

Sustainability Report 2024

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In this 2024 Sustainability Report by Veracel Celulose S.A., we reaffirm our commitment to sustainable practices, aligned with sound management principles, environmental preservation, and the goal of fostering healthy, long-lasting relationships with the communities surrounding our operations.

In this document, we present our main achievements and challenges in the Environmental, Social, and Governance (ESG) agenda, as well as the results we achieved throughout the year, which have guided us in our goal of delivering high-quality pulp.

The editorial approach of this report aligns with Veracel's purpose and incorporates aspects considered priorities by the stakeholders consulted during its preparation—people, innovation, and sustainability. The content, grounded in material topics, presents relevant social and environmental data, including perspectives on the legacy our pulp company aims to leave behind.

The document was prepared in accordance with the Global Reporting Initiative (GRI) standards, which establish international guidelines for communicating aspects of corporate sustainability management and transparency. The information presented refers to the period from January 1 to December 31, 2024, and covers Veracel's operations.

Thank you for your interest in this publication!

Questions, comments, and suggestions regarding this report can be sent to: comunicacao@veracel.com.br or through the [Contact Us section on our website](#).



Letter from the CEO

[GRI 2-22]



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Rather than seeking radical changes in our business, we want to enhance what we already do best: **people, innovation, and sustainability.**



Being responsible and valuing life have always been non-negotiable commitments for Veracel. We believe that growth and sustainability go hand in hand, and that our role goes beyond producing pulp efficiently: we strive to generate a positive impact on communities, the environment, and people's lives.

The year 2024 was one of overcoming challenges and evolution. We reached the mark of 21 million tons of pulp produced, exceeding our nominal capacity by 5%. This reflects an unwavering effort towards efficiency, innovation, and responsible management of our resources. Two years ahead of schedule, we had already reached 20 million tons – and we continue to exceed expectations.

In our constant pursuit of innovation and sustainability, we inaugurated the new Research Nursery in Eunápolis, which will produce 500,000 seedlings per year. This progress strengthens our commitment to more resilient and productive forest management, ensuring a balance between high performance and respect for the environment.

Our environmental management continues to achieve concrete results. We have reduced water usage in pulp production by 20% over the past seven years, reaching 20.7 cubic meters per ton of pulp (m³/tsa). In addition, we have removed over 1.6 million tons of CO₂ from the atmosphere and restored 411 hectares of native forest through the Atlantic Forest Program. These achievements have secured the renewal of important environmental certifications, such as ISO 14001, as well as the continued maintenance of FSC® and PEFC seals.

Behind every achievement are the people who make Veracel happen. We invest in creating a safe, diverse, and inclusive environment. In 2024, we were once again recognized by Great Place to Work (GPTW) as one of the best companies to work for. A major highlight was the increase in female representation in leadership, which now stands at 34.2%, well above the industry average. We also made progress in inclusion, with 24.5% of women

in the total workforce – a significant growth in a traditionally male-dominated sector. Furthermore, we strengthened our commitment to suppliers and human rights, ensuring that our value chain is aligned with the principles of ethics and social responsibility.

Our commitment to local development is directly reflected in social investments and the appreciation of surrounding communities. We continue to strengthen the dialogue with the 34 Pataxó and Tupinambá villages in our area of influence, promoting respect, transparency, and cultural appreciation. I cannot fail to mention the significant investments in initiatives aimed at income generation and sustainable development, such as the production of essential oils (baleeira and melaleuca) through a partnership with UFSB, creating a valuable economic opportunity for local communities. As part of the local community, we continue to strengthen ties with our forestry partners, and the Aliança Program reached historic milestones in 2024!

Safety continues to be an essential pillar for us. The 2024 General Maintenance Otague (PG) boosted the regional economy, impacting sectors such as transportation, hospitality, and food services, while ensuring the safe and efficient maintenance of our operations. Internally, we remain dedicated to creating an increasingly positive environment for our employees, investing in initiatives to improve the organizational climate and strengthen team engagement with safety.

Looking back on our journey, I see a true story of evolution. Rather than seeking radical changes in our business, we want to enhance what we already do best: people, innovation, and sustainability. The engagement of our employees is the force that keeps Veracel at the level of excellence we have achieved and continue to build together.

This report is an invitation to explore in detail the achievements we have reached together. We continue to believe that the future is built with commitment, dialogue, and action.

Enjoy your reading!

Caio Zanardo / Chief Executive Officer

Letter from employees



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2024 was a landmark year for all the people who make Veracel happen. More than just goals achieved or projects delivered, this was a year of transformations and the creation of new connections that left a mark on each and every one of us.

We faced challenges that required courage, resilience, and collaboration. From technology to forestry, from controlling to production, from social and environmental management to industrial operations, we saw teams coming together to do more, do better, and do so with purpose. The General Maintenance Otago, for example, brought not only technical advances but also greater integration among the teams. It has made all the difference.

We experienced intense moments in environmental management, forestry operations, finance, community care, and in strengthening our relationships with partners and suppliers. Every decision reflected a genuine commitment to ethics, integrity, inclusion, and social responsibility. And every achievement was the result of the collective effort of people committed to the common good.

We are in a new era where innovation has moved from being an abstract concept to becoming part of our daily lives — in the forest, in the industry, in the offices, and, above all, in the people. We created solutions, strengthened our digital culture, and brought our Center of Excellence in Analytics to life, which today transforms data into smarter, more sustainable, and strategic decisions for the business. We also took firm steps towards Industry 5.0, with technology serving people, safety, and the environment.

This innovative spirit went hand in hand with an increasingly diverse, inclusive, and plural culture. In 2024, we made progress with programs focused on gender and racial equity, inclusion of people with disabilities, and strengthening the LGBTQIAPN+ community. There were training sessions, discussion circles, bold goals, and concrete actions that showed that, here, all voices matter. Diversity has ceased to be a topic of discussion and has become a practice — reflected in our teams, leadership, and the opportunities we offer.

Those who joined recently immediately felt what it means to wear the Veracel shirt, the Veracel way of being. Those who were already here proudly reaffirmed the value of being part of this company that values people, truly listens, and is committed to a fairer, more responsible, and sustainable future.

In addition to new steps in our professional journey, 2024 was a year of human growth. It was about caring — for health, for the mind, for others, and for future generations, with presence and attention. Because, at Veracel, the verb "to care" is lived every day.

This letter is, above all, a collective thank you. To our colleagues, leaders, partners, and communities, for every gesture of support, every idea shared, and every challenge faced together. We continue with pride in being Veracel. We continue inspired to build, with courage and heart, a legacy that all people can be proud of.

Employees of Veracel Celulose



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Recognition by **Great Place to Work (GPTW)** as one of the **best companies to work for**



we reached 34.2% of female representation in leadership



5,046 students and 244 professors of the indigenous communities benefited by **Educação é Vida (Education is Life)** Program



over 50 thousand tons of **recycled** industrial waste



140 kg of plastic waste **removed from the beaches** in the Belmonte Maritime Terminal region



This year, we completed **21 million** of tons of pulp produced, exceeding the nominal capacity by **5%**



over 170 producers supported by the **Forest Producer Program**



R\$ 411 million in local supplier hires through the **Sustainable Supplies** Program



1,661 families benefited by the **Sustainable Agroecological Settlements** and Social and Environmental Development for **Family Farming (DASF)***



R\$ 10 million in **social investment**



more than 400 hectares of **restored forest**

* All acronyms in Portuguese are kept in their original versions.

Recognition by Great Place to Work (GPTW) as one of the **best companies to work for**



1

Veracel

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About us

[GRI 2-1|2-6]

We are a Brazilian company that takes the pulp produced in Bahia to the world, using short-fiber eucalyptus. We are present in 11 municipalities in the southern and far southern regions of the state, with forestry, industrial, and logistics operations. We operate in alignment with the principles of the bioeconomy.

We have two shareholders: the Brazilian company Suzano and the Swedish-Finnish company Stora Enso. Both are market leaders and have sustainability as a core part of their business strategies. Each of these organizations holds a 50% stake in Veracel.

The region where we are located is part of the Atlantic Forest biome, known for its rich biodiversity and its role in climate regulation, as well as being an area that provides essential life-supporting services and contributes to the country's economic development. In this context, we are aware of our responsibility and act with respect and transparency, aiming to positively impact the environment and the communities present in the area.

Everything we do is guided by the **inspiration to build a better future for all.**

There are 158 communities neighboring our operations, 55 of which are in areas of significant influence. We also maintain a solid relationship and ongoing dialogue with 34 Indigenous communities and 20 fishing colonies and associations. We respect their traditions and support projects that contribute to the continuous improvement of quality of life and the defense of their rights.

Thus, everything we do is guided by the inspiration to build a better future for everyone, as well as the desire to generate development in the territory where we operate.



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Our Veracel way

Our culture is based on
five pillars:

Protection

working together, we take care of
our safety to become stronger



Conviviality

ethics and responsibility
go hand in hand and
guide our relationship
with nature,
communities, and
everything around us



Inspiration

we make the path to
success a virtuous
cycle in which we
are the protagonists,
with a strong sense of
belonging, making us
better people every day



Overcoming

the commitment to
delivery, excellence,
and innovation drives
our results beyond
expectations



Dialogue

the ability to listen, combined
with the ability to argue, ensures
transparency and fair treatment



Our purpose



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**Being
responsible**



**Inspire
people**



**Valuing
life**

In 2024, we announced **ten competencies that reinforce our way of being** and our three commitments: leadership, efficient routines, and technological adoption.

They are:

- › Opening to the new
- › Adaptability
- › Effective communication
- › Curiosity
- › Empathy
- › Listening skill
- › Proactivity
- › Responsibility and commitment
- › Teamwork
- › Focus on results
- › Leadership in the vein



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Our way of acting

[GRI 2-23]

We have a Management Policy that guides our actions, ensuring our commitment to:

- › Conduct business and activities with ethics, compliance, transparency, and the best practices in governance and anti-corruption;
- › Promote actions that make operations competitive through: a structured risk management practice, prioritizing the safety of operations (industrial and forestry); operational excellence; pursuit of low costs; constant compliance with product and service requirements; maintenance and improvement of customer satisfaction;
- › Promote an approach that supports good socio-environmental practices, governance, and people development through: responsible consumption of natural resources; prevention or mitigation of negative impacts on water resources, soils, and biodiversity; reduction in water consumption and atmospheric emissions; proactive attitude in managing hazards and risks related to safety, health, the environment, and individual and social well-being, considering all stakeholders and/or parties associated with Veracel's activities;
- › Comply with the legislation applicable to the activities carried out by Veracel, including regulations, codes of good practices and professional associations, corporate directives, technical standards, and other requirements to which Veracel becomes a signatory;

- › Incorporate, implement, and maintain in its forestry management activities and chain of custody the principles and criteria of the Forest Stewardship Council (FSC®) and the Programme for the Endorsement of Forest Certification (PEFC);
- › Continuously improve methods, systems, and processes through the enhancement of forestry, industrial, and commercial activities developed at all levels, contributing to business competitiveness, always supported by the Social, Environmental, and Health and Safety Management System;
- › Respect human rights throughout the value chain, establishing and implementing monitoring and tracking mechanisms to detect, prevent, mitigate, and, when necessary, remediate damages to which the company may be associated, as well as promoting inclusion and combating all forms of discrimination;
- › Promote actions that contribute to the sustainable development of the municipalities where Veracel operates, adopting integrity management procedures in corporate citizenship actions;
- › Maintain a process of engagement, dialogue, and transparent, ongoing, and open interaction with customers, suppliers of inputs, service providers, employees, society, and public authorities;
- › Train employees and encourage the qualification of suppliers and service providers to perform their activities in a professional and responsible manner, in relation to environmental, social, compliance, quality, health, safety, and labor relations issues.

