 95% of our total workforce.

### USE OF PARENTAL LEAVE BY GENDER GRI 401-3

	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of employees that were entitled to parental leave	412	93	505	498	135	633	564	170	734
Total number of employees who took parental leave	412	93	505	498	135	633	564	170	734
Total number of employees who returned to work in the reporting period after parental leave ended	461	100	561	504	119	623	573	169	742
Total number of employees who returned to work after parental leave ended and were still employed 12 months after their return to work	380	54	434	390	70	460	506	99	605

### RETURN TO WORK AND RETENTION RATES OF EMPLOYEES WHO TOOK PARENTAL LEAVE BY GENDER<sup>1, 2, 3, 4</sup> GRI 401-3

	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Return rate	96%	85%	94%	82%	94%	90%
Retention rate	91%	85%	85%	74%	87%	69%

<sup>1</sup> In 2024, we started calculating the return rate by dividing the total number of employees who returned from parental leave in the reporting period by the total number of employees who took parental leave in the reporting period. Because of the new calculation method, the figures from previous years had to be revised. GRI 2-4

<sup>2</sup> In 2024, we started calculating the retention rate by dividing the total number of employees who were still employed 12 months after their return to work by the total number of employees who returned from parental leave in the reporting period. Because of the new calculation method, the figures from previous years had to be revised. GRI 2-4

<sup>3</sup> In 2024, 564 employees were entitled to paternity leave. Of these, 544 took paternity leave and returned in the same year (96.5%), and 10 (3.5%) are expected to return in 2025. In the same year, 170 employees were entitled to maternity leave. Of these, 97 took maternity leave and returned in the same year (57.1%) and the remaining 73 (42.9%) are expected to return in 2025.

**GRI 3-3 MATERIAL TOPIC: HUMAN CAPITAL**

We are a safety benchmark for the pulp and paper industry, and we know the importance of making continuous progress in this area, toward zero accidents. We believe that safety is a value. It means caring for people and is part of our routine. Employee safety in our operations involves both accident prevention and cultural transformation initiatives.

We must invest in changing behaviors and maturing in this area. We have specific reduction targets for our main indicators to lower our lost-time and no-lost-time accident rate by 50% and eliminate high consequence accidents (severity rate).

**PROGRESS**

The year 2024 was marked by significant progress in occupational safety management, reflecting our ongoing commitment to maintaining the physical safety and health of employees. Our main results included:

**1. Preventive actions and proactive management:**

Adoption of structured critical risk management processes, seeking to significantly reduce the severity of lost-time accidents.

Expansion of the Safety Culture Program, with record engagement in preventive measures.

**2. Maturity of safety culture:**

Improvement of the safety cultural maturity index, with industrial and forestry sites reaching more proactive levels.

**3. Investments in technology and digital**

Use of resources to improve infrastructure, digitalize safety processes and drive technological innovation, including predictive artificial intelligence tools for risk monitoring.

**RISK ASSESSMENT****GRI 403-2**

As part of our ongoing commitment to improvement, we assess employee health and safety risks. In 2024, we conducted 2,345 assessments, covering 22.76% of all operational sites. Hazards that pose a risk

**2030 SAFETY STRATEGY**

Our 2030 safety strategy is organized on three pillars (Management Performance, Cultural and Digital Maturity, and Technology) and is designed to establish safety as a core value. This journey includes:

**1. Suzano's objectives**

- \_Reduce the overall frequency rate by 50% by 2030, with the goal of zeroing the severity rate of critical risk accidents.
- \_Align corporate targets with international sustainability standards, ensuring compliance with rating requirements such as EcoVadis and NYSE.

**2. Focus on culture and leadership**

- \_Continuous development of a generative safety culture, with leaders acting as role models for risk management.
- \_Expansion of training and qualification programs, increasing safety awareness at all levels of the organization.

**3. Innovation and technology**

- \_Expanded use of data science and artificial intelligence to predict incidents and implement solid barriers against operational risks.
- \_Creation of a "Digital Safety Tribe" that incorporates innovative technological solutions into field operations.



of workplace accidents and ill health are identified through our Risk Management Program (RMP) and based on assessments by the Safety, Health and Ergonomics teams.

The identification and management of occupational risks are conducted through Risk Management Programs (RMP), covering the work environments of both employees and contractors. These programs follow standardized methodologies, such as NR-9 (Environmental Risks) and NR-17 (Ergonomics), to assess the severity and probability of risks, in addition to creating action plans to mitigate or eliminate them, following the hierarchy of controls (elimination, substitution, engineering controls, administrative controls and PPE). All individuals working at Suzano are considered in this analysis, without exceptions (Suzanos scope does not include Major Engineering Projects).

The main hazards identified in the workplace include exposure to physical, chemical, biological and ergonomic agents. These risks are detected and monitored through Safety Indicator assessments, which measure daily safety management, and through the Cultural Transformation Plan (PTC, in Portuguese), which reinforces the adoption of best practices and the culture of prevention within the company.

As a preventive measure, we invest in identifying job-related risks before employees start performing their tasks. A digital platform helps us identify and map risks related to people, processes, infrastructure, management of work standards, effectiveness in correcting deviations and critical performance evaluation, and it is also used to monitor the work of our contractors. It produces data for the Safety Indicator, which evaluates each employee against quantitative and qualitative parameters.

We have well-structured emergency response and handling plans. Our emergency team currently includes 4,457 individuals, as well as leaders and coordinators who act strategically in incidents. We work with crisis committees that support our commitment to continuous improvement.

We have updated our job descriptions to include the behaviors that are expected from each employee. To increase cultural maturity, our Management Manual establishes the responsibility of managers for health and safety issues, the procedures for identifying hazards

and assessing risks, and regular health and safety training programs for our employees.

We monitor and evaluate safety processes involving our contractors. In our forestry sites, we implement the SOMMAR program, which inspects legal requirements, certifications, internal procedures and best practices to prevent incidents, accidents and environmental impact in forestry activities. Our industrial sites implement the Performance Assessment program, which evaluates the same legal requirements, certifications and best practices, and also have the Bom Senso ("Common Sense") Program, which aims to create adequate working conditions, organization, cleanliness and tidiness in our sites. **GRI 403-7**

## SAFETY INDICATOR (SI)

The main purpose of this indicator is to evaluate routine safety management. We have expanded the use of tools to support this assessment, seeking opportunities for improvement. In 2024, we performed 179,499 assessments compared to 144,982 in 2023 (up 20%).

### Behavioral Approach

Assessments focusing on safety culture and safe behavior (up 33.8%).

### Positive Activity Observation (PAO)

Observation of all safety steps and processes involved in a task, such as the use of personal protective equipment, control measures, training (up 21.1%).

### Safety Tours

Assessments of infrastructure conditions and various types of safety risks carried out by area management (up 57.1%).

### Safety in the Areas

Meetings held between leaders and their teams in all sites to discuss previously selected topics (up 9.7%).

## SAFETY CULTURE

### GRI 403-4

Our Cultural Transformation Plan (CTP) focuses on preserving life and developing safe behaviors. In 2024, an assessment of our safety culture showed a 6.7% improvement, placing us firmly in the "proactive" level of the maturity scale.



To continue to advance, we renewed our CTP, including 246 additional initiatives in our forestry and industrial sites.

We offer occupational health and safety training to provide our employees with the theoretical and practical knowledge they need to perform their duties. Following a clear and objective approach, our training modules aim to increase well-being and minimize the risk of accidents and incidents. Our main initiatives include:

### **Cuidar (“Caring”) Program**

Implemented in all sites, it dynamically identifies, evaluates and leverages opportunities to drive safe behavior. It includes tools to assess behavioral triggers and mentoring of new employees, as well as recognition programs to highlight effective management and practices.

### **Daily Safety Talks**

They facilitate ongoing communication with employees and contractors in all our sites. Held before the start of every workday, they encourage discussions on safety-related topics. In 2025, they will be renamed Daily Safety and Sustainability Talks.

### **Health and safety campaigns**

They strengthen the health and safety culture among employees by sharing informative and educational resources. These campaigns run in all sites through internal communication vehicles.

### **Safety Onboarding**

This initiative familiarizes new employees with the company’s risks, standards and procedures, ensuring the creation of a safe work environment and raising awareness of preventive practices. Additionally, it reinforces the safety culture, encouraging individual engagement and accountability.

### **UniverSuzano**

An online learning platform that offers regular health and safety training programs that complement in-person activities carried out at the sites. It includes mandatory training that must be completed according to each role and as listed in the Safety Training Matrix of each employee.

### **Jornada do Cuidar (“Care Journey”)**

In-person training facilitated by the sites’ Safe Behavior team, focused on preparing new leaders. It covers topics such as Effective Communication, Behavioral Triggers, Behavioral Approach, Daily Safety Talks and Safety in the Areas. **GRI 403-5**

## **PREVENTION INITIATIVES AND MANAGEMENT**

In all sites, we have safety committees and subcommittees that work in partnership with the Internal Accident Prevention and Harassment Commissions (CIPAA, in Portuguese). Our Safety, Health and Quality of Life Management System covers 100% of our employees and contractors. It is based on ISO 45001 and ISO 9000 certifications, and guided by regulatory standards (specifically NR 01 – General Provisions and Occupational Risk Management), the PDCA cycle approach (plan-do-check-act or adjust) and national and international best practices.

**GRI 403-1, 403-8**

## **SAFETY AND INNOVATION IN FORESTRY LOGISTICS**

Another very important aspect for us is safety in the Forestry Logistics area. We have approximately 1,500 trucks traveling around Brazil every day. This activity involves more than 8,000 drivers, and we know that it is one of the biggest risks in our operation. For this reason, we implemented a Safety Tower that monitors risk factors during wood transportation, and we continued to run the *Motorista Nota 10* (“Top Score Driver”) Program, which rewards drivers who stand out in the area of safety.

We are investing R\$30 million in hard barriers, that is, ratchets that lock the wood in place and tighten the load continuously and automatically, to eliminate the need to stop on the side of the road and, consequently, prevent avoidable accidents.



## HEALTH PROMOTION

### GRI 403-6

*Suzano Faz Bem* ("Suzano Does Good") is our program with initiatives to promote health and quality of life aimed at our employees and their families (primarily legal dependents, including adults and children). It covers five areas of health (physical, preventive, mental, social and ergonomics), offering different benefits and opportunities:

- \_Quality of life channels and information are continuously updated on the *Viva Engage app/ Faz Bem* community and in our benefits manual available on our internal platform, UniverSuzano.
- \_Complete online therapy platform, including a mood diary, group therapy, educational content, chat and meditation.
- \_Employee Assistance Program (EAP), including psychological, financial, legal and nutritional support via a toll-free and/or WhatsApp number and/or platform, extended to dependents.
- \_Nutritional program and reeducation.
- \_Monitoring of chronic diseases.
- \_Health awareness and flu vaccination campaigns.
- \_Discount at gyms extended to dependents.
- \_Initiatives to encourage an active lifestyle (running, walking, cycling, sports groups and campaigns).
- \_Program for pregnant women and Lactation Stations, among others.

