

# Raízen Policy – PLT.09

## Sustainability Policy

### Purpose

The purpose of this policy is to clearly communicate to employees and stakeholders Raízen’s principles and guidelines on embedding sustainability into business operations, activities, processes, and people management.

### Scope

This Sustainability Policy applies to all Raízen businesses, employees acting on behalf of the company at all business units, and other stakeholders with whom Raízen engages.

### Revision

Version	Date	Changes
V.1	9/27/2016	Initial publication
V.2	7/29/2020	General updates
V.3	2/23/2024	General updates
V.4	8/05/2025	General updates

## 1. Guidelines

To ensure continuous progress in embedding environmental, social, and governance (ESG) aspects in our operations, this policy establishes a set of guidelines, requirements and criteria for Raízen and our stakeholders, aligned with our materiality assessment and our Code of Conduct and Business Principles. These include the following:

- Ensure that all stakeholders are familiar with Raízen’s Code of Conduct and our Ethics Channel for submitting any reports
- Comply with and uphold national and international laws, industry regulations, and applicable standards and policies
- Maintain a robust process for controlling and managing financial, social, environmental, and climate-related risks based on a Corporate Risk Matrix integrated with our Materiality Matrix
- Provide accountability to relevant stakeholders about our activities, performance, and impacts
- Publish our operational, financial, and social and environmental results in a clear and readily accessible manner
- Comply with all environmental regulations and requirements applicable to our processes, products, services, and projects, ensuring full compliance
- Manage water resources responsibly to ensure water availability in the quality and quantity needed for public water supply in the regions where we operate
- Optimize greenhouse gas (GHG) emissions across our product and service portfolio and publicly disclose our corporate emissions inventory
- Assess and manage the impacts of our operations on biodiversity, natural resources, and traditional communities
- Foster the social and economic development of surrounding communities in a way that is integrated into our business strategy
- Achieve improved social performance through initiatives and investments to strengthen and sustainably develop the communities around our operations
- Ensure ongoing safety and strict compliance with all applicable standards, for both employees and contractors
- Make sure that all employees and stakeholders work under suitable conditions, in compliance with labor laws and the minimum labor standards set out in the Universal Declaration of Human Rights
- Ensure that no entity proven to have employed child labor or forced labor does business with Raízen

- Observe national and international laws and standards on human rights and well-being, including respect for freedom of association and any collective labor agreements
- Support opportunities, development, communication, and respect for all forms of diversity
- Ensure the completion of all mandatory and relevant non-mandatory training necessary for employees' or third parties' roles
- Maintain an efficient procurement process that meets requirements for fair and ethical competition, while tracking and addressing social and environmental risks and potential reputational impacts from the value chain

## **2. Materiality**

Every two years, we revisit our materiality matrix to ensure our sustainability strategy aligns with stakeholder expectations and emerging challenges in the industries where we operate. Our materiality assessment uses the double materiality approach, which considers both the impacts of our business on society, the environment, and the economy, and external influences on our performance.

Our updated matrix of prioritized topics was grouped into three main pillars: Business Integrity, Operational Excellence, and Climate Change, which guide our focus on efficiency and results.

### **2.1 Business Integrity**

We are committed to operating in full compliance with applicable laws, regulations and standards to ensure corporate transparency and accountability, while influencing the industries where we operate to adopt the highest standards of ethics, responsible governance, and anti-corruption practices. The material topic Ethics and Compliance is addressed as part of this pillar.

### **2.2 Operational Excellency**

We work to strengthen workplace safety, uphold best environmental and social standards, and protect human rights across our value chain. Within this pillar, we foster community engagement while supporting professional development and embracing diverse perspectives so that each individual is empowered to contribute and lead. This pillar addresses the material topics Human Rights in the Value Chain, Talent Acquisition and Development with Respect and Diversity, Social and Environmental Compliance, Community Engagement, and Safety.

### **2.3 Climate Change**

We are committed to reducing greenhouse gas (GHG) emissions and advancing decarbonization policies in

Brazil and globally, supporting the transition to a low-carbon economy. This pillar addresses the material topic Climate Change and GHG Emissions.

In our double materiality assessment, we identified 13<sup>1</sup> of the 17 United Nations Sustainable Development Goals (SDGs) as most relevant to our business. These 13 goals—which represent global priorities—are most closely aligned with Raízen’s material topics and guide our actions and stakeholder expectations.

