

Raízen S.A.

Main Indicators – Crop Year
23'24

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Governance & Economic Dimension

Board Type

	Name of members	Number of members
Supervisory Board	Independent directors	2
	Other non-executive directors	6
	Employee representatives (if not applicable, please leave the field empty)	0
Management Board/Executive Management	Senior Executives	6
Total size of both boards		14

Board Gender Diversity

Number of female directors	3
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Board Effectiveness

	Indicators/measures	
Board Meeting Attendance	Average board meeting attendance	100%
	Minimum of attendance for all members required, at least (in %)	66,6%
Board Mandates	Number of non-executive/ independent directors with 4 or less other mandates	6
	Please provide the names of these directors:	Nelson Roseira Gomes Neto, Huibert Hans Vigeveno, Anna Mascolo, Brian Paul Eggleston, Luciana de Oliveira Cezar Coelho and Sonat Burman-Olsson.

Reporting on Breaches

Reporting Areas	Number of breaches in FY2023
Corruption or Bribery	36
Discrimination or Harassment	61
Conflicts of Interest	19

Contributions & Other Spending

Currency: BRL – Brazilian Real	2023
Trade associations or tax-exempt groups (e.g. think tanks)	R\$ 15,797,942.97
Lobbying, interest representation or similar	0
Local, regional or national political campaigns / organizations / candidates Percentage of operations	0
Other (e.g. spending related to ballot measures or referendums)	0

Currency: BRL – Brazilian Real	2023
Total contributions and other spending BRL – Brazilian Real	R\$ 15,797,942.97
Data coverage (as % of denominator, indicating the organizational scope of the reported data) percentage of: Operations	100%

KPIs for Supplier Screening

Supplier Screening	2023
Total number of significant suppliers in Tier-1	1,564
% of assessed suppliers	30%

KPIs for Supplier Assessment & Development

Supplier Assessment & Development	2023
Total number of suppliers assessed via desk assessment/on-site assessments	2,129
% of unique significant suppliers assessed	100%
Number of suppliers assessed with substantial actual/potential negative impacts	565
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	6.7
Total number of suppliers supported in corrective action plan implementation	475
Total number of suppliers in capacity building programs	1443

Effective Tax Rate

Financial Reporting Currency: BRL – Brazilian Real	2022	2023
Earnings before Tax	3,263,580,000.00	1,612,088,000.00
Reported Taxes	760,254,000.00	997,955,000.00
Cumulative acceptable adjustments	0	0
Effective Tax Rate (in %)	23.30%	61.90%
Cash Taxes Paid	1,131,024,000.00	311,313,000.00
Cash Tax Rate (in %)	34.65	19.31

Environmental Dimension

Environmental Violations

Currency: BRL – Brazilian Real	2020	2021	2022	2023
Number of violations of legal obligations/regulations	46	37	9	7
Amount of fines/penalties related to the above	R\$22,446,797.61	R\$21,370,599.5	R\$ 1,299,013.18	R\$ 1,589,363.28
Environmental liability accrued at year end.	R\$ 696,597.11	R\$ 640,401	R\$ 787,676.44	R\$ 21,279,184.37

Direct Greenhouse Gas Emissions (Scope 1)

Direct GHG (Scope 1)	Unit	2021	2022	2023
Total direct GHG emissions (Scope 1)	metric tonnes CO2 equivalents	2,397,662.359	2,742,975.3	3,200,069.82
Data coverage (as % of denominator)	percentage of: Operations	100%	100%	100%

Indirect Greenhouse Gas Emissions (Scope 2)

IGHG (Scope 2)	Unit	2021	2022	2023
Location-based	metric tonnes of CO2 equivalents	16,762.53	14,134.7	7,841.6
Data coverage (as % of denominator)	percentage of: Operations	100%	100%	100%

Indirect Greenhouse Gas Emissions (Scope 3)

IGHG (Scope 3)	Unit	2020	2021	2022	2023
Total indirect GHG emissions (Scope 3)	metric tonnes of CO2 equivalents	44,582,401	49,207,627.34	54,049,929.11	60,389,906.15