Doctors, nurses, psychologists, nutritionists, specialists in ergonomics, and quality of life analysts help support the health and well-being of employees and their families. Our largest sites are equipped with medical outpatient clinics that are open 24/7. **GRI 403-3**

## INDICATORS

For us, safety is a non-negotiable value and a priority for our leaders. As a result of our work throughout the year, we were successful in reducing the frequency of accidents at the Limeira and Suzano sites, in addition to maintaining our zero accident frequency at the Mucuri site (tissue) and a lower severity rate in the Forestry department.

In 2024, we did not have fatalities during general maintenance shutdowns at the Limeira and Suzano sites.

However, we regrettably had two fatal accidents, one at the Aracruz site and one at the Ribas do Rio Pardo site. The fatality in Ribas do Rio Pardo was classified within the scope of Major Engineering Projects and, therefore, was not reported in GRI standard for work-related accidents. These events only reinforce the importance of our critical risk and zero severity rate strategy. To prevent situations like these, we intensified our efforts, strengthening the implementation of corrective and preventive measures in all sites. Following these fatalities, we took the following steps and learned these important lessons:

### Assessment and transparency

We conducted a detailed investigation into the accidents and shared the lessons learned in an organized manner across all sites, ensuring that effective corrective measures were taken.

### Increased prevention

We intensified specific programs, such as artificial intelligence monitoring and data science for risk prediction, in more critical areas, such as logistics and forestry.

Our lost-time frequency rate was 0.54 (0.64 in 2023), with a severity rate of 152.00 (28.00 in 2023), considering employees only. However, we still recorded 23 lost-time accidents involving company employees, each of which was a potential high-consequence accident.

In 2024, we did not record any incidents of work-related ill health among employees, considering the illnesses included on the List of Work-Related Illnesses (LDRT, in Portuguese) of the Brazilian Ministry of Health. Likewise, there were no fatalities or reports of work-related ill health among contractors whose activities or workplaces are controlled by Suzano. **GRI 403-10**

We have been intensifying preventive and proactive management actions, strengthening the safety culture and investing in technology and digitalization. We remain committed to continually evolving in this area to provide an increasingly safe environment for everyone.



## EMPLOYEE AND CONTRACTOR HEALTH AND SAFETY RATES AND NUMBERS<sup>1, 2, 3, 4, 5, 6, 7</sup>

GRI 403-9

	Employees			Contractors			Employees and contractors		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Number of fatalities	0	0	1	0	4	0	0	4	1
Number of lost-time injuries (high consequence incidents, excluding fatalities)	15	24	23	22	17	21	37	41	44
Number of recordable work-related injuries	50	70	99	70	60	90	120	130	189
Severity rate	24.00	28.00	152.00	30.00	384.00	152.00	28.00	25.00	66.0
Lost-time frequency rate (high consequence incidents, excluding fatalities)	0.42	0.64	0.54	0.35	0.27	0.30	0.37	0.33	0.40
Lost-time frequency rate (fatalities only)	0	0	0.02	0	0.06	0	0	0.04	0.01
Total frequency rate/accident rate	1.90	2.49	2.33	1.46	1.27	1.27	1.61	1.72	1.67

<sup>1</sup> The indicator considers Suzano employees in Brazil and abroad, active and on leave on December 31 of the reporting year, excluding interns and apprentices.

<sup>2</sup> According to item 19 of Law No. 8,213/91, "a work-related accident is an accident that occurs while working in the service of a company, or while the insured persons referred to in item VII of art. 11 of this law are performing work, causing bodily injury or functional harm that leads to death or the loss or reduction, permanent or temporary, of the ability to work." Considering this definition of a typical work-related accident, by expressed legal determination, work-related ill health and/or occupational diseases are equivalent to work-related accidents.

<sup>3</sup> Considers only lost-time injuries during the year and excludes major construction engineering activities and commuting accidents.

<sup>4</sup> In 2023, there were 101,559,500 hours worked. In 2024, there were 113,459,163.52 hours worked, of which 42,431,388.59 hours refer to employees and 71,027,775.93 refer to contractors.

<sup>5</sup> Lost-time frequency rate corresponds to Lost-Time Injury Frequency Rate (LTIFR), and accident rate corresponds to Total Recordable Injury Frequency Rate (TRIFR).

<sup>6</sup> The main types of work-related accidents considered in this indicator include: accidents involving isolation of energy sources; cargo handling; machinery and equipment; wood transportation; mechanized and manual harvesting; light vehicles; mechanical shock, and road and workshop maintenance (these are considered high-consequence work-related accidents).

<sup>7</sup> The formulas to calculate the rates shown below comply with the standards followed by the company.

### Total frequency rate:

The accident frequency rate (No-lost time accidents + lost-time accidents) must be calculated using the following formula:

$$FR = N \times 1,000,000/H$$

FR = frequency rate

N = number of injuries

H = man hours worked or exposed to risk

### Lost-time frequency rate:

Accident frequency rate (lost-time accidents) must be calculated using the following formula:

$$FR = NL \times 1,000,000/H$$

FR = frequency rate

NL = number of lost-time accidents

H = man hours worked or exposed to risk

### Severity Rate:

Severity rate must be calculated using the following formula:

$$S = T \times 1,000,000/H$$

S = severity rate

T = total time

H = man hours worked or exposed to risk

Total time must be the sum of days lost, days carried over and days discounted.

**GRI 3-3 MATERIAL TOPIC:  
DIVERSITY, EQUITY AND INCLUSION**



**COMMITMENT:  
PROMOTE DIVERSITY,  
EQUITY AND INCLUSION**

One of the principles established in our Diversity and Inclusion Policy is to have diversity as a strategic driver for the development of our business. We believe that it strengthens us, increasing creativity, innovation, engagement and productivity, enabling us to achieve better results. This is good for our people, our culture, our business and society. Therefore, we are committed to transforming the company to create an environment where everyone feels welcomed and safe to be who they truly are, reaching their full potential. We see diversity, equity and inclusion (DEI) as part of our organizational culture.

Our Commitments to Renewing Life include five public targets and ambitions that are directly related to the DEI agenda, to be achieved by 2025:

- \_Have 30% of our leadership positions (functional manager and above) occupied by women.
- \_Have 30% of our leadership positions (functional manager and above) occupied by Black<sup>1</sup> employees.
- \_Ensure a 100% inclusive environment for LGBTQIAPN+ people<sup>2</sup>.
- \_Ensure a 100% inclusive environment<sup>3</sup> for people with disabilities.
- \_Ensure 100% accessibility<sup>4</sup> for people with disabilities.

<sup>1</sup> Black, as per the terminology used by the Brazilian Institute of Geography and Statistics (IBGE, in Portuguese), includes self-declared Black and mixed-race individuals.

<sup>2</sup> At Suzano, we chose to use the acronym LGBTQIAPN+, referring to lesbians, gays, bisexuals, transsexuals, queer, intersex, asexual, pansexual, non-binary and "+", which includes all other sexual preferences and gender identities and expressions.

<sup>3</sup> Ensure a 100% inclusive environment: According to a study by the consulting firm Globescan, when analyzing survey samples, results above 97.31% are within the 95% confidence interval and, therefore, can reflect a 100% inclusive environment.

<sup>4</sup> 100% accessibility: According to a survey carried out by the consulting firm Igual in 2020, our offices and industrial sites in Brazil can be considered 100% accessible, based on reasonable adaptations, NBR9050 and the annual progress measured after structural adaptations and renovations.



To support this agenda, the variable compensation of all our leaders includes annual targets to increase the presence of underrepresented groups in leadership and in the general workforce. In 2024, these targets included increasing the percentage of women and Black employees in positions at the level of manager and above, and increasing the percentage of employees with disabilities.

As part of the DEI strategy, we manage targets and key indicators with the support of Power BI tools, which enable us to monitor indicators, run assessments and outline action plans. We regularly assess our targets, considering both our whole company and individual departments. In this way, we identify the main challenges and opportunities for each business and in every region where we operate. The results are presented to senior management on a monthly basis, in addition to being reviewed by the People and Management teams and leaders, for the co-creation and execution of action plans.



In 2024, our results included:

## 27.3% of functional manager positions and above occupied by women

(an increase of 2.4 percentage points compared to 2023. In absolute numbers, this increase represents 21 additional women in positions at these levels)

## 22% of functional manager positions and above occupied by Black employees

(an increase of 1.6 percentage point compared to the previous year, totaling 15 additional Black employees in positions at these levels)

## 4.2% of the workforce made up by people with disabilities

(an increase of 0.5 percentage points compared to 2023, which means adding 161 people with disabilities to our workforce)

It is important to highlight that our number of employees grew 12%, underscoring the challenge related to our goal of increasing representation, as well as the significance of the results we achieved in 2024.

Positive results in 2024 included increased awareness and visibility of diversity issues and the fight against discrimination. During the year, we expanded the diversity agenda by further supporting local efforts. We developed diversity plans and boosted our local affinity groups (AGs), taking a regional approach to address the challenges of each location. One example was our site in Imperatriz, in the state of Maranhão, where we developed a project to identify the main challenges and opportunities to increase the hiring of women for our industrial and forestry operations. We also implemented an agenda of racial literacy focused on leaders, in partnership with the Black employee AGs at the plant.

In 2025, we will remain committed to pursuing our targets to increase the percentage of women and Black employees in leadership positions, as well as people with disabilities in our workforce. To this end, we will boost our training, development and career acceleration programs with a focus on underrepresented groups. In addition, we will continue to implement our strategy to drive diversity from a regional perspective, with action plans to address local challenges in each of our sites. We will also invest in inclusive leadership development initiatives, strengthening our commitment to creating an environment of inclusion and belonging, where everyone can be who they are.

### NOSSA ESTRATÉGIA DE DE&I

Para guiar nossas ações e gestão em DE&I, definimos uma estratégia que possui quatro pilares:

#### Representatividade

ampliar a presença de grupos sub-representados na liderança e no quadro de colaboradores;

#### Experiência

melhorar a experiência de colaboradores de grupos sub-representados;

#### Cultura inclusiva

fortalecer uma cultura inclusiva, permeada por toda organização, em que diversidade gera valor e engaja;

#### Cadeia de valor

expandir práticas de DE&I para cadeia de valor e ampliar o impacto social positivo.