### 3. Sustainability Management

#### 3.1 Integrated Report

Supporting more objective and transparent communications, Raízen publishes Integrated Reports annually, providing a comprehensive set of disclosures focused on what is most material to our management and stakeholders. These reports align with the International <IR> Framework from the International Integrated Reporting Council (IIRC) and incorporate disclosures from the Sustainability Accounting Standards Board (SASB) sector standards, as well as drawing guidance from the Global Reporting Initiative (GRI) Standards.

Our Integrated Report, along with the Disclosures Supplement, is available on Raízen’s website.

### 4. Roles and Responsibilities

Raízen’s ESG governance practices, as set out in this policy, are supported by the following governance bodies, roles, and responsibilities

- **Board of Directors:** the company’s highest decision-making body, the Board of Directors meets quarterly in regular sessions and on an extraordinary basis as needed. Its responsibilities include, among others: setting global business strategy, including overall guidelines for sustainable growth; approving key policies; appointing and removing members of the Executive Board; and reviewing capital allocation and significant investments.
- **Corporate Social Responsibility Committee:** an advisory committee to the Board of Directors that meets quarterly in regular sessions. It is responsible for overseeing our ESG

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<sup>1</sup> SDG 3 (Good Health and Well-being); SDG 4 (Quality Education); SDG 5 (Gender Equality); SDG 6 (Clean Water and Sanitation); SDG 7 (Affordable and Clean Energy); SDG 8 (Decent Work and Economic Growth); SDG 9 (Industry, Innovation and Infrastructure); SDG 10 (Reduced Inequalities); SDG 12 (Responsible Consumption and Production); SDG 13 (Climate Action); SDG 15 (Life on Land); SDG 16 (Peace, Justice and Strong Institutions); SDG 17 (Partnerships for the Goals).

agenda and social and environmental risks and opportunities that may impact the business. The committee is chaired by the Vice President of Institutional Relations and Sustainability, together with the Head of Health, Safety and Environment (HSE), and includes Raízen's majority shareholders. The committee submits matters related to the low-carbon economy and supply chain risk management to the Board of Directors.

- **Executive Board:** comprised of the CEO and Vice Presidents (C-suite), the Executive Board is responsible for managing Raízen's business, implementing policies, and executing the general guidelines established from time to time by the Board of Directors. It is also responsible for approving our Integrated Report and supervising the ESG information periodically presented to the CSR Committee.
- **Vice President, Government & Institutional Relations and Sustainability:** responsible for managing and updating this Policy. The Sustainability Department, supported by other internal teams, is tasked with clarifying any questions related to this Policy, providing technical support, advising departments and business units on strategic actions for implementation, and communicating and training the target audience on Policy guidelines.
- **Raízen Business Functions:** must comply with this Policy in all activities, processes, and decision-making, ensuring alignment with Raízen's strategic approach.
- **Stakeholders:** All Raízen employees and other stakeholders are expected to comply with the guidelines established in this Policy.

Raízen will disseminate this Policy internally and externally, and will track and provide transparent, accessible updates to all stakeholders on our performance across the material topics.

## APPENDIX 01 – DEFINITIONS AND REFERENCES

### A. Definitions

This Policy uses the following defined terms:

- **Compliance:** conformity with and acting in accordance with a set of rules.
- **ESG:** acronym for environmental, social and governance, used as a collective reference to Raízen's related practices.
- **GHG:** Greenhouse Gases.
- **Stakeholders:** all parties with a vested interest in the company and who may pose some form of direct or indirect risk in relation to it. This includes shareholders, employees, communities, customers, suppliers, creditors, governments, non-governmental organizations, and other groups that may be affected by the company's operations.
- **HSE:** Health, Safety, and Environment.
- **SDGs:** Sustainable Development Goals

### B. References

- Raízen Code of Conduct
- Supplier Code of Conduct
- Health, Safety and Environment (HSE) Policy
- Integrity Policy
- Risk Management Policy
- Social Performance Policy
- Indigenous Peoples Engagement Policy
- Antitrust Compliance Policy
- Human Rights Policy
- Housing Policy and Guidelines
- Corporate Social Responsibility Committee Charter