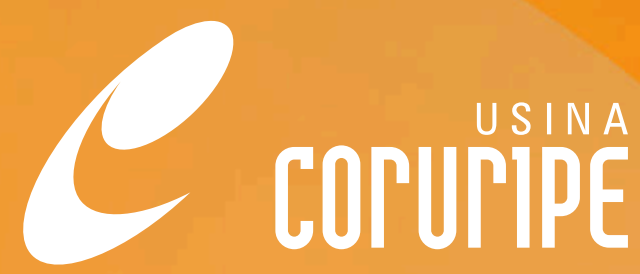


# SUSTAINABILITY REPORT

2023/2024 HARVEST





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## CHAPTER 1

# PRESENTATION

1.1 Materiality





# PRESENTATION

GRI 2-2, 2-3, 2-5, 2-14

Committed to transparency and accountability, we publish our Sustainability Report on an annual basis. This document presents the performance of all our operations, as well as our objectives, targets, indicators, actions and strategies that guide our growth with ethics ethically and generate shared value with everyone who contributes to our trajectory.

This year publication, referred to the period within April 2023

and March 2024 (harvest 2023/2024), was prepared based on the Global Reporting Initiative (GRI) standards – version 2021. The information is correlated with the 10 Principles of the Global Compact and the Sustainable Development Goals (SDGs), both elaborated by the United Nations (UN).

Although the report was not subject to external verification, we followed a rigorous internal review process, with the agreement of senior management, to ensure the accuracy of the information presented. The content was also assessed by our Sustainability Committee and later by our Board of Directors.

Any additional information, comments, questions or suggestions can be sent to the following e-mail [sac@usinacoruripe.com.br](mailto:sac@usinacoruripe.com.br). Good reading!





# Materiality

GRI 3-1

The priority themes covered in this report were identified in 2021, when we carried out our first materiality exercise. This process involved consulting studies, publications, technical references, and experts in the sector. In partnership with the consultancy WayCarbon, we identified 148 themes related to the environment, society, economy, and governance.

We grouped these themes by similarity, resulting in 27 topics, which were validated by our main stakeholders and consolidated into eight material themes. These themes were also correlated with the Sustainable Development Goals (SDGs) and the 10 Principles of the Global Compact, to which we have been a signatory since 2021.

## MATERIAL THEMES





# OUR MATERIAL THEMES


GRI 3-2, 3-3

ESG AXIS: ENVIRONMENTAL

E

THEME

BIODIVERSITY AND LAND USE



MAIN IMPACTS

Impact 1:

Techniques and inputs used in the production process can change the physical and chemical parameters of the soil and water, as well as having an impact on native fauna and native flora.


Impact 2:

Use of biological inputs in the countryside.

GRI

304


ODS



GRI

303, 306

ODS



SDG TARGETS

Terrestrial life | 15.a Mobilize and significantly increase, from all sources, financial resources for the conservation and sustainable use of biodiversity and ecosystems.

Drinking water and sanitation | 6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing the release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

ACTIONS TO MANAGE IMPACTS

Impact 1:

1. Conscious use of inputs in the countryside.

2. Monitoring fauna and flora in the reserves.

3. Compliance with the specifications of environmental permits

Impact 2:

1. Use of the liquid effluents generated by the units (vinasse and wastewater) for fertigation of the crop itself

PRACTICES AND PROGRAMS ADOPTED

Our code of ethics guides our actions and relations with the stakeholders, it consists of the protection of biodiversity and the balance between generating value and environmental impacts. We have a commitment, linked to the debt issue with Rabobank, to reduce water consumption per ton of crushed sugarcane.

STAKEHOLDERS


Regulatory bodies.

PRINCIPLES OF GLOBAL PACT

7, 8 and 9.

THEME

CLIMATE CHANGE MANAGEMENT AND ECO-EFFICIENCY



MAIN IMPACTS


Impact 1:

GHG Emissions

GRI

201, 302, 305

ODS



SDG TARGETS

Action against global climate change | 13.3 Improve education, raise awareness and human and institutional capacity on mitigation, adaptation, impact reduction and early warning of the climate change.

ACTIONS TO MANAGE IMPACTS

Impact 1:

1. Annual GHG measurement

2. Investment in infrastructure to reduce distances traveled by emitting trucks.

PRACTICES AND PROGRAMS ADOPTED

Our Code of Ethics formalizes our commitment to reducing negative impacts, including our own emissions and those of the supply chain. The RenovaBio and Bonsucro certifications attest to our actions in relation to these issues.

STAKEHOLDERS

Regulatory bodies and clients.

PRINCIPLES OF GLOBAL PACT

7, 8 and 9.

S

ESG AXIS: SOCIAL

G

ESG AXIS: GOVERNANCE



E


ESG AXIS: ENVIRONMENTAL

S

ESG AXIS: SOCIAL

THEME

DIVERSITY, EQUAL OPPORTUNITIES AND NON-DISCRIMINATION



Impact 1:


Hiring women in leadership positions.

MAIN IMPACTS

GRI

405, 406

ODS



SDG TARGETS

Gender equality | 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public

ACTIONS TO MANAGE IMPACTS

Impact 1:

1. Creation of the Women's Committee to deal with the issue.

2. Management bonuses linked to the hiring of women.

PRACTICES AND PROGRAMS ADOPTED

Based on the Women's Empowerment Principles promoted by UN Women, we are committed to strengthen gender equality in our team. The principles of this agreement range from engagement and internal training for women leaders to promoting diversity in the value chain.

STAKEHOLDERS


Class representative institutions and collaborators.

PRINCIPLES OF GLOBAL PACT

2, 3, 4, 5 and 6.

THEME

HEALTH, SAFETY, AND HUMAN CAPITAL DEVELOPMENT



Impact 1:

Activities in the countryside that are more prone to human rights violations.

MAIN IMPACTS

GRI

402, 403, 404, 408, 409, 410

ODS



SDG TARGETS

Decent work and economic growth

8.7 Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking, and ensure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 terminate all forms of child labor.

8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular migrant women, and people in precarious employment.

ACTIONS TO MANAGE IMPACTS

Impact 1:

1. Approval of the social and environmental aspects of suppliers.

2. On-site audit.

3. Breaking contracts with risky suppliers.

PRACTICES AND PROGRAMS ADOPTED

Our Code of Ethics reflects our commitment not to use child labor, as well as respect for human rights and individual freedoms. The Safety Policy, the Sustainability Policy and the Zero Accident Program also address our principles in this area.

STAKEHOLDERS

Class representative institutions and collaborators.

PRINCIPLES OF GLOBAL PACT

2, 4, 5 and 6.

G

ESG AXIS: GOVERNANCE



E

ESG AXIS: ENVIRONMENTAL

S

ESG AXIS: SOCIAL

THEME

COMMUNITY DEVELOPMENT



**Impact 1:** Generating employment, creating socio-environmental awareness initiatives and helping the socioeconomic development of communities.

MAIN  
IMPACTS

GRI

202, 401,  
411, 413

ODS



SDG  
TARGETS

**Poverty eradication** 1.2 By 2030, reduce by at least half the proportion of men, women and children of all ages living in poverty, in all its dimensions, according to national definitions.

**Quality education** | 4.4 By 2030, substantially increase the number of young people and adults who have relevant skills, including technical and professional skills, for employment, decent work and entrepreneurship. empreendedorismo.

**Reduction of inequalities** | 10.2 By 2030, empower and promote the social, economic and political inclusion of everyone, regardless of age, gender, disability, race, ethnicity, origin, religion, economic or social status or others.

ACTIONS  
TO MANAGE  
IMPACTS

**Impact 1:**

1. Investment in social actions and assistance.
2. Investment in early childhood education projects.
3. Investment in urban infrastructure.
4. Development of socio-environmental actions in municipal schools.

PRACTICES  
AND  
PROGRAMS  
ADOPTED

In addition to our Code of Ethics, which reinforces and formalizes our commitment to this issue, we have been recognized as a Child-Friendly Company by the Abrinq Foundation since 2002, continuously investing in programs aimed at developing the surrounding area, such as the Barriga Cheia and Florescer Projects.

STAKEHOL-  
DERS

Communities.

PRINCIPLES OF  
GLOBAL PACT

2, 4, 5 and 6.

G

ESG AXIS: GOVERNANCE

THEME

ETHICAL BUSINESS GROWTH



**Impact 1:** Transparent relationship with stakeholders and meeting compliance standards.

**Impact 2:** Mechanization of the productive process.

MAIN  
IMPACTS

GRI

201, 203, 204,  
205, 206, 207,  
407, 415, 416,  
417, 418

ODS



GRI

201

ODS



SDG  
TARGETS

**Partnerships and implementation means**

**16.5** Substantially reduce corruption and bribery in all its forms.

**16.6** Develop effective, accountable and transparent institutions at all levels.

**Decent work and economic growth**

**8.2** Achieve higher levels of economy productivity through diversification, technological modernization and innovation, including a focus on high value-added sectors and labor-intensive sectors.

ACTIONS  
TO MANAGE  
IMPACTS

1. Establish and maintain an up-to-date investor relations channel.
2. Annual publication of a sustainability report.
3. Socio-environmental and process quality certifications.
4. Financial audits.

PRACTICES  
AND  
PROGRAMS  
ADOPTED

Our commitments in this area are set out in our Sustainability Policy and our Code of Ethics.

STAKEHOL-  
DERS

Public authorities and suppliers of provisions and raw materials.

PRINCIPLES OF  
GLOBAL PACT

3, 4, 5 and 10.



E

ESG AXIS: ENVIRONMENTAL

S

ESG AXIS: SOCIAL

G

ESG AXIS: GOVERNANCE

THEME

ESG STRATEGIC AGENDA



MAIN IMPACTS

Impact 1: Suppliers influenced to follow Bonsucro standards.

GRI

308, 414

ODS



SDG TARGETS

Decent work and economic growth

8.4. Progressively improve global resource efficiency in consumption and production by 2030, and strive to decouple economic growth from environmental degradation, in accordance with the Ten-Year Plan of Programs on Sustainable Consumption and Production, with developed countries taking the lead.

8.8. Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular migrant women, and people in precarious employment

ACTIONS TO MANAGE IMPACTS

1. Supplier engagement actions such as sustainability week, participation in thematic and sectoral events, as well as maintaining active communication channels with stakeholders such as associations, unions and other organizations. In the harvest 2023/2024, we launched the Sustainable Partnerships initiative, with a focus on engaging our suppliers in our social and environmental projects.

PRACTICES AND PROGRAMS ADOPTED

In line with the RenovaBio and Bonsucro certifications, and supported by our Code of Ethics, we strive for the continuous improvement of our Integrated Management System and the enhancement of our processes and practices. Thus, we seek to be aligned with the main frameworks and good market practices, as well as influencing our value chain on the ESG agenda.

STAKEHOLDERS


Creditors.

PRINCIPLES OF GLOBAL PACT

5, 7, 8, 9 and 10.

THEME

INNOVATION AND SUSTAINABILITY IN THE VALUE CHAIN




MAIN IMPACTS

Impact 1: Expansion of sugarcane production and milling capacity.


Impact 2: Investment in urban infrastructure.

Impact 3: Encouraging research and sustainable development in the value chain.


ODS



ODS



ODS



SDG TARGETS

Industry, Innovation, and Infrastructure

9.1 .Develop quality, reliable, sustainable, and resilient infrastructure, including regional and cross-border infrastructure, to support the economic development and the human well-being, with focus on the equitable access and accessible prices for everyone.

9.2 . Promote inclusive and sustainable industrialization and, by 2030, significantly increase the share of industry in employment and GDP, in accordance with national circumstances, and double its share in the least developed countries

9.5. Strengthen the scientific research, improve the technological capacities of industrial sectors in all the countries, particularly the developing countries, including, by 2030, motivating the innovation and the substantially increasing the number of research and development workers by millions of people and the public and private expenditures in research and development.

ACTIONS TO MANAGE IMPACTS

Impact 1:

1. New VHP (Very High Polarization) sugar production line in the Triângulo Mineiro region.

Impact 2:

1. Paving and construction of an landing track in the Porto Cajueiro reserve, in the municipality of Januária (MG), increasing efficiency in fighting accidental fires in the region.

Impact 3:

1. Conecta Program to increase productivity, eliminate inefficiencies, develop and implement new platforms and improve our own infrastructure and that of our suppliers.

PRACTICES AND PROGRAMS ADOPTED

The continuous improvement of the Integrated Management System and the enhancement of practices and processes is confirmed in our Code of Ethics. Investment in railroads to facilitate the flow of cargo and reduce vehicle traffic on the road network.

STAKEHOLDERS

Customers and suppliers of provisions and raw materials.

PRINCIPLES OF GLOBAL PACT

3, 5, 7, 8 and 9.





## CHAPTER 2

# HARVEST HIGHLIGHTS







# HARVEST HIGHLIGHTS



**16.06 million**  
of tons of crushed sugarcane



**24.366 thousand**  
bags of sugar



**495 million**  
liters of ethanol



**703 thousand**  
MWh of energy energia



GROSS SALES

**R\$ 4.55 billion**



ADJUSTED EBITDA

**R\$ 1.768 billion**



NET INCOME

**R\$ 271.5 million**



Construction of a new sugar factory at the unit located in Limeira do Oeste (MG), with an investment of

**R\$ 481 million**



Conclusion of the external audit process for international certification  
**ISCC Corsia Plus,**  
the achievement includes us in a select group of companies authorized to produce and market ethanol for aviation



Achievement of seal  
**Great Place to Work (GPTW)**





## CHAPTER 3

# MESSAGES FROM THE LEADERSHIP

3.1 Message from the Board of Directors

3.2 Message from the Executive Board





# MESSAGE FROM THE BOARD OF DIRECTORS

GRI 2-22

We are close to completing 100 years of history. And it is with great pride and satisfaction that we reflect on a trajectory marked by values, tradition and a constant search for innovation in the bioenergy sector. For almost a century, these principles have been the foundation of a company that has grown and adapted to market changes, without ever losing sight of its defining essence: producing energy for life.

During this period, many transformations took place. From a family business, we have grown to become a benchmark in the bioenergy sector, with several operating units and a significant impact on the lives of thousands of people. The commitment to innovation has been a key element in this process of growth and diversification, and today, people are the real energy that drives our business.

Sustainability has been one of the fundamental pillars of our work. We have consolidated the principles of the circular economy in our business, committing ourselves to reducing greenhouse gas emissions, optimizing the use of water resources and managing solid waste responsibly. These efforts are detailed in our Sustainability Report, which reflects our ongoing commitment to transparency and to building a more sustainable future.

For us, the future isn't just a distant goal. It is currently being built right now, through concrete actions and tangible results. The inauguration of the sugar factory at the Limeira do Oeste (MG) plant celebrates this significant moment in our history. This venture symbolizes yet another move towards expansion and strengthening, solidifying our position as one of the main players in the bioenergy sector in Brazil. We congratulate everyone who made this possible.

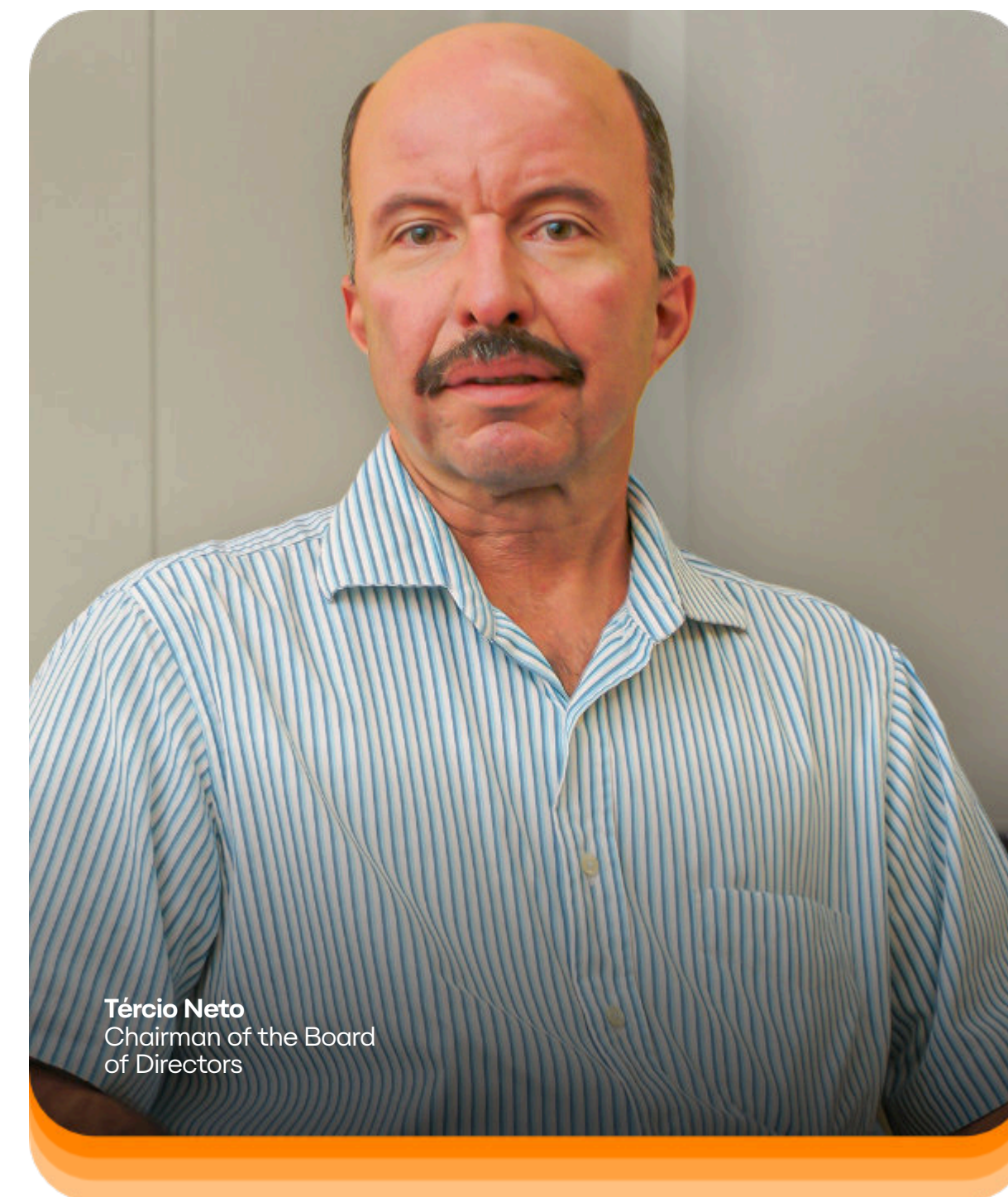
Our goal is to continue positively impacting more and more people through sustainable practices, quality products and a transformative presence in the communities where we operate.