### INITIATIVES

In 2024, we implemented several affirmative action initiatives. One example was D+, a career development program focused on women and Black employees. During the year, 217 people participated in this development journey that included mentoring sessions, assessments, sponsorships and exposure to internal opportunities.

Another highlight was our Somar program, a partnership with the Brazilian National Service for Industrial Training (SENAI, in Portuguese) to train women and people with disabilities to work in entry-level positions in our industrial and forestry operations. In 2024, classes were held in Espírito Santo (Aracruz), Maranhão (Açailândia and Imperatriz), Mato Grosso do Sul (Ribas do Rio Pardo and Três Lagoas), Pará (Belém) and São Paulo (Vale do Paraíba). In 2024, the program impacted 106 people, of whom 67% had some kind of disability. Of this total, 48 people are participating in the program and 58 have already graduated—65% of them have been hired.



And of the candidates selected for our Young Apprentice program, 56% were women and 66% were Black, mixed-race or indigenous.

During the year, we also had an increase in the number of women and Black employees in leadership positions. Of the people promoted to functional management positions, 38% were women and 31% were Black—in 2023, these percentages had been 25% and 16%, respectively. Regarding the hiring of people for management positions and above, 40% were women, compared to 33% in 2023.

## AWARENESS

In 2024, we also implemented awareness and engagement activities, in addition to actions to fight discrimination, with a focus on boosting local efforts. We implemented diversity plans and promoted our Affinity Groups. One example was our Imperatriz site, where we developed a project to identify the main challenges and opportunities to hire more women to work in our industrial and forestry operations.

During the year, we received 17 reports of incidents of discrimination related to race, gender, sexual orientation, religious beliefs and fatphobia, resulting in the following measures: termination of employment, suspension, warning and replacement of a contractor. The increase in the number of reports compared to 2023 is due to factors such as the implementation of the new Contato Seguro complaint mechanism, which expanded access and made it easier for people to file complaints, and the increased effort to raise awareness among employees of the importance of reporting violations of Suzano’s ethical principles and values. Additionally, it is worth noting that, in previous years, complaints related to the Ribas do Rio Pardo site were not filed in this same database, since the plant had a dedicated ombudsman office on-site.

Therefore, the increase in the number of reports does not necessarily indicate an increase in incidents of discrimination, but rather an improvement in the reporting processes and a higher level of trust to report situations of this kind. **GRI 406-1**

Another program, Plural, aims to be a unified group made up of multiple parts to address needs and strengthen affinity networks by engaging employees. It includes Affinity Groups (AGs), which have the autonomy to implement initiatives according to the challenges and opportunities in each location. Plural also has a committee made up of executive and representative leaders to discuss and decide on institutional diversity issues. Our AGs focus on five diversity-related categories:

- \_Generations
- \_LGBTQIAPN+
- \_Women
- \_People with disabilities
- \_Black employees

## ATTRACTION

We support gender equality and create value for the business by attracting, developing and retaining members of underrepresented groups. In 2024, 57% of the people hired through our Trainee and Young Executive programs were women and 40% were Black. Of the individuals recruited through our internship programs, 64% were women and 55% were Black.

NUMBER OF INCIDENTS OF DISCRIMINATION <sup>1</sup> GRI 406-1	2022	2023	2024
Number of incidents	3	3	17
Remediation plans being implemented	0	1	1
Remediation plans that have been implemented, with results reviewed through routine internal management review processes	0	1	9
Incidents no longer subject to action	3	2	16

<sup>1</sup> Data from Suzano Holding S.A. and its affiliates were not considered for this indicator. All reports related to the Ribas do Rio Pardo site were incorporated into our Complaints Channel database starting in August 2024.

## PARTNERSHIPS

We work with several strategic partners to promote diversity, equity and inclusion in our sites. We are signatories to the LGBTI+ Business and Rights Forum, we participate in the Business Initiative for Racial Equality and the Women 360 Movement, we endorse the Women's Empowerment Principles, and we are part of the Women Forest Network.

We believe that this is a continuous and collaborative journey toward learning and evolving, in which the involvement of stakeholders, through active listening and the creation of opportunities for reflection, dialogue and acceptance, is essential.

Internally, the main tools we use to assess our progress are our Affinity Groups (AGs), annual engagement surveys (which includes specific questions about inclusion) and active listening mechanisms. In 2025, we plan to review our Diversity, Equity and Inclusion Policy. Our People & Management and Ombudsman teams are prepared to receive and handle DEI-related complaints, guaranteeing absolute confidentiality and non-retaliation against individuals who file complaints. This is assured through the use of an external and independent service center, called Suzano's Ombudsman Channel, which is available to all internal and external stakeholders.

### MORE WOMEN IN THE NURSERY

The start of operations at our new plant in Ribas do Rio Pardo also marked the opening of one of the most modern seedling nurseries in the world. This facility has special importance to us: it employs 240 people, of whom 85% are local women who have been specially trained to work at the facility (in total, we offered almost 22,000 hours of training to the different forestry and industrial teams).





DIVERSITY BY FUNCTIONAL CATEGORY AND GENDER <sup>1</sup> GRI 405-1	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
<b>Employees</b>						
Administrative	52.5%	47.5%	57.8%	42.2%	56.1%	43.9%
Consultant	70.3%	29.7%	65.6%	34.4%	63.8%	36.2%
Coordinator	66.4%	33.6%	64.5%	35.5%	65.0%	35.0%
Director	85.7%	14.3%	81.2%	18.8%	84.7%	15.3%
Executive vice president	89.5%	10.5%	90.9%	9.1%	90.0%	10.0%
Specialist	89.9%	10.1%	90.0%	10.0%	87.1%	12.9%
Executive manager	81.7%	18.4%	80.6%	19.4%	79.6%	20.4%
Functional manager	73.6%	26.4%	71.9%	28.1%	68.1%	31.9%
Operational	91.0%	9.0%	88.9%	11.1%	87.5%	12.5%
CEO	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Supervisor	84.7%	15.3%	81.1%	18.9%	79.2%	20.8%
<b>Total</b>	<b>82.4%</b>	<b>17.6%</b>	<b>80.0%</b>	<b>20.0%</b>	<b>78.5%</b>	<b>21.5%</b>
<b>Governance bodies</b>						
Board of Directors	67%	33%	67%	33%	78%	22%
Supervisory Board	100%	0%	100%	0%	100%	0%

<sup>1</sup> We recognize that there are more gender identities than male and female, such as non-binary and others. For reporting purposes, however, we follow the classification restricted by systems.

DIVERSITY BY FUNCTIONAL CATEGORY AND AGE GROUP GRI 405-1	2022			2023			2024		
	Under 30 years old	30-50 years old	Over 50 years old	Under 30 years old	30-50 years old	Over 50 years old	Under 30 years old	30-50 years old	Over 50 years old
<b>Employees</b>									
Administrative	33.4%	58.4%	8.3%	31.9%	60.5%	7.6%	32.1%	60.0%	7.9%
Consultant	12.4%	74.5%	13.1%	10.6%	76.5%	12.9%	10.9%	76.1%	13.0%
Coordinator	8.1%	78.3%	13.6%	6.1%	81.0%	12.9%	5.3%	81.1%	13.6%
Director	0.0%	61.5%	38.5%	0.0%	59.4%	40.6%	0.0%	61.0%	39.0%
Executive vice president	0.0%	53.9%	46.2%	0.0%	45.5%	54.6%	0.0%	40.0%	60.0%
Specialist	0.0%	56.7%	43.3%	0.0%	51.4%	48.8%	0.0%	54.3%	45.7%
Executive manager	0.0%	70.4%	29.6%	0.0%	69.4%	30.6%	0.0%	69.4%	30.6%
Functional manager	1.4%	83.2%	15.4%	1.0%	81.7%	17.7%	0.7%	81.2%	18.1%
Operational	22.1%	64.4%	13.5%	21.6%	64.5%	13.9%	20.9%	63.0%	16.1%
CEO	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
Supervisor	10.1%	76.0%	13.9%	9.3%	79.1%	11.7%	11.2%	74.3%	14.5%
<b>Total</b>	<b>22.6%</b>	<b>64.6%</b>	<b>12.8%</b>	<b>22.0%</b>	<b>65.2%</b>	<b>12.8%</b>	<b>21.5%</b>	<b>64.1%</b>	<b>14.4%</b>
<b>Governance bodies</b>									
Board of Directors	0%	33%	67%	0%	33%	67%	0%	22%	78%
Supervisory Board	0%	0%	100%	0%	0%	100%	0%	0%	100%



TOTAL NUMBER AND PERCENTAGE OF EMPLOYEES BY RACE GRI 405-1	2022		2023		2024	
	Total number	Percentage	Total number	Percentage	Total number	Percentage
White	7,212	38.9%	8,218	39.8%	9,326	40.3%
Mixed race	8,322	44.9%	9,110	44.2%	10,202	44.1%
Black	2,095	11.3%	2,311	11.2%	2,533	11.0%
Indigenous	154	0.8%	156	0.8%	249	1.1%
Asian	370	2.0%	394	1.9%	422	1.8%
Not informed	390	2.1%	438	2.1%	392	1.7%
<b>Total</b>	<b>18,543</b>	<b>100.0%</b>	<b>20,627</b>	<b>100.0%</b>	<b>23,124</b>	<b>100.0%</b>





**GRI 3-3 – MATERIAL TOPIC:  
SUPPLIER MANAGEMENT**

Our supplier management approach has increasingly focused on sustainability-related aspects through the Responsible Supplier Management program, led by the Procurement team. In 2024, we developed initiatives to improve the management of risks related to human rights and the environment. We implemented the ESG Consequences Matrix, a tool that complemented the process of handling incidents of non-compliance in these two areas and enabled us to offer a quick and standard response when contractual breaches are identified—in a joint effort with the Legal, Sustainability and Risk Management teams. The use of this tool as part of the supplier risk management process was considered an innovative approach in Brazil, earning us the INBRASC Award, in the Risk category, presented by the Brazilian Supply Chain Institute.

In 2024, we hired a total of 15,100 suppliers, from a base of 38,1000 registered business in the areas of operations, services, logistics, marketing, forestry, industrial and sales, in addition to support activities such as infrastructure and technological development.

**GRI 2-6**

Primarily due to our forestry operations, our supply chain is spread across a large area. Wood suppliers and other stakeholders in our value chain are monitored through regular and forestry certifications audits (such as FSC® and PEFC), in addition to contractual clauses that reflect our sustainability commitments. The FSC-STD-40-005 standard, applicable to the acquisition of controlled wood requires the implementation of a



due diligence system to identify and mitigate risks, including issues related to human rights and impact on vulnerable groups, preventing purchases from unacceptable sources.