Scope 3 Category	Emissions in the reporting year (Metric tons CO2e)	Emissions calculation methodology and exclusions
Purchased Goods and Services	4,729.760	This category represents emissions from the area of burned sugarcane, use of fertilizers and corrective use by third parties. It follows the methodology of the GHG Protocol and uses the GWP factor of the IPCC 2013. This category of emissions represents approximately 0,01% of the company's scope 3, being a low impact value.
Capital Goods	-	Due to the long useful life of the capital goods involved in Raízen's processes, these were considered not relevant in view of the large number of sources of significant emissions considered in the annual period of the company's inventory
Fuel-and-energy-related-activities (not included in Scope 1 or 2)	92,483.925	This source accounts for the emissions from the production of the fuels that were used. It follows the methodology of the GHG Protocol and uses the GWP factor of the IPCC 2013. This category of emissions represents approximately 0,15% of the company's scope 3, being a low impact value.
Upstream transportation and distribution	304,013.912	This source accounts for emissions generated by the consumption of fuel intended for transport and distribution (Upstream). The methodology follows the standards of the GHG Protocol and uses the GWP factors of the IPCC 2013. This category of emissions represents approximately 0,1% of the company's scope 3, being a

		low impact value.
Waste generated in operations	17,937.585	This category accounts for emissions generated by operation waste, such as filter cake and vinasse. Follows the GHG Protocol methodology and uses the IPCC 2013 GWP factors.
Business travel	-	This category of emissions represents approximately 0,003% of the company's scope 3, being a low impact value. Due to this representation in the very small scope, this year we removed business travel from our Inventory.
Employee commuting	30,818.983	These emissions are related to the burning of fuels during employee transportation, follow the methodology proposed in the GHG Protocol and use the IPCC 2013 GWP factors.
Upstream leased assets	-	Not relevant, as all assets of the company only have emissions referring to the company's scope 1.
Downstream transportation and distribution	-	Not relevant, since today most of Raízen's logistics is carried out by third-party carriers hired by the company itself (which represent a very insignificant portion of the company's scope 3), therefore, emissions related to downstream transport and distribution would be low representativeness.
Processing of sold products	-	Today, emissions related to the processing of products sold are not considered relevant for the company due to their low representativeness in the final volume of fuels sold. by Raízen and the diversity of processes for which this product can be raw material. The process to estimate these emissions would require a large amount of information external to the company for low volumes, which would result in a value that is not relevant for scope 3. This category is not relevant for Raízen, since it should take into account the production of

		fuel packaging, which is not a material issue for the company, according to the materiality of the year 2022. In other words, it is not a topic relevant to the company's stakeholders.
Use of sold products	59,936,883.39	The methodology takes into account Raízen's 3 main products (diesel, gasoline and ethanol), considering only customers who end use the products, for Brazil, Argentina and Paraguay. It uses the methodology proposed by the GHG Protocol and the factors used were the IPCC 2013 GWP.
End of life treatment of sold products	-	This category does not apply to the company's products, as their consumption is already characterized as the end of life for each one (burning of fuel and consumption of sugar and energy).
Downstream leased assets	-	These category does not apply to the company as it is not leasing assets to third parties.
Franchises	3,038.594	These emissions are related to the average consumption of electricity by Raízen franchises, following the methodology proposed in the GHG Protocol and using the emission factor provided by the Ministry of Science, Technology and Innovation (MCTI).
Investments	-	Does not apply to the scope of the company.
Other upstream	0	Does not apply to the scope of the company.
Other downstream	0	Does not apply to the scope of the company.

SOx Emissions

Direct SOx emissions	Unit	2020	2021	2022	2023
Direct SOx emissions	metric tonnes	132,600.00	261,300.00	266,617.26	285,608.99
Data coverage (as % of denominator)	percentage of: Operations	100%	100%	100%	100%

NOx Emissions

Direct NOx emissions	Unit	2020	2021	2022	2023
Direct NOx emissions	metric tonnes	9,536.74	7,949.65	20,956.96	20,450.07
Data coverage (as % of denominator)	percentage of: Operations	100%	100%	100%	100%

Volatile Organic Compounds Emissions

Volatile Organic Compounds emissions	Unit	2020	2021	2022	2023
Direct COV emissions	metric tonnes	2,742.4	2,977.00	3,100.36	5,228.00
Data coverage (as % of denominator)	percentage of: Operations	100	100	100	100