It is important to emphasize that the success achieved over these years would not have been possible without the dedicated leadership of our chairman and directors, who work tirelessly in alignment with the objectives of the Board of Directors and our institutional principles. Their strategic visions have been fundamental to our journey towards success.

We look to the future with renewed optimism and firm determination. We are committed to continuing to innovate, improving our operations and exploring new ways of making a difference to society and the environment.

We are deeply grateful to everyone who has been an essential part of this extraordinary journey. We are excited to face the challenges ahead and to reach new milestones together.

Almost a hundred years have passed, but there are many more to come. With the energy and support of each of you, we are ready to transform the future and leave a legacy of success and positive impact.



**Tércio Neto**  
Chairman of the Board  
of Directors





# MESSAGE FROM THE EXECUTIVE BOARD

GRI 2-22

The 2023/2024 harvest took place against a challenging global backdrop, marked by significant geopolitical tensions and growing rivalry between the world's major economic powers. These events impacted the financial, energy and food sectors globally, as well as affecting the international supply of inputs and commodities.

Despite the adverse scenario, Usina Coruripe achieved remarkable results in the Harvest 2023/2024. 16.06 million of tons of sugarcane have been crushed; 24,366 thousand bags of sugar and 495 million liter of ethanol have been produced, generating 703 thousand MWh of energy. These results translate into gross sales of R\$ 4.55 billion, with an adjusted EBITDA of R\$ 1.75 billion and a net profit of R\$ 315 million.

Achieving these extraordinary figures was only possible thanks to the commitment to innovation and sustainability, pillars that underpin the company's operations and are aligned with the goals of decarbonizing the economy. The result also reflects the dedication and collaboration of all employees, whose alignment with the company's objectives was key to overcoming challenges and boosting performance.

Significant milestones reaffirmed Usina Coruripe's leadership in the bioenergy sector. Of particular note is the construction of the new sugar factory in Limeira do Oeste (MG), with an investment of R\$ 450 million, increasing the annual crushing capacity to 2.5 million tons of sugarcane and allowing for the additional production of 187,000 tons of VHP sugar per year.

This venture represents an exciting chapter in the history of Usina Coruripe and strengthens the strategic role of the Triângulo Mineiro as a promising frontier in the Brazilian sugar-energy industry, with its fertile land and favorable logistics for exports.

As well as contributing to the development of the bioenergy sector, Usina Coruripe has continued to act as an agent of economic and social transformation in Brazil. Every investment made drives growth in the communities where the company operates, generating employment and promoting sustainability.

Another important milestone was the completion of the ISCC Corsia Plus international certification, which places Usina Coruripe among the few companies able to market ethanol for aviation. Obtaining the Great Place to Work (GPTW) seal also shows that employees are valued and that a healthy, ethical and responsible working environment is promoted. In addition, inclusion in Globo Rural's Melhores do Agronegócio (Best of Agribusiness) and IstoÉ Dinheiro's As Melhores da Dinheiro (Best of Dinheiro) rankings underscores the company's ongoing commitment to excellence and innovation in the sector.

These milestones demonstrate the role of Usina Coruripe's leadership in fostering employee development and business expansion. Substantial investments have been made in improving management policies, with an emphasis on safety, health, ethics and professional development. Inclusion and diversity actions, especially aimed at increasing female participation, represent concrete steps towards a more equitable and inclusive working environment.

Shortly after the end of the harvest 2023/2024, Brazil faced climatic challenges, such as flooding in Rio Grande do Sul and fires in the states of São Paulo, Minas Gerais, and in the Pantanal and Amazon biomes. In response, Usina Coruripe, in partnership with other leaders in the bioenergy and agribusiness sector, played an active role in fighting the fires and in solidarity and reconstruction actions in Rio Grande do Sul. Efforts were mobilized to support the communities affected by the floods, followed by dealing with the fires. Initiatives to prevent fires have been implemented, including providing technical and logistical support to firefighting operations in Minas Gerais, as well as promoting awareness and prevention

actions. These actions reflect Usina Coruripe's commitment to environmental sustainability and social responsibility, demonstrating its commitment to the well-being of the regions where the company operates.

This is how Usina Coruripe is increasingly consolidating its position as one of the main players in Brazil's bioenergy sector. We can say that the company is prepared to face future challenges with optimism and determination, with a clear focus on decarbonizing the economy, expanding its business, and valuing its employees.

The achievements celebrated today are just the start of a longer journey, guided by innovation, social responsibility, and care for the environment. Together, we can overcome any challenge, turning adversity into opportunities to grow and prosper.

Usina Coruripe's trajectory is guided by the hope of a future in which economic development is in harmony with respect for the planet and human beings. With the strength of its employees and the trust of the communities in which it operates, the company is certain that it will continue to build a legacy of positive impact for generations to come, helping to shape a more sustainable, inclusive, and resilient world.



Diretoria Executiva da Usina Coruripe





## CHAPTER 4

# WHO WE ARE

4.1 Mission, vision and values

4.2 Where we are

4.3 Our bioproducts

4.4 Commitments, certifications and recognitions



# WHO WE ARE

GRI 2-1, 2-6

We are S.A. Usina Coruripe Açúcar e Álcool, a 100% Brazilian company, with headquarters in Coruripe (AL) and five production units: one in Alagoas, in the city of Coruripe, and four in Minas Gerais, in the cities of Iturama, Campo Florido, Limeira do Oeste and Carneirinho. Together, these units have a crushing capacity of 16 million tons of sugarcane per harvest.

We also have corporate offices in Maceió (AL) and São Paulo (SP), as well as a road-rail terminal in Iturama (MG), with a static capacity of 40,000 tons. With this structure, we produce sugar, alcohol, energy and derivatives, distributing our products both in Brazil and abroad. Our products reach out around thirty countries, including: China, Bangladesh, United Arab Emirates, Malaysia, Indonesia, Uzbekistan, India, South Korea, Yemen, Saudi Arabia, Iraq, Nigeria, Morocco, Egypt, Algeria, Somalia, Tunisia, Mauritius, Canada, United States, Georgia, Spain, Lithuania, Romania, United Kingdom, Croatia.

With almost 100 years of operations, we have positioned ourselves as one of the largest sugar-energy producers in Brazil and leaders in the North/Northeast market, as well as having a significant presence in the global market. Our history is marked by innovation and a commitment to sustainability, values that continue to guide our operations and expand our horizons.





# MISSION, VISION AND VALUES

GRI 2.6

## MISSION

To produce sugar, ethanol and energy with safety and sustainability, generating value to shareholders, employees, partners and society.

## VISION

To be the benchmark in the markets where we operate, always positioning ourselves as one of the most profitable companies in the industry.

## VALUES

- RESPECT FOR PEOPLE

Respecting human beings in any situation is a priority for the company, always.
- SUSTAINABILITY

To be economically, environmentally and socially profitable. This is the company's foundation.
- QUALITY

Ensure the quality of our products through advanced processes is everyone's commitment.
- SAFETY

Valuing life at all times is a philosophy that the company does not give up.
- ETHICS

Acting with ethics and presenting good character are commitments in the relationship with our various audiences.
- CUSTOMER SATISFACTION

Always keep customers happy with the quality of our products, fast delivery and excellence in service.

# WHERE WE ARE







# OUR BIOPRODUCTS

GRI 2-6

Our diversified portfolio serves both the domestic and foreign marketsmarket, offering a variety of unique products. **We produce different types of sugar**, each with unique characteristics. **Crystal sugar**, for example, is obtained from a more elaborate manufacturing process, resulting in whiter crystals. **Demerara sugar**, which still has the layer of honey covering the crystal, is generally destined for the domestic market. **VHP sugar** ( Very High Polarization ) sugar is similar to demerara, but with less honey and moisture, and is widely sold on foreign markets.

**We also produce ethanol** in its various forms. **Korean standard hydrous ethanol**, with a minimum alcohol content of 95.5% and low levels of contaminants, is destined for the foreign market for various industrial processes. **Industrial hydrous ethanol** is more pure and used in petrochemical, chemical, food, and

cosmetics industries. e cosmética. **Anhydrous ethanol**, which is water-free, is used as a fuel mixed with gasoline.

**Electricity generation** is another important bioproduct. Produced by burning sugarcane bagasse, a biomass source, this energy not only makes our operating units self-sufficient, but also allows us to sell the surplus to the regulated and free markets.

**In the area of sanitizers**, we produce both antiseptic gel with 70° alcohol and aloe vera, which fights bacteria and moisturizes the skin; and 70% liquid alcohol, practical and economical, with antiseptic action for hands, environments, and surfaces.

We also have other specialties. **Fusel oil**, a by-product of ethanol distillation, is used in the pharmaceutical and chemical industries; **vinasse**, a by-product of ethanol production, is used as a fertilizer in sugarcane plantations; **yeast**, derived from the manufacture of sugar and ethanol, is used to supplement animal feed; and **molasses**, obtained from centrifuging the cooked mass of sugarcane juice, is a valuable product for various applications. Finally, **we also offer Cbios**, which are decarbonization credits based on the Renovabio program.





# COMMITMENTS, RECOGNITIONS AND CERTIFICATIONS

GRI 2-23, 2-24, 3-3 Theme: ESG Strategic Agenda

External recognition is the result of continuous work based on a long-term business strategy that focus on innovation, sustainability and our employees. Below we list and describe our main commitments, recognitions and certifications:



**GLOBAL PACT:** Since 2021, we have been signatories to the Global Compact, a United Nations (UN) initiative that aims to align business operations with ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption.



**RENOVABIO:** Part of the National Biofuels Policy, this initiative establishes national emission reduction targets for the fuel matrix. The certification demonstrates the individual contribution of each producing agent to the mitigation of greenhouse gases (GHG) and makes it possible to issue Decarbonization Credits (CBios).



**BONSUCRO:** Bonsucro is a global organization that promotes sustainable sugarcane production. The Bonsucro standard certifies that our production follows strict sustainability and social responsibility criteria.



**FSSC 22000:** Ensures quality and safety in food production.



**ISO 9001:** It certifies the quality of our products, demonstrating our commitment to excellence and customer satisfaction.

**ISO 14001:** It proves that our production chain respects the environment, reflecting our commitment to sustainable practices and environmental preservation.

**ISO 45001:** It attests to our concern for the health and safety of our employees, guaranteeing a safe and healthy working environment.



## ISCC CORSIA PLUS

In 2024, we completed the external audit process for international ISCC Corsia Plus certification. ISCC is the leading international certification system for biomass and bioenergy, focusing on sustainable land and water use, production traceability, and greenhouse gas verification. The auditing process to obtain certification is rigorous and covers a series of environmental, social and governance criteria. The achievement includes us in a select group of companies authorized to produce and market ethanol for aviation, contributing to the sector's energy transition.

## VIVE

In 2024, we obtained international VIVE certification. VIVE is a Voluntary Program for the Continuous Improvement of the Sustainability of supply chains and has Governance, Cultivation/ Agriculture, People, Environment and Traceability as pillars. Our Iturama unity holds this certificate.

## GREAT PLACE TO WORK (GPTW)

In 2023, we were also recognized with the GPTW seal, a certification awarded after an evaluation by our own employees using a questionnaire with the methodology of the global consultancy GPTW. This recognition reinforces our commitment with a constant improvement in people management.

## QUALITY CERTIFICATIONS PER UNIT







## CHAPTER 5

# GOVERNANCE AND MANAGEMENT

5.1. Governance structure

5.2. Ethics and Integrity

5.3. Risk management

5.4. Tax approach

5.5. Sectoral participation

5.6. ESG Journey

5.7. Integrated Management System

5.8. Technology and innovation

5.9. Data protection and information security





# GOVERNANCE AND MANAGEMENT

GRI 2-1, 2-9, 2-10, 2-13, 2-15, 2-17, 2-25, 3-3 Theme: Ethical Business Growth

We are a privately held company, 100% controlled by Tércio Wanderley Group with which we share solid principles, based on ethics, safety, quality, sustainability, customer satisfaction, and respect for people.

Our **Board of Directors** is the highest decision-making body, responsible for maintaining and guiding good governance, as well as defining strategic guidelines and policies. The new members of the Board are selected and appointed by the Board members themselves on the basis of a CV analysis, which takes into account experience in the bioenergy sector and ensures the absence of conflict of interest with competing companies. The board members have a two-year mandate and meet monthly to monitor the progress of our businesses in line with the defined strategy. The Board has the support of the Audit Office and external consultants to improve its members' knowledge. We also encourage the continuous qualification of board members by offering specific courses for their development.

The **Executive Board** is composed of highly qualified professionals, each with expertise in their area, ensuring the efficient running of the business and compliance with the policies and strategies defined by the Board of Directors. Responsibilities for managing impacts are delegated according to the area of expertise and training of the executives. Our directors are constantly improving their technical and ESG management skills, participating in national and international forums and conducting internal engagement and updating events.

Our leadership is also supported by advisory committees, which deepen the discussion of priority issues for our management. This model allows our leaders to act in total synergy, always seeking the best economic, financial, social and environmental results. Crucial concerns regarding the management of our business are generally communicated initially through the meetings of these committees, whose recommendations go on to be considered by the Board of Directors. During the 2023/2024 harvest, we registered two crucial concerns, related to the expansion of an existing unit and an agreement with the government for sustainability projects. [GRI 2-16](#)

## PEOPLE & MANAGEMENT COMMITTEE

The people committee meets monthly to support the consolidation of an integrated organizational culture. Durante essas reuniões, são discutidas políticas During these meetings, policies are discussed and processes related to people management, focusing on key issues such as health and safety, developing high-performance leaders, teamwork, remuneration and competitiveness policies, and succession management. By promoting this set of practices, the committee plays a strategic role in creating a healthy, safe working environment focused on developing talent, thereby strengthening the organization's competitiveness and sustainability.

## AUDIT, COMPLIANCE, FINANCIAL & COMMERCIAL RISKS COMMITTEE

With monthly meetings, this committee acts strategically in corporate risk management. It anticipates threats and opportunities and ensures adherence to good auditing and internal control practices.

## AGRO-INDUSTRIAL COMMITTEE

Meeting monthly, the Agroindustrial Committee guarantees the high productivity and efficiency of our sugarcane fields and processing processes. Focused on the predictability and safety of operations, it also ensures that costs are competitive.

## SAFETY COMMITTEE

This committee meets every two months to discuss improvements and accident prevention practices, with action plans focused on the goal of zero accidents.Regular

## SUSTAINABILITY COMMITTEE

meetings of this committee provide leadership on the strategy and progress of our sustainability agenda, always aligned with the current strategic map. [GRI 2-12](#)

The recommendations of these committees are brought to the attention of the Board of Directors, which evaluates, discusses and approves them, as well as guiding the Executive Board, guiding the processes underway and defining the paths to be followed to guarantee the excellence of our performance.

