

# RAÍZEN POLICY

## SUSTAINABILITY POLICY

Version	Date	Revised items	Created by	Approved by
03	11/27/2023	Complete review to ensure alignment with the Strategic Sustainability Plan	Sustainable Development Manager (André Werneck)	VP of Strategy and Sustainability (Paula Kovarsky), Director of Corporate Controls (Sonia de Sá) and Board of Directors
02	7/29/2020	Complete review to ensure alignment with the Strategic Sustainability Plan	Sustainable Development Manager (Marina Carlini)	Executive Director of Sustainable Development and External Relations (Claudio Oliveira) and Board of Directors
01	9/27/2016	Writing adjustments and scope extension	Sustainable Development Manager (Marina Carlini)	Executive VP of External Relations and Strategy (Pedro Mizutani)

### 1. INTRODUCTION

For Raízen, ESG represents the balanced integration of environmental, social and governance aspects into business management, with a focus on ensuring proper management of risks and investment opportunities, the company's competitiveness and longevity, and the recognition of our responsibility in generating positive impact for our stakeholders. Therefore, being committed to sustainability in the pursuit of best practices is a strategic and fundamental approach that helps create a beneficial value proposition for all stakeholders (shareholders, investors, customers, employees, suppliers, service providers, neighboring communities, the third sector and civil society).

To achieve our purpose, we recognize and mitigate our negative social and environmental impacts and work continually to create and leverage our positive impacts, incorporating sustainability into our business strategy and striving to generate shared value in our value chain.

Therefore, this Policy reflects the vision of Raízen's Strategic Sustainability Plan ("To be a sustainability benchmark in the sectors in which we operate"), as well as its mission ("To incorporate sustainability into our business strategy, generating shared value in our value chain"), thus contributing to the continuous incorporation and expansion of ESG aspects, in line with the United Nations (UN) Sustainable Development Goals (SDGs), within the company and across its value chain.

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### 2. OBJECTIVE

This Policy aims to communicate to Raízen employees and other stakeholders, in a transparent manner, the principles and guidelines for the effective integration of sustainability into our businesses, our people's conduct, our activities and processes, as well as into Raízen's relationships with its stakeholders.

### 3. SCOPE

The Sustainability Policy applies to all businesses, employees from business units who act on behalf of the company, and Raízen's other stakeholders.

### 4. TERMS AND DEFINITIONS

This Policy uses the following definitions for terms and expressions:

**Compliance:** Acting in accordance with a set of rules.

**ESG:** Acronym for "environmental, social and governance", used as an umbrella term for the practices of companies in these areas.

**GHG:** Greenhouse gases.

**HSE:** Health, Safety and Environment.

**SDG:** Sustainable Development Goals.

**Stakeholders:** All groups that have interests linked to the company and may assume some type of risk, direct or indirect, in relation to the company. This includes shareholders, employees, communities, customers, suppliers, creditors, governments, non-governmental organizations and other groups that may be affected by the company's activities.

### 5. REFERENCES

- Raízen Code of Conduct
- Supplier Code of Conduct
- Health, Safety and Environment (HSE) Policy
- Integrity Policy
- Social Performance Policy
- Water and Water Management Policy
- Sustainable Procurement Policy
- Community Relations Policy
- Competition Compliance Policy
- Human Rights Policy
- Corporate Social Responsibility Council By-laws
- Sustainability Committee By-laws

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### 6. GUIDELINES

With the goal of ensuring continuous evolution in the incorporation of environmental, social and governance aspects into the business, this Policy establishes guidelines that, based on our materiality assessment, reflect the requirements and criteria for the proper conduct of Raízen and its stakeholders, in line with our Code of Conduct and Business Principle:

- Ensure that all employees and other stakeholders have adequate working conditions in terms of compliance with labor obligations, as well as acceptable working conditions as established by the Universal Declaration of Human Rights.
- Ensure that Raízen does not maintain relationship with any party against which there is any evidence of practicing child labor or compulsory labor.
- Comply with national and international legislation and standards on human rights and well-being, including respect for the right to freedom of association and collective bargaining.
- Encourage all stakeholders to act with respect, as a basic principle, promoting equity among all people and fostering an inclusive and diverse environment.
- Promote opportunities, development, communication and respect for all forms of diversity.
- Create a work environment that encourages employees to be who they are.
- Develop the company's leadership on aspects related to diversity and human rights.
- Promote the sustainability and ESG training available on the training platform to all Raízen employees.
- Ensure that all stakeholders are aware of and comply with the Raízen Code of Conduct, while also promoting the Ethics Channel as a vehicle to file potential complaints.
- Respect the regulatory environment and competitive conditions to create an honest business environment that implements industry best practices in sustainability.
- Ensure proper control and management of financial, social, environmental and climate risks by developing an integrated corporate risk matrix.
- Guarantee accountability to all stakeholders by ensuring transparency regarding the company's activities, performance and impact.
- Publish our operational, financial, social and environmental results in a clear and easily accessible manner.
- Measure and manage the impact of our operations on biodiversity, natural resources and traditional communities.
- Ensure compliance with environmental regulations and requirements applicable to our processes, products, services and projects.
- Manage water resources responsibly to guarantee the availability of water with the quality and in the quantity necessary to serve the areas where we operate.
- Continuously pursue energy efficiency in our processes, increasing the availability and consumption of renewable energy.
- Manage emissions from our portfolio of products and services in line with our greenhouse gas (GHG) emissions reduction targets, and make our corporate inventory publicly available.
- Incorporate climate change into decision-making through solid governance, connecting impact mitigation to business adaptation, including the internal carbon pricing strategy.
- Support the socioeconomic development of our neighbors in a manner that is integrated with our business strategies.
- Enhance our social performance through planned investments to help strengthen and support the sustainable development of the communities near our operations.
- Encourage and foster relationships with micro and small suppliers near our operations, creating opportunities for development and inclusion in our business.
- Ensure compliance with social and environmental criteria when sourcing our raw materials.