Waste Disposal

Waste Disposal	Unit	2020	2021	2022	2023
Total waste recycled/reused	Metric tonnes	17,801,895.42	24,684,952	26,362,634	25,895,006
Total waste disposed	Metric tonnes	6,393.35	8,460.98	8,060	9,893
Waste landfilled	Metric tonnes	1,562.74	2,289.66	5,462	1,201
Waste incinerated with energy recovery	Metric tonnes	0	0	0	0
Waste incinerated without energy recovery	Metric tonnes	304.26	0	0	0
Waste otherwise disposed	Metric tonnes	2,235.58	6,171.32	2,598	4,192
Waste with unknown disposal method	Metric tonnes	2,290.77	0	0	4,500
Data coverage (as % of denominator)	Percentage of operations	100%	100%	100%	100%

Hazardous Waste

Hazardous Waste	Unit	2020	2021	2022	2023
Total hazardous waste recycled/reused	Metric tonnes	1,074,389.07	148,470.59	71,914.44	26,420
Total hazardous waste disposed	Metric tonnes	3,469.68	5,825.9	9,246	4,499
Hazardous waste landfilled	Metric tonnes	88.51	30.48	19	4
Hazardous waste incinerated with energy recovery	Metric tonnes	0	0	0	0
Hazardous waste incinerated without energy recovery	Metric tonnes	304.26	865.18	706	1,134
Hazardous waste otherwise disposed	Metric tonnes	2,223.29	4,930.24	8,521	3,361
Hazardous waste with unknown disposal method	Metric tonnes	853.62	0	0	0
Data coverage (as % of denominator)	Percentage of operations	100%	100%	100%	100%

Energy Consumption

Total energy consumption	Unit	2020	2021	2022	2023
Total non-renewable energy consumption	MWh	5,495,561.96	6,046,261.94	6,336,249.46	6,564,535.43
Total renewable energy consumption	MWh	43,474,347.54	33,027,023.74	51,738,024.96	58,260,228.85
Data coverage (as % of denominator)	percentage of: Operations	100%	100%	100%	100%

Water Consumption

Water Consumption	Unit	2020	2021	2022	2023	Target for FY2023
Withdrawal: Fresh surface water (lakes, rivers, etc.)	Million cubic meters	50.89	63,850	189,607	206,916	
Water discharge (excluding saltwater)	Million cubic meters	4.12	145,748	140,688	140,975	
Total net fresh water consumption	Million cubic meters	47.07	168,000	48,919	65,941	77,080
Data coverage (as % of denominator)	percentage of: Operations	100%	100%	100%	100%	

Business Impacts of Water Related Incidents

Incidents	Currency	2020	2021	2022	2023
Total actual and opportunity costs (e.g. forgone income) from water-related incidents	BRL – Brazilian Real	0	0	0	0

Social Dimension

Workforce Breakdown: Gender

Diversity Indicator	Percentage (0 - 100 %)	Target	Year
Share of women in total workforce (as % of total workforce)	19.15%	-	-
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	27.51%	30%	2025
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	29.8%	-	-
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	25%		
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	28.71%		
Share of women in STEM-related positions (as % of total STEM positions)	31.53%		

Workforce Breakdown: Race/ Ethnicity & Nationality

Race	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Asian	0.53	1.87
White	48.73	80.95
Indigenous	0.52	0.20
Mixed Race	38.44	13.06
Not Disclosed	5.30	2.00
Black	6.48	1.93

Freedom of Association

Freedom of Association	Percentage (0 - 100 %)
% of employees represented by an independent trade union or covered by collective bargaining agreements	100%

Training & Development Inputs

	2023
Average hours per FTE of training and development	81.13
Average amount spent per FTE on training and development	657.61
Currency: BRL – Brazilian Real	

Employee Development Programs

	Program 1	Program 2
Name & Description of the program	SER+ and SER+ Sustentável	Layoff Program
Description of program objective/business benefits	<p>A way of thinking and producing, based on Lean philosophy and supported by the Raízen Culture, which promotes the development of a culture of continuous improvement, bringing more efficiency to processes, long-term results, and creating a safer environment.</p> <p>We aim to be more secure, focused on quality, efficient, economical, with good cost-benefit ratio, and root dependency.</p>	<p>The Layoff Program was designed according to the premises of temporary suspension of the employment contract and is used for workforce retention in the event of reduced demand (harvest/off-season).</p> <p>The program is expected to last from 2 to 5 months (from November 2023 to March 2024), and participants from the Agricultural, Industrial, Automotive and Industrial Maintenance areas will be dedicated to the training process, with various courses aimed at their professional development.</p>