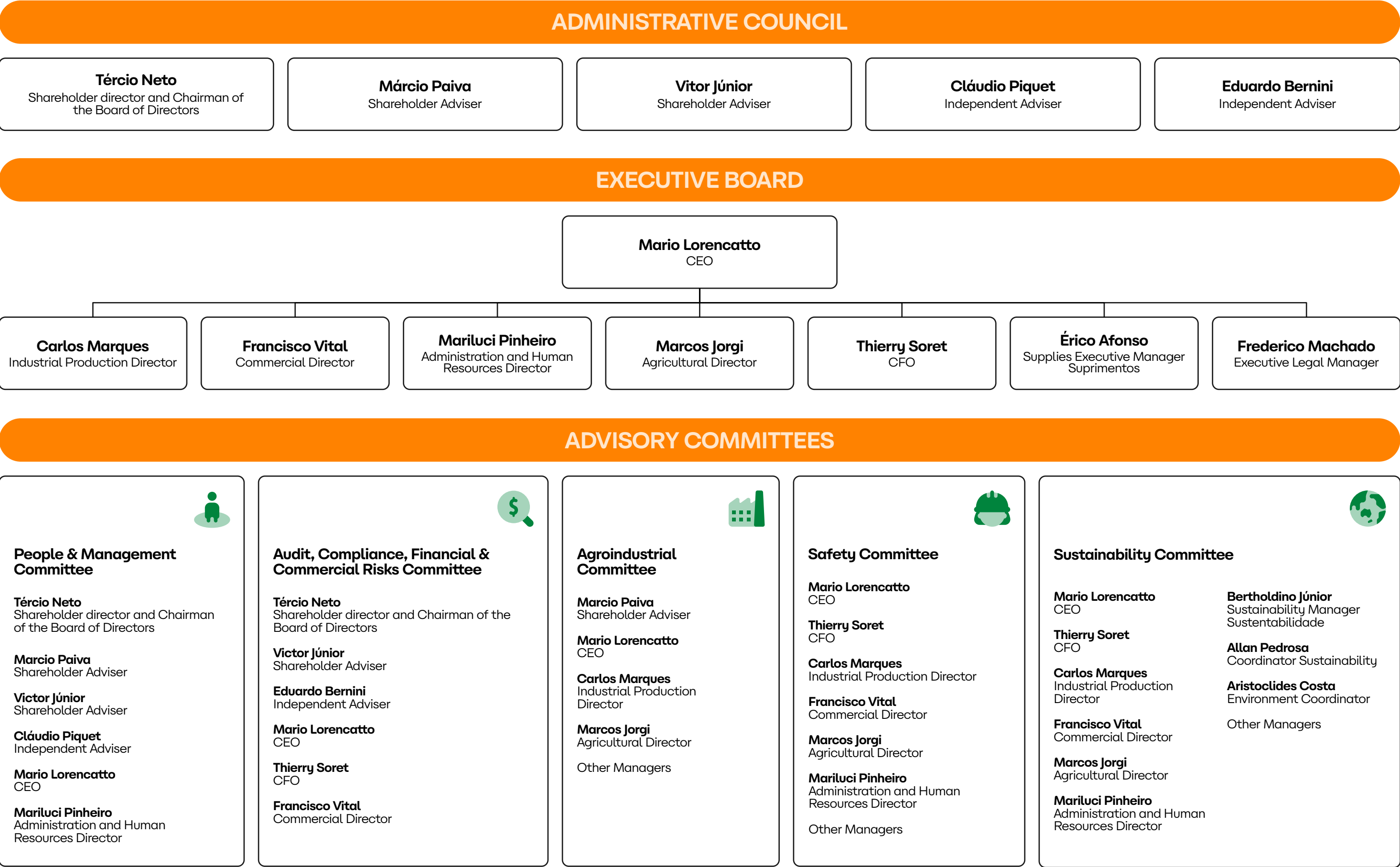






# GOVERNANCE STRUCTURE

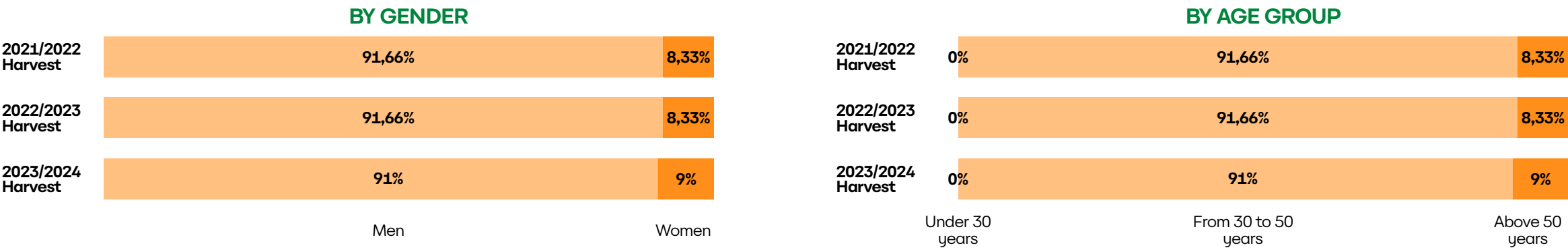
GRI 2-9, 2-11



## Diversity in governance bodies<sup>1</sup>

GRI 405-1

<sup>1</sup> Board of Directors and Executive Board.





# ETHICS AND INTEGRITY

GRI 2-23, 2-24, 2-25, 2-26, 3-3 Theme: Ethical Business Growth, 205-2



Our growth is guided by ethical principles and transparency, which has been fundamental to win the trust of all those who have taken steps in our almost 100-year history. The main instrument to spread out these values is the [Code of Ethics and Conduct](#), which establishes clear guidelines to ensure an ethical conduct among our employees and partners. The document directs on how to act both in everyday life and in critical moments of decision taking, avoiding subjective interpretations of moral and behavioral aspects.



### Commitment to Ethics

All collaborator, when entering the company, reed the [Code of Ethics and Conduct](#) and sign a Term of Commitment , ensuring that they have understood and will follow the established guidelines. For our suppliers in the sugarcane production chain, we have made available the [Good Practices Manual](#), which reinforces the main points of the Code of Ethics, as well as labor standards, ensuring that all partes are aligned with our guides.



### Internal Policies and Continuous Training

We have implemented internal policies that apply to all employees, ensuring that best management practices and transparency are present in all our relationships. Continuous training is essential in this process. Since joining the company, all employees and leaders are periodically trained in the Code of Ethics, as well as other standards applicable to our business relations. Thus, 100% of employees and senior management are trained and aware of the policies, especially those related to ethics, and all our business partners are informed about these principles.



### Confidential Portal and Reports

In order to maintain our reputation for integrity, we have made available the **Confidential Portal**, an anonymous and secure channel for registering reports, complaints or suggestions. This channel, managed by an independent company, can be accessed via the website [www.usinacoruripe.com.br/etica](http://www.usinacoruripe.com.br/etica) or the phone 0800 009 0036. TheReports Channel User Guide is available to answer any questions you may have.

# RISK MANAGEMENT

GRI 2-23, 2-24

Our risk management processes are constantly being improved, following the guidelines of our Market Risk Management Policy. The document defines a set of principles for mapping, analyzing and planning preventive or rapid response actions to scenarios that could significantly influence our strategy. The objectives of this policy include protecting operating cash flow, seeking to achieve the values established by the annual budget; maintaining a minimum cash level, equivalent to the sum of operating and financial expenses for the next three months; and reducing as much as possible the chance of non-compliance with important financial agreements. In meeting these objectives, we seek to protect our financial condition, ensuring constant access to the credit and capital markets and, consequently, to sources of funding for our growth. In addition, we maintain high cash flow predictability, allowing for stable dividend payments.

Our Sustainability area, with the support of the leadership, is responsible for identifying and assessing the risks and opportunities we face. These items are classified according to their impact and then managed by the sectors in charge of each specific aspect. We plan and begin to implement mitigation actions, adjusting them as necessary for each front. GRI 2-12

TYPE OF RISK	SCOPE
 ASSOCIATED WITH GOVERNANCE	Customers and market
 ASSOCIATED WITH PEOPLE MANAGEMENT	Employees
 ASSOCIATED WITH COMMUNITY RELATIONS	Communities and society
 FINANCIAL	Shareholders
 ASSOCIATED WITH THE BUSINESS	Customers and market, suppliers
 SOCIO-ENVIRONMENTAL	All audiences
 ASSOCIATED WITH LEGISLATION AND STANDARDS	Government
 ASSOCIATED WITH PRODUCT QUALITY	Customers and market
 ASSOCIATED WITH IMAGE AND REPUTATION	Community and society





# TAX APPROACH

GRI 2-25, 2-26, 3-3 Theme: Ethical Business Growth, 207-1, 207-1, 207-2, 207-3

Our tax approach is carefully planned and executed by a robust team. We have managers, coordinators, supervisors and analysts dedicated to tax administration. In addition, we have the support of a tax legal department made up of specialized lawyers, guaranteeing continuous and up-to-date legal support.

To ensure compliance and efficiency in tax management, we rely on external consultants such as Bookeepers Consultoria, Juri Consultoria, and PwC Consultoria. PwC, in particular, helps us with Corporate Income Tax (IRPJ) and Social Contribution on Net Profit (CSLL), as well as offering support on tax incentives and compliance reports.

All tax management is overseen by the corporate controllership manager, and more complex issues are discussed by the Audit, Compliance, Financial & Commercial Risks Committee which is made up of internal and external directors, as well as our CEO, CFO, and Commercial Director. Strategic decisions with the greatest fiscal impact are made by this committee.

Our tax strategy is firmly anchored in current legislation, always seeking the best tax opportunities available, such as debt refinancing plans (Refis), installment plans and tax incentives offered by the government. This planning is carried out moderately and with careful risk analysis, ensuring that all actions comply with tax legislation.

This strategy is reviewed annually or whenever there are changes in legislation that could impact our operations. These reviews are approved by the Audit, Compliance & Financial & Commercial Risks Committee, ensuring that all decisions are in line with our fiscal objectives and commitments.



We keep all our tax certificates up to date, ensuring that we are in compliance with municipal, state and federal tax requirements. Our relationship with the tax authorities is strictly professional and takes place mainly electronically, through systems such as e-CAC, from the Federal Revenue Service of Brazil; and SEFAZ for the states.

To ensure transparency and legality in our operations, we have a reporting channel, the Confidential Portal ([find out more here](#)), which allows anyone to report unethical or illegal behavior related to taxes anonymously.

During the harvest 2023/2024, we did not receive any reports of inappropriate behavior in this regard.

Our relations with customers, suppliers and other stakeholders are conducted with the highest ethics and respect for the law. We require all our partners to comply with current tax laws, and those who fail to do so are disqualified. In addition, we try to allocate funds from taxes to community programs, contributing to the development of the area around our operations.

# SECTORAL PARTICIPATION

GRI 2-28, 2-29, 3-3 Theme: Ethical Business Growth

We believe that collaboration and the sharing of knowledge are essential for the advancement of our sector. That's why we actively seek to contribute to the development of standards and public policies, as well as sharing our good practices with the community and our partners.

To this end, we take part in meetings with members of the community and maintain a constant relationship with governmental and non-governmental institutions, as well as being involved in important associations in the sector, such as the River Basin Committees (Rio Coruripe, Baixo Paranaíba, Baixo Rio Grande, Rio Grande, Piauí, among others), the National Bioenergy Union (UDOP), the Minas Gerais Sugar Industry Association (SIAMIG) and the Alagoas Sugar and Alcohol Industry Union (Sindaçúcar-AL).

In addition, we ensure our fiscal legality and compliance with current legislation and maintain strictly professional relationships with the tax authorities, strictly adhering to the principles of equality and not tolerating deviations.



# ESG AGENDA

GRI 2-23, 2-24, 3-3 Theme: ESG Strategic Agenda

Our commitment with the **socioenvironmental aspects** has always been a central pillar in our activities. For almost 100 years, we have been promoting a circular economy-oriented business chain, with growth based on sustainable practices. We therefore place the circular economy at the heart of our operations, fully valuing agricultural raw materials and integrating sustainability into every stage of our journey.

### SUSTAINABILITY POLICY

To reinforce this commitment, we have adopted a **Sustainability Policy** that guides our actions and defines the company's commitments. This document includes the continuous improvement of our Integrated Management System, ensuring the sustainable development and environment protection. Our purpose is to provide safe and healthy conditions for our employees, to ensure the quality and safety of our products, and to meet the expectations of our stakeholders. In addition, we strive to minimize the socio-economic and environmental impacts, encouraging sustainable development among our suppliers and partners and maintaining effective and transparent communication.

### ALIGNMENT WITH THE SDGs AND THE GLOBAL PACT

In 2018, we took an important step by aligning our strategy with the Sustainable Development Goals (SDGs), a global initiative that seeks to eradicate poverty and promote prosperity for all, while preserving

the environment. This integration has strengthened our understanding of sustainability and improved our performance throughout the production chain.

In addition, since 2021, we have been **signatories to the Global Pact**, a **UN** initiative that promotes the adoption of ten universal principles in the areas of human rights, labor, the environment and the fight against corruption. These principles guide our practices and reinforce our commitment to ethics and social responsibility. In addition, since 2021, we have been signatories to the Global Pact, a United Nations (UN) initiative that promotes the adoption of ten universal principles in the areas of human rights, labor, the environment and the fight against corruption. These principles guide our practices and reinforce our commitment to ethics and social responsibility.

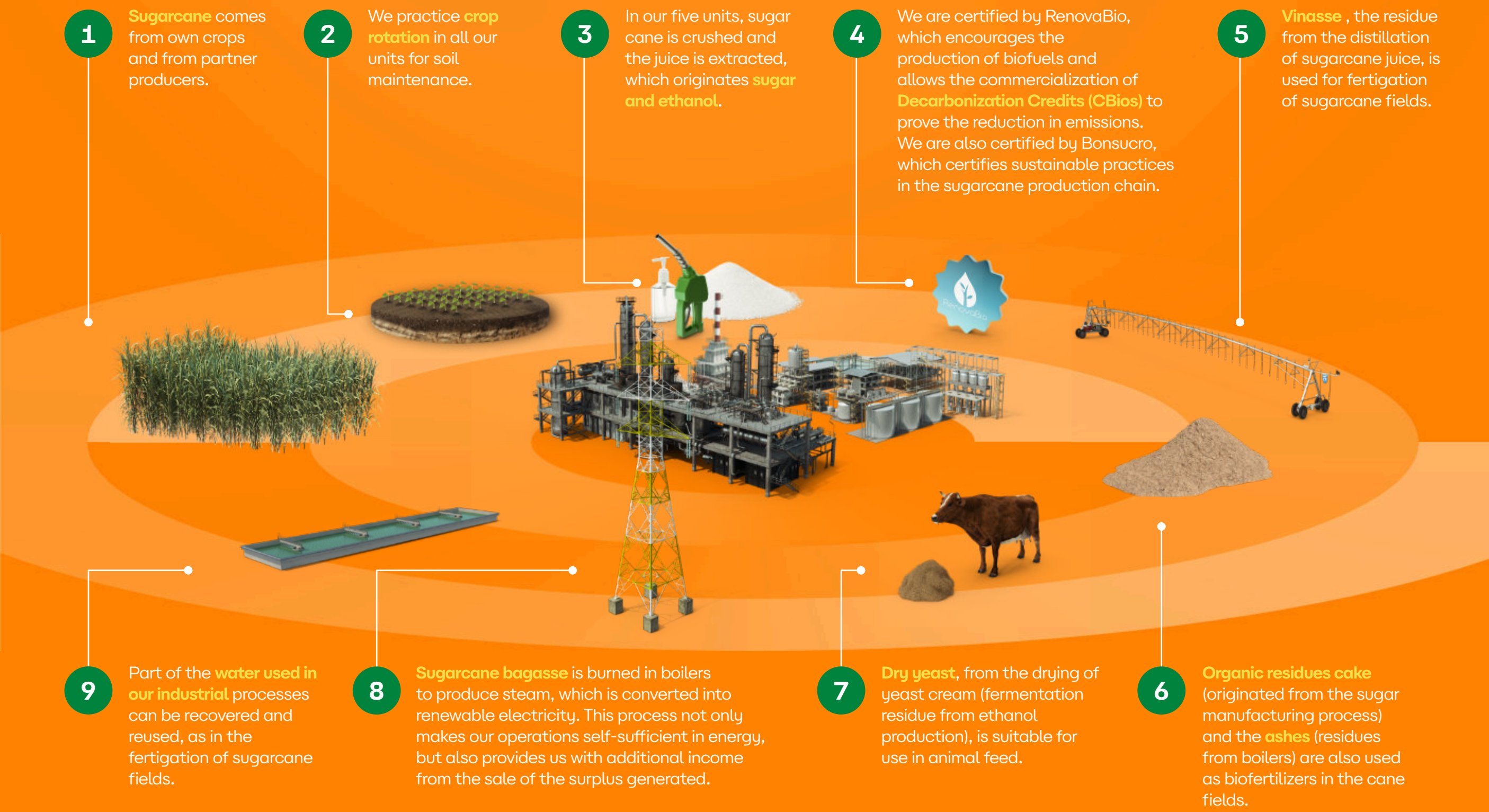
### THE ROAD TO SUSTAINABLE GROWTH

With these and other initiatives, we continue down the path of **sustainable growth**, always in line with our values and our mission to make a difference for all our stakeholders. We remain focused on the biodiversity preservation, responsible land use and the implementation of a solid ESG agenda, which ensures our commitment to a sustainable future.

These actions reaffirm our role as a company that integrates sustainability into its core business, seeking economic growth without neglecting social and environmental responsibility.

# Circular Economy at the heart of our operations

GRI 3-3 Theme: Biodiversity and Land Use







# INTEGRATED MANAGEMENT SYSTEM

GRI 2-23, 2-24, 3-3 Theme: Innovation and Sustainability in the Value Chain

All our activities are integrated to a **Management System**, which guides all sectors of our team in adopting best practices. In 2023, we will continue to invest in operational improvements to achieve high levels of efficiency in our industrial plants and in advanced cultivation, irrigation, and management techniques. The Management System, in conjunction with the specific procedures for each activity, guarantees the proper implementation of policies and practices, as well as adequately addressing concerns in the conduct of business.

One of the pillars of this system is the **Conecta program**, our own continuous improvement initiative. Conecta focuses on innovation, workforce training and the adoption of increasingly effective tools and methodologies in our plants. Inspired by the Kaizen philosophy, which promotes continuous improvement through small daily changes, the program aims to increase productivity and eliminate inefficiencies. It is based on three essential pillars: strategic alignment, operational excellence, and digital transformation.

Conecta's objectives are clear: to promote better quality in the workflow, reduce costs in production processes, guarantee the constant evolution of customer satisfaction, ensure a safer working environment, find mechanisms to eliminate waste and generate greater productivity.







# TECHNOLOGY AND INNOVATION

GRI 3-3 Theme: Innovation and Sustainability in the Value Chain

Since 2021, we have been moving forward with a comprehensive digital transformation project. The first step was to hire a specialized consultancy to assess our level of digital maturity and plan the transformation according to our strategy. The consultancy used an evaluation model to understand our environment and conduct interviews with executives from different areas of our team. Based on this, 52 opportunities were identified, 30 of which were selected for a three-year journey focused on operational efficiency, productivity and communication.

Among the improvements already implemented, we highlight the revision of the communication structure to guarantee connectivity in the countryside. Our Information Technology (IT) team has developed, in partnership with specialized providers, a data architecture and a private LTE (Long-Term Evolution) network that covers more than 85,000 hectares. In addition, we have expanded Wi-Fi to areas such as courtyards and industry and replaced desktops with laptops, providing better mobility to the teams.

We are also implementing new solutions, such as a chatbot for opening tickets in IT, which already integrates robots for resetting passwords and promises quick responses. We are also investing in contract management platforms, financial planning, digitalization of industrial maintenance, Robotic Process Automation (RPAs), applications and solutions to integrate tractors into the LTE network.

At the end of this three-year journey, scheduled for 2024, we hope to have increased our competitiveness and efficiency, improved our digital governance and harnessed the potential of data. The benefits will include more agile and automated processes, reduction of manual errors and rework, as well as even more effective risk management.



# DATA PROTECTION AND INFORMATION SECURITY

With a keen eye on cyber security, we have been working to neutralize threats and protect our data. We recently expanded our protection systems and advanced our partnership with SAP Brazil, which provides intelligent cloud-based solutions. This collaboration has been fundamental to the implementation of systems such as digital vehicle refueling, which is already in operation, exemplifying our commitment to technological innovation and the search for more efficient processes.