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- Ensure efficient procurement processes that comply with sustainability and compliance requirements in support of a fair and honest competitive process, tracking and addressing social and environmental risks and potential reputational impacts across our value chain.

### **7. MATERIALITY**

We incorporate environmental, social, economic and governance aspects into our business to generate and share value with our stakeholders. This ensures the longevity, competitiveness and responsibility of our businesses, while also fulfilling our purpose of reshaping the future of energy. The materiality assessment is an important step in this journey, as it allows us to see our real and potential, positive and negative impacts clearly. It also helps us understand the expectations of our stakeholders regarding our management of ESG issues, constituting an important resource to gather the feedback included in this Policy.

This process happens every two years and includes surveying the general conditions of our activities and businesses in relation to sustainability, as well as identifying the stakeholder groups with which we interact. In line with the concept of dual materiality, our goal is to identify both the impacts of our business on the economy, society and the environment, and the impacts from external sources on our results and performance.

For each of the topics, we set ambitions and goals to be achieved through organized action led by technical working groups, which report indicators and progress to the Corporate Social Responsibility Committee. Our material topics are:

#### **7.1 HUMAN RIGHTS AND WELL-BEING**

The subtopics that make this topic material include fighting moral and sexual harassment; the right to use land; eradicating child labor and compulsory labor; benefits, and health and safety practices in hybrid and remote work models; and mental health and workload.

As part of Raízen's 2030 Agenda, the company's commitment in this area is to: Drive progress in the area of human rights within our operations and across our supply chain.

#### **7.2. DIVERSITY AND INCLUSION**

The subtopics that make this topic material include accessibility in the company's spaces and facilities; talent attraction and employee retention; fighting discrimination; promoting the organizational culture; supporting underrepresented groups (women, Black people, LGBTQIAP+, PwD); retention of female talent; and training and education.

As part of Raízen's 2030 Agenda, the company's commitment in this area is to: Have at least 30% of leadership positions occupied by women by 2025.

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### **7.3. ETHICS AND GOVERNANCE**

The subtopics that make this topic material include the fight against and prevention of corruption and anti-competitive practices; the defense of competition; diversity in governance bodies; clear ethical criteria for operating in new markets; the corporate risk management structure; sustainability governance; corporate governance; and protection of the rights of minority shareholders.

As part of Raízen's 2030 Agenda, the company's commitments in this area are to: (i) Be an active member of multistakeholder sectoral groups—including, but not limited to, the Business Pact for Integrity and Against Corruption, the United Nations Development Programme (UNDP), the World Economic Forum, and the Global Compact Brazil Network—leading at least one group, to drive significant change in support of transparency and the fight against corruption; (ii) Actively influence our counterparties, who must share Raízen's Ethics & Compliance values by observing and fully complying with our policies.

### **7.4. AGRICULTURAL MANAGEMENT AND BIODIVERSITY**

The subtopics that make this topic material include support for the preservation and conservation of ecosystems; commitment to no deforestation; preventing and fighting fires; soil quality; and the use of agrochemicals/pesticides.

As part of Raízen's 2030 Agenda, the company's commitments in this area are to: (i) Increase our GJ/ha indicator by 15%; (ii) Ensure traceability of 100% of the sugarcane we crush (company-produced and from third parties) and guarantee zero illegal deforestation post 2008.

### **7.5. WATER MANAGEMENT**

The subtopics that make this topic material include water availability and access to water; operations in areas of water scarcity and water resilience; lower water use; and effluent management.

As part of Raízen's 2030 Agenda, the company's commitment in this area is to: Reduce the volume of water withdrawn from external sources during the crushing period by 15%, prioritizing the use and reuse of water from sugarcane, while also mapping the risk of water availability in our industrial sites on an annual basis.

### **7.6. CLIMATE CHANGE AND EMISSIONS MANAGEMENT**

The subtopics that make this topic material include leadership in energy transition and global decarbonization; creation of partnerships with customers and partners in pursuit of new solutions; decarbonization targets; lower environmental impacts resulting from the use of our products; management of GHG emissions (especially Scope 3); participation in the carbon market; and climate adaptation.

