

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 |
|----------------------------|---|

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 |

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 | R\$ 15,797,942.97 |
| BRL – Brazilian Real | |
| Data coverage (as % of denominator, indicating the organizational scope of the reported data) | 100% |
| percentage of: Operations | |

KPIs for Supplier Screening

| Supplier Screening | 2023 |
|---|-------|
| Total number of Tier-1 Suppliers | 5,247 |
| Total number of assessed suppliers in Tier-1 | 1,564 |
| Total number of significant suppliers in non Tier-1 | 565 |

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

Direct Greenhouse Gas Emissions (Scope 1)

| Direct GHG (Scope 1) | Unit | 2021 | 2022 | 2023 |
|--------------------------------------|-------------------------------|--------------|--------------|--------------|
| Total direct GHG emissions (Scope 1) | metric tonnes CO2 equivalents | 2,397,662.30 | 2,742,975.30 | 3,200,069.80 |
| 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 | 2021 | 2022 | 2023 |
|--|----------------------------------|---------------|---------------|---------------|
| Total indirect GHG emissions (Scope 3) | metric tonnes of CO2 equivalents | 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 | 266,617.29 | 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 | 4,309 |
| 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 |
|---|---------------------------|-------------|-------------|-------------|-------------|
| 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 |
| 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) | 29.84% | - | - |
| 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 | The SER+ Program is a lean philosophy employee training program that promotes a way of thinking and producing, based on the Lean philosophy and supported by Raízen Culture, that promotes the building of a continuous improvement culture, bringing more efficiency to processes, long-term results, and creating a safer environment. We aim to be safer, quality-focused, efficient, economical, cost-effective. | The Lay Off Program was designed according to the premises of temporary suspension of the employment contract and is used to retain the workforce in case of reduced demand (harvest/off-season). The program tends to last from 2 to 5 months (from November 2023 to March 2024), and participants from the Agricultural, Industrial, and Automotive and Industrial Maintenance areas are dedicated to the training process, with various courses aimed at their professional development. |

| | | |
|--|---|--|
| Quantitative impact of business benefits (monetary or non-monetary), | Through the program, we conducted over 380,000 hours of training, impacting approximately 35,000 employees. Additionally, some of the results were: a 58% reduction in the Incident Frequency Rate (IFR); in the agricultural sector, through the Raízen Continuous Harvest Method (CCR), the elimination of reverse maneuvers, achieving zero accidents in certified fronts. Furthermore, we made significant progress in reducing waste through the implementation of over 70,000 improvement ideas and 1,900 projects. | In this edition, we had 1,400 participants, totaling approximately 117,000 hours of training offered, with an average skills improvement of 45%, including a strong emphasis on digital inclusion. |
| % of FTEs participating in the program | 77% | 3% |

Hiring

| | 2020 | 2021 | 2022 | 2023 |
|---|-----------|---------|---------|--------------|
| Total number of new employee hires | 4,282 | 3,612 | 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 | R\$ 1,480 | R\$ 485 | R\$ 297 | R\$ 1,061.76 |
| Currency: BRL – Brazilian Real | | | | |

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% |
|---|---------------------------|------|------|------|------|

Process Safety Events - Tier 1¹

| 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% |

¹ Data for this indicator is collected separately in Brazil and Argentina. Therefore, the rates can't be compared or merged into one. The data available above is regarding Brazil.