We believe that data security is a shared responsibility. Therefore, we train our teams and appoint focal points to ensure the dissemination of best practices on data protection. In compliance with the General Data Protection Regulation (GDPR), which regulates the processing of personal data and establishes the rights of data subjects and the duties of companies, we have implemented procedures to ensure that everyone involved is aware of and complies with the legal regulations.





## CHAPTER 6

# ECONOMIC PILLAR

- 6.1. Investments
- 6.2. Operational Performance
- 6.3. Financial results





# INVESTMENTS

In recent years, we have implemented a number of initiatives aimed at consolidating our levels of productivity and efficiency in the market. With each harvest, we build a solid foundation for new stages of growth, seeking to consolidate our position as one of the largest companies in the sugar-energy segment, recognized in Brazil and abroad.

In March 2024, we inaugurated a **new VHP (Very High Polarization) sugar production line in the Triângulo Mineiro**. We invested approximately R\$ 481 million in the construction of a sugar factory at the unit located in Limeira do Oeste (MG), increasing the crushing capacity at the site from 1.5 million to 2.5 million tons of sugarcane. Until 2023, the plant in Limeira do Oeste produced ethanol exclusively for the domestic market. With this investment, **the unit now has the capacity to produce 187,000 tons of VHP sugar per year**.

In addition to the new production line, we prepared our own sugarcane plantation on 15,000 hectares of leased land and adapted the unit's distillery for ethanol exports. On site, **250 direct jobs were created and around a thousand workers were hired during construction**. These investments are helping to consolidate the Triângulo Mineiro as a new frontier for the sugar-energy industry in Brazil. The region has good land available and has favorable logistics for exports, due to the modern road-rail transshipment terminal we inaugurated in June 2022. This terminal, which received investments of R\$ 95 million, has already handled around 2.5 million tons of export sugar (VHP). **All the sugar produced at the new Limeira do Oeste plant over the next two years has already been sold** and will be shipped through the terminal, which is located within our Iturama (MG) unit and is connected to the North-South Railroad.

For the future, we have plans to set up a new sugar production unit in União de Minas (MG) and another ethanol production unit in Paranaíba (MS). These future investments will increase our crushing capacity by another 4 million tons of sugarcane. We are firmly committed to giving the sugar-energy sector even more impetus. The continuous search for innovation and the promotion of sustainable practices reinforce our long-term vision.







# OPERATIONAL PERFORMANCE

GRI 3-3 Theme: Ethical Business Growth

In the harvest 2023/2024, we achieved a historic performance, crushing 16.06 million tons of sugarcane, a 17% increase on the 13.7 million tons of the previous harvest. We produced 24,366 million bags of sugar, 703 thousand MWh of energy and 495 million liters of ethanol, reflecting increases of 17%, 5% and 22%, respectively, compared to the previous harvest.

Several factors contributed to these results. We have expanded our production areas and counted on favorable weather conditions, as well as adopting the best agricultural management practices. These elements, combined with continuous investment in technology, innovation and sustainable solutions, have resulted in significant productivity gains, both for our own sugarcane and that supplied by our partners.

On the commercial side, we took advantage of the favorable price cycles on the international market. While VHP (Very High Polarization) sugar, which represents more than half of our portfolio, achieved higher prices than in the previous harvest, we increased our market share, reflecting customers' confidence in our brand. Likewise, ethanol has seen higher prices, and we have expanded our presence on the international market, taking advantage of these opportunities.



# FINANCIAL RESULTS

GRI 3-3 Theme: Ethical Business Growth

As a result of our operational performance, we ended the harvest 2023/2024 with gross revenues of R\$ 4.55 billion, marking a 23% increase on the previous harvest. Our adjusted EBITDA reached R\$ 1.75 billion, while the net financial debt/Ebitda multiple was reduced to 1.5 times, compared to 2.2 times in the previous harvest, representing an absolute reduction of R\$ 482 million in our indebtedness.

We also ended the period with a record cash position, totaling R\$ 1.32 billion. The net accounting profit was R\$ 315 million, without the effects of IFRS16, which is an international accounting standard that changes the way lease contracts are accounted for, influencing companies' balance sheets.

These results reflect our successful strategic planning and ongoing investments in improving our infrastructure and processes, ensuring not only growth, but also the long-term sustainability of our operations.

## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

GRI 201-1

	2023/2024 Harvest
Direct economic value generated (Net revenue)	R\$ 4.407.499.000,00
Economic value distributed	R\$ 4.136.034.000,00
Operating costs	R\$ 2.991.429.930,00
Employee salaries and benefits	R\$ 361.259.000,00
Payments to capital providers	R\$ 721.269.000,00
Payments to the government	
Federal taxes	R\$ 56.100.000,00
State taxes (SEFAZ-MG)	R\$ 2.476.069,58
Investments in the community <sup>2</sup>	R\$ 3.500.000,00
Retained economic value ("direct economic value generated" minus "economic value distributed")	R\$ 271.465.000,00

<sup>1</sup> We will present the indicator in this way in this reporting cycle. Therefore, we have not included the historical basis. [GRI 2-4]

<sup>2</sup> Through the ICMS Presumed Credit project.





## CHAPTER 7

# SOCIAL PILLAR

- 7.1. Our human capital
- 7.2. Value partnerships
- 7.3. Relationship with customers
- 7.4. Development of the surroundings





# OUR HUMAN CAPITAL

GRI 2-29, 3-3 Theme: Health, Safety, and Human Capital Development

We have closed the harvest 2023/2024 with a team of **7,555 employees**, where 44.10% are in Alagoas and 55.90% in Minas Gerais. All are covered by collective bargaining agreements. We also have **1,623 outsourced workers**, hired for a predetermined period, mainly for welding, boilerwork, sugarcane transportation, and operating agricultural machinery during harvests. The number of outsourced workers more than doubled compared to the previous harvest, when we recorded 709 due to the work to expand grinding capacity in Limeira do Oeste and the increase in outsourced services at the other units. GRI 2-7, 2-8, 2-30.

Our commitment to **human capital** involves creating a **safe and healthy** working environment, as well as promoting opportunities for personal and professional development. In 2023, this commitment was recognized with the **Great Place to Work (GPTW)** seal. The certification was based on the evaluation of the employees themselves, who voluntarily and anonymously participated in a questionnaire applied by the global consultancy GPTW. We obtained an excellent score of 87 points, exceeding the minimum required of 70 for the certification.

More important than the seal was the detailed report we have received, identifying strengths and opportunities for improvement based on employee feedback. The highest scores were for items "pride" and "camaraderie", highlighting the feeling of belonging and the significant contribution of the work to society. In the discursive answers, employees described work environment as "family" and collaborative".

Earning the GPTW seal reinforces that we are on the right path to continuous improvement on people management, promoting an ever better working environment for everyone. These results demonstrate our commitment to **health, safety and valuing human resources**, which are essential for the sustainability of our business and the satisfaction of our employees and partners.

## EMPLOYEES BY TYPE OF CONTRACT, BROKEN DOWN BY GENDER AND REGION

	2021/2022 Harvest		2022/2023 Harvest		2023/2024 Harvest	
	Permanent contract	Temporary contract	Permanent contract	Temporary contract	Permanent contract	Temporary contract
<b>Alagoas</b>	<b>2.915</b>	<b>58</b>	<b>3.631</b>	<b>565</b>	<b>3.177</b>	<b>155</b>
Men	2.705	49	3.325	534	2.892	148
Women	210	9	306	31	285	7
<b>Minas Gerais</b>	<b>3.816</b>	<b>0</b>	<b>4.006</b>	<b>0</b>	<b>4.223</b>	<b>0</b>
Men	3.243	0	3.307	0	3.470	0
Women	573	0	699	0	753	0
<b>Total</b>	<b>6.731</b>	<b>58</b>	<b>7.637</b>	<b>565</b>	<b>7.400</b>	<b>155</b>
Men	5.948	49	6.632	534	6.362	148
Women	783	9	1.005	31	1.038	7

## COLABORADORES POR REGIME DE TRABALHO, DISCRIMINADOS POR GÊNERO E REGIÃO¹

	2021/2022 Harvest		2022/2023 Harvest		2023/2024 Harvest	
	Full time contract	Part timecontract	Full time contract	Part timecontract	Full time contract	Part timecontract
<b>Alagoas</b>	<b>ND</b>	<b>ND</b>	<b>4.069</b>	<b>127</b>	<b>3.207</b>	<b>125</b>
Men	ND	ND	3.824	35	2.985	55
Women	ND	ND	245	92	222	70
<b>Minas Gerais</b>	<b>ND</b>	<b>ND</b>	<b>3.891</b>	<b>115</b>	<b>4.041</b>	<b>182</b>
Men	ND	ND	3.270	37	3.411	59
Women	ND	ND	621	78	630	123
<b>Total</b>	<b>ND</b>	<b>ND</b>	<b>7.960</b>	<b>242</b>	<b>7.248</b>	<b>307</b>
Men	ND	ND	7.094	72	6.396	114
Women	ND	ND	866	170	852	193

¹ There are no employees without a guaranteed workload.





# Talent Development and Retention

3-3 Theme: Health, Safety, and Human Capital Development, 401- 2 , 401-2, 404-3

We continually invest in improving our team in areas such as occupational safety, health and well-being, ethics, as well as specific areas for each function, in order to ensure high-performance results. As part of these efforts, we have launched a comprehensive leaders development program, focused on improving their skills and create career plans. In our four units in Minas Gerais, we have already trained 4,013 employees and in Alagoas, 230 employees have been trained, from managers to inspectors. To ensure the continuous development of talent, we evaluate 100% of our leaders through Talent Evaluation Committees , using the Nine Box tool, which ranks them based on current performance and growth potential. This allows us to identify and develop talents and potential successors for future strategic positions.

In addition to focusing on development, we offer a wide range of employee retention benefits , such as medical assistance, private pension, on-site meals, Wellhub (Gympass) for quality of life, psychological support program for employees and their dependents, transportation and scholarships. We also improved our profit-sharing program (PLR) and offered financial counseling training, helping employees to better manage their resources and promote more conscious and efficient use of their earnings.

With all these initiatives, we reinforce our ongoing commitment to developing and retaining talents, which is essential for maintaining and improving the performance and productivity of our operations, ensuring a motivating and sustainable working environment for everyone.



AVERAGE HOURS OF TRAINING PER HARVEST, PER EMPLOYEE

GRI 404-1

BY GENDER

BY FUNCTIONAL CATEGORY

	2021/2022 Harvest	2022/2023 Harvest	Harvest 2023/2024
Men	24	23,3	27,6
Women	22	28,5	29,5
	Harvest 2021/2022	Harvest 2022/2023	Harvest 2023/2024
Leader/Inspector	29	32,2	148,56
Specialists/ Supervisors	27,5	34,2	119,94
Administrative	29	26,4	58,75
Coordinators	26	20,6	79,76
Board of Directors	0	1,2	0
Management	20	12,5	42,15
Performance	32,5	23,1	19,71



EMPLOYEES TURNOVER RATE

GRI 401-1

	2021/2022 Harvest	2022/2023 Harvest	2023/2024 Harvest
Men			
Under 30 years	17,70%	16,09%	6,83%
From 30 to 50 years	14,64%	11,99%	12,27%
Above 50 years	14,92%	13,27%	8,56%
Women			
Under 30 years	11,52%	12,89%	9,06%
From 30 to 50 years	17,48%	15,71%	11,87%
Above 50 years	17.65%	18,42%	2,00%





NEW HIRES

GRI 401-1



ALAGOAS

	2021/2022 Harvest		2022/2023 Harvest		2023/2024 Harvest	
	Total number	Rate	Total number	Rate	Total number	Rate
<b>Men</b>						
Under 30 years	103	13,12%	512	26,93%	532	21,37%
From 30 to 50 years	83	10,57%	705	37,08%	920	36,96%
Above 50 years	3	0,38%	70	3,68%	126	5,06%
<b>Women</b>						
Under 30 years	71	9,04%	87	4,57%	78	3,13%
From 30 to 50 years	60	7,64%	26	1,36%	50	2,08%
Above 50 years	3	0,38%	0	0%	2	0,08%

MINAS GERAIS

	2021/2022 Harvest		2022/2023 Harvest		2023/2024 Harvest	
	Total number	Rate	Total number	Rate	Total number	Rate
<b>Men</b>						
Under 30 years	193	24,58%	213	11,20%	292	11,73%
From 30 to 50 years	85	10,82%	150	7,89%	213	8,55%
Above 50 years	10	1,27%	14	0,73%	24	0,96%
<b>Women</b>						
Under 30 years	125	15,92%	64	3,36%	196	7,87%
From 30 to 50 years	45	5,73%	60	3,15%	56	2,24%
Above 50 years	4	0,50%	0	0%	0	0%



MATERNITY/PATERNITY LEAVE<sup>1</sup>

GRI 401-3



	2023/2024 Harvest	
	Men	Women
Employees entitled to take leave	6.510	1.045
Employees who took leave	251	63
Employees who returned to work after their leave ended	251	63
Return to work rate	100%	100%
Employees who returned to work after leave and stayed in the team 12 months after their return	220	51
Retention rate	88%	89,47%



<sup>1</sup> We will present the indicator in this way in this reporting cycle. Therefore, we have not included the historical basis. [GRI 2-4](#)



# Equality of Opportunity

## 3-3 Theme: Diversity, Equality of Opportunity, and Non-Discrimination

Currently, 13.83% of our workforce is made up of women, a reflects the reality of the sector. However, we are committed in changing this scenario and promoting a more equitable working environment. For that reason, we have implemented a diversity program, with an initial focus on including women. As part of this strategy, all our vacancies consider both men and women in the selection process, and we maintain a talent pool dedicated to hiring women, covering all areas, from industry to field and administrative activities.

One of our main initiatives was to set financial targets linked to the advancement of the female presence on our staff, encouraging leaders to promote inclusion. In addition, we reserve 50% of scholarships for women, supporting their continued development. A concrete example of this commitment is the training of around 140 women in agricultural machinery operation and welding courses at our Minas and Alagoas units during the harvest 2023/2024, preparing them for the job market and helping to improve family income. This initiative is part of our alignment with the Women's Empowerment Principles, promoted by UN Women and the Global Pact.

Our approach to diversity goes beyond gender to include people with disabilities, LGBTQIAPN+, as well as different generations and ethnicities . We believe that a diverse and inclusive working environment is essential for fostering creativity, innovation and collaboration. That's why we expanded the Women's Committee into the Diversity Committee, consisting of volunteer employees dedicated to promoting inclusion in our team. Everyone's active participation is crucial to building an increasingly equitable and inclusive environment.

With these actions, we reaffirm our commitment to equal opportunities and the fight against discrimination, creating a workplace that values and respects diversity in all its forms. Ensuring an adequate remuneration is essential to maintaining our competitiveness in the market and boosting the strengthening the local economy . Our board plays an active role in approving salary guidelines, demonstrating a strong commitment to internal and external balance, which positively reflects on the employees' motivation and engagement.

We currently have a remuneration policy in place, and the full version is in the final stage of approval by the Board of Directors. Although the performance criteria do not yet take into account the economic, environmental, and social objectives of the highest governance body and senior executives, we continue to make progress in this regard. The CEO receives a long-term incentive (LTI), while the other levels participate in the receive profit sharing (PSP).

Salary increases of more than 30% are distributed in biannual installments, and we offer an allowance corresponding to one wage for moving to other city and new hires, subject to proof of residence. The People & Management Committee supervises the remuneration criteria established, and our remuneration analysts play a key role in defining salaries for all external moves and hires. Although we do not currently use external remuneration consultants, we remain committed to transparent and efficient management of the remuneration process, always keeping our salary surveys up to date.



### RATIO BETWEEN THE BASIC SALARY AND REMUNERATION EARNED BY WOMEN AND THOSE EARNED BY MEN

#### GRI 405-2

	Ratio of basic salary for women to men	Proportion of total pay for women to men
	%	%
CORURIBE UNIT	100,68	95,02
Administrative	73,93	59,88
Manager	136,20	151,78
Performance	90,30	88,89
CAMPO FLORIDO UNIT	80,36	72,61
Administrative	55,45	47,98
Manager	104,02	102,43
Performance	82,20	78,82
CARNEIRINHO UNIT	74,70	65,95
Administrative	70,15	57,18
Manager	65,32	63,89
Performance	82,23	79,71
ITURAMA UNIT	71,07	69,32
Administrative	71,58	68,16
Manager	102,76	149,62
Performance	72,23	69,48
LIMEIRA DO OESTE UNIT	75,19	68,26
Administrative	80,61	67,51
Manager	89,66	93,59
Performance	77,77	76,37

### DIVERSITY IN THE WORKFORCE

#### GRI 405-1

BY FUNCTIONAL CATEGORY AND GENDER	2023/2024 Harvest		
		Homens	Mulheres
	Management*	6,86%	0,48%
	Administrative	5,81%	5,82%
	Performance	73,48%	7,51%
BY FUNCTIONAL CATEGORY AND AGE GROUP	2023/2024 Harvest		
		Abaixo dos 30 anos	Entre 30 e 50 anos
			Acima de 50 anos
	Management*	0,34%	5,34%
	Administrative	6,30%	4,52%
	Performance	18,16%	49,66%

\* Managers, coordinators, supervisors, leaders.

<sup>1</sup> We will present the indicator in this way in this record do cycle. Therefore, we have not included the historical basis. [GRI 2-4](#)





## Remuneration

GRI 2-19, 2-20

The warranty of an adequate remuneration is a strategic factor to maintaining our competitiveness in the market and contribute to the development of the local economy. The active involvement of the board in salary approvals demonstrates our commitment to a balance between internal equality and external competitiveness, which reinforces the motivation and engagement of our staff.

We currently have a remuneration guideline approved by the board and the Executive Board, which establishes performance criteria in line with the economic, environmental, and social objectives defined by the highest governance body and the organization's executives. This holistic approach reflects our vision of sustainable growth and commitment to the best corporate governance practices.