We have a Sustainable Procurement Policy, that establishes principles, commitments, requirements and social and environmental criteria that apply to the management of our suppliers, in line with our Supplier Code of Conduct. In this way, we seek to manage expectations and implement practices to ensure legal compliance and proper management of environmental and social impacts, and build a trust-based relationship with our suppliers.

SUPPLIERS SCREENED USING ENVIRONMENTAL AND/OR SOCIAL CRITERIA GRI 308-1, 414-1	Environmental criteria			Social criteria		
	2022	2023	2024	2022	2023	2024
Total number of new suppliers that were considered for hiring	1,607	1,659	1,383	1,607	1,659	1,383
Total number of new suppliers screened using environmental and/or social criteria	874	1,192	991	1,607	1,659	1,383
Percentage of new suppliers screened using environmental and/or social criteria	54%	72%	72%	100%	100%	100%



SUPPLIERS ASSESSED FOR ENVIRONMENTAL AND SOCIAL IMPACTS <sup>1, 2, 3</sup> GRI 308-2, 414-2	Environmental assessment			Social assessment		
	2022	2023	2024	2022	2023	2024
<b>Wood suppliers</b>						
Number of suppliers assessed	1,090	981	958	1,090	981	958
Number of suppliers identified as having significant actual and potential negative impacts	8	3	0	33	7	2
Number of suppliers identified as having significant actual and potential negative impacts with which improvements were agreed upon as a result of assessment	8	3	0	33	7	1
Percentage of suppliers identified as having negative impacts	1%	0.3%	0%	3%	1%	0.2%
Percentage of suppliers identified as having significant actual and potential negative impacts with which improvements were agreed upon as a result of assessment	100%	100%	100%	100%	100%	50%
Percentage of suppliers identified as having significant actual and potential negative impacts with which relationships were terminated as a result of assessment	0%	0%	0%	0%	0%	50%
<b>Except wood</b>						
Number of suppliers assessed	549	521	564	558	519	565
Number of suppliers identified as having significant actual and potential negative impacts	59	28	27	71	38	26
Number of suppliers identified as having significant actual and potential negative impacts with which improvements were agreed upon as a result of assessment	59	28	26	71	38	21
Percentage of suppliers identified as having negative impacts	11%	5%	5%	13%	7%	5%
Percentage of suppliers identified as having significant actual and potential negative impacts with which improvements were agreed upon as a result of assessment	100%	100%	96%	100%	100%	81%
Percentage of suppliers identified as having significant actual and potential negative impacts with which relationships were terminated as a result of assessment	0%	0%	4%	0%	0%	19%

<sup>1</sup> Except wood: the indicator considers suppliers that underwent evaluation through the Supplier Performance Index (SPI) process and second-party ESG audits.

<sup>2</sup> For the purposes of detailing the metrics used, the following are considered real and significant negative environmental impacts: non-compliance with Environmental Management System requirements as assessed through second-party ESG audits of suppliers that were rejected or approved with restrictions as the final result of the audit; and low performance in the Environment section of the Supplier Performance Assessment of suppliers who were rejected or approved with restrictions in the process.

<sup>3</sup> The following are considered real and significant negative social impacts: non-compliance with social responsibility requirements as assessed through second-party ESG audits of suppliers that were rejected or approved with restrictions as the final result of the audit; and low performance in the Social section of the Supplier Performance Assessment of suppliers who were rejected or approved with restrictions in the process.

SPENDING ON LOCAL SUPPLIERS BY STATE (%) <sup>1, 2, 3</sup> GRI 204-1	2022		2023		2024	
	Wood suppliers	Except wood	Wood suppliers	Except wood	Wood suppliers	Except wood
Maranhão	N/A	71%	100%	69%	100%	69%
São Paulo	N/A	86%	100%	87%	97%	85%
Bahia	N/A	46%	97%	42%	93%	41%
Espírito Santo	N/A	65%	36%	65%	34%	63%
Mato Grosso do Sul	N/A	47%	88%	51%	90%	51%
<b>Average</b>	<b>N/A</b>	<b>36%</b>	<b>62%</b>	<b>36%</b>	<b>78%</b>	<b>38%</b>

<sup>1</sup> Local suppliers are those that are headquartered or have branches in, and supply to, the same state where our sites are located. The report considers all purchases made by significant locations of operations, which are our industrial and forestry sites and headquarters, which account for 95% of our total workforce

<sup>2</sup> The calculation method was changed in 2023, and, consequently, historical data is unavailable (n/a). Calculation rationale: 100% of expenses related to wood purchases for each site (expenses related to wood purchased from suppliers in the same state/Total expenses related to wood purchases). Suzano's average considers the total amount of the site, regardless of origin. GRI 2-4

<sup>3</sup> Suppliers except wood: we transact with local suppliers in the states of BA, ES, MA, MS and SP, that is, those that have headquarters or branches where we operate and represented 39% of our purchases in the period.



## RISK ASSESSMENT

In addition to assessing legal compliance and governance practices, which includes financial and labor obligations analyses, all suppliers are assessed for human rights and environmental risks. Before they are authorized to be hired, potential new suppliers complete a preliminary self-assessment, followed by a document and legal review to confirm their eligibility based on legal compliance. Depending on the risk and the activity to be performed, the supplier may be assessed for health and safety and labor practices.

In addition to the controls carried out by the Procurement area, we have boosted the assessments made by the Purchasing area,

providing specific training on ESG and risks involved in hiring suppliers that do not meet our requirements. We are also developing a matrix, which includes a checklist, to expand the criteria for assessing contracts by adding a sustainability perspective, going beyond quality and price. The plan is to train our employees to act as ambassadors for ESG issues, to enable us to effectively incorporate sustainability into the value chain, through partnerships with our suppliers.

We continuously monitor our Supplier Performance Index (SPI), which assesses critical suppliers, particularly with regard to social, environmental and safety requirements, with an average approval rating of 98.6%.

SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOR, YOUNG WORKERS EXPOSED TO HAZARDOUS WORK AND FORCED AND/OR COMPULSORY LABOR <sup>1, 2, 3</sup> GRI 408-1, 409-1	2022		2023		2024	
	Except wood	Wood suppliers	Except wood	Wood suppliers	Except wood	Wood suppliers
Number of suppliers where risks were identified and assessed	748	1,090	971	981	1,217	958

<sup>1</sup> Wood supply, as evaluated from an environmental, social (child labor and incidents of forced or compulsory labor) and economic perspective, is classified in our social and environmental matrix as critical and high sustainability risk (Sustainable Procurement Policy). As an additional risk assessment methodology, we follow internationally recognized certification standards and regulations, such as the FSC® standards and the European Timber Regulation (EUTR), which are covered in our Wood Supply Policy.

<sup>2</sup> Suppliers except wood: In 2024, 982 direct suppliers and 235 non-tier 1 suppliers were assessed, totaling 1,217. Wood suppliers in Brazil: in 2024, 958 documentation and/or field audits were carried out, including wood supply and wood harvesting and transportation services.

<sup>3</sup> We consider all wood suppliers to be high risk.

## SUPPLIER AUDIT

We achieved our goal of implementing and executing a robust second-party ESG audit process, which enabled us to identify social risks and opportunities. Action plans are created for suppliers that fall below the desired index. Failure to comply with the plan may lead the company to be blocked/suspended, disqualified from receiving new orders or removed from our database.

We audit our suppliers as an important practice to mitigate risks, ensure the quality of products and services, ensure compliance, support the evolution of our partners, and maintain sustainable relationships throughout the supply chain.

In 2024, we audited 347 suppliers, representing 26% of the total spend of the Procurement area.

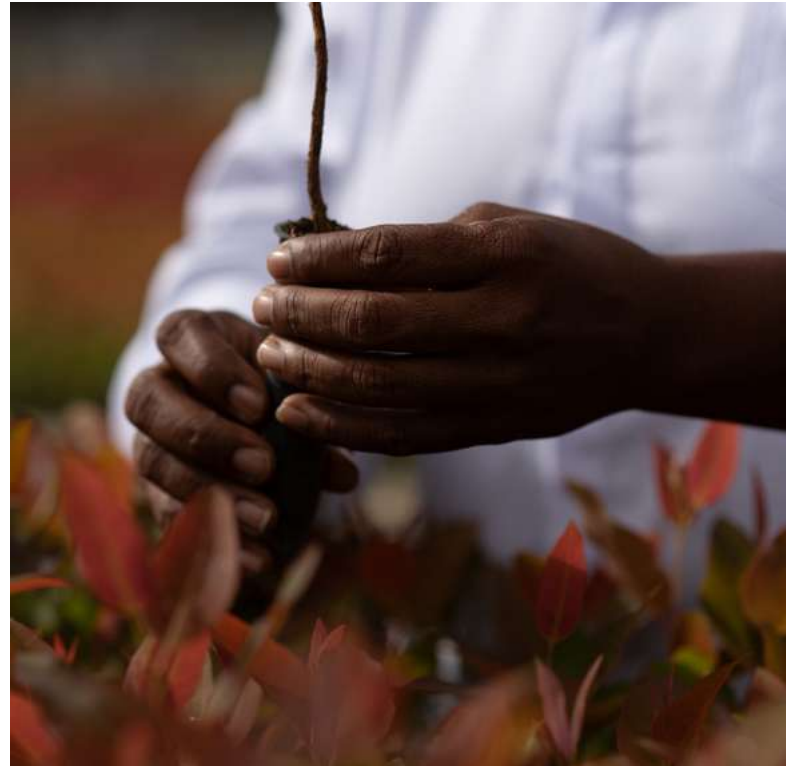


## HIGH PERFORMANCE IN SUSTAINABILITY

To recognize and strengthen our partnerships with our suppliers, we held the second Suzano Valoriza (“Appreciates”) Award ceremony. This event recognizes suppliers that demonstrate high performance, both in the Performance and Partnership with Suzano category, and according to social and environmental criteria, in seven different areas: in addition to Climate, Water Security and ESG Management, which already existed, we added new ones, namely Innovability (innovation combined with sustainability), Diversity, Equity and Inclusion, Social Development in Communities and Partners of the Cerrado Project.

In total, we presented 32 awards. The Performance and Commercial Partnership categories recognized 19 suppliers of inputs and industrial, forestry, administrative and logistics services for their solid and relevant participation in the supply chain. Another 13 suppliers received awards for excellence in ESG management.

To strengthen our sustainability commitments, the event featured a panel on the importance of intersectoral collaboration to drive positive transformation throughout the production chain. The discussion was attended by Beto



Abreu (CEO of Suzano), Monica Gregori (director of Impact of the UN Global Compact Brazil), Marina Negrisoni (director of Sustainability at Suzano) and Viviane Danemberg (executive manager of Procurement at Suzano).

