## Raízen's Policy – PLT.10

# Social Performance Policy

### Objective

This Social Performance Policy ("Policy") establishes general principles, operating guidelines, and standardizes the key concepts related to the management of social risks and impacts, socio-environmental investment, and development opportunities in the territories where Raízen ("Raízen" or the "Company") operates.

### Scope

This Policy covers all Raízen areas, units, businesses, and functions, and applies to all employees and third parties. Its adoption is also encouraged among business partners.

### Revision

| Version | Dates | Changes |
|---|---|---|
| V.1 | 28/02/2020 | Initial publication of the Policy |
| V.2 | 30/03/2023 | General updates |
| | 11/08/2026 | Translation |

# 1. Guidelines

## 1.1 General Principles

Raízen understands and acknowledges that its activities have actual or potential impacts on various stakeholders, including communities within the areas influenced by its operations. The Company's satisfactory performance is directly related to its social performance, that is, its ability to mitigate negative social impacts and enhance positive impacts among its relationship groups.

To achieve this, the Company adopts the following principles:

- Compliance with the Code of Conduct, Internal Policy guidelines, and legislation applicable to Raízen's activities;
- Respect for and promotion of Human Rights, in accordance with the UN Guiding Principles on Business and Human Rights;
- Alignment with national and international commitments relevant to Raízen that provide guidance on the subject, such as the United Nations Sustainable Development Goals (SDGs);
- Alignment with municipal, state, or federal public policies, when applicable;
- Alignment with the Company's Business Strategy and RAIZ Culture;
- Transparent and ethical engagement with all stakeholders.

## 1.2 Supplier Social and Environmental Impact Management Guidelines

- Identify and assess risks and impacts that may result from Company activities, including risks of Human Rights violations;
- Act to prevent and mitigate identified negative impacts;
- Be transparent and communicate measures taken to stakeholders;
- Minimize, repair, or remediate negative impacts when applicable;
- Ensure dialogue channels and appropriate engagement mechanisms according to each stakeholder group;
- Participate, when applicable, in local committees and/or forums to discuss local development;
- Ensure the existence of grievance channels and that stakeholder concerns are properly addressed and managed;
- Monitor the effectiveness of actions and procedures and, when necessary, define action plans and propose improvements;
- Adopt social impact management and stakeholder engagement practices for new projects and operations.

## 1.3 Socio-Environmental Investment Guidelines

Educate and Mobilize are the guiding vectors of our actions through two main pillars:

Local Development, promoting development through our businesses while respecting local vocations and characteristics.

Energy Transition, building pathways to consolidate the transition and move toward a low-carbon economy.

These pillars are supported by the following guidelines:

- Generate shared value for society and for the Company;
- Contribute to positive social impact and territorial development;
- Encourage autonomy and economic independence of supported initiatives to foster the sustainable development of territories;
- Prioritize socio-environmental investments in territories where the Company operates and that are aligned with public policies;
- Whenever possible, prioritize territories and/or groups in vulnerable situations;
- Consider socioeconomic assessments of territories to achieve more effective actions and strengthen local leadership and potential;
- Whenever possible, use collective agendas and public policies as references when defining investments;
- Where such agendas do not exist, contribute to their development and implementation;
- Work in partnership with communities and/or other local stakeholders to optimize efforts and resources for development;
- Define monitoring indicators and metrics and evaluate initiative results;
- When applicable, assess good management practices of supported initiatives;
- Operate transparently and communicate investments according to the needs of each audience;
- For non-voluntary socio-environmental investments, adopt measures analogous to those used for voluntary investments.

## 1.4 Final Considerations

To carry out activities related to the topics addressed in this Policy (Territory Management and Socio-Environmental Investment), the respective procedures referenced herein must be followed, paying attention to the definitions applicable to each type of socio-environmental action.

# APPENDIX I – DEFINITIONS AND REFERENCES

## A. Definitions

**Area of Influence:** The scope or extent of political, contractual, economic, or other relationships through which an organization has the ability to affect the decisions or activities of individuals or organizations. (Source: ABNT NBR ISO 26000)

**Community:** People or groups of people living and/or working in areas affected by the economic, social, or environmental impacts (positive or negative) resulting from an organization's operations. The local community includes both people living near operations and those living farther away but still impacted by them. (Source: Global Reporting Initiative – GRI)

**Socioeconomic Assessment:** To understand the social context, demands, and expectations within the territories where the Company operates, Raízen conducts assessments composed of socioeconomic indicators and perceptions regarding the Company's presence.

**Sustainable Development:** Development that meets the needs of present generations without compromising the ability of future generations to meet their own needs. (Source: Brundtland Commission, 1987)

**Vulnerable Groups:** Groups of individuals sharing one or more characteristics that are the basis for discrimination or adverse social, economic, cultural, political, or health circumstances, depriving them of the means to enjoy their rights or equal opportunities. (Source: ISO 26000)

**Impact:** The effect that an organization has on society, which may indicate its positive or negative contribution to sustainable development. The term may refer to actual or potential, direct or indirect, short- or long-term, intentional or unintentional impacts. (Source: Global Reporting Initiative – GRI)

**Socio-Environmental Investment:** The voluntary transfer of private resources in a planned, monitored, and systematic manner to social, environmental, and cultural projects of public interest. (Source: GIFE - Group of Institutes, Foundations and Companies)

**Non-Voluntary Social Investment:** Social expenditures made due to legal requirements, administrative acts, or judicial decisions, including obligations arising from environmental licensing, conduct adjustment agreements, and socio-environmental compensation requirements linked to financing. (Source: Benchmarking of Corporate Social Investment – BISC)

**Territory:** The geographic area where Raízen's operations are located, encompassing our activities and the various possibilities for relationships with stakeholders within that same geographic space.

**Public Policies:** Initiatives aimed at promoting actions or behaviors throughout society to achieve outcomes of collective interest. These initiatives are not limited to government actions, as they require the participation of public authorities as well as businesses, civil society organizations, and the population itself. (Source: ISE B3)

**Stakeholders:** Individuals or groups with an interest in any decisions or activities of an organization. (Source: ABNT NBR ISO 26000)

**Shared Value:** Management practices and corporate policies designed to increase a company's competitiveness while simultaneously improving social and economic conditions in the communities where it operates.

## B. References

This Policy should be read and interpreted together with the following documents:

- Code of Conduct
- Sustainability Policy
- PLT.14 – Integrity Policy
- PLT.31 – Indigenous Peoples Relationship Policy
- PR.DHO.A08 – Donations Procedure
- PR.DHO.A07 – Sponsorship Procedure
- PR.DHO.A09 – Territory Management Procedure
- PR.RH.E01 – Volunteering Procedure