The People & Management Committee plays a crucial role in monitoring and validating the remuneration criteria, ensuring that they are consistently followed throughout the organization. Our remuneration analysts are directly involved in defining salary packages for all internal moves and external hires, ensuring that remuneration standards are fair, competitive and in line with the company's values.

This structure reinforces our commitment to creating a work environment that is balanced, fair and values the contribution of each employee, while at the same time boosting our growth in the market and strengthening our position in relation to the competition.

## Work Safety

GRI 3-3 Theme: Health, Safety, and Human Capital Development, 403-1, 403-2, 403-4, 403-5, 403-7, 403-8, 403-9

Our commitment to Occupational Safety is a strategic priority, implemented through an Integrated Management System (IMS) that voluntarily adopts the ISO 45001 standard, focused on Occupational Health and Safety. This standard establishes a robust management system aimed at preventing accidents and occupational diseases, covering both employees and third parties.

The Risk Management Program (PGR) , monitored by the Specialized Service in Safety Engineering and Occupational Medicine (SESMT), is one of the main pillars of this management. It involves identifying hazards and continuously assessing occupational risks, taking into account both routine and non-routine activities. With the support of area managers, preventive measures are elaborated, prioritizing the elimination of risk factors or mitigation through engineering controls and changes in working methods. The process includes regular consultations with employees, ensuring that they actively participate in the review of hazards and risks whenever new situations are identified.

The Occupational Health and Safety Hazards and Risks Worksheet (PRSSO) is updated continuously and is available in all areas, facilitating access to information and promoting transparency. Annual health and safety integrations and periodic training in critical areas, such as Working at heights, Confined spaces, Electricity and Classified areas, are carried out so that employees can carry out their tasks safely.





The Safety Service Orders reinforce the importance of all employees stopping their activities if they identify serious risks, immediately informing their superiors. In addition, the Behavioral Observation Program aims to increase risk perception through empathetic and safe approaches, where unsafe behaviors are corrected and safe ones recognized.

Events such as the “Safety D Day”, the Internal Week for the Prevention of Accidents at Work (Semana Interna de Prevenção de Acidentes do Trabalho, SIPAT) and the Internal Week for the Prevention of Accidents in Rural Work (Semana Interna de Prevenção de Acidentes no Trabalho Rural, SIPATR), reinforce the commitment with the safety culture. We also hold monthly meetings with the sugarcane suppliers associations to promote better safety practices in the field.

The top management, advised by the Safety Committee, which includes directors from different areas, is directly involved in the safety management, providing the necessary resources and training. The Zero Accident program, implemented in 2013, has been instrumental in reducing the number of accidents and promoting safety. In 2024, we were regionally recognized with the Safety & Sustainability award for the significant reduction in accidents, even during a period of expansion.

This integrated and preventive approach reflects our long-term commitment to the safety and well-being of our employees, with the goal of zero accidents.



ACCIDENTS AT WORK INVOLVING EMPLOYEES

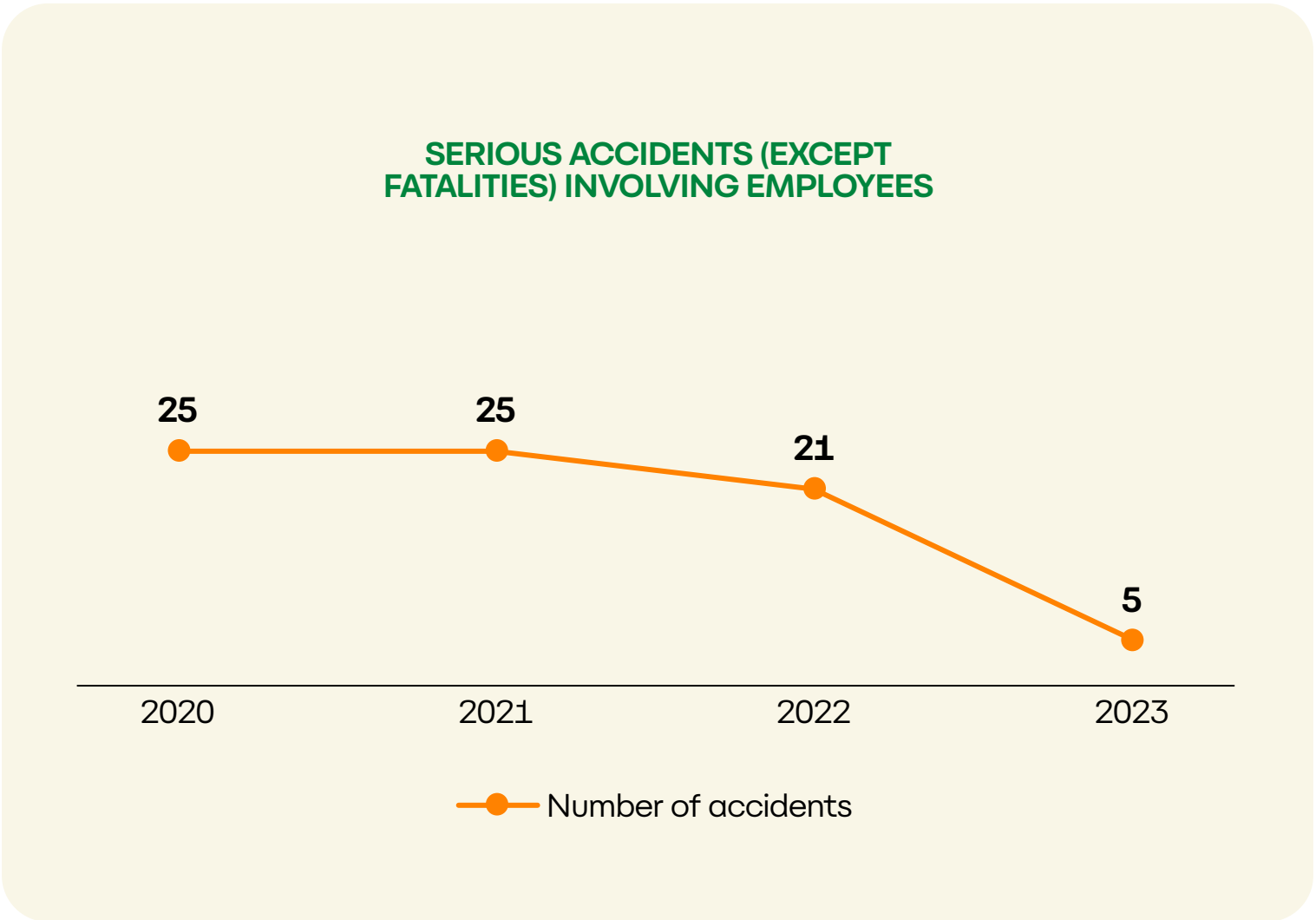
GRI 403-9

2023/2024 Harvest		
	Total number	Table of Content <sup>1</sup>
Deaths resulting from accidents at work	0	0
Work accidents with severe consequences (Injuries with work leave)	5	0,33
Accidents at work with mandatory reporting (Injuries with and without work leave)	229	15,22
Main types of accidents at work	Cuts and punctures; Foreign bodies in the eyes; Falling, tripping or slipping; Animal attacks (insects and venomous animals); Bumping into objects; Burns; Pressing by/between (objects).	
Number of hours worked	15.045.801	

<sup>1</sup> Indexes calculated on the basis of 1,000,000 hours worked.

2023/2024 Harvest		
	Total number	Table of Content <sup>1</sup>
Deaths resulting from accidents at work	0	0
Work accidents with severe consequences (Injuries with work leave)	5	0,07
Accidents at work with mandatory reporting (Injuries with and without work leave)	229	3,04
Main types of accidents at work	Cuts and punctures; Foreign bodies in the eyes; Falling, tripping or slipping; Animal attacks (insects and venomous animals); Bumping into objects; Burns; Pressing by/between (objects).	
Number of hours worked	15.045.801	

<sup>1</sup> Indexes calculated on the basis of 200,000 hours worked.







# Health and Well-being

GRI 3-3 Theme: Health, Safety, and Human Capital Development, 403-3, 403-6

Our approach to employee health and well-being is comprehensive and aims to promote a healthy and safe working environment, in line with the best occupational health practices. All employees undergo clinical and laboratory examinations when they are hired, as established by the Occupational Health Medical Control Program (PCMSO) and the Risk Management Program (PGR). These periodic assessments ensure that the employees' health is constantly monitored, always respecting the privacy and confidentiality of information.

Our occupational health team is composed of specialized professionals, including occupational physicians, nurses, nursing technicians, physiotherapists and social workers, who ensure a safe working environment and promote employee well-being. We also have outpatient clinics for clinical care during office hours and a 24-hour emergency service, offering immediate support in critical cases.

The INSS Work Leave Management is a program dedicated to monitoring employees on leave, especially with regard to mental health. This program aims to rehabilitate employees who return to work, avoiding social security limbo, as well as developing strategies to reduce medical absenteeism, through continuous monitoring and referrals to specialists when necessary.

In addition to occupational health actions, we promote awareness-raising campaigns throughout the year, in line with the national and international health calendars:

- **White January:** mental health;
- **Green April:** work accidents prevention;
- **Yellow May:** traffic safety;
- **Lilac August:** combating violence against women;
- **Yellow September:** suicide prevention;
- **Pink October:** breast cancer prevention;
- **Blue November:** prostate cancer prevention;
- **Orange November:** raising awareness about hearing loss.

During these campaigns, we hold lectures, conversation circles and distribute informational materials to raise awareness and engage all employees.

We understand that well-being is not limited to the workplace, which is why we involve family members in various initiatives, such as offering psychological care to employees and their dependents, through a partner company. To promote a more active and healthy lifestyle, we offer Gympass/WellHub as part of our benefits package, which gives access to gyms and various physical activities, encouraging sports practice among employees.

Our commitment to health and well-being is continuous, and we are always seeking to improve working conditions and the quality of life of our employees and their families.







# VALUABLE PARTNERSHIPS

GRI 2-6, 2-29, 3-3 Theme: Innovation and Sustainability in the Value Chain

308-1, 308-2, 408-1, 409-1, 414-1, 414-2

One of the pillars of our ESG strategy is to engage suppliers in adopting practices aimed at mitigating social and environmental risks in our value chain. In this sense, we are guided by ethics and integrity when selecting the partners who will add to our trajectory.

All suppliers are selected on the basis of social and environmental criteria. By joining our chain, our suppliers strictly adhere to our policies and the legislation in force. All contracts include specific clauses on human rights, prohibiting the exploitation of child labor and any conditions analogous to slave or degrading labor. In addition, we demand compliance with labor, social security and anti-corruption practices.



## Raw material suppliers

Around half of the sugarcane we process is acquired from partner farmers, with whom we share good agricultural practices and those related to human and labor rights. We have units certified by Bonsucro, an international certification that promotes sustainable sugarcane production, guaranteeing social, environmental, and economic criteria. This certification reinforces our commitment to excellence and sustainability, and enables us to hold our raw material suppliers to the same high standards.

With a focus on promoting sustainability and strengthening relations with our suppliers, we have defined a schedule of audits and inspections for 100% of our partners, as well as weekly meetings to promote the issue in a preventive manner. We have also established a credit line to ensure that minimum operating levels are reached. Through this initiative, we have transparently outlined the need for process adjustments, assuming all the costs. The results of this collaboration include improvements in the operational levels of our partners. We have even identified situations in which the financial viability of suppliers was compromised. We have adopted a responsible

approach by reintroducing sugarcane planting in cases previously considered unviable, which has resulted in significant improvements in the efficient and sustainable management of the entire value chain.

We also have an agreement with the Public Prosecutor's Office, under which sugarcane producers' associations are responsible for inspecting working conditions in the plantations. In all commercial contracts, these companies undertake not to use labor that is not legally required, including labor analogous to slavery. We have zero tolerance for such conduct and, when we become aware of the facts, we immediately terminate contracts with suppliers in an irregular situation. We have created and maintain an exclusive channel for reporting irregular working conditions, accessible at [transparenciausinacoruripe.com.br/denunciar](https://transparenciausinacoruripe.com.br/denunciar).

These and other initiatives demonstrate our dedication to maintaining this path of partnership, transparency, and cooperation in order to promote a solid basis for sustainability in our operations.



# Procurement Management

We have a robust supply chain, composed of companies responsible for supplying equipment, materials and services for the production and non-production processes.

We understand that supply management is a strategic and crucial factor for the success of our business. That's why, since November 2022, we have invested in about 30 employees to undergo a series of online training courses on spending analysis, procurement finance, strategic procurement matrix, and strategic sourcing. sourcing estratégico. These trainings were aimed at improving technical skills, from formulating strategies to measuring results, including contract management, quality and deadlines. The team focused on identifying what best qualified in terms of cost, risk and benefit.


After the technical knowledge stages, the team took part in mentoring sessions to apply what they had learned. The training trail was concluded with the presentation of negotiation strategies for more than 10 categories relevant to our business. This program also allowed the inclusion of employees from all areas of procurement: contract management, strategic procurement, materials management and warehousing, providing joint learning and a comprehensive view of procedures.


Another significant advance in the year was the implementation of a supplier approval model, which strengthens our business relationships and improves supply chain risk management. The new platform provides greater security, transparency and agility in the selection, evaluation and approval of suppliers, ensuring that all technical criteria and requirements are met. This model is the result of extensive benchmarking, market research and analysis of the needs of our internal public.

To make the approval process more robust, we established a multidisciplinary committee with representatives from the Sustainability, Compliance, and Procurement areas. The agency analyzes the information collected by the platform and checks that the suppliers meet the technical criteria established, making up our supplier matrix.

We also launched the Sustainable Partnerships initiative in October 2023, allowing partner companies to participate in projects developed or supported by us. The purpose is to guarantee the preservation of the environment and the well-being of future generations, while at the same time engaging our partners in these issues. So far, six large companies (Ubyfol, FMC, Bayer, Corteva, Coplana and Mosaic) have decided to support all the projects of the Institute for Social and Ecological Development (Idese). With units in Coruripe (AL) and Januária (MG), Idese invests in social and environmental projects that promote education, culture, entrepreneurship, and community development.

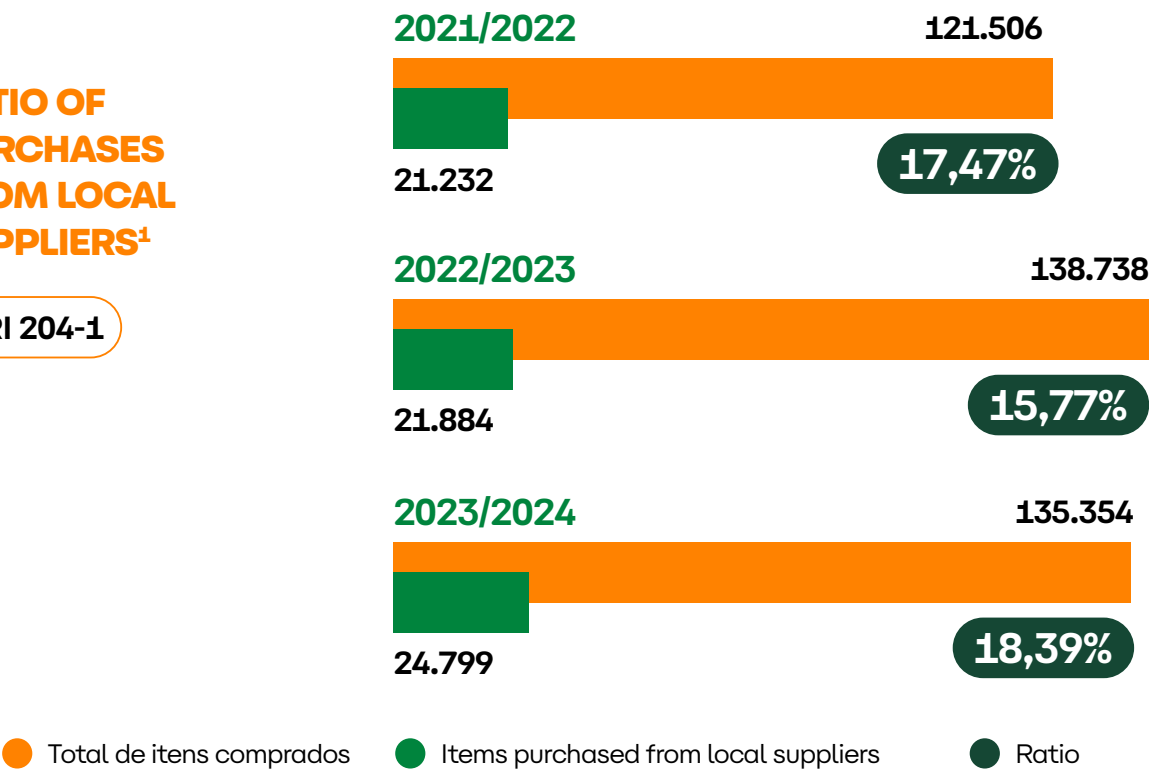
SEE THE VIDEO PROMOTING THE SUSTAINABLE PARTNERSHIPS PROJECT [AQUI](#)





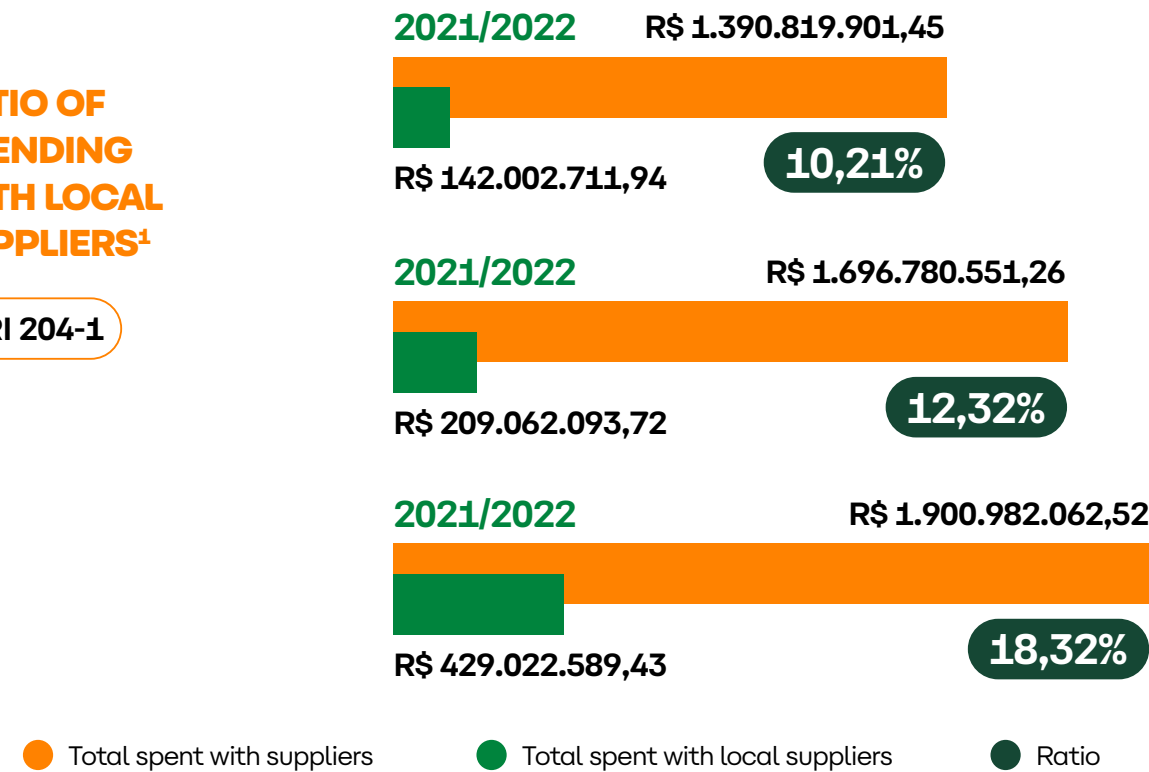
## RATIO OF PURCHASES FROM LOCAL SUPPLIERS<sup>1</sup>

GRI 204-1



## RATIO OF SPENDING WITH LOCAL SUPPLIERS<sup>1</sup>

GRI 204-1



<sup>1</sup> Purchases in the same municipalities where we operate are considered local.





