



NOTICE ON PERSONAL DATA PRIVACY AND PROTECTION

"Engagement survey – Tell Us How You Feel"

Suzano is concerned with and committed to ensuring the privacy and protection of the personal data of all those who have any kind of relationship with us, even if indirectly, and undertakes to perform tasks regarding the processing of personal information responsibly and in compliance with applicable data protection laws.

In this light, this Notice on Personal Data Privacy and Protection for you, Suzano internal employees, hereinafter "Data Subjects," formalizes our commitment to transparency so that you can understand simply, clearly and objectively which personal information and purposes are involved in the processing activities and if such information is shared with third parties.

1. What is personal data?

In the context of this Notice on Personal Data Privacy and Protection (DP&P Notice), personal data or personal information means all and any information related to a natural person (individual) that identifies them or makes it possible to identify them, including sensitive personal data (*racial or ethnic origin, religious beliefs, political opinions, membership of trade union or religious, philosophical or political organization, or data related to health or sexual life, genetic or biometric data*).

2. What personal data will be processed?

The processing of personal information below is limited to the information required to perform the tasks and for the purposes described in item 3.

- Full name
- Employment time with company
- Employee NP
- Corporate hierarchy data:
- Position category
- Workplace
- Corporate email
- Census data (self-declaration):
 - Age range;
 - Gender; (except China)
 - Affectional-sexual orientation; (except China)
 - PWD Declaration (except China and the USA)

3. What is the purpose of processing personal data in this process?



Pin People, on behalf of Suzano, will process the personal information mentioned above solely and exclusively for the purpose of managing the annual engagement survey, with the processing of personal data involving, but not limited to, the following activities:

- Sending the annual engagement survey link by email;
- Collective mapping of the company's diversity indices; and
- Collective development of metrics, indicators and/or reports.

4. Will the personal data being collected be shared later?

In connection with the activities described previously and in order to ensure that participants will be anonymous, Suzano will share the registration data with Pin People, the company that will manage the survey and ensure that Suzano does not have access to the responses in an individualized manner.

Furthermore, Suzano may provide or share information, including personal data, only when necessary and for the purpose to which the limited access was authorized, such that no authorization will be extended to accessing personal information in a personal capacity.

Below are the types of information sharing involved:

- With Pin People, the company responsible for the engagement survey;
- Among the internal areas of Suzano and companies of the Suzano Group, as long as it is not possible to identify who participated in the survey and their responses;
- With service providers and/or suppliers for the specific and exclusive purpose of performance of the service agreement with Suzano; and/or
- With court, police or government authorities or third parties if we are obligated to do so by law, regulatory norm or court order.

5. How long will my personal data be stored?

Personal information will be retained only for the time necessary for the processing purposes mentioned above, in accordance with applicable laws and regulations, as well as Suzano's internal guidelines.

6. What are my rights as Personal Data Subject?

Your rights are:

- Confirming the existence of personal data processing;
- Knowing the personal data being processed and having access to it;
- Correcting incomplete or outdated personal data;
- Understanding the reasons for processing;

- Revoking consent, if any;
- Being informed of the origin of personal data;
- Being informed of those responsible for processing;
- In certain cases, objecting to certain types of processing; and
- In some cases, requesting anonymization, blockage or deletion of personal data that is probably being processed excessively, unnecessarily or in breach of the personal data protection law.

Before we respond to any request for exercising the above rights, we may request you to provide us with some information so that we can confirm your identity. We will meet your request after validating your identity.

Any requests in connection with the rights listed above will be analyzed by the Personal Data Privacy and Protection Area with the scope for analyzing the possibility of meeting them. Note that the rights mentioned above are not absolute rights and therefore must be analyzed.

7. International transfer

Your personal data may be transferred to other countries during the processing activities due to physical and/or digital environments of the solutions involved or operations involving international offices of Suzano or third parties. In these cases, we will take the measures required by law to ensure that your personal information remains protected and that such transfer be carried out in accordance with the DP&P principles.

8. Changes to this DP&P Notice

Suzano reserves the right to make changes or updates to this Notice on Personal Data Privacy and Protection any time at its sole discretion. Whenever this policy is materially changed, we will communicate the changes. After that, we will consider the amendments valid, effective and binding.

9. I still have a few questions. Whom can I contact?

If you have any questions regarding the processing of your personal information and/or wish to exercise any of your rights mentioned above, contact the Data Protection Officer (DPO) using the link: <https://ppdcadastro.suzano.com.br/en>