Quantitative impact of business benefits (monetary or non-monetary),	Through the program, in the area of Human Rights and Well-Being, for example, we achieved over 700 ideas, and more than 100 initiatives were implemented, focusing on improving accessibility for people with disabilities and increasing the representation of women. Additionally, regarding Water Management and Waste, we reached over 900 ideas aimed at reducing leaks and improving waste disposal;	In this edition, we had 1,400 participants, totaling approximately 117,000 hours of training offered.
% of FTEs participating in the program	77%	3%

Hiring

	2020	2021	2022	2023
Total number of new employee hires	3,612	12,183	12,973	7,959
Percentage of open positions filled by internal candidates (internal hires)	8%	6.09%	3.11%	2.57%
Average hiring cost/FTE Currency: BRL – Brazilian Real	R\$ 1,480.00	R\$ 297	R\$ 1,385	R\$ 1,061.76

Type of Performance Appraisal

Description	Characteristics
Type of individual performance management appraisals	Management by Objectives Multidimensional Performance Evaluation (e.g., 360-Degree Feedback)
Performance Appraisal Frequency	Anually

Employee Turnover Rate

	2020	2021	2022	2023
Total employee turnover rate	21.66%	27%	25.32%	18.74%
Voluntary employee turnover rate	12.08%	25%	6.68%	12.41%
Data coverage (as % of all FTEs globally)	100%	100%	100%	100%

Employee Support Programs

Raízen has a remote work policy that establishes guidelines and procedures related to the company's remote work model. Raízen's remote type of work is optional and authorizes the employee to carry out the activities on a specific amount of days of the week outside the Company's facilities. Remote work may be interrupted if the company needs an employee to work at their facilities.

These initiatives reflect our ongoing commitment to the health and well-being of our employees, promoting a healthy and balanced work environment. With comprehensive programs that address the physical, mental, financial, and social needs of our employees, we aim to create a culture of care and support within Raízen.

Trend of Employee Wellbeing

We conduct Raízen Radar twice yearly, a pulse survey that ascertains employees' insights and helps define goals for the next half. The survey is only completed by professionals who have been with us for more than three months, and they have the option to respond anonymously. In the last cycle, 83% of eligible employees participated in Raízen Radar, with a total of 33,590 respondents. Our survey aims to evaluate our employees' perceptions in relation to five dimensions: Connection with the company, Environment, Leadership, Career and Recognition, Culture.

Fatalities

Fatalities	2020	2021	2022	2023
Employees	2	0	1	1
Contractors	Not Available	0	1	0

Lost-Time Injury Frequency Rate (LTIFR) - Employees

LTIFR	Currency	2020	2021	2022	2023
Employees LTIFR	LTIFR (n/million hours worked)	0.10	0.31	0.19	0.22
Data coverage (as % of employees, operations or revenues)	percentage of: Employees	100%	100%	100%	100%

Lost-Time Injury Frequency Rate (LTIFR) - Contractors

LTIFR	Unit	2020	2021	2022	2023
Contractors LTIFR	LTIFR (n/million hours worked)	0.09	0	0.18	0.15
Data coverage (as % of employees, operations or revenues)	percentage of: Contractors	100%	100%	100%	100%

Total Recordable Injury Frequency Rate (TRIFR) – Employees

LTIFR	Unit	2020	2021	2022	2023
Employees	n/million hours worked	0.95	1.49	0.98	0.68
Data coverage (as % of employees, operations or revenues)	percentage of: Employees	100%	100%	100%	100%

Total Recordable Injury Frequency Rate (TRIFR) – Contractors

LTIFR	Unit	2020	2021	2022	2023
Contractors	n/million hours worked	0.12	0.14	0.43	0.40

Data coverage (as % of employees, operations or revenues)	percentage of: Operations	100%	100%	100%	100%
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Process Safety Events - Tier 1

Process Safety Events: Tier 1	Unit	2021	2022	2023
Number per million hours worked	number	0,02	0,04	0.02
Data coverage (as % of employees, operations or revenues)	percentage of: Operations	100%	100%	100%