# Relationship with customers

GRI 2-29, 416-1, 416-2, 417-1, 417-2, 417-3, 418-1

In our relationship with customers, we emphasize our commitment to product quality. To mitigate risks to consumer health, we carry out annual FSSC 22000 certification audits at our sugar production units. This certification is a globally recognized food safety standard that guarantees the effective implementation of food safety management systems.

We also implement and rigorously monitor Good Manufacturing Practices (GMP) and Hazard Analysis and Critical Control Points (HACCP), and comply with all requirements of the National Health Surveillance Agency (Agência Nacional de Vigilância Sanitária, ANVISA). We carry out frequent quality analyses in our laboratory, ensuring that our products meet the highest standards of safety and quality, which strengthens the trust of our consumers.

All our products are labeled with detailed information on the origin of the components, possible environmental or social impacts, and instructions for safe use. To measure customer satisfaction, we carry out an annual evaluation, which has consistently exceeded our targets. During the harvest 2023/2024, we recorded no cases of non-compliance with laws or voluntary codes in relation to labeling and marketing communications, including advertising, promotion and sponsorship. There were also no non-conformities related to our products, nor were there any complaints about breaches of privacy or loss of customer data.







# DEVELOPMENT OF THE SURROUNDINGS

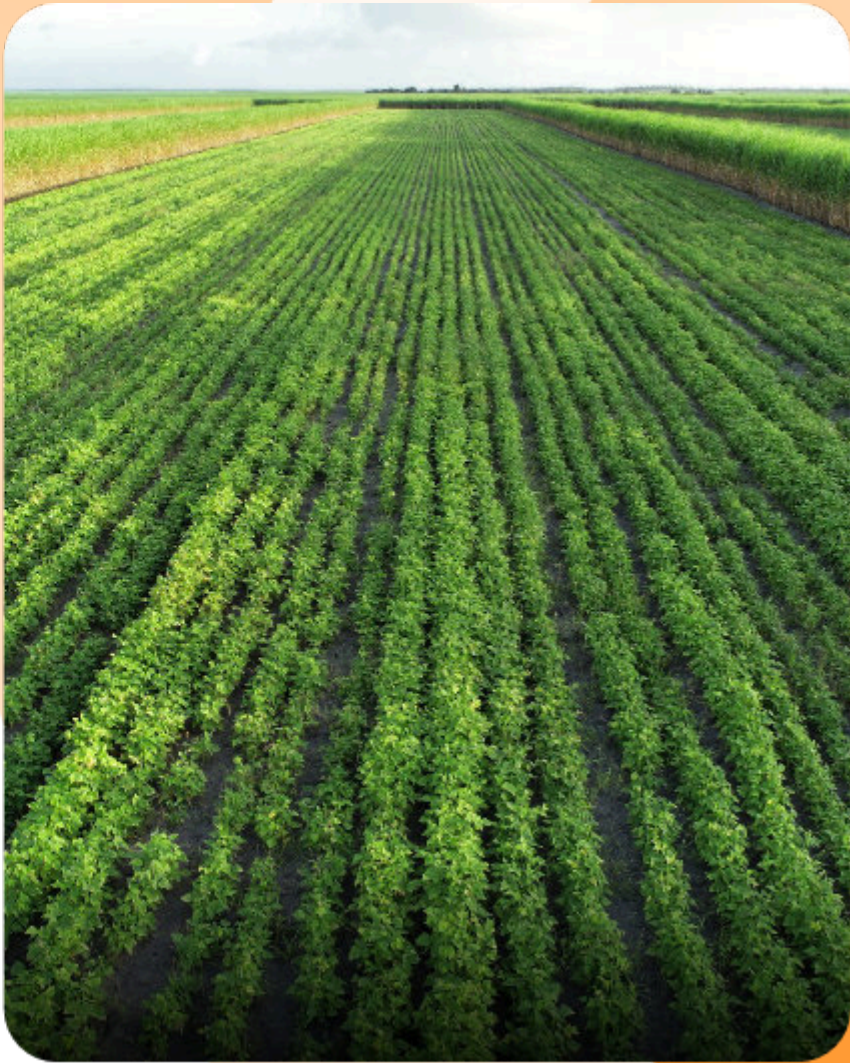
GRI 2-29, 3-3 Theme: Community Development, 413-1, 413-2

Our social performance has been consolidated over the years, and the integration of ESG pillars into our business strategy has strengthened our initiatives, generating shared value in society. We invest in social programs that promote education, culture, entrepreneurship and development in the communities where we operate.

For each project, we assess local needs and target our investments in education, culture, entrepreneurship, and community development. We believe that in order to build a lasting legacy, it is essential to strengthen basic education and value regional vocations, stimulating new businesses and income generation.

Our actions are aligned with the 17 Sustainable Development Goals and the ten universal principles of the Global Compact, to which we have been signatories since 2021. The main positive impacts of our actions on society include:

- **Generation** of jobs for men, women, and young students;
- **Awareness** and engagement in socio-environmental issues;
- **Economic** development in the regions;
- **Support** to thousands of children, young people and families through social projects; and
- **Improving** the infrastructure around our units.



● Barriga Cheia Project

## Social Initiatives

A significant example of our initiatives is the **Barriga Cheia Project**, which has been running for 23 years in partnership with the Teotônio Vilela (AL) City Hall. Initially, we have made 250 hectares of land available so that families in the city can plant beans. However, with the onset of the COVID-19 pandemic, the project has undergone a significant expansion to meet the increasingly demand and need of communities. In response to the emergency, a further 13 hectares were added to grow the grain, expanding distribution to nursing homes, families with children, churches and other institutions in Maceió and the municipalities around Coruripe.

**In addition, the project has expanded to the Alagoas municipalities of Coruripe and Feliz Deserto.** In Coruripe, the project is known as Maná Project, and in Feliz Deserto, it

is still called Barriga Cheia. In these two locations, we have made 175 hectares of land available, benefiting 350 socially vulnerable families.

**Every year, we benefit around 600 families** by offering food both for their own consumption and to generate income. **The Barriga Cheia Project not only promotes food security, but also contributes to agricultural sustainability.** Crop rotation with sugarcane improves soil health, controls pests and optimizes nutrients, acting as a natural fertilizer for our raw material. The planting areas are alternated every year, according to the useful life of the cane field, reinforcing our commitment to sustainable agricultural practices.





Other initiatives include:



**CITIZEN BASKETBALL**

It serves around 300 children and teenagers in Maceió (AL), offering basketball lessons, educational talks on sports, health and discipline, as well as psychological support from specialized professionals.



**BEEKEEPING PROJECT**

In the village of Pontes, in the municipality of Feliz Deserto (AL), the Apicultura (Beekeeping) Project counts on the Casa de Mel (Honey House), which can produce 5 thousand sachets of honey a day. This honey is used as an energy replenisher for our rural workers, promoting health and well-being in the workplace.



**VITOR WANDERLEY SCHOOL/ DAYCARE CENTER**

Cares for 110 children in Pontes village (Feliz Deserto, AL).



**HANDMADE PAPER WORKSHOP**

It promotes female entrepreneurship by teaching around 20 artisans how to make bags, boxes, folders, and other objects from a mixture of sugarcane bagasse and paper from cement bags. The initiative takes place in Feliz Deserto (AL) and Campo Florido (MG), encouraging creativity and income generation.



**CATTAIL HANDICRAFT**

In Feliz Deserto (AL), the initiative brings together 26 artisans who transform cattail straw into beautiful and unique handicraft products.



**SUPPLEMENTARY FEEDING**

In Feliz Deserto (AL), it offers balanced, nutrient-rich meals in the school environment, promoting health and well-being for students, as well as supporting academic performance and healthy growth.



● PROJETO APICULTURA



● OFICINA DE PAPEL ARTESANAL



**Maceió (AL)**

- Citizen Basketball
- Super Ação Project

**Coruripe (AL)**

- Ouricuri Handicraft
- Child Labor Eradication Program (Programa de Erradicação do Trabalho Infantil, PETI)
- Maná Project

**Feliz Deserto (AL)**

- Beekeeping Project
- Paper Craft Office
- Vitor Wanderley School / Daycare Center
- Cattail Handicraft
- Supplementary Feeding
- Culture and Leisure Space
- Maná Project
- Community garden

**Teotônio Vilela (AL)**

- Barriga Cheia Project

**Campo Florido (MG)**

- Paper Craft Office
- Florecer Project





CULTURE AND LEISURE SPACE

In Povoado Pontes, in Feliz Deserto (AL), a culture and leisure complex was built consisting of a children's playground, sand court, exercise square, leisure and walking area, as well as the refurbishment of the sports court. The space also includes a forest with species native to the Atlantic Forest, created through the "Adopt a Tree" program, in which each child at the Vitor Wanderley School / Daycare Center "adopted" a tree seedling, taking care of it until it became resistant, promoting environmental education and community interaction.



OURICURI HANDICRAFT

It supports Alagoas craftswomen in Coruripe (AL), who preserve and revitalize the tradition of handicrafts using ouricuri leaves.



CHILD LABOR ERADICATION PROGRAM (PETI)

The Child Labor Eradication Program (Programa de Erradicação do Trabalho Infantil, PETI) in Coruripe (AL) serves 200 children, offering educational, cultural and recreational activities aimed at keeping them away from child labor.



FLORESCER PROJECT

In Campo Florido (MG), it offers complementary education to more than 170 children. After school, these children get tutoring, take part in sports and educational activities, and have access to computer classes, promoting their academic and personal development.



SUPER AÇÃO PROJECT

The initiative benefits 50 children in Maceió (AL) through the sport of Judo. With our support, the project offers these children the opportunity to develop physical and social skills, promoting discipline and teamwork.

With these actions, we continue to strengthen our connection with communities, promoting sustainable development and improving the quality of life of the people involved.



● "ADOPT A TREE" PROGRAM AT VITOR WANDERLEY SCHOOL/DAYCARE CENTER



● ARTISAN OF THE OURICURI HANDICRAFT PROJECT

# Volunteering

In addition to the social projects we support, we encourage the active engagement of our employees in social actions. We provide them the opportunity to participate both in our regular initiatives and in projects developed by themselves, by organizing themselves into volunteer groups.

In 2023/2024, our employees dedicated themselves to various solidarity actions, such as Solidarity Easter, Solidarity Workers' Day, the Donate Imaginations campaign for Children's Day, and Solidarity Christmas. These activities reflect the spirit of commitment and solidarity that we seek to promote, strengthening the positive impact of our community actions and contributing to an engaged work environment committed to social well-being.







## CHAPTER 8

# ENVIRONMENTAL PILLAR

- 8.1. Land use and biodiversity protection
- 8.2. Energy consumption
- 8.3. Controlling emissions and combating climate changes
- 8.4. Water and effluents
- 8.5. Waste





# LAND USE AND BIODIVERSITY PROTECTION

3-3 Theme: Biodiversity and Land Use, 304-1, 304-2, 304-3



● POSTO AVANÇADO DA RBMA - SÍTIO DO PAU-BRASIL CORURUPE/AL



● TIÊ-SANGUE

We believe that responsible land use and the protection of biodiversity are essential for the sustainability of our business, which is based on the virtuous cycle of sugarcane circularity. Our management processes aim to optimize the use of natural resources and improve our production processes, always seeking to maintain a harmonious balance with the environment.

To promote sustainability and efficiency in the use of resources, we are committed to adopting more efficient agricultural strategies and practices. Between 2022 and 2023, these practices have already led to a significant reduction in fertilizer consumption, helping to reduce environmental impact and optimize operating costs. We continue to implement advanced soil management and monitoring techniques, minimizing the risks of environmental contamination and promoting soil health and sustainable crop productivity. Chemical fertilization will be reduced by 2% annually, replaced by organic fertilization, and the concentration of nitrogen in fertilizers will be reduced over the next few years. With the implementation of these measures, we project a 39% reduction in chemical fertilizer consumption by 2030.

We continually invest in restorative and regenerative agricultural technologies to enhance all stages of the sugarcane cycle. Our programs for preserving green areas and

protecting native species of fauna and flora aim to generate long-term value for both society and the environment. These initiatives are crucial for maintaining water quality and springs, sequestering carbon, regulating the climate and protecting against erosion.

Our production units are not located in or near conservation areas. However, we maintain more than 23,000 hectares of preservation areas and part of these have been transformed into seven Private Natural Heritage Reserves (RRPNs) and an outpost of the Atlantic Forest Biosphere Reserve, covering the Atlantic Forest and Cerrado biomes, between the states of Alagoas and Minas Gerais. To preserve these areas, we have established partnerships with Non-Governmental Organizations (NGOs), environmental agencies, and research institutions.

We adopt a rigorous methodology for assessing environmental impacts and their respective controls. All activities that could have a potential environmental impact are studied beforehand and the results of these studies are filed with the competent environmental agencies. Many of these studies are a condition of our environmental operating licenses. In 2023/2024, we do not expect any significant impacts from our activities, products and services on biodiversity.





# Protection of endangered species

The protection of endangered species is a key priority for us and we dedicate significant efforts to ensuring the preservation of biodiversity in our areas of operation. We carry out studies in partnership with various environmental agencies to identify which native species should be reintroduced into the environment. This work is based on the observation of species that were once abundant and are now absent, as well as the perception of our employees and the surrounding communities.

In the northeast, we collaborate with the Chico Mendes Institute for Biodiversity Conservation (ICMBio) to scientifically map mammals. This work assesses the systemic needs of animals, which may be related to their extinction. Recently, we identified the howler monkey (or guariba), an arboreal and herbivorous monkey of the genus *Alouatta*, as a species for the reintroduction process. Studies are being carried out to ensure that the environment has native food, water, conditions for reproduction and to assess the impacts of infrastructure in preserved areas, such as electrical wiring networks, which affect these animals.

In October 2023, we recorded a significant discovery at the Porto Cajueiro Private Natural Heritage Reserve (Reserva Particular do Patrimônio Natural, RPPN), located in Januária, in the north of Minas Gerais. The photograph of a melanistic jaguar, known as a black jaguar, is an important step forward in the preservation of this rare species, which represents around 10% of the jaguar population. This record is the result of the Mammals Project, carried out in partnership with the Biotrópicos Institute, and suggests a possible connection with the jaguar population in the Grande Sertão Veredas National Park, located around 30 kilometers from the reserve. The presence of the melanistic jaguar in the RPPN Porto Cajueiro does not represent a risk to the local population and indicates the reserve can act as a strategic point of connection between areas of natural habitat.

Throughout the 2023/2024 harvest, monitoring cameras identified several other important cerrado species, such as maned wolf, tapir, ocelot, and paca. In partnership with the Biotrópicos Institute, we also collected data to inventory amphibian species in the Carinhanha River region, with a view to effective conservation measures.