## INCLUSIVE PROCUREMENT

Another ESG program we offer to suppliers is Inclusive Procurement, which was created to engage and motivate our supply chain to promote diversity, equity and inclusion. To this end, we identify and support diversity initiatives throughout our supply chain, including, for example, conducting a Diversity and Inclusion Census among our suppliers.

A highlight of this project is our partnership with JSL, a Brazilian logistics services company, in the Women in Management initiative, which trains women to operate forklifts at our sites in Brazil. Based on the results of this project, we shared best practices with suppliers across different procurement categories and developed new projects.

Also in 2024, we entered into a partnership with WEConnect International, a global network that connects women-owned businesses with large organizations around the world, aiming to increase diversity in the supply chain. With the support of WEConnect, we hold events and provide training for buyers and suppliers. In addition, we improved our diverse procurement indicator, enabling us to more accurately identify our spending with diverse suppliers.

# ANNEXES





(A free translation of the original in Portuguese)

# INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT ON THE NON-FINANCIAL INFORMATION INCLUDED IN THE 2024 SUSTAINABILITY REPORT OF SUZANO S.A.

GRI 2-5

To the Board of Directors and Stockholders  
**Suzano S.A.**  
**Salvador - BA**

## INTRODUCTION

We have been engaged by Suzano S.A. ("Company" or "Suzano") to present our limited assurance report on the non-financial information included in the 2024 Sustainability Report for the year ended December 31, 2024, as detailed in the basis of preparation.

Our limited assurance does not cover prior-period information, or any other information disclosed together with the 2024 Sustainability Report, including any images, audio files or videos.

## RESPONSIBILITIES OF SUZANO'S MANAGEMENT

The management of Suzano is responsible for:

- (a) selecting or establishing adequate criteria for the preparation and presentation of the information included in the 2024 Sustainability Report;
- (b) preparing the information in accordance with the GRI Standards and with the basis of preparation developed by the Company;
- (c) designing, implementing and maintaining internal controls over the significant information used in the preparation of the 2024 Sustainability Report, free from material misstatement, whether due to fraud or error.

## LIMITATIONS IN THE PREPARATION AND PRESENTATION OF NON-FINANCIAL INFORMATION AND INDICATORS

In the preparation and presentation of non-financial information and indicators

Management followed the definitions of the basis of preparation developed by the Company and the GRI Standards and, therefore, the information included in the 2024 Sustainability Report does not aim to provide assurance with regard to the compliance with social, economic, environmental or engineering laws and regulations. However, the aforementioned standards establish the presentation and disclosure of possible cases of non-compliance with such regulations when sanctions or significant fines are applied.

The absence of a significant set of established practices on which to base the evaluation and measurement of non-financial information allows for different but acceptable evaluation and measurement techniques, which can affect comparability between entities and over time.

## OUR INDEPENDENCE AND QUALITY CONTROL

We comply with the independence and other ethical requirements of the Federal Accounting Council (CFC) in NBCs PG 100 and 200 and NBC PA 291, which are based on the principles of integrity, objectivity and professional competence, and which also consider the confidentiality and behavior of professionals.

We apply the Brazilian and international quality control standards established in NBC PA 01, issued by the CFC, and thus maintain an appropriate quality control system that includes policies and procedures related to compliance with ethical requirements, professional standards, legal requirements and regulatory requirements.



(A free translation of the original in Portuguese)

## INDEPENDENT AUDITOR'S RESPONSIBILITY

Our responsibility is to express a conclusion on the non-financial information included in the 2024 Sustainability Report, based on our limited assurance engagement carried out in accordance with the Technical Communication CTO 01/12, "Issuance of an Assurance Report related to Sustainability and Social Responsibility", issued by the Federal Accounting Council (CFC), based on the Brazilian standard NBC TO 3000, "Assurance Engagements Other than Audit and Review", also issued by the CFC, which is equivalent to the international standard ISAE 3000, "Assurance engagements other than audits or reviews of historical financial information", issued by the International Auditing and Assurance Standards Board (IAASB), applicable to non-financial information.

The aforementioned standards require that the work be planned and performed to obtain limited assurance that the non-financial information included in the 2024 Sustainability Report, taken as a whole, is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion.

A limited assurance engagement conducted in accordance with the Brazilian standard NBC TO 3000 and ISAE 3000 mainly consists of making inquiries of management and other professionals of Suzano involved in the preparation of the information, as well as applying analytical procedures to obtain evidence that allows us to issue a limited assurance conclusion on the information, taken as a whole. A limited assurance engagement also requires the performance of additional procedures when the independent auditor becomes aware of matters that lead him to believe that the information disclosed in the 2024 Sustainability Report taken as a whole might present material misstatements.

As part of a limited assurance engagement in accordance with NBC TO 3000 (ISAE 3000), we exercise professional judgment and maintain professional skepticism throughout the engagement. We also:

- (a) Determine the suitability in the circumstances of the Company's use of the GRI Standards as basis of preparation of the non-financial information and indicators.
- (b) Perform risk assessment procedures, including obtaining an understanding of internal controls relevant to the engagement, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Company's internal controls.
- (c) Design and perform procedures responsive to where material misstatements are likely to arise in the non-financial information and indicators. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

### SUMMARY OF THE PROCEDURES PERFORMED

The procedures selected are based on our understanding of the aspects related to the compilation, materiality, and presentation of the information included in the 2024 Sustainability Report, other circumstances of the engagement and our analysis of the activities and processes associated with the material information disclosed in the 2024 Sustainability Report in which significant misstatements might exist. The procedures comprised:

- (a) planning the work, taking into consideration the materiality and the volume of quantitative and qualitative information and the operating and internal control systems that were used to prepare the information included in the 2024 Sustainability Report;
- (b) understanding the calculation methodology and the procedures adopted for the compilation of indicators through inquiries of the managers responsible for the preparation of the information;
- (c) applying analytical procedures to quantitative information and making inquiries regarding the qualitative information and its correlation with the indicators disclosed in the 2024 Sustainability Report;
- (d) applying substantive tests to certain non-financial information and indicators; and
- (e) when non-financial data relate to financial indicators, comparing these indicators with the financial statements and/or accounting records.



*(A free translation of the original in Portuguese)*

The limited assurance engagement also included the analysis of the compliance with the GRI Standards and the criteria established in the basis of preparation developed by the Company.

Our procedures did not include assessing the adequacy of the design or operating effectiveness of the controls, testing the data on which the estimates are based or separately developing our own estimate to compare with Suzano's estimate.

### **BASIS FOR CONCLUSION**

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

### **SCOPE AND LIMITATIONS**

The procedures applied in a limited assurance engagement are substantially less detailed than those applied in a reasonable assurance engagement, the objective of which is the issuance of an opinion on the information included in the 2024 Sustainability Report. Consequently, we were unable to obtain reasonable assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement, the objective of which is the issuance of an opinion. Had we performed an engagement with the objective of issuing an opinion, we might have identified other matters and possible misstatements in the information included in the 2024 Sustainability Report. Therefore, we do not express an opinion on this information.

Non-financial data are subject to more inherent limitations than financial data, due to the nature and diversity of the methods used to determine, calculate and estimate these data. Qualitative interpretations of the relevance, materiality, and accuracy of the data are subject to individual assumptions and judgments. Furthermore, we did not consider in our engagement the data reported for prior periods, nor future projections and goals, including results of goals set by the Commitments to Renewing Life included in the 2024 Sustainability Report.

Our assurance report must be read and understood in the context of the limitations inherent in the process of the preparation of non-financial information and indicators

used by management, including the fact this information is not intended to provide assurance with regard to the compliance with social, economic, environmental or engineering laws and regulations.

The contents included in the scope of this assurance engagement are presented in the Basis of Preparation of the 2024 Sustainability Report.

### **CONCLUSION**

Based on the procedures performed, described herein, and on the evidence obtained, no matter has come to our attention that causes us to believe that the non-financial information included in the 2024 Sustainability Report of Suzano has not been prepared, in all material respects, in accordance with the criteria established in the basis of preparation and with the GRI Standards.

### **OTHER MATTERS - RESTRICTION ON USE AND DISTRIBUTION**

This report was prepared for the use of Suzano and may be presented or distributed to third parties, as long as they are familiar with the object and criteria applicable to this assurance engagement, considering its specific purpose described in the first paragraph of this report.

Any parties other than Suzano that obtain access to this report, or a copy thereof, and rely on the information contained therein does so at their own risk. We do not accept or assume any responsibility and deny any liability to any party other than Suzano for our engagement, the assurance report or our conclusions.

São Paulo, March 24, 2025

PricewaterhouseCoopers  
Auditores Independentes Ltda.  
CRC 2SP000160/O-5

Maurício Colombari  
Contador CRC 1SP195838/O-3



# INDEPENDENT ASSURANCE STATEMENT



## INTRODUCTION

Bureau Veritas Certification Brasil (Bureau Veritas) was contracted by Suzano S.A. (Suzano) to conduct an independent verification of the Company's Commitments to Renew Life (CPRV).

## SCOPE OF WORK

The scope of this verification encompassed the verification of the Long-Term Commitments (CPRV), regarding the correct parameterization of indicators and an analysis of the accuracy of data obtained in the period from January 1 to December 31, 2024.

Below we list Suzano's CPRVs:

- \_Lift 200,000 people out of poverty in their areas of operation by 2030.
- \_Increase the Basic Education Development Index (IDEB) by 40% in all priority municipalities by 2030.
- \_Achieve 30% women in leadership positions (functional managers and above) by 2025.
- \_Achieve 30% Black people in leadership positions (functional managers and above) by 2025.
- \_Ensure 100% inclusive environment for LGBTQIAPN+ people by 2025.
- \_Ensure 100% accessibility for people with disabilities by 2025.
- \_Ensure 100% inclusive environment for people with disabilities by 2025.
- \_Connect half a million hectares of priority areas for biodiversity conservation in the Cerrado, Atlantic Forest, and Amazon by 2030.
- \_Increase water availability in all critical watersheds in Suzano's areas of operation by 2030.

- \_Reduce water intake in its industrial operations by 15% by 2030.
- \_Increase renewable energy exports by 50% by 2030.
- \_Make available 10 million tons of products of renewable origin that can replace plastic and other petroleum derivatives by 2030.
- \_Reduce industrial solid waste sent to landfills by 70% by 2030.
- \_Remove 40 million tons of carbon from the atmosphere by 2025.
- \_Reduce the intensity of greenhouse gas emissions from scopes 1 and 2 by 15% per ton of production by 2030.

## RESPONSIBILITIES OF SUZANO AND BUREAU VERITAS

The collection, calculation, and presentation of the published data are the sole responsibility of SUZANO's management. Bureau Veritas is responsible for providing an independent opinion, in accordance with the scope of work defined in this statement.