Where we are



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Bahia

11 municipalities

Eucalyptus planting and conservation areas

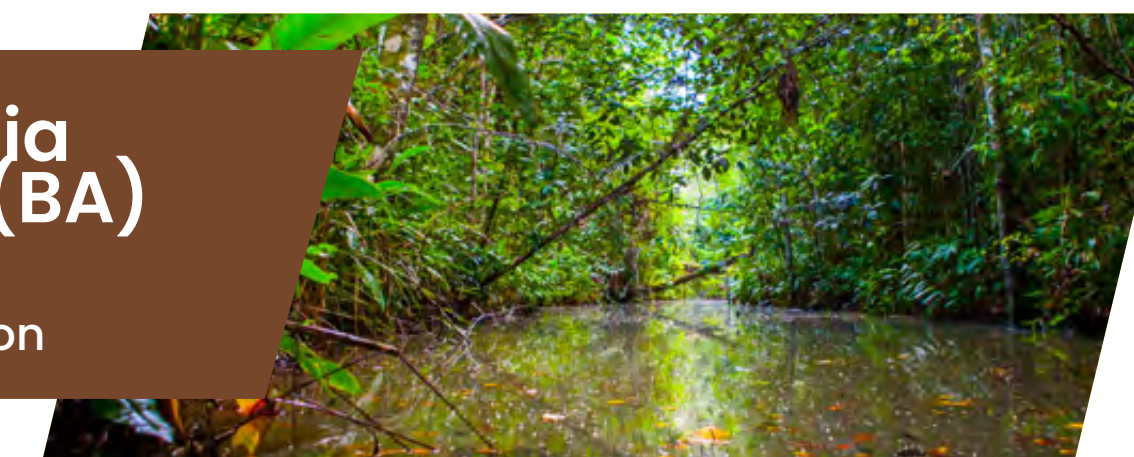
Belmonte (BA)

Belmonte Maritime Terminal



Santa Cruz Cabrália and Porto Seguro (BA)

Private Natural Heritage Reserve (RPPN) Veracel Station



Eunápolis (BA)

Veracel Pulp Mill
/ Forest Unit
/ Seedling Nursery



Our operations

[GRI 2-6]

Our operations are in 11 municipalities, and our certified area is approximately **202.7 thousand** hectares, with **90.6 thousand** hectares of productive area. We also have **25.4 thousand** hectares of forests in partnership with forestry producers.

Forest operations

With new resources and technologies, we strive daily for safe and sustainable results to provide high-quality pulp and manage the business strategically. Between 2023 and 2024, there was an increase of over 10% in our forestry productivity, driven by initiatives and projects focused on efficiency and risk reduction.

Our business model consists of the sustainable management of cultivated eucalyptus forests and the purchase of wood in the states of Bahia and Minas Gerais. Our plantations were and are exclusively carried out in anthropized areas, based on the years 1995 and

1996, without the conversion of native vegetation or deforestation. In 2024, we experienced the largest expansion of our forest base, doubling that of the previous year.

In addition, our operations are certified by the Forest Stewardship Council® (FSC®)¹ and the Programme for the Endorsement of Forest Certification (PEFC)² for forestry management and chain of custody, as well as ISO 14001 for forestry operations.

¹FSC-C017612
²PEFC/28-23-31

How do we do this?



1

> The plantations are 100% made up of eucalyptus clones, obtained through research and development. The process begins with the selection of the best shoots to be cultivated in the nursery.

2



> The method used for seedling production is mini-cutting, which involves the removal of shoots from a mini clonal garden. From these shoots, a cutting is obtained, which, under controlled conditions of light, temperature, and humidity, develops roots and becomes a seedling genetically identical to the tree from which it originated.



3

> After growing and adapting, the seedlings are taken to the field for planting.

4



> The planting technique used is minimal tillage, which aims to reduce soil disturbance to a minimum, protecting it against erosion, maintaining its moisture, and preventing the silting of watercourses.

5



> After soil preparation, the seedlings are planted and irrigated in a semi-mechanized manner.

6



> During the growth period, our team carries out maintenance, monitoring, and cleaning activities.

7



> Finally, our machine operators cut the eucalyptus trees. The trunk is peeled and cut into smaller logs to be transported to the mill. Both the bark and the crown remain on the soil to protect it.



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Good sustainability practices in our operations

[GRI 3-3 Environment]

Forest management adopts concepts, techniques, and procedures that ensure the sustainability of the operation. Some of our actions:

- › Prevention and combat of forest fires and other emergency situations;
- › Respect for Permanent Preservation Areas, Legal Reserves, and Conservation Units;
- › Environmental education;
- › Conducting research to improve production and conserve the environment;
- › Land use and occupation planning;
- › Control and treatment of effluents;
- › Integration with educational and research institutions for the development of projects in forestry and environmental areas;
- › Protection and maintenance of soil productivity;
- › Monitoring and control of liquid and gaseous emissions;
- › Monitoring and evaluation of the quality of services provided by service companies;
- › Waste control and disposal;
- › Road network planning;
- › Monitoring of flora and fauna in high conservation value areas and other natural fragments;
- › Forest restoration.

In addition, we have the Action and Citizenship program, carried out with the communities, in which meetings are held before forestry activities with potential impact.





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Seedling nurseries

In June, a 3,000 m² research nursery was inaugurated, with the capacity to produce 500,000 seedlings per year. The space, located in Eunápolis, is dedicated exclusively to eucalyptus genetic improvement experiments, such as the production of new, increasingly resilient clones, both from a commercial and environmental perspective.

Thus, the Operational Nursery, which produced about 15.7 million seedlings in 2024, can focus on the production of seedlings from already known clones and on a larger scale. The nursery is undergoing a digitization process, which includes the adoption of *software* that monitors the variables and equipment responsible for irrigation, as well as controlling temperature and humidity in the seedling production process, ensuring ideal conditions for the development of each one.

Wood supply

Wood Supply Chain is responsible for the construction and maintenance of roads, harvesting, loading, transportation, log yard handling, and maintenance of machinery and equipment.

In 2024, the area underwent adjustments, being divided into two: 1) Harvesting and Forest Equipment Maintenance, responsible for extraction operations and machinery maintenance, and 2) Wood Logistics, which manages transportation and roads.

The team is concerned with the environmental aspects involved and establishes measures aimed at minimizing potential impacts on the environment, such as soil erosion and changes in water quality.

Impacts on residents and communities near the forest projects are also taken into account, since transportation operations generate noise and dust, as well as increase the risk of accidents.

In addition, the area prioritizes road quality for the local population through projects such as the construction of the BA-658 highway, a result of a partnership between the Government of Bahia and Veracel. The road connects state highways BA-275 and BA-982 and includes a new bridge over the Jequitinhonha River, contributing to the economic and social development of southern Bahia.

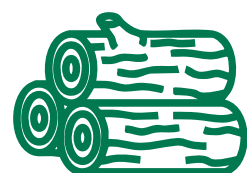


Industrial operations

Veracel celebrates 20 years of operation in May 2025. This year, we reached a total of **21 million tons** produced, **5% above our nominal capacity**.

Our entire industrial operation is guided by quality and efficiency:

How do we do this?



> The eucalyptus logs are washed and fed into chipping machines, where they are turned into small wood chips;



> This liquid goes through a chemical recovery process and is reused in the cooking stage;



> The wood chips are sent to the digester, where they are mixed with chemicals and kept under high temperature and pressure;



> The cellulose pulp is then spread onto screens and goes through several presses and a hot-air dryer;



> Next, the cellulose pulp and a liquid called black liquor are obtained;



> Once dried, it is cut and packaged for transportation.

All of Veracel's production is transported by truck to the Belmonte Maritime Terminal, which is located 60 km from the mill. From there, the products are transported by barge ships to Portocel in Espírito Santo, from where they are shipped to different mills abroad. This mode of transportation results in lower carbon emissions and reduces the number of cargo vehicles on the road. At Portocel, we also offer cellulose storage services.



Although Veracel primarily operates in Brazil, its production is focused on exports, targeting global markets. The products are shipped to various countries, including Finland, Sweden, the United States, China, Germany, and Japan. Other global markets also receive Veracel's products, serving the paper and pulp industries across different continents.

[GRI 2-1]

How we create value



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FOSTERING INCOME GENERATION

We have several programs aimed at generating income for the communities surrounding the company. With investments of approximately R\$ 10 million annually, we benefit **more than 1,500 families**, promoting sustainable development and food security.

Other partnerships aim to ensure the company's self-sufficiency in wood for cellulose production, while also providing opportunities for income diversification and rural activities. There are more than **150 partnership contracts** with forestry producers in progress, some of which last over two decades.



EFFICIENT PULP PRODUCTION

Veracel maintains the best conditions in its forestry and industrial operations in terms of safety, quality, and competitiveness. In 2024 we **reached a total of 21 million tons** produced, 5% above our nominal capacity. This production ensured the maintenance of more than **2,900 direct and indirect jobs** during the period.



INNOVATIVE AND TECHNOLOGICAL IMPULSE

During its 34 years of operation, Veracel has consistently reinvested in the business, driving *performance* and continuity, becoming a benchmark for the sector.

Since 2021, we have been dedicated to digital transformation aligned with Industry 5.0. Thus, our strategy is to develop actions focused on innovation and operational excellence, as well as on empowering our people and fostering integration across all areas.



WASTE MANAGEMENT IN THE PULP PRODUCTION PROCESS

We meet the highest environmental standards in our industrial operations on a global level. We recycle approximately 99% of our waste, which means **over 50,000 tons of industrial waste** are recycled each year.



CONSCIOUS USE OF NATURAL RESOURCES

Our specific water use remains **below 21 m³/admt.** Alternatively, we generate energy by burning sugarcane fiber, coconut husks, açai seeds, and cupuaçu seeds and shells purchased from local producers.



GROWTH ALONGSIDE COMMUNITIES

We maintain a continuous and transparent relationship with local communities, in addition to supporting income-generating projects. In recent years, we have also coordinated important projects with public authorities that have supported economic and logistical development in our region of operation.



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Eucalyptus planting

[GRI 3-3] Impact of monoculture]

Eucalyptus, originally from Australia, is one of the most widely planted tree species in Brazil due to its high growth rate and adaptability to various climate and soil conditions. Its planting is strategic for Veracel, as it allows for the production of a large amount of wood in a short period of time.

All of our planting, management, protection, harvesting, and transportation operations are carried out with excellence, safety, and in accordance with the best forest management practices. We rely on operational methods aimed at mitigating and repairing impacts, such as the Technical, Economic, Environmental, and Social Project (PTEAS) and the procedure PG-PLF-008, which establishes and organizes operations for each plot, indicating handling, cadastral information, estimates, and yields. We also have the Operational Tactical Plan (PTO), the procedure PG-STB-003, which outlines the set of actions taken based on socio-environmental impacts. It is applied to all forestry operations carried out by Veracel, including the processes of Road Construction and Maintenance, Silviculture, Forest Harvesting, and Wood Transport and Yard Operations. In addition to this, we also have the Forest Management Plan.

All activities carried out in the forests are recorded in the Forest Management System (SGF) in order to optimize planning and ensure that operations are conducted according to technical procedures and in areas designated for eucalyptus planting. All operational procedures are reviewed every two years, as a mandatory requirement.

