PRIVACY AND PERSONAL DATA PROTECTION NOTICE
"Engagement survey – Tell Us How You Feel"

Suzano is concerned and committed to ensuring your privacy and the protection of your personal data and of all those who have any kind of relationship with us, even if indirectly, thus having the commitment to carry out activities of processing personal information in a responsible way and in compliance with applicable data protection legislation.

As a result, this Privacy and Personal Data Protection Notice is addressed to you, Suzano internal employees, hereinafter "Data Subjects", and 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?

For the purposes of this Privacy and Personal Data Protection Notice (Privacy Notice), "personal data" or "personal information" means any information relating to an identified or identifiable individual. This includes sensitive personal data, such as information concerning *racial or ethnic origin, religious beliefs, political opinions, trade union membership, or membership of religious, philosophical, or political organizations, health-related information, genetic data, and biometric data*.

2. What personal data will be processed?

The personal information indicated below is limited to the information necessary to fulfill the activities and purposes highlighted in item 03:

- Full name
- Employment time with company
- Employee identification number (NP)
- Corporate hierarchy data:
  - Job category
  - Workplace
  - Corporate email address
- Census data (self-declared diversity information):
  - Age range
  - Gender (except Israel)
  - Sexual orientation (except China and Israel)
  - Disability status (except China and Israel)

3. Purpose of Processing

Pin People, on behalf of Suzano, will process the personal information listed above solely for administration and management of the annual employee engagement survey. Such processing may include, but is not limited to, the following activities:

- Distribution of the survey link via email;

- Generation of aggregated diversity insights and analyses; and
- Development of aggregated metrics, indicators, and reports.

4. Sharing of Personal Data

Personal data may be disclosed or made available by Suzano only where necessary to achieve the purposes described in this Privacy Notice and strictly on a need-to-know basis. Access will be restricted to authorized individuals and entities and will not extend to any personal use of the information.

Personal data may be shared with:

- Pin People, the provider responsible for conducting the engagement survey;
- Suzano's internal business areas and other companies within the Suzano Group, provided that survey participants and individual responses cannot be identified;
- Service providers and suppliers solely for purposes related to the performance of services contracted by Suzano; and
- Judicial, administrative, regulatory, law enforcement, or governmental authorities, as well as other third parties where disclosure is required by applicable law, regulation, or court order.

5. Data Retention

Personal information will be retained as long as necessary to fulfill the purposes described in this Privacy Notice, in accordance with applicable laws, regulatory requirements, and Suzano's internal retention policies.

6. Data Subject Rights

Subject to applicable law, Data Subjects may have the right to:

- Confirm whether personal data is being processed;
- Access personal data undergoing processing;
- Request correction of incomplete, inaccurate, or outdated data;
- Obtain information regarding the purposes of processing;
- Withdraw consent, where processing is based on consent;
- Obtain information regarding the source of personal data;
- Obtain information regarding the parties responsible for processing activities;
- Object to certain processing activities in specific circumstances; and
- Request the anonymization, blocking, or deletion of personal data that is processed unlawfully or in a manner considered excessive or unnecessary.

Prior to responding to a rights request, additional information may be requested to verify the identity of the requesting individual.

Requests will be reviewed by Suzano's Privacy and Personal Data Protection team and assessed in accordance with applicable legal requirements. The exercise of data protection rights is subject to applicable legal limitations and is not absolute.

7. International Data Transfers

Personal data may be transferred to other jurisdictions in connection with the processing activities described in this Privacy Notice, including where systems, platforms, infrastructure, or business operations involve international locations operated by Suzano or third parties.

Where international transfers occur, appropriate safeguards required under applicable data protection laws will be implemented to ensure that personal data remains adequately protected.

8. Changes to this Privacy Notice

Suzano reserves the right to amend or update this Privacy Notice at any time.

Where material changes are made, appropriate notice will be provided. Any revised version of this Privacy Notice will become effective on the date indicated therein.

9. Questions and Contact Information

Questions regarding the processing of personal data or requests related to the exercise of data protection rights may be directed to Suzano's Data Protection Officer (DPO) through the following website: https://ppdcadastro.suzano.com.br/en.