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As part of Raízen's 2030 Agenda, the company's commitments in this area are to: (i) Increase renewable energy generation by 80%, by 2030; (ii) Reduce the carbon footprint of ethanol by 20%, by 2030; (iii) Ensure that 80% of adjusted EBITDA come from renewable businesses, by 2030; (iv) Reduce the carbon intensity related to the use of our products by 10% by 2030.

### **7.7. RELATIONSHIP WITH COMMUNITIES**

The subtopics that make this topic material include training and hiring local labor; managing negative social impacts throughout the value chain and different businesses; relationship with traditional and indigenous communities; and ongoing relationship and dialogue with neighboring communities and other relevant stakeholders in our areas.

As part of Raízen's 2030 Agenda, the company's commitment in this area is to: Implement education initiatives in 100% of the areas where Raízen operates through Raízen Foundation programs.

### **7.8. SUSTAINABLE PROCUREMENT**

The subtopics that make this topic material include assessment of social and environmental impacts throughout the supply chain; expansion of the Elos Program beyond sugarcane suppliers; development of local suppliers; competition for raw materials; diversification of modes of transportation; and relationship with resellers.

As part of Raízen's 2030 Agenda, the company's commitments in this area are to: (i) Monitor 100% of critical suppliers from an ESG perspective through a recognized methodology, and develop them through *Raízen Desenvolve*, ensuring that they all meet basic sustainability criteria; (ii) Achieve and maintain an internationally recognized sustainability standard in the management of 100% of sugar cane sources; (iii) Achieve and maintain an internationally recognized standard certification in all sites in operation (EAB).

## **8. INTEGRATED REPORT**

In line with international best practices in accountability, Raízen's Integrated Report is prepared in accordance with the standards of the Global Reporting Initiative (GRI 2021), the metrics from the Sustainability Accounting Standards Board (SASB), the World Economic Forum (WEF) Stakeholder Capitalism Metrics and recommendations from the Task Force on Climate-related Financial Disclosures (TCFD). It also follows the framework of the International Integrated Reporting Council (IIRC), set by the Value Reporting Foundation, demonstrating how we create and share value with all our stakeholders. Furthermore, we also consider the International Financial Reporting Standards (IFRS) S1 and S2 standards to disclose sustainability risks and opportunities with a focus on the capital market, bringing us even closer to the format that investors and financial market agents are familiar with.

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Our integrated report is published annually, providing transparent information to all relevant stakeholders on Raízen's activities, performance and impact, including our evolution regarding the material topics previously mentioned and the company's public commitments.

The report can be found on the Raízen website: [raizen.com.br/agenda-esg/transparencia](https://raizen.com.br/agenda-esg/transparencia).

### 9. ROLES AND RESPONSIBILITIES

The governance of Raízen's ESG guidelines, set out in this Policy, includes the following bodies, roles and responsibilities:

- **Board of Directors:** Highest governance body. Meets once a quarter on an ordinary basis, and whenever necessary on an extraordinary basis. Its duties include defining the company's global strategy and priorities, including ESG topics, setting general business guidelines, approving and changing key company policies, and other.
- **Corporate Social Responsibility Committee:** Advisory committee to the Board of Directors, responsible for overseeing the company's performance in relation to the Raízen ESG Agenda, including the approval and implementation of commitments, plans and policies related to corporate social and environmental responsibility.
- **Sustainability Committee:** An executive committee made up of executives from the Executive Leadership Team and representatives of areas connected with at least one of the material topics. Its main role is to monitor and ensure the proper evolution of the ESG Agenda, regularly assessing sustainability policies and/or related documents, as well as their impact on stakeholders, to ensure effective management of existing risks.
- **Thematic forums:** Forums for specific discussions on each material topic, to monitor the evolution of their agenda, outline strategies and support discussions on issues that are subsequently taken to the Sustainability Committee. These forums involve different areas and hierarchical levels.
- **Department of Strategy & Sustainability and Sustainability area:** Responsible for proposing and updating this Policy considering internal and external stakeholders, in line with the strategic plan and best practices in the market. The Sustainability area, with support from other internal teams, is responsible for answering any questions regarding this Policy, offering technical support and/or advising directors and business units on its strategic implementation, as well as communicating and training the target audience on its guidelines.
- **Raízen Business Areas:** Must comply with this Policy in the execution of their activities and processes and when making decisions, ensuring alignment with internal ESG commitments and public commitments made by Raízen.
- **Stakeholders:** All Raízen employees and other stakeholders must comply with the guidelines established by this Policy.

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Raízen is committed to publishing and communicating this Policy internally and externally, as well as monitoring and disclosing its performance on its material topics, in a transparent manner that can be easily understood by all stakeholders.

### 10. POLICY VIOLATIONS

Any violation or non-compliance with the guidelines described in this Policy or any other Raízen document may be reported anonymously through the Ethics Channel:

- Via email: [canaldeetica@raizen.com](mailto:canaldeetica@raizen.com)
- Via phone: Brazil: 0800-772-4936 | Argentina: 0800-345-4327

### 11. FINAL DISPOSITIONS

Upon publication, this Policy will immediately apply to the entire company and all stakeholders.

This Sustainability Policy will be subject to review every two years, in accordance with the standard established by the company, or within a shorter period of time, if there is a need for new adjustments arising from events that are considered relevant by the company.