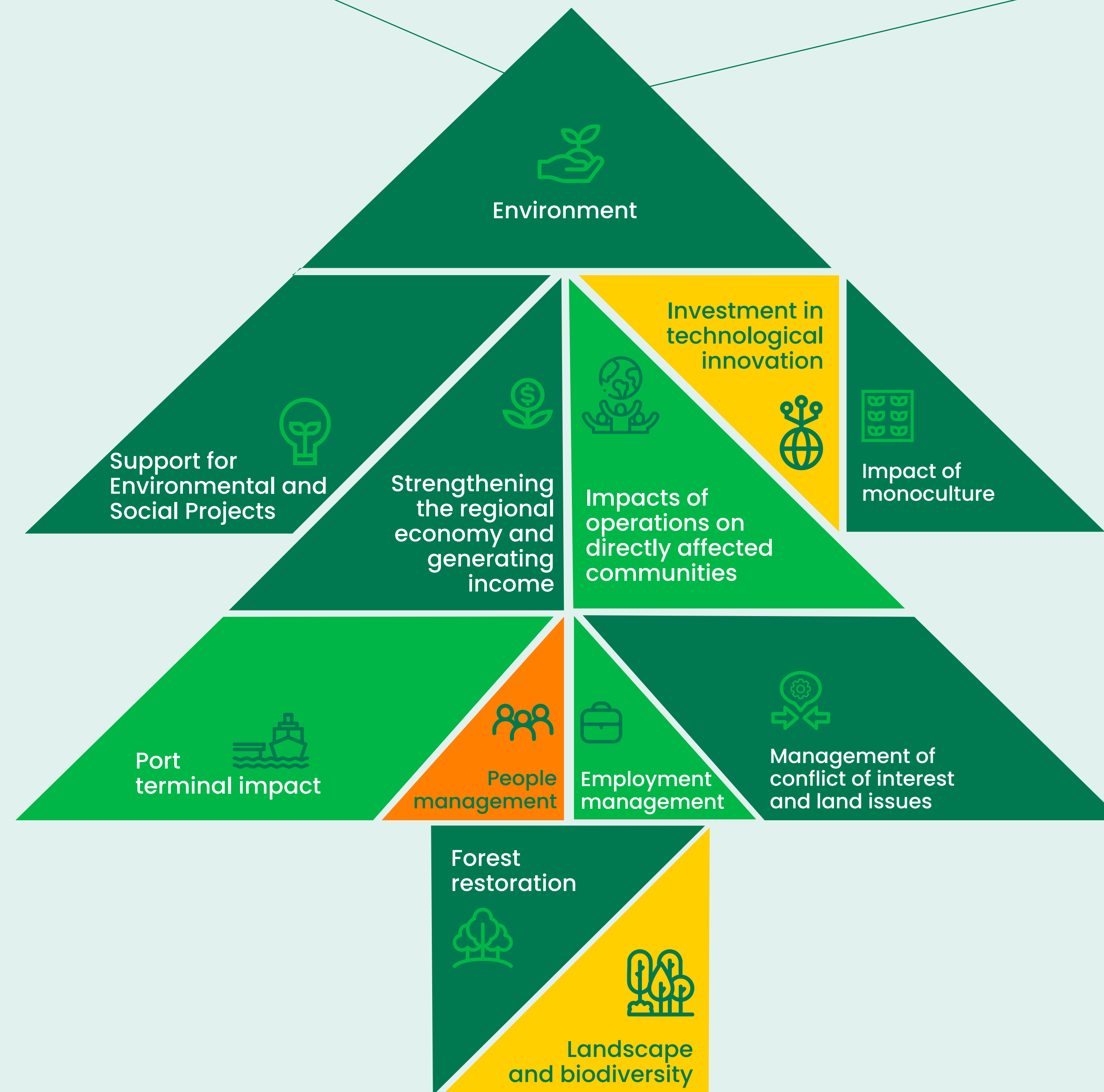


Materiality

[GRI 3-1|3-2]

The materiality matrix is an essential tool to guide our efforts in the sustainability journey, as well as to help us communicate our impacts with greater transparency to the stakeholders we engage with.

Our matrix was updated in 2022, and the process was conducted through an analysis of global, sectoral, and thematic documents on various aspects of sustainability and ESG management; opinion surveys with key *stakeholders*; and in-depth interviews with leadership. Based on the information collected, a list of the 12 key topics was created, cross-referencing the impressions of both internal and external stakeholders, as represented in the following materiality matrix:



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Responsible and consistent performance



/Corporate Governance/Sustainability Management/
/Ethics and Compliance /Risk Management/ Innovation/

Corporate governance

[GRI 2-9 | 2-12| 2-13]

The Board of Directors, the highest governance body at Veracel, provides strategic guidance and oversees impacts in order to add value to the company's assets. Its business decisions are made in alignment with Veracel's purposes, values, and beliefs.

The Board plays an important role in addressing ESG (Environmental, Social, and Governance) issues by ensuring that sustainable practices are adopted, that the company acts responsibly and transparently, complies with regulatory aspects, and contributes positively to the environment and society. Quarterly, the Board supervises and evaluates the results and impacts of strategic indicators presented by senior leadership, suggesting and recommending changes when necessary. [GRI 2-17]

The members of the Board are selected and appointed by shareholders, who make the nominations based on criteria related to technical expertise in finance, operations, legal, and environmental matters. New members are selected by each shareholder and approved in Board meetings for a three-year term. [GRI 2-10]

The Board, which meets quarterly, is composed of 12 members, with ten men and two women. It is worth noting that the person who presides over the Board of Directors does not hold the position of CEO. [GRI 2-9|2-11]

The main objectives of the Board of Directors:

[GRI 2-12]

- > Ensure the continuity of the company's operations from a long-term and sustainable perspective, including considerations related to ESG and good corporate governance;
- > Promote and fulfill the company's corporate purpose;
- > Ensure the fulfillment of shareholders' interests, aligning them with those of other stakeholders;
- > Adopt an agile management structure, composed of qualified professionals;
- > Set the guidelines for the company's management, which should be reflected in the annual budget;
- > Ensure that strategies and guidelines are effectively implemented by the Executive Board, without interfering in operational matters; and
- > Prevent and manage conflicts of interest or differing opinions, ensuring that the company's interests always prevail.



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Members of the Board of Directors

[GRI 2-9]

SUZANO

Aires Galhardo

Fabian Fernandes Bruzon

Leonardo Barretto de Araujo Grimaldi

Marina Dal Bianco Negrisoni

Paulo Jose de Souza Chaer Borges

Walner Alves Cunha Junior

STORA ENSO

Eduardo Gondo

Martin Per Wilmelm Ros

Pasi Matti Laukkanen

Per Eric Birger Bulund

Roy Antik

Sara Johanna Hagelberg



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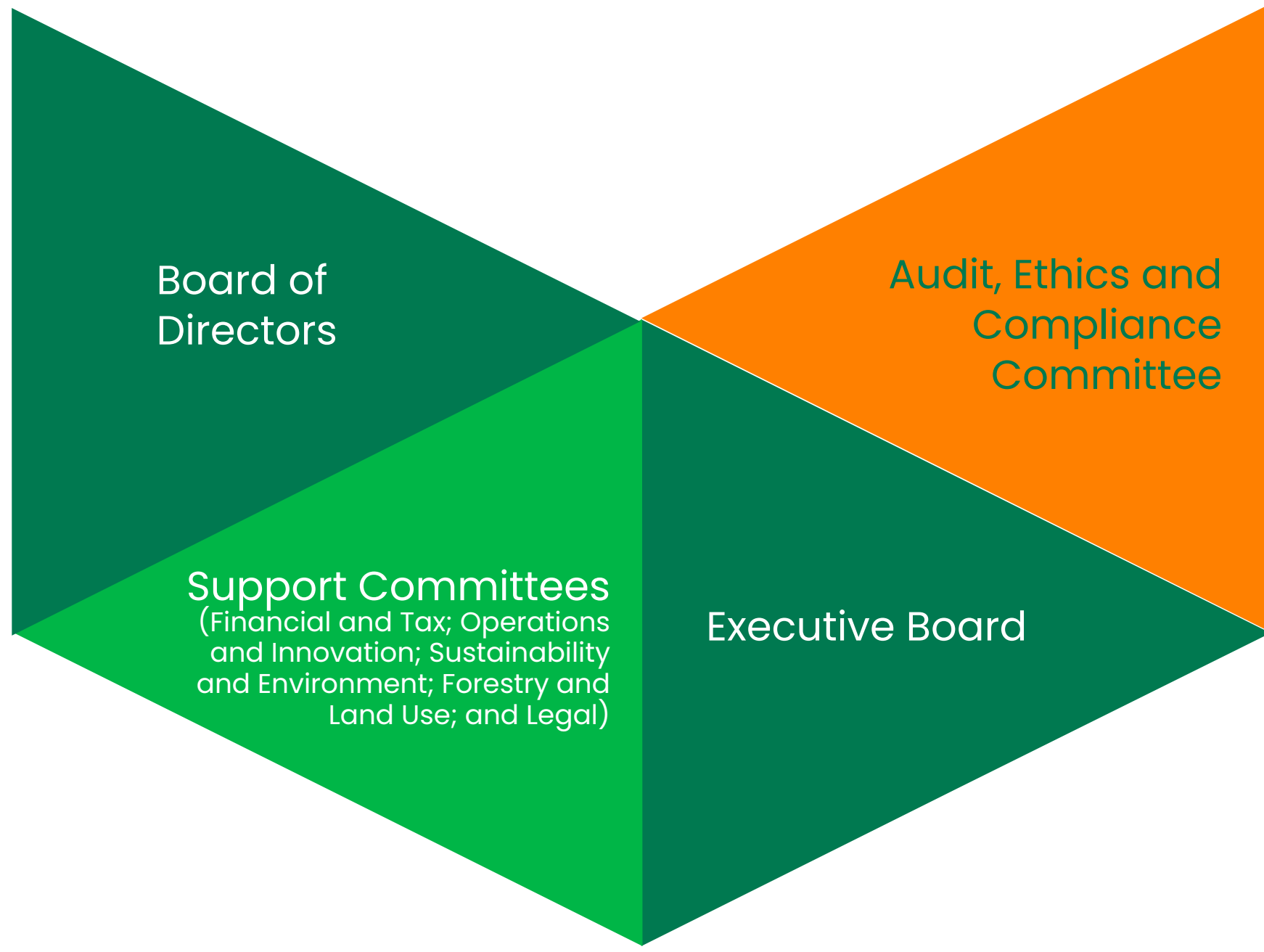
It is one of the Board's responsibilities to prevent and manage conflicts of interest or differing opinions, ensuring that the company's interests always prevail. Veracel has a Code of Conduct and a specific Conflict of Interest Procedure, providing all the information for its professionals to report potential situations of this nature. Awareness of this topic is raised through the approach of the Good Conduct Ambassadors and the mandatory annual training on the Code of Conduct. Additionally, we hold an annual Compliance week, during which the topic of conflicts of interest is included in the discussion agenda. [GRI 2-15]



Organizational structure

[GRI 2-9|2-13]

The Board of Directors is supported by six committees in the decision-making process. They are responsible for overseeing the company's impacts on the economy, the environment, and society. All members hold executive roles and are selected based on shareholder nominations, with the final decision on selection resting with the Board.



Compensation policy

[GRI 2-19|2-20]

The compensation of Veracel's leadership includes fixed salary, variable pay, adjustments, and performance-based bonuses. Variable compensation is tied to the achievement of individual and collective goals.

Adjustments are applied annually, depending on the executive's performance in relation to goal achievement and competency performance. Such a process is calibrated through a committee.



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Sustainability Management

For us, it is a daily commitment and practice to use natural resources responsibly. Over the years, we have created various initiatives and projects aimed at amplifying our positive impact on local communities and contributing to environmental preservation.

We maintain, for example, around 100,000 hectares of areas designated for environmental preservation, including a Private Natural Heritage Reserve (RPPN), which covers an area of over six thousand hectares. We are committed to ensuring the preservation of one hectare for every hectare of eucalyptus planted. Our campaigns and initiatives bring positive impacts to the territory, such as the maintenance of ecosystem services and the conservation of biodiversity.

We have a solid and stable relationship with the communities neighboring our operations, supporting training and income generation projects. We take a position of partnership and cooperation through social projects and initiatives.

A total of 158 communities are located within Veracel's area of operation, and 55 of them are in areas of direct influence.

We also maintain ongoing dialogue with 34 indigenous communities and 20 fishermen's colonies and associations. The sustainability department, through addressing social demands, also evaluates and conducts field visits with the aim of responding to specific requests that are important to the requesters. In 2025, we will launch Veracel's Sustainability Strategy, with objectives and commitments that ensure value generation for the business and its stakeholders in the medium and long term.

Ethics and Compliance

In recent years, we have consolidated the Veracel Way, a way of thinking and acting with ethics and transparency both inside and outside the company. It is a guide, with non-negotiable principles, so that our people and suppliers know how to act in various situations.

We have a Compliance Program that encompasses our risk management processes, internal controls, crisis management, data privacy, and internal auditing. We also provide the Code of Conduct for Employees and Suppliers, documents approved by the Board of Directors and developed to guide the expected behaviors and practices. [\[GRI 2-23\]](#)

In this scenario, our employees can also consult the Internal Audit and Compliance department to resolve any doubts. Our operations are also guided by internal procedures, and in the job descriptions, the duties and responsibilities of each role are outlined.

Throughout the year, we conduct training on the Code of Conduct, and our professionals are required to declare their compliance with the guidelines by signing a commitment statement. [\[GRI 2-24\]](#)

These are the procedures that are part of our way of doing what is right:

[\[GRI 2-24\]](#)

Risk Assessment: We analyze events that may cause negative impacts and hinder the achievement of our objectives.

Codes, Policies, and Procedures: Formalizing our stance regarding the business.

Training and Communication: All employees undergo training to understand our objectives, rules, and each person's role in ensuring the success of the program.

Third-Party Assessment: all partners, representatives, resellers, and other third parties are evaluated before, during, and after the hiring process.

Reporting Channels and Internal Investigations: all reports are verified and addressed.

Internal Controls: we minimize risks and ensure that accounting records accurately reflect our business activities.