## METHODOLOGY

The verification included the following activities:

1. Interviews with those responsible for the content of the CPRVs.
2. Analysis of documentary evidence provided by Suzano for the covered period, January 1, 2024, to December 31, 2024.
3. Evaluation of systems used for data compilation.



#### 4. Assessment of actions, programs, and policies aimed at meeting the Company's CPRVs.

The level of verification adopted was Reasonable, in accordance with the requirements of the ISAE 3000 standard, incorporated into Bureau Veritas internal verification protocols.

## LIMITATIONS AND EXCLUSIONS

Any evaluation of information related to the following was excluded from this verification:

\_Activities outside the reported period (January 2024 to December 2024).

\_Positioning statements (expressions of opinion, belief, objectives, or future intentions) by Suzano.

The following limitations were applied to this verification:

\_The Accuracy and Reliability of data were verified on a sample basis, exclusively in light of the information and data presented and data related to the presented CPRVs.

\_The Commitments related to climate change were complemented by an audit of Suzano's Greenhouse Gas (GHG) Emissions Inventory, which was carried out by an independent body in a specific work, in accordance with the criteria of ISO 14.064-1/07 and the GHG Protocol.

## OPINION ON COMMITMENTS TO RENEW LIFE (CPRV)

\_The results of the CPRVs will be available on Suzano's Sustainability Center (<https://centraldesustentabilidade.suzano.com.br/en/sustainability-at-suzano/commitments-to-renewing-life/>), with a direct link from the Company's website. The scope of our verification covered the data and indicators for the year 2024.

\_During our Verification, we evidenced that Suzano's CPRVs continue to be analyzed,

tracked, and monitored in a structured and effective manner.

\_Regarding the Commitment to lift people out of poverty, we evidenced that Suzano continues to show good performance in reaching the goal. Especially the strategic evolution combined with operational discipline has brought positive results in relation to this highly innovative Commitment. In this sense, we highlight the clarity of action in six avenues that were defined (sustainable extractivism, supply networks, entrepreneurship, inclusive recycling, access to employment, and Suzano's value chain), new partnerships gained in 2024, an objective operationalization flow, and established monitoring tools. There was also an organizational increase within the company to manage this Commitment, based on the understanding of its real complexity and scope. The monitoring tools bring the need to define milestones, risk analysis, and relevant records, in addition to creating an internal audit process, which began in 2024 in a project in Mato Grosso do Sul. Finally, we emphasize the relevance of the 62 projects in effect in 2024, with 45,459 people lifted out of poverty.

\_Regarding the goal to "Increase the Basic Education Development Index (IDEB) by 40% in all municipalities considered priority," we evidenced that, despite the observed advances, the projected target for the 2024 cycle was not achieved. In our understanding, the justifications presented by Suzano are pertinent and show that the company's program, individually, may not be able to boost IDEB performance sufficiently to reach the company's goal. In this sense, Suzano intends to reposition its approach to education with coordinated and integrated actions, both inside and outside the school, to generate real opportunities for access, retention, adequate learning, and completion of Basic Education, and to create pathways and conditions for the productive inclusion of young people. During our verification process, we found satisfactory and documented evidence regarding the implementation of the actions planned for the year 2024, as well as a detailed plan for the 2025 actions, based on the company's new vision.

<sup>1</sup> International Standard on Assurance Engagements 3000 – Assurance Engagements other than Audits or Reviews of Historical Financial Information



\_For the Diversity, Equity, and Inclusion commitments, we verified the performance related to 4 indicators: Women in leadership positions, Black people in leadership positions, inclusive environment for LGBTQIAPN+ minority groups, and People with Disabilities (PwD). We evidenced that the Company continues to advance satisfactorily regarding the results of indicators for women and Black people in leadership positions. As for the commitments to an inclusive environment for LGBTQIAPN+ and People with Disabilities (PwD), we verified that Suzano conducted a new revision of the indicator measurement metric in 2024, regarding the way of conducting the Company's engagement survey (internal audience), including mechanisms to deepen the motivators of responses, as well as open fields for comments, expanding the spaces for respondents to express themselves. The survey recorded greater employee engagement, with emphasis on the operational workforce. However, there was a decrease in performance compared to 2023 for both indicators, which can be explained, in part, by the entry of new industrial units in the indicator accounting. We noted the development of awareness work in these new plants, but we understand that effective results are not immediate. To ensure continuous evolution of the commitments, management is carried out with the support of the Power BI tool, which allows monitoring of indicators, building diagnostics, and drawing up action plans.

\_Regarding the biodiversity Commitment to "connect 500,000 hectares of priority areas," we evidenced a representative advance with the connection of approximately 102,000 hectares of fragments in 2024, an increase of 83.47% compared to 2023. In 2024, the Company began implementing ecological corridors outside its properties, based on partnerships and Implementation and Connection Management tools with adequate traceability of georeferenced data. This ensures that connection sections are not double counted. Finally, we evidenced that there is field teamwork in the corridors for monitoring purposes and to increase the reliability of the results.

\_Regarding the Forest Water Commitment, we evidenced satisfactory performance for the year 2024 with 9.9% of the area managed to increase water availability, totaling 8,757 hectares from the baseline (2020). It's worth noting that the year 2024 was especially effective for this Commitment, as the managed area was 50% larger than planned for the period. However, the accumulated 18.6% achieved in 4 years shows a need for structural increase in the annual subtotal of areas to be managed until 2030. During our verification, we evidenced data on harvested areas in the GEPLAN portal and the total area managed for the purpose of increasing water availability in 2024. Finally, we emphasize the importance of the adherence forum, which is a structure in the coordination line that monthly monitors the performance of the CPRV goals.

\_Related to the Water in Industry Commitment, we found that Suzano has already achieved 73% of its goal in relation to the baseline. In 2024, the Company maintained the strategy of feasibility analyses for new technologies that will bring opportunities for improvement in water capture and consumption in industrial operations, with implementations planned for 2025, 2026, and 2028. It is our opinion that the performance regarding this CPRV is adequate.

\_We found that, for the renewable energy Commitment "Increase renewable energy export by 50%", in 2024, with the start of operations at the Ribas do Rio Pardo Unit, the Company had an advance of 12% compared to 2023. However, the accumulated result is below the baseline defined in 2018. Among the identified reasons, we highlight the lower production in the first half of 2024 of the unit that currently represents the company's largest renewable energy generation for the national interconnected system. The Company's strategy to recover its performance is the full entry into operation of the Ribas do Rio Pardo (MS) plant, with a forecast of more representative results starting from 2025.

\_We evidenced that, for the Renewable Origin Products Commitment "Make available 10 million tons of products of renewable origin that can replace plastic and other petroleum



derivatives by 2030", Suzano continues with results below expectations in relation to its 2030 goal, reaching only 1.77% in the cumulative 2020/2024 period.

\_For the commitments to combat the climate crisis (1) "Remove 40 million tons of carbon from the atmosphere by 2025" and (2) "Reduce the intensity of Greenhouse Gas emissions from scopes 1 and 2 by 15% from 0.2241 tCO<sub>2</sub>e/t to 0.1905 tCO<sub>2</sub>e/t by 2030", we evidenced that the emissions data are controlled through the Company's Greenhouse Gas Inventory tools, externally verified by an independent body, according to the NBR ISO 14064 standard and the Brazilian GHG Protocol Program. The production data, which make up the denominator of the indicator, are managed by internal systems and recorded in the SAP system, common to the entire company. It should be noted that, in 2024, Suzano revised the calculation method of the GHG Inventory, following the methodology of the GHG Protocol and ISO 14.064. This revision was based on the update of the Global Warming Potential (GWP) indices, referring to the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change (IPCC). Another important modification in the calculation update came due to Suzano's acquisition in 2024 of two manufacturing units from Pactiv Evergreen. Thus, a revision of the base year (2015) was carried out for scopes 1 and 2, and the incorporation of emissions from relevant scope 3 categories also in the years 2022 (base year), 2023, and 2024. We are of the opinion that the revision of the inventory calculation, based on IPCC methodologies, was done adequately.

\_Finally, we found that Suzano continues to make progress on the Commitment to "Reduce industrial waste sent to landfills," with an increase of 93.5% compared to its baseline. The performance in 2024, as in 2023, was based on investments in intelligent treatment technologies, such as the conversion of inorganic waste into soil correctives, used in forestry operations and sold to other agricultural companies. It is our opinion that the performance regarding this CPRV is adequate.

## RECOMMENDATIONS

\_Regarding the Commitments to "Renewable Energy" and "Products of Renewable Origin," Suzano should critically evaluate its results, especially with respect to (1) the export of renewable energy, given that so far there has been no progress in relation to its baseline; and (2) the availability of products of renewable origin, which is below expectations.

\_Regarding the documented procedures of the CPRVs, we understand that the company should keep its revisions up to date, in accordance with the strategic and process changes that we evidenced throughout the verification.

## CONCLUSION

As a result of our verification process, we conclude that:

\_The information provided about the Commitments to Renew Life is balanced, consistent, and reliable.

\_Suzano has established appropriate systems for collecting, compiling, and analyzing quantitative and qualitative data and has been improving them annually.

\_The metrics associated with the CPRVs have been adequately defined, and the indicators have traceable data flows.

\_We observed that in 2024 the company underwent several restructurings in its organizational chart, strengthening the management of the CPRVs.

\_In our opinion, Suzano has sufficient strategy and actions to achieve the goals within the planned timeframes. We understand that several CPRV indicators do not have linear performance over time, which brings certain challenges regarding the critical analysis of their fulfillment.



## DECLARATION OF INDEPENDENCE AND IMPARTIALITY

Bureau Veritas Certification is an independent professional services company specializing in Quality, Health, Safety, Social and Environmental management with over 190 years of experience in independent assessment services.

Bureau Veritas has implemented and applies a Code of Ethics throughout its business to ensure that its employees maintain the highest standards in their daily activities. We are particularly attentive to prevention regarding conflicts of interest.

The verification team has no other link with Suzano, other than the independent verification of the Sustainability Report. We understand that there is no conflict between other services performed by Bureau Veritas and this verification carried out by our team.

The team that conducted this verification for Suzano has extensive knowledge in verifying information and systems involving environmental, social, health, safety and ethical issues, which, combined with experience in these areas, allows us a clear understanding of the presentation and verification of good corporate responsibility practices.

## CONTACT

<https://www.bureauveritas.com.br/pt-br/fale-com-gente>

São Paulo, March 18, 2025.