● HOWLER MONKEY (GUARIBA)



● BLACK JAGUAR



● RECORD OF A BLACK JAGUAR IN THE PORTO CAJUEIRO RESERVE

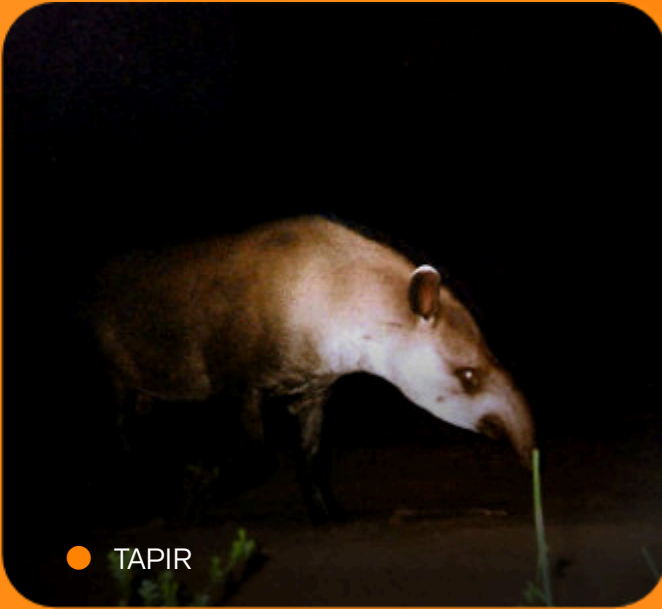




● MANED-WOLF



● OCELOT



● TAPIR

Also in the heart of the Porto Cajueiro RPPN, another initiative, the Bicudo Project, celebrated a significant milestone with the birth of six specimens of the great-billed seed finch (*Sporophila Maximiliani*), an endangered species. After decades without sightings in Brazil, these birds were born in captivity and will be reintroduced into the wild in the next breeding season. The initiative includes actions to raise awareness among the local community about the importance of preserving biodiversity and has the support of various institutions such as the Instituto Ariramba de Conservação da Natureza (Ariramba Institute for Nature Conservation) and the Fundação Grupo Boticário de Proteção à Natureza (Boticário Group Foundation for Nature Protection).



● BICUDO

We also restock with local fish in partnership with the Companhia de Desenvolvimento dos Vales do São Francisco e do Parnaíba (CODEVASF), communities, Non-Governmental Organizations (NGOs) and local fishermen's associations. These efforts aim to guarantee the health of aquatic ecosystems and promote the conservation of fish species in the region.

Our integrative and collaborative approach to the protection of endangered species demonstrates our continuous commitment to biodiversity conservation and environmental sustainability.

## Firefighting

Although the practice of burning on sugarcane plantations is gradually being phased out due to its negative impacts on the environment, human health and air quality, we still face the challenge of accidental fires on land under our responsibility and that of neighboring mills. We recognize that firefighting is a sectoral challenge and we are committed to supporting the prevention and response to these occurrences.

To meet this challenge, we have developed a robust program to prevent and combat forest fires, in partnership with the state of Minas Gerais. This program includes several initiatives aimed at mitigating risks and increasing efficiency in firefighting. In the 2023/2024 harvest, we

invested R\$ 4,300,000.00 in paving and building an airstrip in the Porto Cajueiro reserve, in the municipality of Januária (MG). This investment has benefited the entire region of northern Minas Gerais, offering support to firefighters and facilitating the supply of water to aircraft, thus increasing efficiency in fighting fires. [GRI 203-1](#)

In addition to our direct actions, we promote educational and environmental preservation projects to raise the awareness about the risks of fires and support local bodies in tackling fires and their causes. Our ongoing commitment to fire prevention and firefighting reflects our environmental responsibility and desire to make a positive contribution to protecting the environment.



● AIRSTRIP IN THE PORTO CAJUEIRO RESERVE, IN THE MUNICIPALITY OF JANUÁRIA (MG)



● AIRSTRIP IN THE PORTO CAJUEIRO RESERVE, IN THE MUNICIPALITY OF JANUÁRIA (MG)





# ENERGY CONSUMPTION

3-3 Theme: Climate Change Management and Eco-efficiency

We use sugarcane bagasse, a by-product of sugar and ethanol extraction, as biomass for energy generation. The bagasse, which is rich in cellulose, is burned in boilers to produce steam, which is then converted into thermal energy and later into renewable electricity through a cogeneration process.

Our energy production capacity reaches 750,000 Mwh (megawatt hours). The power generated not only supplies our industrial units and administrative offices, but also, when it is not fully consumed, is made available on the electricity grid. This surplus is sold to utilities and on the free energy market, generating revenue and helping to ease the demand on national energy production. In this way, we maximize the use of our resources and contribute to a more sustainable energy system.

ENERGY PRODUCTION CAPACITY

750  
thousand  
MWh

## ENERGY CONSUMPTION WITHIN THE ORGANIZATION (IN GJ)

GRI 302-1

	2021/2022 Harvest	2022/2023 Harvest	2023/2024 Harvest
Total consumption of non-renewable fuels	1.198.961,30	1.366.311,34	1.692.175,27
Diesel	711.568,78	727.373,39	823.757,30
Petrol	2.252,47	1.596,90	1.419,68
LPG	485.140,05	637.341,05	866.998,29
Total consumption of renewable fuels	31.543.044,72	34.979.989,02	39.218.351,74
Wood (firewood)	10.247,71	9.137,92	12.528,95
Sugarcane bagasse	31.490.234,30	34.931.549,60	39.171.490,80
Ethanol	42.562,71	39.301,50	34.331,99
Total electricity consumption	882.548,65	995.336,07	1.141.982,77
Electricity sold	(1.185.008,03)	(1.437.538,66)	(1.995.527,22)
Total energy consumption within the organization	32.439.546,64	35.904.097,77	40.056.982,56

## ENERGY INTENSITY

GRI 302-3

	2021/2022 Harvest	2022/2023 Harvest	2023/2024 Harvest
Energy consumption within the organization	32.439.546,64	35.904.097,77	40.056.982,56
Tons of cane crushed	11.933.099	13.709.710	16.064.194
Energy intensity	2,72	2,65	2,49



# CONTROLLING EMISSIONS AND FIGHTING CLIMATE CHANGE

3-3 Theme: Climate Change Management and Eco-efficiency

Managing emissions and fighting climate change are strategic priorities for us, in line with our commitment to sustainability and the environment. Sugarcane cultivation plays a significant role in fighting climate change, especially because of its role in sequestering carbon and reducing emissions through the sustainable use of biomass and biofuels.

We are certified by the RenovaBio and Bonsucro programs, which recognize our decarbonization standards and sustainable production practices. RenovaBio, a national program, encourages the production and consumption of biofuels in Brazil, contributing to the decarbonization of the transport sector. Bonsucro is an international certification that ensures sustainable practices in the production of sugar, ethanol and energy, valuing the best environmental and social practices.

Over the past few years, we have developed a robust strategy to manage our greenhouse gas (GHG) emissions and reduce our dependence on fossil fuels. Our annual monitoring of scope 1 and 2 emissions inventories allows us to validate our reduction efforts. **In 2023, we expanded our analysis to include scope 3, reinforcing our commitment to comprehensive emissions management.**

GHG EMISSIONS IN TONS OF CO2 EQUIVALENT (TCO<sub>2</sub>E) IN 2023<sup>1</sup>

GRI 305-1, 305-2, 305-3			
GEE	Scope 1 <sup>2</sup>	Scope 2 <sup>3</sup> (Approach based on location)	Scope 3 <sup>4</sup>
CO <sub>2</sub>	103.157,941	880,505	82.338,360
CH <sub>4</sub>	1.458,721	-	763,277
N <sub>2</sub> O	358,899	-	24,551
HFCs	2,567	-	-
Total	242.675,114	880,505	110.216,661
Biogenic CO <sub>2</sub>	8.221.935,108	-	1.785.437,759

<sup>1</sup> Due to the change in the boundaries of our inventory, which now includes scope 3, we will not present the historical basis. GRI 2-4

<sup>2</sup> Emissions from fixed and mobile sources, industrial processes, fugitives, agricultural activities, changes in land use, solid waste and effluents.

<sup>3</sup> Indirect emissions from energy consumption.

<sup>4</sup> Indirect emissions from categories: 3 - Activities related to fuel and energy not included in scopes 1 and 2; 4 - Transportation and distribution (upstream); 5 - Waste generated in operations; 6 - Business travel; 7 - Employee commute (home-work); 9 - Transportation and distribution (downstream ); and 11 - Use of goods and services sold.





Intensity of greenhouse gas (GHG) emissions in 2023<sup>1</sup>

GRI 305-4

GHG emissions in tons of CO <sup>2</sup> equivalent (tCO <sub>2</sub> e) <sup>2</sup>	353.772,28
Tons of cane crushed	16.064.194
Intensity rate	0,022

<sup>1</sup> Due to the change in the boundaries of our inventory, which now includes scope 3, we will not present the historical basis. [GRI 2-4]

<sup>2</sup> Considers scopes 1, 2 and 3, disregarding biogenic CO<sub>2</sub> emissions.

Below is a comparison of emissions between 2022 and 2023. For the base year of 2023, the comparison only includes Scopes 1 and 2, as 2023 was the first year we started monitoring Scope 3 emissions.

Comparison of Total Emissions by Emission Category (tCO<sub>2</sub>e)

GRI 305-4

	2022	2023	Absolute difference	Percentage difference (%)
Scope 1	234.440,424	242.675,114	8.234,690	3,512
Scope 2	1.261,284	880,505	-380,779	-30,190
Total	235.701,708	243.555,619	7.853,911	3,332

Other atmospheric emissions (in tons)<sup>1</sup>

GRI 305-7

	2021/2022 Harvest	2022/2023 Harvest	2023/2024 Harvest
NOx	1.491,49	1.052,30	1.133,11
Particulate matter	2.014,17	751,22	930,02

<sup>1</sup> Data from technical reports monitoring atmospheric emissions from boiler chimneys. Normas e Standards and calculation methodologies adopted: ABNT NBR 12019:1990 - Determination of Particulate Matter by gravimetry; US EPA Method (CTM-030):1997 - Determination of Nitrogen Oxides, Carbon Monoxide and Oxygen in emissions from gas engines, boilers and process heaters, using portable analyzers; COPAM Normative Deliberation No. 187 of September 19, 2013 and CONAMA Resolution No. 382 of December 26, 2006 - Annex III.

# Decarbonization Plan

We recognize the impacts of our operations and, in order to mitigate them, in 2024 we launched the Decarbonization Plan for scopes 1 and 2, with a base year of 2022. This plan is based on two potential scenarios: gradual transition to biodiesel and reduction in diesel consumption. In the first scenario, we are exploring the transition to the use of biodiesel, taking into account the technical limitations and efficiency of vehicles and equipment. We have set an ambitious voluntary target of reducing our total GHG emissions by 40.4% by 2030, based on 2022. In the second scenario, we are focused on reducing diesel consumption in our operations. We have implemented an incentive program that rewards employees who, through best practices, contribute to this reduction. Our goal for this scenario is to reduce emissions by 27.5% by 2030, also based on 2022.

The development of the Decarbonization Plan reflects our ongoing commitment to innovation and sustainability, guiding our path towards a low-carbon economy and increasingly efficient agriculture.de baixo carbono e uma agricultura cada vez mais eficiente.





# WATER AND EFFLUENTS

GRI 303-1, 303-2

Water consumption in our operations is a very important issue, discussed at all levels of our team. We constantly monitor consumption through measurements and carry out awareness campaigns to promote the rational use of water. We also actively participate in all the river basin committees that interface with our areas and those of our sugarcane suppliers.

The water used in our industrial operations is taken from rivers near the plants, and water for human consumption is taken from tube wells located at the industrial units. We do not collect water in water-stressed areas. The water abstracted is rigorously monitored by flow meters for surface abstraction, hydrometers for underground abstraction and hour meters for both abstractions, as required by IGAM Ordinance No. 48 of 2019. This control is essential for recording and managing the volume of water collected and consumed. The wastewater is also re-used to irrigate the sugarcane plantations, ensuring that no effluent is discharged into water bodies. In the harvest 2023/2024, the volume of wastewater reused was 17,340.78 megaliters (ML). [GRI 303-3, 303-4, 303-5](#)

We are committed to reducing water consumption per ton of cane crushed, a target that is monitored annually by an external company to ensure compliance and continued progress. These and other goals are established on the basis of water use licenses and consumption recorded by the flow meters installed in all our industries, and are defined annually in conjunction with operations and based on the previous year's results.

In addition to our internal efforts, we carry out awareness campaigns in the communities and schools in the regions where we operate, as part of our environmental education program. During the rainy season, we implement water storage programs, used to irrigate crops and in fish farming projects, helping to generate income and provide food for

riverside communities. We are also committed to the careful management of springs and bodies of water, including preservation, conservation and recovery activities, reaffirming our commitment to sustainability and environmental responsibility.

## WATER COLLECTION AND CONSUMPTION (IN ML)

GRI 303-3, 303-4, 303-5

	Harvest 2021/2022	Harvest 2022/2023	Harvest 2023/2024
Total water abstracted	50.857,25	40.051,81	42.917,30
Surface water	50.553,53	38.541,82	42.353,28
Fresh water (total dissolved solids ≤1,000 mg/L)	50.553,53	38.541,82	42.353,28
Groundwater	293,72	1.509,99	564,02
Fresh water (total dissolved solids ≤1,000 mg/L)	293,72	1.509,99	564,02
Total water disposal	0	0	0
Total water consumption	50.857,25	40.051,81	42.917,30



● ENVIRONMENTAL EDUCATION PROGRAM





# RESIDUES

GRI 306-1, 306-2

Waste management is an essential part of our operations in the manufacture of sugar, ethanol, and dry yeast. We generate different types of waste, including recyclable, hazardous, organic, and non-recyclable. Our commitment is to manage and dispose of 100% of this waste in a responsible and sustainable manner.

The impacts of the waste generated in our activities can be related to the generation and storage of hazardous and non-hazardous waste, as well as the waste management throughout our value chain, such as the transportation and disposal of hazardous and non-hazardous waste, the transportation of ethanol and the disposal of pesticide packaging. All the waste generated by our operations is managed internally, without the need for third parties.

We continuously monitor and analyze the waste indicators at each unit to ensure effective practices. Among our main initiatives, we highlight the use of vinasse, a by-product of production, for soil fertigation, and the reuse of filter cake and boiler ash as fertilizer for sugarcane plantations. These practices not only minimize environmental impact, and also promote the sustainability of our operations, increasing efficiency in the use of resources and closing the production cycle.

We also carry out awareness campaigns, replace manual processes with technological ones and reuse industrial waste for organic fertilizer in the sugarcane fields. These actions reflect our ongoing commitment to responsible waste management.



● USE OF VINASSE, A BY-PRODUCT OF PRODUCTION, FOR SOIL FERTIGATION





WASTE GENERATED BY COMPOSITION (IN TONS)

GRI 306-3

	2021/2022 Harvest	2022/2023 Harvest	2023/2024 Harvest
Hazardous waste	1059,37	1145,32	1.266,30
Contaminated solid waste	765,37	836,32	881,26
Contaminated liquid waste	95,92	75,77	155,03
Used lubricant oil	122,51	149,32	145,77
Fluorescent lamps	0,18	0,49	0,10
Automotive batteries	18,41	16,14	20,90
Health service waste	0,2096	0,15	0,12
Electronic waste	0	0,05	0,41
Pesticide packaging	56,76	61,71	62,21
Chemical products	0,0	0,96	0,50
Batteries	0,014	4,42	0,00
Non-hazardous waste	3.362.469,48	729.052,60	821.683,64
Uncontaminated solid waste	3.362.469,48	729.052,60	3,76
Wood	0,0	0,0	37,50
Scrap metal	3.228,70	2.460,65	2.865,17
Copper, bronze and brass scrap	31,19	87,16	2,62
Plastic and rubber	135,05	106,51	152,02
Paper/cardboard	44,87	54,25	55,09
Used tires	91,28	158,43	131,79
Septic tank sludge	0,0	35,55	30,40
Sewage, culverts, and manholes waste	0,0	18,20	6,62
Household waste	130,253	166,10	161,43
Filter cake	340.881,09	389.196,26	443.243,89
Boiler ashes	179.306,22	219.511,37	270.802,61
Sediment	2.838.620,82	117.254,19	104.190,74
Total waste generated	3.363.358,85	730.197,93	822.949,94

WASTE NOT DESTINED FOR FINAL DISPOSAL

GRI 306-4

Total waste not destined for final disposal, by composition (in tons)

	2021/2022 Harvest	2022/2023 Harvest	2023/2024 Harvest
Hazardous waste	1.059,37	1.145,32	1.266,30
Non-hazardous waste	3.362.469,48	729.052,60	821.683,64
Total	3.363.528,85	730.197,92	822.949,94

Total hazardous waste not destined for final disposal, by recovery operation (in tons)

	2021/2022 Harvest	2022/2023 Harvest	2023/2024 Harvest
Recycling (automotive batteries, consumer electronics, batteries)	18,42	20,61	21,31
Decontamination (light bulbs)	0,18	0,49	0,10
Autoclave (ambulatory waste)	0,21	0,108	0,12
Incineration (ambulatory waste)	0,00	0,042	0,00
Reverse logistics (pesticide packaging)	56,76	61,71	62,21
Sorting and transshipment (chemical product)	0,00	0,96	0,50
Effluents treatment (liquid waste for co-processing)	95,92	75,77	155,03

Total non-hazardous waste not destined for final disposal, by recovery operation (in tons)

	2021/2022 Harvest	2022/2023 Harvest	2023/2024 Harvest
Recycling (paper, plastic, metal, tires)	3.531,09	2.867,00	3.206,69
Effluent treatment (organic waste)	0,00	57,68	37,02

WASTE DESTINED FOR FINAL DISPOSAL

GRI 306-5

Total waste destined for final disposal, by composition (in tons)

	2021/2022 Harvest	2022/2023 Harvest	2023/2024 Harvest
Hazardous waste	ND	ND	1.027,03
Non-hazardous waste (household and organic waste)	3.358.938,38	726.127,92	818.439,97
Total	3.358.938,38	726.127,92	819.467,00

Total hazardous waste destined for final disposal, by recovery operation (in tons)

	2021/2022 Harvest	2022/2023 Harvest	Harvest 2023/2024
Co-processing (solids only)	765,37	836,32	881,26
Re-refining (lubricating oil)	122,51	149,32	145,77

Total non-hazardous waste destined for final disposal, by recovery operation (in tons)

	2021/2022 Harvest	2022/2023 Harvest	2023/2024 Harvest
Co-processing (heat-resistant plastic and wood)	0,00	0,00	41,26
Landfill (household waste)	130,25	166,10	161,43
Organic fertilization of sugarcane fields	3.358.808.13	725.961,82	818.237,24





## CHAPTER 9

# SUMMARY OF GRI CONTENT





# SUMMARY OF GRI CONTENT

Declaration of use	Usina Coruripe reported based on the GRI Standards for the period from April 1, 2023 to March 31, 2024.
GRI 1 used	GRI 1: Fundamentals 2021.
Applicable GRI Sector Standard(s)	None.