Internal Audit: ensures that our core processes are functioning properly.

In 2024, the Compliance department made significant advances in process efficiency and digital transformation by digitizing documents, minutes, procedures, and key data to facilitate internal access and consultation. Through the Atlas GOV platform, monitoring began to be carried out digitally.

During the period, we also reviewed internal policies and procedures such as the Third-Party Integrity Assessment and the Reporting Channel, enhancing criteria and control mechanisms.

Anonymous Communication Channel

We have an anonymous communication channel to maintain transparent dialogue with stakeholders and address reports related to the violation of the Code of Conduct – 100% of the cases received are handled by the Compliance department.

The channel is available 24/7, through the phone number 0800 721 0764 or *website*. The report is investigated in an impartial and secure manner for those involved. In 2024, 94% of the cases were received, analyzed, and resolved; the remaining 6% were finalized at the beginning of 2025.

Another important platform is the Veracel Women's Channel, exclusively for receiving reports of cases of violence against women – employees and partners. The channel is part of our commitment to promoting a safe and inclusive work environment that fosters well-being, quality of life, and relationships among our people. With a specialized and dedicated team, our attendants are always ready to welcome, listen, and take action against any form of violence against women.

Through the requests we receive on these channels, we also assess opportunities for improvements. In addition, our people can make suggestions to the Internal Audit and Compliance departments. The Reporting Channel indicators are presented to the Audit Committee.

Risk management

[GRI 2-25]

The Veracel Risk Management procedure establishes the principles, guidelines, and responsibilities that must be observed throughout the risk management process, especially in the proper identification and assessment of risks that may affect the company, as well as establishing controls and procedures for risk treatment, monitoring, and communication, in order to prevent their occurrence or minimize their impact.

With shared responsibility with the Compliance department, the goal is to identify potential risks that may affect the company and assess them appropriately, as well as establish control mechanisms, treatment procedures, and monitoring to prevent future occurrences and minimize impacts.

The company's risk management is present in all management processes, aiming to promote early identification and timely management, considering aspects such as mission, vision, and values.

One of Veracel's main actions to prevent or mitigate potential impacts is the continuous improvement of our professional training programs. We constantly seek to align the development of these programs with the demands of the local and regional markets.

We carried out mitigation through Technical, Economic, Environmental, and Social Projects (PTEAS) and the information contained in the Socio-Environmental Aspects and Impacts Spreadsheets. Among the actions to address the impacts are:

- Periodic preventive maintenance of the machines;
- Training of machine operators in accordance with NR 31;
- Presence of a firefighting team, as well as resources for emergency response and control measures for waste generated, in accordance with document PR-SEG-005 (Emergency Control Program Forestry);
- Raising awareness about the importance of wildlife conservation, primarily through Daily Safety Dialogue (DDS) and/or Daily Environmental Dialogue (DDMA);
- Maintenance of all waste generated during soil preparation activities within the plot itself, thereby creating a protective layer to prevent erosion and siltation;
- Planting in mosaics, interspersed with areas of remaining natural ecosystems, creating what are known as "biodiversity corridors." In this way, we ensure the free movement of wildlife and mitigate the effects of using a single plant species;
- Protection and restoration of remaining natural ecosystem areas, in accordance with document IT-MAC-001 (Environmental Restoration of Areas – Atlantic Forest Program).



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During 2024, we also implemented other measures to enhance Risk Management. One of these measures was the adoption of a new unified platform to integrate internal control processes. The tool provides a more comprehensive and efficient view of the risk landscape and facilitates the evaluation of controls and the conduct of audit tests.

Another innovation was the implementation of Key Risk Indicators (KRIs), which monitor the trend of mapped risks. They are based on existing performance data within the company and allow for the proactive monitoring of risk evolution over time.

Veracel understands the challenges brought by digital transformation and recognizes the importance of awareness and training regarding risk management. Therefore, in 2024, we strengthened data protection campaigns in partnership with the Information Technology (IT) department. We sought more effective and engaging formats for training and used digital resources to facilitate access for our people.

Innovation

[GRI 3-3 Technological Innovation Investments]

Since 2021, Veracel has been continuously investing in innovative resources, promoting greater efficiency and sustainability in its operations. Aligned with the concepts of Industry 5.0, competitiveness, and sustainability, we strive to continuously improve our processes, ensuring greater integration between departments and value creation for the business.

In 2024, we intensified our efforts with strategic projects focused on innovation and process optimization. Among them, initiatives that reduce costs without compromising quality and operational efficiency stood out, as well as the adoption of advanced technologies for product traceability, ensuring regulatory compliance and reinforcing our commitment to sustainability and transparency in the production chain.

We consolidated our Innovation and Digital Transformation department, which has driven projects focused on technological modernization and digitalization, both in the industry and in our forestry base. To enhance our data-driven decision-making capacity, we created the Analytics Center of Excellence – enabling the generation of strategic insights and more assertive management.

Key initiatives of 2024:



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Optimization of industrial processes

We implemented Advanced Process Control (APC) in the lime kiln, with the aim of reducing fuel consumption and optimizing operational performance. This initiative is directly aligned with our energy efficiency strategy and cost reduction goals. At the time of this report's preparation, the APC installation was in its final phase, already yielding satisfactory results.

AI for warehouse optimization

Within our Analytics Center of Excellence, we implemented an artificial intelligence system capable of analyzing historical data from multiple years to generate valuable insights in inventory management. This initiative allows for more accurate material replenishment decisions, reducing costs and optimizing resources.

Optimization of General Maintenance Otagé planning

We began the development of an innovative tool, based on Generative Artificial Intelligence, aimed at enhancing the planning of the General Maintenance Otagé process. This initiative marks a significant advancement in our strategy to adopt emerging technologies, aiming to optimize processes and make them more efficient, agile, and accurate. The integration of AI in planning will allow us to anticipate challenges, improve resource allocation, and increase accuracy, ensuring operational continuity.

Prescriptive maintenance

We consolidated the use of artificial intelligence for predictive maintenance of equipment, utilizing technology that issues early alerts and generates actionable insights in real-time, allowing for increased asset reliability and greater operational efficiency. The initiative strengthens our predictive maintenance approach, ensuring greater equipment availability and performance.

Efficient fleet management in the forest

We strengthened our strategic partnership with companies specialized in technological solutions for operations management. We implemented advanced fleet management systems, allowing us to monitor our machines in the field, resulting in reduced fuel consumption and increased productivity. This collaboration reinforces our commitment to innovation and sustainability, optimizing resources and promoting safer and more efficient operations.

With these advancements, we continue driving digital transformation at Veracel, promoting operational efficiency, continuous innovation, and sustainability across all our operations.



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Efficiency in forest management

As a result of enhancing the digital transformation journey, we made progress in exploring alternatives to integrate geolocation tools and technologies necessary for the work of teams operating in forestry operations.

We began using tools from ArcGIS Enterprise, by Esri, the global leader in geographic information systems (GIS), which enabled us to create maps, develop customized applications, and provide geospatial information for data collection.

Through geolocation technologies, field teams can use the mobile application to record the exact location of incidents in the plantations on the map, making it easier to develop integrated action plans to address issues.

The solutions also assist drivers who collect water to supply the company's forest areas. Through these tools, it is possible to improve controls with more accurate records of the volume of water collected, in liters, and to monitor the established daily metrics. This ensures that all environmental guidelines are followed and allows for precise control over the use of the resource.

In addition, we implemented a new monitoring software in the seedling nursery, which tracks variables and the equipment responsible for irrigation,

temperature, and humidity control during the seedling production process, ensuring ideal conditions for each one's development ([learn more on page 15](#)).

We also rely on the Verótima tool, which uses advanced analytics, big data, and artificial intelligence to analyze numerous variables, such as planting area characteristics, and climate and soil history. It enables the identification of the eucalyptus clone with the best performance for each planting area, reducing productivity volatility and associated risks.

To ensure that innovation initiatives generate positive results, we included a phase in our projects called "Post Audit." In this phase, we define roles and responsibilities, outline how the implementation actions will be monitored, and establish how and for how long the benefits will be measured.



Investments in continuous improvement

In 2024, Veracel also directed investments to ensure the stability and continuity of operations, focusing on maintaining a high level of performance and plant availability. The initiatives and projects were designed to prevent obsolescence, ensure consistency, and maintain active excellence, without major setbacks.

In this regard, we invested in replacing equipment such as the Recovery Boiler, Evaporation System, and Drying Machine, to ensure that the mill remained in top performance conditions.

We also focused on preventive maintenance and housekeeping to ensure physical integrity, optimal mill performance, and competitiveness.

We implemented Robotic Process Automation (RPA) to digitize and optimize routine activities, increasing productivity and freeing up teams for higher-value strategic tasks. At the end of each innovation project, we adopt a phase called "Handover." This phase marks the end of the project, and the solutions are integrated into the operation.

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People management

[GRI 3-3 People Management]

We believe that people are an inexhaustible source of creativity and transformation. They are the ones who help us produce high-quality products and maintain our position as a market leader. With this in mind, we are dedicated to promoting a welcoming work environment that values the well-being of everyone, with inclusion and diversity, and that reflects our Veracel way of being.

This year, once again, we were recognized by Great Place to Work (GPTW) as one of the best companies to work for. We earned a spot among the top three in the Large Companies category in Bahia and ranked among the top 50 in the Industry category in Brazil.

We have adopted a people management policy that ensures strict compliance with labor laws, prioritizing respect for the rights of employees. Our goal is to create a career path based on respect for differences and the promotion of human capital, ensuring positive impacts on the economy, environment, and society. Veracel's people management includes salary and benefits practices and policies, as well as the promotion of programs focused on education, safety, health, and well-being in the workplace. We also respect the right to freely associate with labor unions and engage in collective bargaining.

In our recruitment and promotion processes, our stance is one of impartiality. Moreover, we believe that each person is unique and can contribute in different ways to the business. Therefore, we value diversity and inclusion so that everyone has the opportunity to be themselves and work in a safe and comfortable environment.

In our operations, we have both in-house and outsourced labor, with 1,021 employees and 2,507 outsourced workers¹. [GRI 2-7 | 2-8]

¹ In the industrial operation, outsourced workers perform activities related to industrial maintenance and support for operational activities in pulp production. In the forestry units, the activities are related to silviculture, and at the maritime terminal, they are related to pulp logistics. [GRI 2-8]





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Compensation Program

[GRI 2-19| 2-20]

The Compensation Program takes into account market practices, as well as performance guidelines. Everything is monitored by the People and Care Management and approved by the Executive Board.

Each salary adjustment process goes through an approval flow based on criteria set in the policy. We also conduct a Climate Survey, with questions about compensation, to identify areas for improvement, as well as market research to ensure competitiveness.

All our employees are entitled to a retirement benefits plan, in which they can make three types of contributions: Basic, Voluntary, and Occasional.

Other benefits provided by Veracel:

[GRI 401-2]

- > Allowance for school supplies
- > Psychological, legal, and nutritional assistance and support - "Conte Comigo" (Count On Me)
- > Financial assistance to professionals on leave
- > Assistance for professionals with children with rare diseases or disabilities
- > Childcare allowance for mothers with children up to five years old, also valid for hiring professional assistance
- > Leisure clubs
- > Provision of educational scholarships or similar benefits
- > Financial consulting
- > 180-day maternity leave and 20-day paternity leave, with the same duration of leave for adoptive parents, regardless of the child's age. In the case of same-sex couples (pregnant or not), one of the employees receives the benefit under the "maternity leave" category, while the other receives the benefit under the "paternity leave" category. When it concerns only one employee at Veracel, they receive the 180-day "maternity leave."
- > Private pension plan
- > Health insurance plan
- > Life insurance
- > A comprehensive program for physical, mental, and nutritional well-being, in addition to legal support
- > Telemedicine
- > Pharmacy partnership
- > Transport
- > Food vouchers
- > Remote Work Allowance
- > Baby Kit (containing items for the baby's first care) and Mommy Kit (containing skincare products, an electric breast pump, and a personalized cooler bag)
- > Maternal Connection Room, for breastfeeding with more safety, privacy, and comfort
- > Support upon return from maternity leave, with the possibility of repeating the previous year's performance evaluation and the creation of an individualized return-to-work plan, which includes re-entry training and continuous monitoring during the first six months
- > Funeral allowance
- > Christmas gift voucher for children



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Training and development

[GRI 404-2]

Corporate education is one of our pillars and is developed around EducaVeracel, a program that includes training, capacity-building, and professional development initiatives. The learning methods applied promote the discovery and application of knowledge, skills, and competencies for business, work, and life.