**Alexander Vervuurt**

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Bureau Veritas Certification – Brasil

**Camila Pavão Chabar**

Executive Sustainability Manager  
Bureau Veritas Certification – Brasil



# GRI CONTENT INDEX

<b>STATEMENT OF USE</b>	Suzano S.A. has reported in accordance with the GRI Standards for the period between January 1 and December 31, 2024.
<b>GRI 1 USED</b>	GRI 1 – Foundation 2021
<b>APPLICABLE SECTOR STANDARD</b>	N/A

GRI standard/ Other source	Disclosure	Location	Omission	UN Global Compact	SDG
<b>GENERAL DISCLOSURES</b>					
<b>GRI 2: General Disclosures 2021</b>	<b>2-1</b> Organizational details	<a href="#">8</a> , <a href="#">15</a> , <a href="#">33</a>			
	<b>2-2</b> Entities included in the organization’s sustainability reporting	<a href="#">56</a>			
	<b>2-3</b> Reporting period, frequency and contact point	<a href="#">56</a>			
	<b>2-4</b> Restatements of information	<a href="#">78</a> , <a href="#">95</a> , <a href="#">96</a> , <a href="#">97</a> , <a href="#">133</a> , <a href="#">146</a>			
	<b>2-5</b> External assurance	<a href="#">56</a> , <a href="#">150</a> We also have an Internal Audit Policy available <a href="#">here</a> .			
	<b>2-6</b> Activities, value chain and other business relationships	<a href="#">9</a> , <a href="#">11</a> , <a href="#">17</a> , <a href="#">19</a> , <a href="#">20</a> , <a href="#">21</a> , <a href="#">145</a>			
	<b>2-7</b> Employees	<a href="#">122</a> , <a href="#">123</a>			8.5, 10.3
	<b>2-8</b> Workers who are not employees	<a href="#">122</a>			8.5
	<b>2-9</b> Governance structure and composition	<a href="#">34</a> , <a href="#">35</a> , <a href="#">37</a>			5.5, 16.7
	<b>2-10</b> Nomination and selection of the highest governance body	<a href="#">34</a> , <a href="#">36</a> , <a href="#">37</a>			5.5, 16.7
	<b>2-11</b> Chair of the highest governance body	<a href="#">34</a>			16.6
	<b>2-12</b> Role of the highest governance body in overseeing the management of impacts	<a href="#">36</a> , <a href="#">37</a> , <a href="#">39</a> , <a href="#">45</a>			16.7
	<b>2-13</b> Delegation of responsibility for managing impacts	<a href="#">37</a> , <a href="#">45</a>			
	<b>2-14</b> Role of the highest governance body in sustainability reporting	<a href="#">56</a>			
	<b>2-15</b> Conflicts of interest	<a href="#">42</a>			16.6



GRI standard/ Other source	Disclosure	Location	Omission	UN Global Compact	SDG
GRI 2: Conteúdos gerais 2021	2-16 Communication of critical concerns	<u>39</u>	2-16.b: Confidentiality constraints Given the sensitive and highly strategic nature of this information, we do not publicly disclose the total number and nature of critical concerns communicated to the highest governance body.		
	2-17 Collective knowledge of the highest governance body	<u>36</u>			
	2-18 Evaluation of the performance of the highest governance body	<u>35</u>			
	2-19 Remuneration policies	<u>38</u>			
	2-20 Process to determine remuneration	<u>38</u>			
	2-21 Annual total compensation ratio	<u>132</u>			
	2-22 Statement on sustainable development strategy	<u>3, 5</u>			
	2-23 Policy commitments	<u>40, 41, 106</u>		10	16.3
	2-24 Embedding policy commitments	<u>106</u>		10	
	2-25 Processes to remediate negative impacts	<u>42, 111</u>			
	2-26 Mechanisms for seeking advice and raising concerns	<u>42</u>			16.3
	2-27 Compliance with laws and regulations	<u>43</u>			16.3
	2-28 Membership associations	<u>61</u>			
	2-29 Approach to stakeholder engagement	<u>60</u>			
2-30 Collective bargaining agreements	<u>132</u>			3	8.8
<b>MATERIAL TOPICS</b>					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<u>57</u>			
	3-2 List of material topics	<u>57, 58</u>			



GRI standard/ Other source	Disclosure	Location	Omission	UN Global Compact	SDG
<b>Economic Performance – Material topic: Emissions and climate change</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">58</a> , <a href="#">90</a> , <a href="#">94</a> , <a href="#">99</a>			
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">90</a>		7	13.1
<b>Market Presence – Material Topics: Relationship with communities   Human capital</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">59</a> , <a href="#">110</a> , <a href="#">122</a>			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	<a href="#">132</a>		6	1.2, 5.1, 8.5
	202-2 Proportion of senior management hired from the local community	<a href="#">125</a>		6	8.5
<b>Indirect Economic Impacts – Material topic: Relationship with communities</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">59</a> , <a href="#">110</a>			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	<a href="#">114</a> , <a href="#">116</a> , <a href="#">120</a>			5.4, 9.1, 9.4, 11.2
	203-2 Significant indirect economic impacts	<a href="#">113</a> , <a href="#">114</a> , <a href="#">125</a>			1.2, 1.4, 3.8, 8.2, 8.3, 8.5
<b>Procurement Practices – Material topic: Supplier management</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">59</a> , <a href="#">145</a> We do not have public commitments directly related to supplier management, although some of our targets include initiatives in our supply chain. For this topic, we have internal targets and goals that are managed and monitored by the Procurement area.  In addition, we use the results of the monitored indicators, the established targets and the initiatives and processes implemented to continually improve our policies and the management of material topics. When identified, lessons learned are included in the company's Sustainability Report.			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	<a href="#">146</a>			8.3
<b>Anti-corruption</b>					
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	<a href="#">41</a>		10	16.5



GRI standard/ Other source	Disclosure	Location	Omission	UN Global Compact	SDG
<b>Energy – Material topic: Emissions and climate change</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<u>58, 99</u>			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<u>99</u>		7, 8	7.2, 7.3, 8.4, 12.2, 13.1
	302-2 Energy consumption outside of the organization	<u>100</u>		8	7.2, 7.3, 8.4, 12.2, 13.1
	302-3 Energy intensity	<u>100</u>		8	7.3, 8.4, 12.2, 13.1
<b>Water and Effluents – Material topic: Water and effluents</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<u>58, 77, 81</u>			
GRI 303: Water and effluents 2018	303-3 Water withdrawal	<u>78</u>		7, 8	6.4
	303-4 Water discharge	<u>79</u>		8	6.3
	303-5 Water consumption	<u>78</u>		7, 8	6.4
<b>Biodiversity – Material topic: Biodiversity</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<u>58, 83, 88</u>			
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	<u>86</u>		8	6.6, 14.2, 15.1, 15.5
<b>Emissions – Material topic: Emissions and climate change</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<u>58, 90, 94</u>			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<u>96, 97</u>		7, 8	3.9, 12.4, 13.1, 14.3, 15.2
	305-2 Energy indirect (Scope 2) GHG emissions	<u>96</u>		7, 8	3.9, 12.4, 13.1, 14.3, 15.2
	305-3 Other indirect (Scope 3) GHG emissions	<u>96, 97</u>		7, 8	3.9, 12.4, 13.1, 14.3, 15.2
	305-4 GHG emissions intensity	<u>97</u>		7, 8	3.9, 12.4, 13.1, 14.3, 15.2
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<u>98</u>		7, 8	3.9, 12.4, 14.3, 15.2
<b>Waste – Material topic: Waste and hazardous materials</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<u>58, 72</u>			
GRI 306: Waste 2020	306-3 Waste generated	<u>74</u>		8	3.9, 6.6, 11.6, 12.4, 12.5, 15.1
	306-4 Waste diverted from disposal	<u>75</u>		8	3.9, 11.6, 12.4, 12.5
	306-5 Waste directed to disposal	<u>75</u>		8	3.9, 11.6, 12.4, 12.5



GRI standard/ Other source	Disclosure	Location	Omission	UN Global Compact	SDG
<b>Supplier Environmental Assessment – Material topic: Supplier management</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<p><u>59, 145</u></p> <p>We do not have public commitments directly related to supplier management, although some of our targets include initiatives in our supply chain. For this topic, we have internal targets and goals that are managed and monitored by the Procurement area.</p> <p>In addition, we use the results of the monitored indicators, the established targets and the initiatives and processes implemented to continually improve our policies and the management of material topics. When identified, lessons learned are included in the company's Sustainability Report.</p>			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<u>145</u>		8	
	308-2 Negative environmental impacts in the supply chain and actions taken	<u>146</u>		8	
<b>Emprego – Tema material: Capital humano</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<u>122, 127</u>			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<u>129</u>		6	5.1, 8.5, 8.6, 10.3
	401-3 Parental leave	<u>130</u>		6	5.1, 5.4, 8.5
<b>Occupational Health and Safety – Material topic: Human capital</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<u>59, 134</u>			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<u>136</u>			
	403-2 Hazard identification, risk assessment, and incident investigation	<u>134</u>			
	403-3 Occupational health services	<u>137</u>			
	403-4 Worker participation, consultation, and communication on occupational health and safety	<u>135</u>			
	403-5 Worker training on occupational health and safety	<u>136</u>			



GRI standard/ Other source	Disclosure	Location	Omission	UN Global Compact	SDG
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	<a href="#">136</a>		-	3.3, 3.5, 3.7, 3.8
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">135</a>			
	403-8 Workers covered by an occupational health and safety management system	<a href="#">136</a>			
	403-9 Work-related injuries	<a href="#">138</a>		-	3.6, 3.9, 8.8, 16.1
	403-10 Work-related ill health	<a href="#">137</a>	403-10.b: Information not available We do not manage occupational health data of contractors.	-	3.3, 3.4, 3.9, 8.8, 16.1

**Training and Education – Material topic: Human capital**

GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">59</a> , <a href="#">122</a> , <a href="#">127</a>			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<a href="#">129</a>		6	4.3, 4.4, 4.5, 5.1, 8.2, 8.5, 10.3
	404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">130</a>		6	5.1, 8.5, 10.3

**Diversity and Equal Opportunity – Material topic: Diversity, equity and inclusion**

GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">59</a> , <a href="#">122</a> , <a href="#">139</a>			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<a href="#">34</a> , <a href="#">143</a> , <a href="#">144</a>		6	5.1, 5.5, 8.5
	405-2 Ratio of basic salary and remuneration of women to men		405-2.a/b: Information not available We do not monitor this disclosure according to criteria set for this standard.	6	5.1, 8.5, 10.3

**Non-discrimination – Material topic: Diversity, equity and inclusion**

GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">59</a> , <a href="#">139</a>			
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	<a href="#">141</a>		6	5.1, 8.8