GRI standard	Contents	Answer/ Page	Omission			Sustainable Development Goals (SDGs)	Principles of the Global Compact
			Requirement(s) omitted	Reason	Explanation		
GRI 2: Content General 2021	2-1 Organization details	Pages 16 and 21.					
	2-2 Entities included in the organization's sustainability Report da organização	Page 4.					
	2-3 Reporting period, frequency and point of contact	Page 4.					
	2-4 Reformulating information	Pages 30, 34, 35, 50 and 51.					
	2-5 External verification	Page 4.					
	2-6 Activities, value chain and other business relationships negócios	Pages 16, 18, and 39.					
	2-7 Employees	Page 32.				8.5, 10.3	
	2-8 Workers who are not employees	Page 32.				8.5, 10.3	



GRI standard	Contents	Answer/ Page	Omission			Sustainable Development Goals (SDGs)	Principles of the Global Compact
			Requirement(s) omitted	Reason	Explanation		
GRI 2: Content General 2021	2-9 Governance structure and its composition	Pages 21 and 22.				5.5, 16.7	
	2-10 Appointment and selection to the highest governance body governança	Page 21.				5.5, 16.7	
	2-11 Chairman of the highest governance body	Page 22.				16.6	
	2-12 Role of the highest governance body in the supervision of impact management	Pages 21 and 23.				16.7	
	2-13 Delegation of responsibility for impact Management impactos	Page 21.					
	2-14 Role of the highest governance body in sustainability reporting	Page 4.					
	2-15 Conflict of interests	Page 21.				16.6	
	2-16 Communicating crucial concerns	Page 21.					
	2-17 Collective knowledge of the highest governance body governança	Page 21.					
	2-18 Evaluation of the performance of the highest governance body de governança		All.	Not applicable.	We currently do not evaluate the performance of the Board of Directors.		
	2-19 Remuneration policies	Page 36.					



GRI standard	Contents	Answer/ Page	Omission			Sustainable Development Goals (SDGs)	Principles of the Global Compact
			Requirement(s) omitted	Reason	Explanation		
GRI 2: Content General 2021	2-20 Process for determining remuneration	Page 36.				16.7	
	2-21 Proportion of total annual remuneration	The total annual remuneration of the highest paid individual in our team is 60.3 times higher than the average total annual remuneration of all employees, excluding the highest paid. In addition, the ratio between the percentage increase in the annual total remuneration of the highest paid individual in the organization and the average percentage increase in the annual total remuneration of all employees, excluding the highest paid, is 107%. This data was collected from our head count report at the end of the period covered by this report.					
	2-22 Declaration on sustainable development strategy	Pages 13 and 14.					
	2-23 Policy commitments	Pages 19, 23, 25, 26.				16.3	
	2-24 Incorporating policy commitments	Pages 19, 23, 25 e 26.				16.3	
	2-25 Processes to repair negative impacts	Pages 21, 23 and 24.					
	2-26 Mechanisms for advice and raising concerns	Pages 23 and 24.				16.3	
	2-27 Compliance with laws and regulations	There were no significant cases of legal and regulatory non-compliance or fines for legal and regulatory non-compliance that were paid during the reporting period.				16.3	
	2-28 Participação em associações	Page 24.					
	2-28 Participation in associations	Pages 24, 32, 39, 41 and 42.				8.8	
	2-30 Collective bargaining agreements	Page 32.					





GRI standard	Contents	Answer/ Page	Omission			Sustainable Development Goals (SDGs)	Principles of the Global Compact
			Requirement(s) omitted	Reason	Explanation		
MATERIAL THEMES							
GRI 3: Material Issues 2021	3-1 Process for defining material issues	Pages 5 and 9.					
	3-2 List of material issues	Page 6.					
THEME: BIODIVERSITY AND LAND USE							
GRI 3: Material Issues 2021	3-3 Management of material issues	Pages 6, 25 and 46.					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 52.				6.3, 6.4, 12.4	8, 9
	303-2 Management of impacts related to water disposal	Page 52.				6.3	8, 9
	303-3 Water collection	Page 52.				6.4	8, 9
	303-4 Water disposal	Page 52.				6.3	8, 9
	303-5 Water consumption	Page 52.				6.4	8, 9
GRI 304: Biodiversity 2016	304-1 Operational units owned, leased or managed within or adjacent to environmental protection areas and areas of high biodiversity value located outside environmental protection areas	Page 46.				6.6, 14.2, 15.1, 15.5	8, 9
	304- 2 Significant impacts from our activities, products and services on biodiversity	Page 46.				6.6, 14.2, 15.1, 15.5	8, 9
	304-3 Protected or restored habitats	Page 46.				6.6, 14.2, 15.1, 15.5	8, 9
	304-4 Species included in the IUCN Red List and in national conservation lists with habitats in areas affected by the organization's operations	Não há.				6.6, 14.2, 15.1, 15.5	8, 9



GRI standard	Contents	Answer/ Page	Omission			Sustainable Development Goals (SDGs)	Principles of the Global Compact
			Requirement(s) omitted	Reason	Explanation		
GRI 306: Waste 2020	306-1 Geração de resíduos e impactos significativos relacionados a resíduos	Page 53.				3.9, 6.3, 6.6, 11.6, 12.4, 12.5	
	306-2 Gestão de impactos significativos relacionados a resíduos	Page 53.					
	306-3 Resíduos gerados	Page 54.				3.9, 6.6, 11.6, 12.4, 12.5, 15.1	7, 8, 9
	306-4 Resíduos não destinados para disposição final	Page 54.				3.9, 11.6, 12.4, 12.5	7, 8, 9
	306-5 Resíduos destinados para disposição final	Page 54.				3.9, 6.6, 11.6, 12.4, 12.5, 15.1	7, 8, 9
THEME: CLIMATE CHANGE MANAGEMENT AND ECO-EFFICIENCY							
GRI 3: Themes Materials 2021	3-3 Management of material issues	Pages 6, 49 and 50.					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 49.				7.2, 7.3, 8.4, 12.2, 13.1	
	302-2 Energy consumption outside the organization		All.	Information not available.	We haven't yet measured energy consumption outside the organization.	7.2, 7.3, 8.4, 12.2, 13.1	
	302-3 Energy intensity	Page 49.				7.3, 8.4, 12.2, 13.1	
	302-4 Reducing energy consumption	There was no reduction in energy consumption compared to previous harvests. anteriores.				7.3, 8.4, 12.2, 13.1	
GRI 305: Emissions 2016	305-1 Direct emissions (Scope 1) of greenhouse gases (GHG)	Page 50.				3.9, 12.4, 13.1, 14.3, 15.2	7, 8, 9
	305-2 Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy purchases	Page 50.				3.9, 12.4, 13.1, 14.3, 15.2	7, 8, 9
	305-3 Other indirect emissions (Scope 3) of greenhouse gases (GHG)	Page 50.				3.9, 12.4, 13.1, 14.3, 15.2	7, 8, 9



GRI standard	Contents	Answer/ Page	Omission			Sustainable Development Goals (SDGs)	Principles of the Global Compact
			Requirement(s) omitted	Reason	Explanation		
GRI 305: Emissions 2016	305-4 Intensity of greenhouse gas (GHG) emissions	Page 51.				13.1, 14.3, 15.2	7, 8, 9
	305-5 Reducing greenhouse gas (GHG) emissions estufa (GEE)	None.				13.1, 14.3, 15.2	7, 8, 9
	305-6 Emissions of ozone layer-depleting substances (SDO) camada de ozônio (SDO)	None.				3.9, 12.4, 14.3, 15.2	7, 8, 9
	305-7 Emissions of NOX, SOX, and other significant atmospheric emissions	Page 51.				3.9, 12.4, 14.3, 15.2	7, 8, 9
THEME: DIVERSITY, EQUAL OPPORTUNITIES AND NON-DISCRIMINATION							
GRI 3: Material Issues 2021	3-3 Management of material issues	Pages 6 and 35.					
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity in governance bodies and employees empregados	Pages 22 and 35.				5.1, 5.5, 8.5	
	405-2 Ratio between basic salary and Remuneration received by women and those received by men	Page 35.				5.1, 8.5, 10.3	
GRI 406: Non-discrimination 2016	406-1 Cases of discrimination and corrective measures taken tomadas	There were no cases of discrimination during the reporting period.				5.1, 8.8	1, 2, 3, 4, 5, 6
THEME: HEALTH, SAFETY, AND HUMAN CAPITAL DEVELOPMENT							
GRI 3: Material Issues 2021	3-3 Management of material issues	Pages 6, 32, 33, 36 and 38.					
GRI 402: Labor Relations 2016	402-1 Minimum notice period for operational changes operacionais	The minimum notice period generally given to employees and their representatives prior to the implementation of significant operational changes varies according to the complexity of the change. This deadline, however, is not specified in the collective bargaining agreement.					
GRI 403: Health and Safety at Work 2018	403-1 Occupational health and work safety management system trabalho	Page 36.				8.8	
	403-2 Hazard identification, risk evaluation and incident investigation riscos e investigação de incidentes	Page 36.				8.8	
	403-3 Occupational health services	Page 38.				3.8, 8.8	



GRI standard	Contents	Answer/ Page	Omission			Sustainable Development Goals (SDGs)	Principles of the Global Compact
			Requirement(s) omitted	Reason	Explanation		
GRI 403: Health and Safety at Work 2018	403-4 Worker participation, consultation and communication with workers regarding health and safety at work	Page 36.				8.8	
	403-5 Training workers in occupational health and safety	Page 36.				8.8	
	403-6 Promoting workers health	Page 38.				3.8, 8.8	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Page 36.				8.8	
	403-8 Workers covered by an occupational health and safety management system	Page 36.				8.8	
	403-9 Accidents at work	Page 36.	Item B.	Information not available.	We do not monitor third-party data.	8.8	
	403-10 Occupational diseases	There have been no cases of occupational illness among our employees. These cases are mapped within the scope of our Occupational Health Medical Control Program (Programa de Controle Médico de Saúde Ocupacional, PCMSO).	Item B.	Information not available.	We do not monitor third-party data.	8.8	
GRI 404: Training and Education 2016	404-1 Average hours of training per year, per employee	Page 33.				4.3, 4.4, 4.5, 5.1, 8.2, 8.5, 10.3	
	404-2 Programs for improving employee skills and career transition assistance	Page 33.				8.2, 8.5	
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 33.				5.1, 8.5, 10.3	
GRI 408: Child Labor 2016	408-1 Operations and suppliers with significant risk of child labor cases	Page 39				5.2, 8.7, 16.2	1, 2
GRI 409: Forced or Slave-like Labor 2016	409-1 Operations and suppliers with significant risk of cases of forced or slavery-like labor	Page 39.				5.2, 8.7	1, 2
GRI 410: Safety Practices 2016	410-1 Security personnel trained in policies or human rights procedures	All employees and third parties are trained in human rights and safety issues during the onboarding process.				16.1	1, 2



GRI standard	Contents	Answer/ Page	Omission			Sustainable Development Goals (SDGs)	Principles of the Global Compact
			Requirement(s) omitted	Reason	Explanation		
THEME: COMMUNITY DEVELOPMENT							
GRI 3: Material Issues 2021	3-3 Management of material issues	Pages 6 and 42.					
	401-1 New hires and employee turnover	Pages 33 and 34.				5.1, 8.5, 8.6, 10.3	
GRI 401: Employment 2016	401-2 Benefits offered to full-time employees that are not offered to temporary or part-time employees	Page 33.					
	401-3 Parental leave	Page 34.				5.1, 5.4, 8.5	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Cases of violation of indigenous peoples' rights	There were no identified cases of violations of indigenous peoples' rights during the period covered by the report.				2.3	1, 2
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 42.					
GRI 304: Biodiversity 2016	413-2 Operations with significant actual or potential negative impacts on local communities	Page 42.				1.4, 2.3	
THEME: ETHICAL BUSINESS GROWTH							
GRI 3: Themes Materials 2021	3-3 Management of material issues	Pages 6, 21, 23, 24 and 30.					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 30.				8.1, 8.2, 9.1, 9.4, 9.5	
	201-3 Defined benefit plan obligations and other retirement plans	The value of the liabilities of the plan covered by us is estimated at R\$ 200,000.00 per month. There is no specific fund to pay the pension plan's liabilities.					
	201-4 Financial support received from the government	The total monetary value of the financial support received from the Brazilian government during the reporting period was R\$ 49.916 million. No government participates in our shareholder structure.					





GRI standard	Contents	Answer/ Page	Omission			Sustainable Development Goals (SDGs)	Principles of the Global Compact
			Requirement(s) omitted	Reason	Explanation		
GRI 203: Indirect Economic Impacts 2016	203-1 Investments in infrastructure and support services	Page 48.				5.4, 9.1, 9.4, 11.2	
GRI 204: Purchasing Practices 2016	204-1 Proportion of spending on local suppliers	Page 40.				8.3	
GRI 205: Fighting Corruption 2016	205-1 Operations assessed for risks related to corruption	All our units are assessed for risks related to corruption and no significant risks were identified.				16.5	10
	205-2 Communication and training on anti-corruption policies and procedures	Page 23.				16.5	10
	205-3 Confirmed cases of corruption and measures taken	There were no confirmed cases of corruption.				16.5	10
GRI 206: Unfair Competition 2016	206-1 Legal actions for unfair competition, trust and monopoly practices	During the reporting period, there were no legal actions pending or closed regarding unfair competition and violations of antitrust and antimonopoly laws, in which we were identified as participants.				16.3	
GRI 207: Taxes 2019	207-1 Tax approach	Page 24.					
	207-2 Governance, control and fiscal risk management	Page 24.					
	207-3 Engaging stakeholders and managing their concerns about taxes	Page 24.					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	There is no risk of violation.				8.8	1, 2, 3, 4, 5, 6
GRI 415: Public Policies 2016	415-1 Political contributions	None.					
GRI 416: Consumer Health and Safety 2016	416-1 Assessment of health and safety impacts caused by categories of products and services	Page 41.					
	416-2 Cases of non-compliance in relation to health and safety impacts caused by products and services	Page 41.					



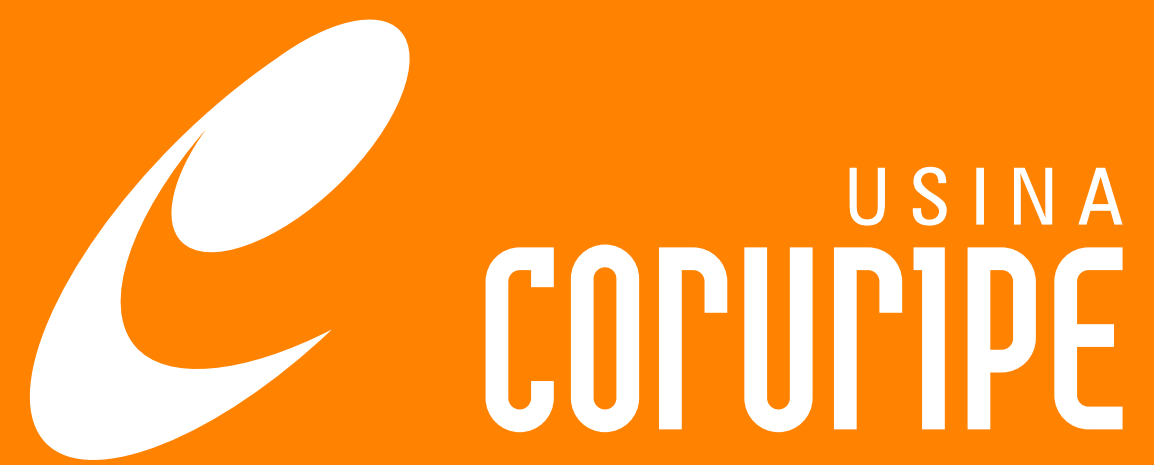
GRI standard	Contents	Answer/ Page	Omission			Sustainable Development Goals (SDGs)	Principles of the Global Compact
			Requirement(s) omitted	Reason	Explanation		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Page 41.					
	417-2 Cases of non-compliance regarding product and service information and labeling	Page 41.					
	417-3 Cases of non-compliance in relation to marketing communication	Page 41.					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints regarding breach of privacy and loss of customer data	Page 41.					
THEME: ESG STRATEGIC AGENDA							
GRI 3: Material Issues 2021	3-3 Management of material issues	Pages 6, 19 and 25.					
GRI 308: Environmental Supplier Assessment 2016	308-1 New suppliers selected on the basis of environmental criteria	Page 39.					7, 8, 9
	308-2 Negative environmental impacts of the supply chain and measures taken	Page 39.				5.2, 8.8, 16.1	7, 8, 9
GRI 414: Social Supplier Assessment 2016	414-1 New suppliers selected on the basis of social criteria	Page 39.					1, 2, 3, 4, 5
	414-2 Negative social impacts of the supply chain and measures taken	Page 39.				5.2, 8.8, 16.1	1, 2, 3, 4, 5
THEME: INNOVATION AND SUSTAINABILITY IN THE VALUE CHAIN							
GRI 3: Material Issues 2021	3-3 Management of material issues	Pages 6, 26, 27 and 39.					



# EXPEDIENT

USINA CORURIBE	<b>Mario Lorencatto</b> CEO
	<b>Mariluci Pinheiro</b> Administration and Human Resources Director
	<b>Bertholdino Teixeira</b> Sustainability Manager
	<b>Allan Pedrosa</b> Corporate Sustainability Coordinator
	<b>Deborah Costa</b> Integrated Management System Analyst
	<b>Ana Paula Fontana</b> Organizational Culture and Communication Coordinator
	<b>Aristoclides Cançado</b> Environmental Coordinator
CONSULTORIA	WayCarbon Soluções Ambientais e Projetos de Carbono S.A
PROJETO EDITORIAL	Ravi Comunicação para Sustentabilidade
PROJETO GRÁFICO	Studio Z





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