Through EducaVeracel, we were able to modernize the learning system and provide a streaming platform focused on training that adds value to the business with sustainability, innovation, diversity, and inclusion. There, our people have access to a wide range of content, from basic computer courses to behavioral and technical training that is strategic for the business.

The corporate education area is based on the matrix of mandatory training, the Individual Development Plan (PDI), and the business strategy for the training of the local workforce. The development and training actions offered to both internal and external audiences also contribute to career development.

In 2024, we invested approximately BRL 1.5 million in courses and training. During this period, the average training hours per employee were 24 hours, with 23.00 hours for men and 27.17 hours for women. [GRI 404-1]

We expanded access to our paid training platform, enabling everyone to develop in the areas and skills they wish to pursue for their professional future.

Leadership Development

[GRI 3-3 People Management]

We made the leadership development track available, with customized initiatives tailored to each management level. In 2024, we implemented initiatives to train our leaders, focusing on key competencies for the organization's success, such as communication, psychological safety, cost management, and situational leadership:

- > **Fast Track:** an intensive leadership development program focused on assertive communication, cost management, and situational leadership. It was offered to current leaders and to those identified as potential successors.
- > **Psychological safety:** we provided training for leaders with the aim of creating a more positive and safe work environment.
- > **External Immersive Leadership Training:** a week-long intensive training held in São Paulo for management-level professionals, covering topics such as behavior, emotional intelligence, interpersonal relationships, and leadership skills development.
- > **Mentorship Program:** we implemented a mentorship initiative to connect experienced leaders with young talents, fostering knowledge exchange and accelerating the development of future leaders.
- > **Leaders' Meeting:** we held regular gatherings of leaders to discuss topics relevant to the organization, share best practices, and strengthen a culture of collaboration.

We also have a Women's Leadership Program, which had 25 nominated participants and a 60% promotion rate.

Diversity and inclusion

[GRI 3-3 People Management, Employment Management]

Valuing equity, inclusion, and diversity is part of the Veracel Way. We know that a more diverse and inclusive environment contributes to creativity and innovation. The actions, initiatives, and projects are the responsibility of the People and Care team and the Diversity and Inclusion Committee, which is made up of professionals from different areas and has three working groups: Empowerment, Inclusive Culture, and Accessibility.

Our recruitment and selection policy is inclusive, ensuring the participation of marginalized groups in the selection processes, promoting diversity and equity within the organization. It also includes approval thresholds for hiring individuals who do not belong to the strategic diversity dimensions with which we engage, as well as the participation of the Diversity Committee in selection committees to mitigate unconscious biases in the candidate selection process.

In addition, our professional training programs include affirmative action opportunities for the diversity groups we work with. These commitments and guidelines are aligned with our ESG pillars and reinforce our role in strengthening the local economy and building an increasingly inclusive work environment.



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We work to promote equal opportunities and **build a welcoming, safe, and diverse work environment**. We are signatories of important initiatives such as the Forest Women Network, UN Women, the Business Coalition for Racial and Gender Equity, the Business Coalition for the End of Violence Against Women and Girls, the Business Network for Social Inclusion, and the LGBTQIA+ Rights and Business Forum.

In 2024, Veracel made significant progress in the representation of marginalized groups, both in the workforce and in leadership positions. The presence of women in leadership (specialists and above) increased to 34.2%, a growth of 4.5 percentage points compared to the previous year.

We achieved 24.5% female representativeness, an increase of 2.5 percentage points compared to the previous year. It is worth mentioning that the average female representativeness in the sector is 18%, according

to data from the "Panorama de Gênero" (2023) survey by the Rede Mulher Florestal.

Our workforce is composed of 18.5% self-declared Black individuals – an increase of 1.7 percentage points compared to 2023. Additionally, compared to the previous year, we saw a 33% increase in the representativeness of people with disabilities and a 7% increase in LGBTQIA+ individuals within our workforce.

These advancements have been driven by a series of initiatives, such as the corporate goal that **50% of hires and promotions** are designated to individuals from underrepresented groups. In this regard, we ended 2024 with 56%. The achievement of the goal is linked to the payment of the RPM (Results Participation Management), the variable compensation for the company's leadership.

Throughout the year, we thought of strategies to improve the quality of life for everyone. We reviewed our parental support policy to include same-sex couples and launched the Maternal Connection room, so that our breastfeeding employees can express milk with more comfort, privacy, and safety. In addition to the *Baby Kit* (composed of items for the baby's first care), which was already provided to our employees, we implemented the *Mommy Kit* (composed of skincare products and, for female employees, an electric breast pump and a personalized thermal bag).

In the policy revision, we also implemented guidelines that will support the return from maternity leave for our employees, such as the possibility of repeating the people cycle rating from the previous year, creating an individualized return-to-work plan that includes re-entry training and continuous support during the first six months.

In 2024, we **combined Diversity Week with Good Conduct Week**, both of which are traditions here at Veracel. They further strengthened the synergistic concept of **respect, empathy, and ethics**.





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Inclusive and plural culture

We want to build a space where everyone is heard, valued, and respected. To achieve this, we have a Diversity and Inclusion Committee, “Empresa + Inclusiva,” aimed at promoting the appreciation of plurality and equity, paving the way for everyone to be who they truly are, feeling comfortable and psychologically safe.

The committee is made up of approximately 30 dedicated volunteers, engaged in the pillars of gender equity, race and ethnicity, people with disabilities, the LGBTQIA+ community, and generations. They work to ensure that employees are increasingly heard, understood, and respected, both inside and outside the company. In order to get closer to our people and increase our visibility regarding the challenges, opportunities, and suggestions related to the theme, we launched the “Vozes que Transformam” (Voices that Transform) project. We provided boxes so that employees can, either anonymously or identified, be in contact with the Committee.

Through this contact, we identified the need to implement a more accessible menu in our cafeterias. Thus, in 2024, we launched an inclusive menu at the Forest Unit cafeteria, which includes the image and name of the food in both Portuguese and Brazilian Sign Language (LIBRAS, in the Portuguese acronym).

Through “Empresa + Inclusiva,” we were able to carry out several actions to establish a more welcoming culture, such as the Diversity and Inclusion Dialogues (DDIs), which have been incorporated into routine meetings with

business areas. It is a moment to discuss topics related to inclusion and diversity and promote awareness. Still focusing on literacy, in 2024 we launched Diversity & Inclusion cartoons on our digital boards, featuring videos with concepts on the topic. We also made internal and external publications on affirmative dates, increasing awareness and strengthening our position.

We offer professional development programs aimed at marginalized groups, such as the program for female leadership and self-identified Black individuals – Mentas Pretas. In 2024, we had the Alvorço project, which aimed to increase internal visibility related to careers at Veracel. The initiative targeted nursery workers and included a career fair, mapping of career aspirations and training, as well as guided visits to different areas. Additionally, we offer other initiatives such as the Despertar Program and Papo de Mulher to support our female employees on topics like empowerment, development, and self-awareness. We also had the Papo de Homem masterclass, which aimed to engage men in the fight for gender equality.

These initiatives are defined and adjusted based on feedback from our people, suppliers, and the local community. They help set the tone and allow for the evaluation of the effectiveness of the actions. This continuous dialogue and analysis of results ensure that our actions are aligned with the needs of stakeholders and with our strategic objectives.

Stakeholder engagement

[GRI 2-29]

At Veracel, we believe that everything is built through trust and dialogue. Our daily goal is to create a safe environment for all stakeholders, respecting different cultures, thoughts, and opinions.

With this in mind, we believe that the relationship with stakeholders must be the foundation for achieving results and should be worked on from three dimensions – understood in an interconnected and integrated manner:

- > **Social dialogue and engagement**
- > **Management of social and environmental aspects and impacts**
- > **Social and environmental investments and sponsorships**

We engage with different stakeholders, who are categorized based on their interactions with the company, their sociocultural elements, and their specificities, which can influence the relationship strategy with each of them.

Our engagement with stakeholders is not just a formality, but an essential element in achieving our goals. This engagement strengthens responsible and sustainable management and influences decisions, ensuring a harmonious coexistence, the maintenance of the social license to operate, the prevention of crises, and the preservation of the company's reputation and shareholders, as well as supporting the growth of the surrounding territory and communities.

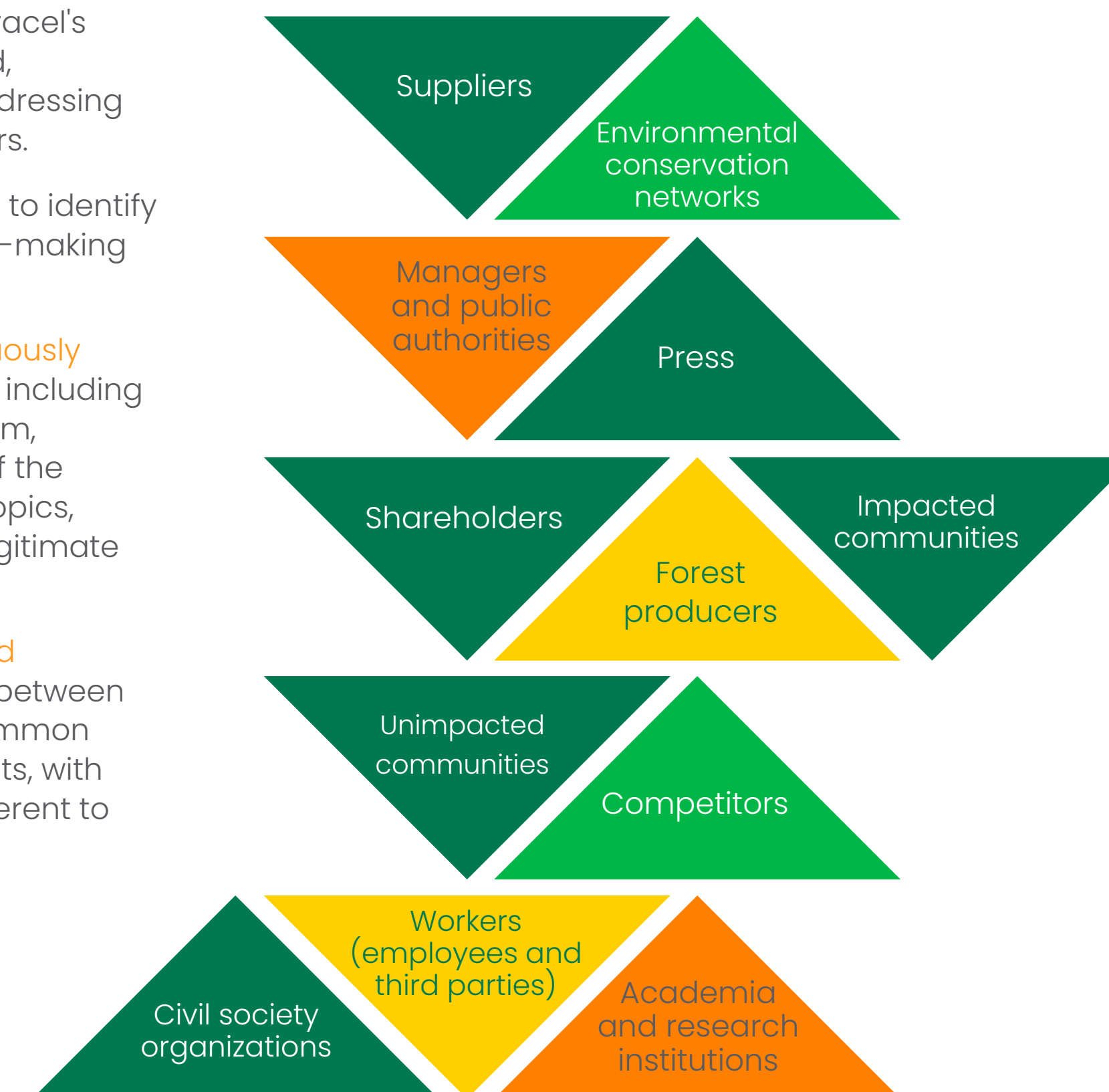
The stakeholder prioritization matrix is updated whenever necessary and takes into account the strategies and context

of each stakeholder. This process involves evaluation, considering the degree of impact on the company and its level of influence.