GRI standard/ Other source	Disclosure	Location	Omission	UN Global Compact	SDG
<b>Child Labor – Material topic: Human rights</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">59</a> , <a href="#">106</a>			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<a href="#">106</a> In assessing this standard, Suzano considers all suppliers linked to its forestry and industrial operations in Brazil, as well as to its international offices (Argentina, Austria, Canada, China, Ecuador, Finland, Israel, Netherlands, Singapore, South Korea and United States).		5	5.2, 8.7, 16.2
<b>Forced or Compulsory Labor – Material topic: Human rights</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">59</a> , <a href="#">106</a>			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">106</a> In assessing this standard, Suzano considers all suppliers linked to its forestry and industrial operations in Brazil, as well as to its international offices (Argentina, Austria, Canada, China, Ecuador, Finland, Israel, Netherlands, Singapore, South Korea and United States).		4	5.2, 8.7
<b>Rights of Indigenous Peoples – Material topic: Human rights</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">59</a> , <a href="#">106</a>			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	<a href="#">113</a>		1	2.3
<b>Local Communities – Material topic: Relationship with communities</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">59</a> , <a href="#">110</a>			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<a href="#">111</a>		1	-
	413-2 Operations with significant actual and potential negative impacts on local communities	<a href="#">112</a>		1	1.4, 2.3



GRI standard/ Other source	Disclosure	Location	Omission	UN Global Compact	SDG
<b>Supplier Social Assessment – Material topic: Supplier management</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<p><u>59, 145</u></p> <p>We do not have public commitments directly related to supplier management, although some of our targets include initiatives in our supply chain. For this topic, we have internal targets and goals that are managed and monitored by the Procurement area.</p> <p>In addition, we use the results of the monitored indicators, the established targets and the initiatives and processes implemented to continually improve our policies and the management of material topics. When identified, lessons learned are included in the company's Sustainability Report.</p>			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<u>145</u>		2	5.2, 8.8, 16.1
	414-2 Negative social impacts in the supply chain and actions taken	<u>146</u>		2	5.2, 8.8, 16.1
<b>Material topic: Certification</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<p><u>58, 102</u></p> <p>We use the results of the monitored indicators, the established targets and the initiatives and processes implemented to continually improve our policies and the management of material topics. When identified, lessons learned are included in the company's Sustainability Report.</p>			
<b>Material topic: Product Design and Lifecycle Management</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<p><u>59, 72</u></p> <p>We use the results of the monitored indicators, the established targets and the initiatives and processes implemented to continually improve our policies and the management of material topics. When identified, lessons learned are included in the company's Sustainability Report.</p>			

For more information and data on our material topics, visit the [Suzano Sustainability Center](#).



# SASB CONTENT INDEX

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

### FORESTRY MANAGEMENT

TOPIC	ACCOUNTING METRIC	CODE	CATEGORY	PAGE/LINK
<b>Ecosystem Services &amp; Impacts</b>	Area of forestland certified to a third-party forest management standard, percentage certified to each standard	RR-FM-160a.1	Quantitative	<a href="#">103</a>
	Area of forestland with protected conservation status	RR-FM-160a.2	Quantitative	<a href="#">86, 87</a>
	Area of forestland in endangered species habitat	RR-FM-160a.3	Quantitative	<a href="#">86</a>
	Description of approach to optimizing opportunities from ecosystem services provided by forestlands	RR-FM-160a.4	Discussion and Analysis	<a href="#">84</a>
<b>Rights of Indigenous Peoples</b>	Area of forestland in indigenous land	RR-FM-210a.1	Quantitative	There is none
	Description of engagement processes and due diligence practices with respect to human rights, indigenous rights, and the local community	RR-FM-210a.2	Discussion and Analysis	<a href="#">106</a>
<b>Climate Change Adaptation</b>	Description of strategy to manage opportunities for and risks to forest management and timber production presented by climate change	RR-FM-450a.1	Discussion and Analysis	<a href="#">94</a>
<b>Activity Metrics</b>	Area of forestland owned, leased, or managed by the entity	RR-FM-000.A	Quantitative	<a href="#">15</a>
	Aggregate standing timber inventory	RR-FM-000.B	Quantitative	139,536,374 m <sup>3</sup>
	Timber harvest volume	RR-FM-000.C	Quantitative	Strategic information; not disclosed



## PULP AND PAPER PRODUCTS

TOPIC	ACCOUNTING METRIC	CODE	CATEGORY	PAGE/LINK
<b>Greenhouse Gas Emissions</b>	Gross global Scope 1 emissions	RR-PP-110a.1	Quantitative	<a href="#">96</a>
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RR-PP-110a.2	Discussion and Analysis	<a href="#">94</a>
<b>Air Quality</b>	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SO2, (3) volatile organic compounds (VOCs), (4) particulate matter (PM), and (5) hazardous air pollutants (HAPs)	RR-PP-120a.1	Quantitative	<a href="#">98</a>
<b>Energy Management</b>	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage from biomass, (4) percentage from other renewable energy and (5) total self-generated energy	RR-PP-130a.1	Quantitative	<a href="#">99</a> , <a href="#">100</a>
<b>Water Management</b>	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with high or extremely high baseline water stress	RR-PP-140a.1	Quantitative	<a href="#">79</a>
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RR-PP-140a.2	Discussion and Analysis	<a href="#">77</a>
<b>Supply Chain Management</b>	Percentage of wood fibre sourced from (1) third-party certified forestlands and percentage to each standard and (2) meeting other fibre sourcing standards and percentage to each standard	RR-PP-430a.1	Quantitative	<a href="#">103</a>
	Amount of recycled and recovered fibre procured	RR-PP-430a.2	Quantitative	<a href="#">76</a>
<b>Activity Metrics</b>	Pulp production	RR-PP-000.A	Quantitative	<a href="#">15</a>
	Paper production	RR-PP-000.B	Quantitative	<a href="#">15</a>



## CONTAINERS & PACKAGING

TOPIC	ACCOUNTING METRIC	CODE	CATEGORY	PAGE/LINK
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	RT-CP-110a.1	Quantitative	<a href="#">96</a>
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CP-110a.2	Discussion and Analysis	<a href="#">94</a>
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs) and (4) particulate matter (PM)	RT-CP-120a.1	Quantitative	<a href="#">98</a>
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	RT-CP-130a.1	Quantitative	<a href="#">99</a> , <a href="#">100</a>
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with high or extremely high baseline water stress	RT-CP-140a.1	Quantitative	<a href="#">78</a>
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RR-CP-140a.2	Discussion and Analysis	<a href="#">77</a>
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	RT-CP-140a.3	Quantitative	<a href="#">80</a>
Waste Management	Amount of hazardous waste generated, percentage recycled	RT-CP-150a.1	Quantitative	<a href="#">74</a> , <a href="#">76</a>
Product Safety	(1) Number of recalls issued, (2) total units recalled	RT-CP-250a.1	Quantitative	N/A
	Discussion of process to identify and manage emerging materials and chemicals of concern	RT-CP-250a.2	Quantitative	<a href="#">73</a>
Product Lifecycle Management	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content	RT-CP-410a.1	Quantitative	<a href="#">76</a>
	Revenue from products that are reusable, recyclable, or compostable	RT-CP-410a.2	Quantitative	N/A
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	RT-CP-410a.3	Discussion and Analysis	<a href="#">76</a>
Supply Chain Management	Total wood fibre procured; percentage from certified sources	RT-CP-430a.1	Quantitative	<a href="#">103</a>
	Total aluminum purchased; percentage from certified sources	RT-CP-430a.2	Quantitative	Standard does not apply to Suzano's business
Activity Metrics	Amount of production, by substrate	RT-CP-000.A	Quantitative	<a href="#">15</a>
	Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	RT-CP-000.B	Quantitative	All of Suzano's production is paper/wood
	Number of employees	RT-CP-000.C	Quantitative	<a href="#">15</a> , <a href="#">122</a>

# CREDITS



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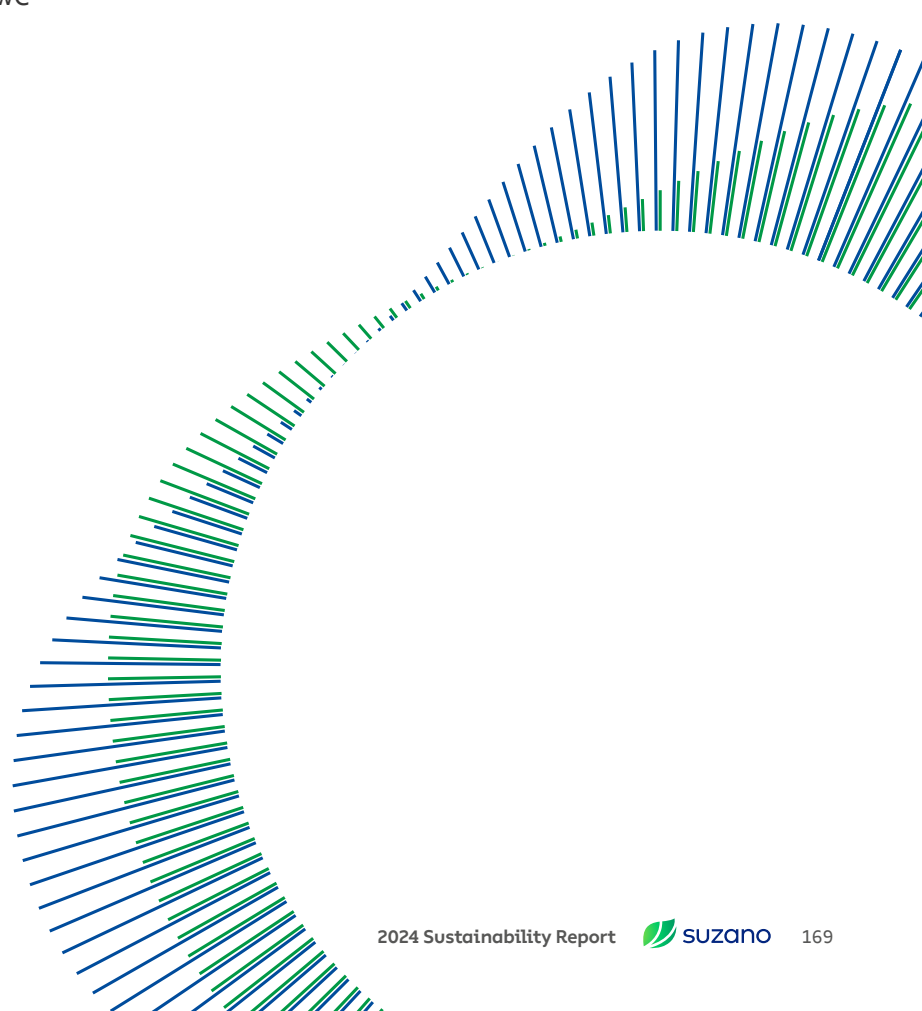
Claudia Gustavsen

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Suzano's image bank

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PwC





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