

## Sustainability Policy

### Objective

This policy is intended to transparently communicate to Raízen's stakeholders the company's themes of action in favor of sustainable development, as well as its ambitions and lines of action.

### Scope

Raízen's Sustainability Policy applies to all businesses and employees who work on behalf of the company, in all its business units. Raízen will dedicate efforts so that its value chain, especially commercial partners and suppliers, contributes to the guidelines of this Policy.

### Revision

Version	Date	Changes
V.1	29/06/2016	Original document of PLT
V.2	29/07/2020	Items in general
V.3	23/02/2024	Items in general

## 1. Guidelines

In order to expand the scope - internal and external - and facilitate the understanding and applicability of sustainability in Raízen's operations, this Policy contains the ten themes (with their ambitions and lines of action) that comprise the company's Strategic Sustainability Plan and contribute to the UN's Sustainable Development Goals (SDG). Responsibility for implementation of this plan is shared with senior management, including the CEO.

### **ENERGY EFFICIENCY**

***Ambition: To continuously seek energy efficiency in our processes.***

- Implementing energy efficiency programs;
- Developing projects to increase the energy integration of our processes;
- Seeking to diversify energy sources

### **CLIMATE CHANGE & ENERGY TRANSITION**

***Ambition: To play a leading role in transitioning to a low-carbon economy.***

- Managing the emissions associated with the portfolio of products and services, in line with the goals of reducing and/or offsetting GHG emissions;
- Engaging with stakeholders for a positive agenda on climate change; o Incorporating climate change into decision-making, connecting impact mitigation and adaptation of the business, and including internal carbon pricing strategy;
- Promoting innovation, R&D, and portfolio diversification, strengthening the inclusion of renewable energy.

### **WATER MANAGEMENT**

***Ambition: To implement actions to achieve efficiency in water management in the sugar, ethanol, and bioenergy.***

- Complying with the laws and requirements applicable to our processes; o Reducing water withdrawal and consumption;
- Actively communicating best practices in water management.

### **COMMUNITY RELATIONS**

***Ambition: To enhance the socioeconomic development of our surroundings in integration with the business strategies.***

- Mapping the social, economic, and environmental impacts of our operations on the surroundings; o Knowing our neighbors, interfaces, and priority needs;
- Mobilizing the players and resources to mitigate negative impacts and generate positive ones.

### **HUMAN RIGHTS**

***Ambition: To mobilize our value chain to eliminate risks of human rights violations (forced and child labor, sexual exploitation of children and adolescents).***

- Monitoring risks of incidence of related violations;
- Raising awareness among the main links in the value chain on these aspects;
- Strengthening participation in external initiatives.

### **DIVERSITY**

***Ambition: To mobilize our value chain to promote equality and respect individualities.***

- Redefining processes and policies for attraction and selection, development, conduct, and communication
- Increasing in the number of women in leadership positions;
- Building a respectful work environment by encouraging employees to be who they are.

### **SUSTAINABLE SUGARCANE**

***Ambition: Ensuring social and environmental criteria at the source of our raw materials***

- Tracking and acting on the social and environmental risks of suppliers;
- Contributing to the development of our suppliers and continuous improvement of their practices;
- Incorporating criteria related to climate change (management of emissions and climate risks) in screening and developing suppliers and service providers.

### **LAND USE**

***Ambition: To be recognized for excellence in land use management.***

- Ensuring legal compliance in owned or managed areas and fostering compliance by third-party areas;
- Determining and managing the impacts of our operations on biodiversity, natural resources and traditional communities;
- Incorporating efficiency gains in land use, producing more with less.

### **GENETICALLY MODIFIED ORGANISMS (GMOs)**

***Ambition: To participate in discussions on the topic, ensuring compliance with legislation and client procurement policies.***

- Advancing knowledge about GMOs and regulatory frameworks (local and international);
- Analyzing the impacts (risks and opportunities) on our business; o Implementing GMO traceability processes in our business.

### **ETHICS & COMPLIANCE**

***Ambition: To be recognized in the segments in which it operates as a reference for Ethics & Compliance programs***

- By obtaining various external certifications, including comparative recognition within the segments in which we operate.

Raízen is committed to disclosing and disseminating this Policy internally and externally and to monitoring and providing visibility on the performance of material topics in a transparent and understandable way to all its audiences.

## **2. Roles and Responsibilities**

Raízen's governance of ESG guidelines, set out in this policy, includes the following forums, roles and responsibility.

- **Board of Directors:** The highest decision-making body, which meets on a quarterly basis and, extraordinarily, whenever necessary. Its responsibilities include, among others, defining the company's

global strategy and priorities, including ESG topics, determining the general business guidelines, and approving or amending key company policies.

- **Corporate Social Responsibility Committee:** An advisory committee to the Board of Directors responsible for overseeing the company's operational performance in relation to Raízen's ESG Agenda, including approving and implementing commitments, plans, and policies related to corporate socio-environmental responsibility.
- **Sustainability Committee:** An executive committee composed of members from the Executive Board and representatives from areas with greater interaction in at least one of the material topics. Its primary role is to monitor and ensure the proper advancement of the ESG Agenda, regularly evaluating sustainability policies and/or related documents, as well as their interface with stakeholders to ensure risk management.
- **Thematic Forums:** Discussion forums specific to each material topic, responsible for advancing the agenda by outlining action strategies and supporting decision-making on issues later submitted to the Sustainability Committee. These discussions involve different areas and hierarchical levels.
- **Vice Presidency of Strategy & Sustainability and Sustainability Management:** Responsible for proposing and updating this Policy regarding internal and external audiences, in accordance with the strategic plan and market best practices. The Sustainability Management team, supported by other internal teams, is responsible for clarifying any questions related to this Policy, providing technical support, advising executive boards and business units on strategic actions for its implementation, as well as communicating and training the target audience on the established guidelines.
- **Raízen's Business Areas:** Must comply with this Policy in their activities, processes, and decision-making, always ensuring alignment with Raízen's internal ESG commitments and publicly assumed commitments.
- **Stakeholders:** All employees and other stakeholders engaged with Raízen must comply with the guidelines established in this Policy.

Raízen is committed to disclosing and disseminating this Policy internally and externally and to monitoring and providing visibility on the performance of material topics in a transparent and understandable way to all its audiences.