During the period, we continued the Social Dialogue Cycle, which includes initiatives for interaction with stakeholders in a thoughtful manner. It takes the following aspects into account:

- > **Social dialogue embedded in management:** recognition of the impacts caused by Veracel's presence in the territory and of structured, continuous dialogue as a response to addressing and resolving issues involving stakeholders.
- > **Understanding interactions:** opportunities to identify impacts, support the company's decision-making process, and drive transformation.
- > **Understanding the importance of continuously expanding knowledge about the territory:** including the people and the dynamics among them, their demands, needs, and perceptions of the company's impacts, as well as relevant topics, considering different perspectives and legitimate interests.
- > **Establishing dialogue in a transparent and respectful manner:** based on coherence between speech and practice, guided by truth, common interest, and the pursuit of collective results, with proper management of expectations inherent to the process.

- > **Stakeholder engagement as a shared responsibility among different internal actors:** with clear roles and interfaces, designated interlocutors prepared to facilitate the process, acting under institutional endorsement rather than personal capacity. Proposing improvements and developing actions with the participation of different areas of the company.



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Human Rights

[GRI 2-23]

Our commitment to Human Rights is directly linked to a sustainable and just future. Our motto is “Respect that transforms, commitment that inspires,” and it is guided by equity and integrity, based on the UN Guiding Principles on Business and Human Rights (UNGPs). In 2024, we released our Public Human Rights Manifesto, a document that reinforces our commitment to adopting practices that go beyond legal obligations, encompassing our entire supply chain, partners, and the communities in which we operate.

This manifesto reflects our determination to lead by example, driving positive and sustainable change. Together, we build a future where dignity, justice, and equality are unwavering pillars for the well-being of all people.

We carry out due diligence procedures with our own employees and partner companies to identify and assess human rights risks, with the possibility of implementing actions to halt, mitigate, and/or prevent them. We complement these actions with Private Social Investment (ISP) initiatives that address the specific needs of vulnerable groups, promoting lasting and sustainable solutions in our areas of operation.

The initiatives included training and capacity-building conducted with operational areas (Asset

Intelligence, Roads, Wood Logistics, Business, and Land Management), as well as with forest producers and suppliers.

We recognize that identifying issues and addressing them are essential components in promoting human rights. To this end, we provide accessible and reliable mechanisms to handle complaints and reports, ensuring that any violations are addressed with justice, transparency, and accountability (read more on [page 25](#)).

Throughout 2024, we continued to monitor the areas identified as priorities in the Human Rights Impact Assessment (conducted in 2023). This initiative aimed to monitor and address actions focused on mitigating risks and potential human rights impacts in the company's operations. The follow-up included the implementation of specific action plans and continuous dialogues with the involved areas. In addition, we assessed the progress made and, with the identified opportunities for improvement, aligned the company's practices with the UN Guiding Principles on Business and Human Rights (UNGPs).

During the period, based on the taxonomy presented by the Ministry of Human Rights and Citizenship, we also adapted the criteria for classifying complaints to align with government guidelines.

Our commitment encompasses employees, suppliers, local communities, indigenous peoples, and other traditional groups. We work against child exploitation, sexual or moral harassment, and any form of discrimination. We aim to protect, promote, and, if necessary, remedy any potential human rights impacts in all our relationships.



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Responsible purchasing

One of Veracel's goals is to strengthen the production chain, making it stronger, more inclusive, and resilient. We want to ensure that our regional supply improves the quality of life in the communities and enhances the competitiveness of the region.

To this end, we have the Sustainability in Procurement Policy, which guides the purchasing procedures, and the Supplier Code of Conduct, aimed at guiding the public on the guidelines for the relationship between Veracel and its suppliers. Every year, we conduct training and awareness-raising activities on the guidelines of this Code.

The Supplier Code of Conduct is a guide for practices and behaviors, ensuring integrity, responsibility, and respect for human rights in all operations. In 2024, we updated the Code to reflect behaviors and processes that were already being carried out by the company.

The review, conducted by the Compliance department, was extensive and involved the participation of a specialized consultancy. The goal was to establish synergy with human rights efforts and incorporate best practices and guidelines, resulting in a more comprehensive code aligned with the company's principles.

In 2024, we directed our purchases to local suppliers, moving over R\$ 400 million in the region. We consider as local suppliers those established in the 11 municipalities where Veracel operates: Belmonte, Canavieiras, Eunápolis, Guaratinga, Itabela, Itagimirim, Itapebi, Mascote, Porto Seguro, Potiraguá, and Santa Cruz Cabrália. [GRI 204-1]

Aiming to contribute to a more sustainable supply chain, we carried out two awareness actions: "On the Path of Decent Work," aimed at presenting the characteristics of slave labor, helping suppliers identify this practice, and "Child Labor Is Not a Game," which aims to clarify the importance of preserving childhood. The initiatives align with the educational and inclusive actions that Veracel promotes in the communities.

We also have a tool to consult restricted lists from the Ministry of Labor and Employment and other regulatory institutions. The goal is to check if any Veracel supplier has become part of these lists. Regarding local suppliers, the monitoring includes visits and interviews with professionals.

Sustainable Supplies Program

[GRI 3-3 Strengthening the regional economy and income generation]

Our Sustainable Supplies Program focuses on engagement, productive inclusion, income generation, community empowerment, and supplier development. The program aims to provide a complete, safe, and healthy production chain by complying with legal requirements.

In 2024, BRL 411 million were paid to local suppliers. [GRI 204-1]





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Social responsibility and relationship with communities

[GRI 3-3 Strengthening the Regional Economy and Income Generation | Support for Environmental and Social Projects | 203-2]

We work to ensure a healthy relationship with the communities in the territories where we operate, through continuous dialogue, respect for traditions, and support for initiatives that improve quality of life and defend rights.

We have internal procedures that serve as the foundation for this relationship, such as the Operational Tactical Plan and the Territorial Development Plan, as well as social investment strategies to address the communities' needs. Our goal is to provide quality of life, income, autonomy, and independence to the benefiting communities.

Our forestry activities, primarily, are responsible for extensive land occupation, and we are aware that our presence directly impacts the way of life of the population. Therefore, one of our strategic priorities is to contribute to the development of communities, combining good management practices and competitiveness with shared value creation.

To achieve this, our relationship involves:

- > Constant dialogue;
- > Sharing information;
- > Mitigation measures;
- > Engagement of people; and
- > Addressing demands and implementing compensations.

We promote active listening and incorporate, whenever possible, the demands into the company's management processes. To achieve this, we hold meetings with the participation of the Council of Chiefs, the committee of artisanal fishermen, the Costa do Descobrimento Consortium (Condesc), the Territorial Development Council (Codeter), leaders of community associations, and social movements to present the progress and upcoming actions.

Labor Training Program

[GRI 3-3 Employment Management | Strengthening the Regional Economy and Income Generation]

Veracel has a strong commitment to social development, reflected in policies and programs aimed at the training of qualified labor. We prioritize the hiring of local candidates through our Workforce Training Program, which trains local talent to meet the sector's demands. In addition, we maintain internship and apprentice programs, which offer opportunities for market insertion and professional development.

There is a strategic alignment of the curriculum with the sector's demands, ensuring that trained professionals develop the technical and behavioral skills valued by the market. We also cooperate with local institutions and companies to expand the availability of opportunities for trained professionals, enhancing their placement in the market and mitigating potential impacts of non-internal absorption.



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Collective leadership

[GRI 203-1| 203-2]

Collective leadership is the foundation of our actions, and we strive to strengthen communities, aiming for self-sufficiency and independence. We invest in training and programs that teach how to develop projects, seek funding, and manage businesses. In this way, we are able to empower people and support their autonomy.

In 2024, approximately BRL 10 million were invested in social initiatives.

Family farming

[GRI 203-1]

We invest in initiatives that address knowledge in management and technology, and we provide support through technical assistance, training, and access to resources for the development of agricultural activities by the communities. In the region where we are located, Family Farming plays a fundamental role in food production, job creation, and the development of local areas.

This model prioritizes the sustainable management of natural resources, biodiversity conservation, and the promotion of soil health. It is an example of everything Veracel believes in and values.

With an annual investment of approximately BRL 10 million, the company benefits over 1,500 families, promoting sustainable development and food security.

Agroecological Settlement Project (PAA)

[GRI 203-1]

With a focus on socio-environmental sustainability, we develop, adapt, and apply technologies that align with the Family Farming model. Through educational, production, and rural landscape management processes, we develop diversified production systems. There are two programs: Sustainable Agroecological Settlements and Social and Environmental Development for Family Farming (DASF), benefiting 1,661 families.

Initiated in 2013, the initiative was carried out in collaboration with the Luiz de Queiroz College of Agriculture (Esalq), which implemented measures to ensure the sustainability of rural communities. In 2024, Veracel continued supporting these rural communities, now in direct cooperation with the social movement, benefiting ten pre-settlements linked to the Landless Workers' Movement (MST) and three others directly, through the community associations Deus Me Deu, Maravilha II, and Aprunve/Ampra.

Social and Environmental Development for Family Farming (DSAF)

The project was developed by the Pau-Brasil Agroecology Studies Center (NEA Pau-Brasil) at the Federal University of Southern Bahia, through a Technical, Scientific, and Innovation Cooperation Agreement with Veracel. One of the project's actions was the training of farmers in harvesting, storage, and oil extraction processes, as well as the development of a business plan that demonstrates to the community the potential for quick income generation from the processing of the plant.

In 2024, the initiative trained the sustainable management of the native plant "erva-baleeira," also known as "maria-preta," to enter the essential oils market and transform what was once considered a problem into a source of income for the community.



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Fishermen's communities

[GRI 203-1]

We recognize the importance of the community to the region and seek to support it in various areas. Our relationship is established through the Fisheries Committee, a representative institution of the 20 associations and fishing colonies located in the territory from Belmonte to Nova Viçosa.

In the year, we conducted a complete diagnosis, visiting 16 of the 20 associations and fishing colonies. We analyzed their needs, sea safety conditions, product marketing methods, infrastructure, and health issues. We donated 1,391 rescue kits – consisting of a fixed buoy, three life vests, and 25 meters of rope; renovated the headquarters of the Santo Antônio Fishing Association in the municipality of Cabralia; ensured the development of the Santa Cruz Pier Reconstruction Project, scheduled for 2025, and made other various donations.

Based on the responses, we developed a strategic plan to guide the investments and ensure that the actions generate effective results. We also work to connect fishermen and fisherwomen to potential buyers and provide spaces for them to showcase their products, such as gastronomic festivals and business rounds.

We also support projects that ensure greater safety at sea for the fishermen of the Costa do Descobrimento, by providing communication equipment (radios and central units) to 20 associations and fishing colonies.

Beekeeping and meliponiculture

[GRI 203-1]

Since 2005, we have supported the honey production chain in our operating territory, which consequently promotes income generation and employment for local beekeepers, through the use of eucalyptus forests.

In 2024, we continued with the Strategic Territorial Development Plan for Beekeeping and Stingless Beekeeping to ensure the maintenance, monitoring, donation of resources, and support for regularization. In this regard, 169 families were benefited, and 48 tons of honey were produced.

We also supported the participation of the Eunápolis Beekeepers Association (Asoape) in the 24th Brazilian Beekeeping Congress and the 10th Brazilian Stingless Beekeeping Congress, both held in Aparecida do Norte (SP) from November 26 to December 1, 2024.



Artisanal fishing

With technical support from Ambipar Response Environmental Services, the Fish Landing Monitoring Project (PMDP) closely follows each stage of artisanal fishing, from the type of vessel used to the financial performance of commercialization.

Artisanal fishing in southern Bahia is a cultural heritage and a pillar for the region's sustainability. In 2024, the monitoring revealed that this practice generated over BRL 3.7 million, with the capture of more than 185 tons of fish in Santa Cruz Cabralia, Belmonte, and Coroa Vermelha.



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Essential oil

We aim to generate income and promote sustainable development through the use of local flora. We encourage research and the development of technologies for the extraction and production of essential oils, focusing on native species of the Atlantic Forest.

We rely on international partnerships and collaboration with universities and research institutes to identify plants with potential, develop efficient extraction methods, and ensure quality.

One of the standout projects is the development of tea tree essential oil, in partnership with the Photosynthesis Research Institute, linked to the DSAF (Socio-environmental Development for Family Farming) program at the Federal University of Southern Bahia. Veracel has supported its production and commercialization with the goal of generating income for the communities and promoting biodiversity conservation.

The research is recognized as first place in the Innovation category by the Federation of Industries of the State of Bahia (Fieb), and in 2024, the first liters of the product were commercialized.

Agrovida

[GRI 203-1]

The project supports the implementation of agroforestry systems, combining the cultivation of forest species with short-term and long-term agricultural crops, with an emphasis on food production and activity diversification.

Agrovida has the support of several partner institutions, such as the Photosynthesis Research Institute and the Federal University of Southern Bahia, which assist with technical support, training, and the development of business plans for the communities.

In 2024, Agrovida focused on the transition from short-term crops to long-term crops, aiming to ensure sustainability and food security for the communities. During the year, we were able to approve a project from the Bradesco Foundation to build a kiosk for selling products from the União community in Itagimirim. The residents already produce fruits, flour, beiju, and cookies from the cassava grown in the program's areas.

Also during this period, we continued the hiring of suppliers to support the organization and provided training and Technical Assistance and Rural Extension (Ater) to farmers for improving cultural practices.

Roça do Povo Project

[GRI 203-1]

The project was born when we started to expand our relationship with the communities near our operations. It aims to contribute to job and income generation through family farming programs, developed in areas provided by Veracel for food cultivation.

In 2024, the initiative received support for improving the structure of the Cassava Processing Unit.

Forest Producer Program

The Forest Producer Program is based on the practice of planting eucalyptus in partnership with rural landowners, to supply part of the wood consumed by the mill, which represents a new income diversification opportunity in the region.

Through the promise of purchase and sale contract for the wood produced, we finance the costs of forest formation and maintenance, and provide improved clonal seedlings and technical assistance for each contracted producer.

In addition, through the Forest Producer Program, we share best practices in management, income generation, taxes, land redistribution, and production diversification with suppliers.

More than 170 forest producers are partners of Veracel for eucalyptus planting. In 2024, we had 25,402 hectares of planted area and generated BRL 95 million in income.

Shellfish harvesters

[GRI 203-1]

The project supports a group of women who work as shellfish harvesters in the municipality of Belmonte. They manage the Shellfish and Fish Processing Unit, a facility built for processing the products, adding value and creating opportunities to access the market.

In 2024, we contributed to promoting the project's participation in the Gastronomic Festivals of Eunápolis and Arraial D'Ajuda. In the year, the association also received support for improvements to the unit.





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Indigenous community relations

[GRI 203-1]

As a company committed to sustainability and responsible development, we believe that constructive dialogue is the best way to maintain a positive relationship. Thus, our stance is one of full respect for the laws and the rights of Indigenous communities. In 2024, we had no cases of violations of Indigenous peoples' rights. [GRI 411-1]

In our area of influence, there are 34 Pataxó and Tupinambá villages, where approximately 25,000 Indigenous people live. Our relationship with these communities is stable, with respect for their culture and the specificities of each village, as well as qualified listening.

We seek to align our actions with the demands and expectations of the communities. For this reason, our actions are carried out in a participatory manner, and meetings are held periodically.

We actively engage in initiatives that support education and promote the cultural revival of the Indigenous communities in our area of operation. Through the Education is Life program, carried out in the villages within our area of influence, we contribute to improving the educational conditions of children and reducing school dropout rates. The program involves the provision of school materials, as well as infrastructure improvements such as renovations and the construction of classrooms and schools, and access to quality water, among other priorities defined in collaboration with the managers of educational units in the villages. In 2024, 5,046 students and 244 professors were benefited.

We also support events that celebrate and preserve the cultural traditions of these communities through the Incentive Law, such as the Pataxó Indigenous Games and the Aragwaksã Festival, the main festival of the Pataxó people. In its 26th edition, the festival, open to the public, took place at the Reserva da Jaqueira Village in Porto Seguro (BA), gathering around 800 Pataxó Indigenous people and individuals from various ethnic groups across Brazil.

For income generation, our stingless beekeeping project with the Pataxó community of the Meio da Mata Village provides a sustainable source of income for local families.





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Impact Control

[GRI 2-25] 3-3 Management of conflict of interest and land issues | Impacts of operations on directly affected communities | 203-2 | 413-2]

Our team engages in dialogue with the communities affected by our operations, aiming to share information, present mitigation and compensation measures, and engage people to ensure a more harmonious operation.

After forest operations, the company holds a Post-Forest Operation Action and Citizenship Meeting (A&C Pós) with a committee of community representatives to gather feedback on the forest activities, the effectiveness of mitigation measures for negative impacts, identify deviations, and explore potential benefits resulting from the forest operation in the community and its surroundings. In the event of negative impacts, we act promptly in cooperation with stakeholders to mitigate and/or compensate for any losses or damages.

We also have mechanisms for resolving conflicts, disputes, and compensations, applicable to the areas of Business and Land Management, Forestry, Wood Supply Chain, Legal, Compliance, Planning, Sustainability, and Asset Intelligence. They establish criteria for amicable or judicial solutions involving land use, possession, and ownership rights between Veracel and neighbors, the local community, institutions, social movements, and others, allowing for the maintenance of possession and ownership of these lands and ensuring the continued execution

of the company's forestry activities. From 2011 to 2024, we carried out several processes, resulting in approximately 19,000 hectares of negotiated areas, benefiting 24 associations and pre-settlements and approximately 1,500 families.

In addition to land access, the company contributes financial resources, materials, and technologies to ensure that these projects are established sustainably and become a differentiator.

We also seek partnerships to expand social investments, such as the proposal to involve suppliers in projects, to share responsibility for the impacts and strengthen Veracel's commitment to the sustainable development of the region.

Veracel also maintains corporate procedures, such as the PTEAS, the PTO, and the Global and Operational Aspects and Impacts Matrix – all focused on identifying directly affected communities and managing the social impacts resulting from forestry operations.

The monitoring of all these initiatives and campaigns is carried out through the Workflow system, which is managed by the planning department. The results are presented monthly at the Executive Board meeting on departmental performance indicators.

Among the potential negative impacts identified are increased dust, heavier traffic of large vehicles on surrounding roads, and possible deterioration

of the road network. In 2024, 24 negative impacts were recorded, and action plans were developed by the operational areas for mitigation. Of these, 14 were approved and resolved, and ten were still in progress by the time this report was finalized. [GRI 413-2]





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Health, safety and well-being

Taking care of our people and partners is one of our main principles. To achieve this, we have the Risk Management Program (PGR) and the Medical Control and Occupational Health Program (PCMSO), which prevent and mitigate impacts on health and safety.

The PGR contributes to research and hazard analysis in Veracel's activities. Risks are identified and assessed through a specific methodology. The PGR covers the preliminary survey of activities, inventory of occupational risks, and identification of control measures based on the hierarchy established by Regulatory Standard NR 01 (General Provisions and Occupational Risk Management). In this way, we are able to produce the Activity Preventive Analysis, in which the stages of the activity, hazards, risks, and control measures to be adopted are identified.

We also have the Occupational Health and Safety Policy and the Occupational Health and Safety Manual for Partner Companies. We also have the Hearing Control Program, which manages the physical risk of noise, and the Respiratory Protection Program, which monitors chemical risks such as dust and mists. The Ergonomics Program, in turn, establishes the controls and necessary actions to maintain safe, healthy, and comfortable work environments.

To ensure that outsourced workers also operate under safe conditions, these professionals undergo an integration process that includes verification of mandatory legal documentation, such as a valid Occupational Health Certificate (ASO) and assessment of the implementation and quality of the contractor's MCOHP.

Operational safety

[GRI 403-1| 403-2| 403-7]

To produce with quality and excellence, we must ensure the safety and well-being of everyone working at Veracel. In this way, we have implemented several actions and programs to ensure a safe work environment and strive to improve safety practices by investing in training, technologies, and employee awareness.

Our Occupational Health and Safety Management System is based on Regulatory Standard NR 01, structured around Veracel's principles and aligned with the guidelines set out in Veracel's Cultural Transformation Plan for Health and Safety, which serves as the foundation for our approach to this topic. The system covers all activities carried out within Veracel's operational areas, encompassing 100% of both direct employees and third-party workers. Partner companies have their own management systems, guided by Veracel's Management System. [GRI 403-8]

In risk analysis and prevention, we rely on:

Preventive Activity Analysis (APA)

To ensure safety throughout the production processes, the company conducts APAs to identify hazards across the entire production chain.

Work Permits (PPT)

In higher-risk activities, specific permits are applied to ensure compliance with safety regulations.

Integrated Supplier Monitoring (MIF)

The continuous evaluation of suppliers allows the identification of health and safety risks throughout the supply chain, including transporters.

Strict HSE Policies

The company adopts guidelines based on national and international standards to ensure high occupational safety standards.

Personal Protective Equipment (PPE)

The distribution and mandatory use of appropriate PPEs is strictly monitored, ensuring protection according to the function performed and the risks involved.

In 2024, we recorded three work accidents with our own employees.



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Incident investigations follow methodologies appropriate to the potential severity, such as ICAM (Incident Cause Analysis Method) for more complex analyses. The competence of the responsible teams is ensured through specific training, guaranteeing the effectiveness of the processes. The results of hazard identification, risk assessment, and incident investigation processes are used to continuously evaluate and improve the occupational health and safety management system through data analysis and the implementation of corrective and preventive actions.

Maintaining a safety culture

[GRI 403-4]

Periodically, we conduct the General Maintenance Otagé (PG), a scheduled and essential maintenance event in which production is halted for inspections, repairs, and improvements on equipment and facilities. The action is essential to ensure the continuity and safety of operations and is carried out in alignment with authorities, following guidelines, regulations, and scheduled deadlines.

In 2024, our PG generated BRL 10 million for the region. We offered more than 500 temporary positions and hired 2,700 additional workers to meet all demands. We encouraged and stimulated sectors such as food, accommodation, and transportation.

We hold regular health and safety meetings and provide the Deviation Report, a tool available via computer and mobile app. Through it, any employee can report unsafe conditions or behaviors identified in the workplace. Then, the area manager is responsible

for addressing the issue, focusing on correcting the deviation. Furthermore, the "Stop and Seek Help" tool, reinforced by communication from the management team, empowers any employee to halt activities that present a risk, emphasizing the importance of not proceeding in potentially dangerous situations.

We also carried out several safety campaigns, including the Internal Week for the Prevention of Workplace Accidents and Traffic Safety Week, during which a rollover simulator was used and cameras were installed in vehicles to monitor driver fatigue.

Safety training

[GRI 403-5]

Training in health, well-being, and occupational safety is established based on a matrix of mandatory trainings, which is developed in accordance with the legal requirements set out in the Regulatory Standards and other regulatory documents. In addition to the mandatory training established in this matrix, internal procedure training is also provided.

We conduct theoretical, practical, and integration training associated with the activities performed by each employee. The training programs are defined and included in the training matrix based on the risk assessment of the activities to be performed.





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A standout initiative is the “Chofer Referência” program, an innovative project from the Forest Logistics division that recognizes partner drivers for their exemplary safety practices. In the first edition, we honored drivers who stood out in their operations.

We also engaged and consulted employees regarding the health, well-being, and safety management system through regular meetings with leadership and partner companies, Cipa meetings – which continuously identify and report deviations and unsafe conditions – and a governance structure at various levels. These meetings ensure access to relevant information, promote active participation, and strengthen the ongoing evaluation and implementation of procedures, creating a safe and collaborative work environment.

Employee health and well-being

[GRI 403-3| 403-6| 403-7]

We offer various alternatives aimed at the well-being of our employees, covering physical and mental health, as well as family support. The occupational health service is responsible for supporting the identification and assessment of health and safety risks associated with work activities, including the analysis of work processes, identification of physical, chemical, biological, and ergonomic agents, as well as the evaluation of working conditions that may pose hazards to employees. We also aim to ensure that the

occupational health, healthcare, and well-being services provided to our employees meet the needs of each group with equity, striving to maintain quality standards.

We maintain the confidentiality of employees' personal health information through strict measures, such as restricted access to data, available only to the occupational health team and legally qualified professionals, in accordance with the Medical Ethics Code. The systems that store data have access controls and comply with the General Data Protection Law (LGPD), ensuring confidentiality and protection against misuse or discriminatory practices.

We also have three outpatient units for occupational, healthcare, and emergency services, accessible to both our employees and professionals from partner companies.

We offer benefits and resources that promote overall well-being, such as access to preventive, diagnostic, and therapeutic services. In this way, we reinforce our commitment to physical and mental health, going beyond occupational demands and contributing to the balance and quality of life of our professionals.



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The initiatives we carry out are:



Psychological support: offering 24-hour psychological support for employees and their dependents, including up to 12 sessions with psychologists throughout the year.



Legal and financial guidance: providing legal and financial advice through a 24-hour 0800 helpline.



Benefits for children with disabilities or rare diseases: we offer assistance for children with disabilities or children with rare diseases.



Bereavement leave: granting 15 days of bereavement leave in the event of the death of a parent, child, or spouse.



Maternity connection rooms: the creation of two maternity connection rooms, one at the mill and another at the forest division, for breast milk collection.



Career reintegration program: implementation of a career reintegration plan for female employees after maternity leave.



Maternity kit: provision of a maternity kit with skincare products, an electric breast pump for milk expression, and a personalized thermal bag.



Virtual urgent care: access to doctors such as general practitioners and pediatricians for *online* consultations, available 24 hours a day, seven days a week.



We also have initiatives focused on the physical, mental, and emotional health of employees, as well as promoting the adoption and practice of healthy habits.



Environmental management

[GRI 3-3 Environment]

To manage, mitigate, and offset the environmental impacts of our operations, we maintain a series of procedures. In 2024, the recognition of this effort ensured the renewal of the ISO 14001 certification for the forest division, as well as the maintenance of the certifications issued by the Forest Stewardship Council® (FSC®) and the Programme for the Endorsement of Forest Certification (PEFC).

Technology, research, and open dialogue with communities are part of environmental management, which aligns the rational use of resources with the preservation of fauna and flora. We are a company equipped with environmental technologies and strive to maintain high standards of modernity, efficiency, and quality. In this way, our dedication to improving our environmental results is approached with responsibility, transparency, and determination.

Climate change [GRI 201-2]

We are committed to monitoring our impacts and making efforts to reduce our greenhouse gas (GHG) emissions. In 2024, Veracel **restored 411.06 hectares of Atlantic Forest** – using different methodologies – maintained the use of ethanol in light vehicles, and installed solar power plants at all company units with a nominal generation capacity of 1.2 MWp.

These measures are part of Veracel's action plan to contribute to the reduction of GHG effects on the climate.

In addition, in partnership with the Brazilian Tree Industry (Ibá) and 15 other companies in the sector, we are producing a documentary on essential practices to combat the climate crisis. Based on real stories and current data, the documentary will provide a new perspective on sustainability and will be shown on the Max platform and the Discovery channel.

Emissions [GRI 305-3| 305-5]

With the forest at the core of its business, Veracel reaps the benefits of a positive carbon footprint.

In 2024, in our activities, **we removed 1,615,785.40 tons of CO₂eq from the atmosphere and emitted 371,948 tons of CO₂eq**. Every year, we are seeking alternatives to reduce our emissions, and, in 2024, we replaced gasoline with ethanol in Veracel's light vehicle fleet.

All of Veracel's cellulose production is transported by trucks to the Belmonte Maritime Terminal, 60 km from the mill, and then shipped by barge vessels to Portocel, in Espírito Santo. The barges are a sustainable choice, with lower carbon emissions compared to transportation via BR-101.

The mill's chimneys are continuously monitored and met 100% of the legal standards for atmospheric emissions.



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To measure the occurrences of the characteristic odor from cellulose production in the communities, **there is an Odor Perception Network (RPO), made up of 27 volunteers and residents from nine communities located around the mill.** In 2024, there were three occurrences of odor perception from the mill in the communities, reported by the volunteers of the Network.

We have been working with the RPO for nearly 20 years, allowing **us to monitor and address odor-related complaints, aiming to minimize the impact on the quality of life of the population.** The goal is to keep the number of complaints below three per year. It is a process managed with community involvement, and actions are taken whenever there is a need for any kind of correction.





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Energy [GRI 302-1|302-2]

All the electricity consumed in our mill is generated from the burning of renewable fuel sources. From the amount of energy generated at the mill, we consume a portion and sell the surplus to the National Interconnected System (SIN) and to the Chemical Plant located at the mill.

In 2024, the energy consumption within the organization totaled 4,752,331 GJ, representing a 2.1% increase compared to 2023. Outside the organization, energy consumption reached 25,208 GJ, including energy used in business trips and fuels, which corresponds to a **77.2% reduction compared to the previous year**. Thus, the energy intensity recorded was 4.43 GJ/ton produced within the operation.

We have the Veracel Solar project, which includes the installation of 1,560 photovoltaic panels at the Belmonte Maritime Terminal, 200 panels at the Forestry Center, 200 panels at the fuel station near the mill, 200 panels near the mill support station, and 12 panels at the Veracel Station RPPN. The solar power plants have an energy generation capacity of 1.8 GWh per year (1.2 MWpeak).

Rational use of water

[GRI 303-1| GRI 303-2]

Over the past seven years, Veracel has reduced water usage in the pulp production process by approximately 20%, reaching a level of 20.7 cubic meters per ton of pulp produced (m³/adt) in 2024, although the target for the year was 20 m³/adt.

In 2025, some actions will be implemented to increase water reuse and achieve the target.

We implemented a water management tool to monitor daily usage of this resource and identify waste in each area. In 2024, total water consumption was 5,206.09 ML. [GRI 303-5]

We also conduct environmental monitoring of the Jequitinhonha River and the rivers influenced by eucalyptus plantations. The results confirm that there are no significant changes in the water quality of the water resources that are related to Veracel's industrial and forestry activities.

The water drawn from an artificial canal in the Jequitinhonha River comes from a point located 800 meters downstream from where the treated effluents from the mill are discharged; in other words, Veracel's mill is the first user to collect the water after the release of its own treated effluents. Approximately

80% of the water collected is used and continuously returned to the Jequitinhonha River in the form of treated effluent, meeting the legal discharge standards and without altering the river's water quality standards.

Approximately 0.8% of the water collected is absorbed into the pulp and the waste. This means that 99.2% of the water collected is returned to the environment in the form of treated effluent and water vapor. In the most critical condition of low flow in the Jequitinhonha River, when the flow is around 40 m³/s, the interference of the mill's water consumption on the river's flow—meaning the amount of water that is collected and does not return to the river—was approximately 0.3% in 2024.



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Furthermore, for the discharge of effluents, we comply with the discharge standards established by Conama Resolutions No. 430/2011 and No. 357/2005, as well as the authorization No. 717/22 issued by the National Water Agency (ANA). In the most critical flow condition of the Jequitinhonha River, the capacity for dilution of the treated effluent in the river was approximately 70 times in 2024.

We also monitor the flow rates of other important water resources, such as two specific microbasins, which have been monitored in partnership with Esalq to compare water availability. These long-term results have been presented at academic meetings, environmental forums, and to the relevant environmental authorities.

Reduction of water use

The reduction of our water usage at the mill was treated as a project based on the Lean Six Sigma methodology, aiming to identify opportunities for recycling the resource within the production process and reducing losses. As a result, several opportunities were identified, classified according to the financial investment required for implementation and the potential for water savings. Therefore, since 2018, when the project was initiated, the mill's specific water usage has been **reduced by 20.2%**. To maintain the reduction gains, a water management tool was created, focusing on losses/waste. This tool is evaluated daily in operational and managerial meetings, and deviations are addressed immediately.

Use of waste [GRI 306-1| 306-2]

At Veracel, we practice circular economy, aiming to reduce, reuse, and recycle waste. Currently, **98% of our industrial waste is recycled**, thanks to a continuous improvement process in environmental management. In this model, we add value to the generated waste by converting it into raw materials, inputs such as fertilizers, or energy resources, both within and outside the company. Thus, **waste generation has also decreased significantly, by approximately 40%.**

We have a Waste Treatment Center, which receives the majority of the waste generated in the pulp manufacturing process. The facility employs 26 people to convert waste into agricultural products and provide soil pH correctors and fertilizers for the forestry area and local farmers. The waste management process is periodically audited in accordance with ISO 14001, PEFC, and FSC® standards.

Organic waste is turned into organic fertilizers. Inorganic waste, such as dregs, grits, lime sludge, slaked lime, and light ash, is used as raw material for the production of soil pH correctors. Non-recyclable industrial waste is sent to a licensed industrial landfill within Veracel's own mill. Hazardous waste, such as used oil, fluorescent lamps, batteries, or other contaminated waste, is sent to specialized and licensed companies.

The control is done through the issuance of the MTR (Waste Transport Manifest) and the subsequent submission of the CDF (Final Destination Certificate) on the federal government's website.





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In 2024, the total waste generated by our operations was 38.2 kg/adt. In this period, we avoided sending a total of 40,007 tons of waste to the landfill, which were sent for recycling. The total amount of non-recycled waste was 834 tons.

We have also established partnerships with local producers for the reuse of waste. We use sugarcane, coconut fiber, açaí and cupuaçu husks and seeds as fuel in the plant, reducing environmental impact and creating value for local communities.

As an example of how we reuse waste in our production process, the brownstock purification residues are no longer sent to the industrial landfill; instead, they are returned to the chip yard to be used as raw material. Additionally, some of the primary sludge waste (cellulose fiber recovered at the Effluent Treatment Station) is no longer sold for recycling and is now sent to the biomass boiler to be used as an energy resource, among other projects.



The marine waste case at the Belmonte Maritime Terminal

The Belmonte Maritime Terminal handles 1.1 million tons of pulp that we produce annually. The area adjacent to the terminal has nearly 2 kilometers of beaches in an environmentally protected area. Throughout 2023 and 2024, we observed an increasing amount of trash coming from the sea and accumulating along the shoreline.

In this regard, based on a study that collects plastic waste found on the beaches of the southernmost region of the state, we mapped its origins and discovered that the waste came from more than 20 countries, in addition to Brazil, with plastic water bottles being the predominant item.

During the first five weeks of collection in 2024, 140 kg of plastic waste were removed from the beaches in the Belmonte Maritime Terminal area. The analysis of the waste revealed a predominance of plastic bottles from Asia, which likely arrived by sea or were discarded by ships.

After the analysis, the waste was collected and sent to the mill for the Vida Project, which is responsible for sorting, recycling, and finding new destinations for the waste.

Our goal is to expand the study to over 35 km of beaches in the region, with the support of Ambipar, an environmental solutions consultancy that is already our partner in monitoring sea turtles in the same area.



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Biodiversity

[GRI 3-3 Support for Environmental and Social Projects | Landscape and Biodiversity| 304-2]

Veracel manages its forest plantation areas with zero conversion of natural ecosystems and no deforestation, as the forest plantations are carried out in anthropized areas. In operations, measures are adopted for biodiversity conservation.

We use the mosaic planting methodology, which allows for the creation of a balanced landscape between commercial eucalyptus plantations and patches of native vegetation. Mosaic plantings protect the soil, ensure the availability and quality of water, conserve biodiversity, and remove CO₂ from the atmosphere. The native forest interspersed with the plantations contributes to the biological and natural control of pests that may affect the productivity of the planted forest, while it also allows for wildlife movement, as it helps form temporary ecological corridors. Thus, ecological balance is maintained, promoting the exchange of genetic flow between fauna and flora and the preservation of biodiversity.

In addition, we conduct monitoring of fauna and flora, which, to date, has not recorded any impacts on the behavior of groups such as mammals and birds. For vegetation monitoring of the forest formations, the method of permanent plots is used, both for the tree layer and for the regeneration layer. Regarding bird monitoring, the method used is through listening points and sightings, while for mammals, camera

traps are used in conjunction with track transects, along with opportunistic records. For the survey of medium and large mammals, since the species have distinct habits, densities, and different degrees of detectability, camera traps are used in conjunction with track transects, along with opportunistic records.





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Forest restoration

[GRI 3-3 Forest restoration | 304-3]

Our goal is to restore 400 hectares annually, through the Atlantic Forest Program (PMA). In 2024, **411.06 hectares of forest were restored** through this program. An additional 8,000 hectares have been restored through the planting of native Atlantic Forest species, reestablishing native vegetation cover and wildlife habitats.

More than one hundred species are considered for planting, using between 20 and 40 species per hectare. The restoration begins with the purchase of seedlings from local partners, which are then planted and undergo intensive monitoring for two years.

This work contributes to the formation of ecological corridors, connecting fragments of Atlantic Forest. In addition to restoration, we conduct monitoring of flora and fauna, including monitoring of the harpy eagle and jaguar, as part of the management of High Conservation Value Areas (HCVAs).



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Veracel Station Private Natural Heritage Reserve (RPPN)

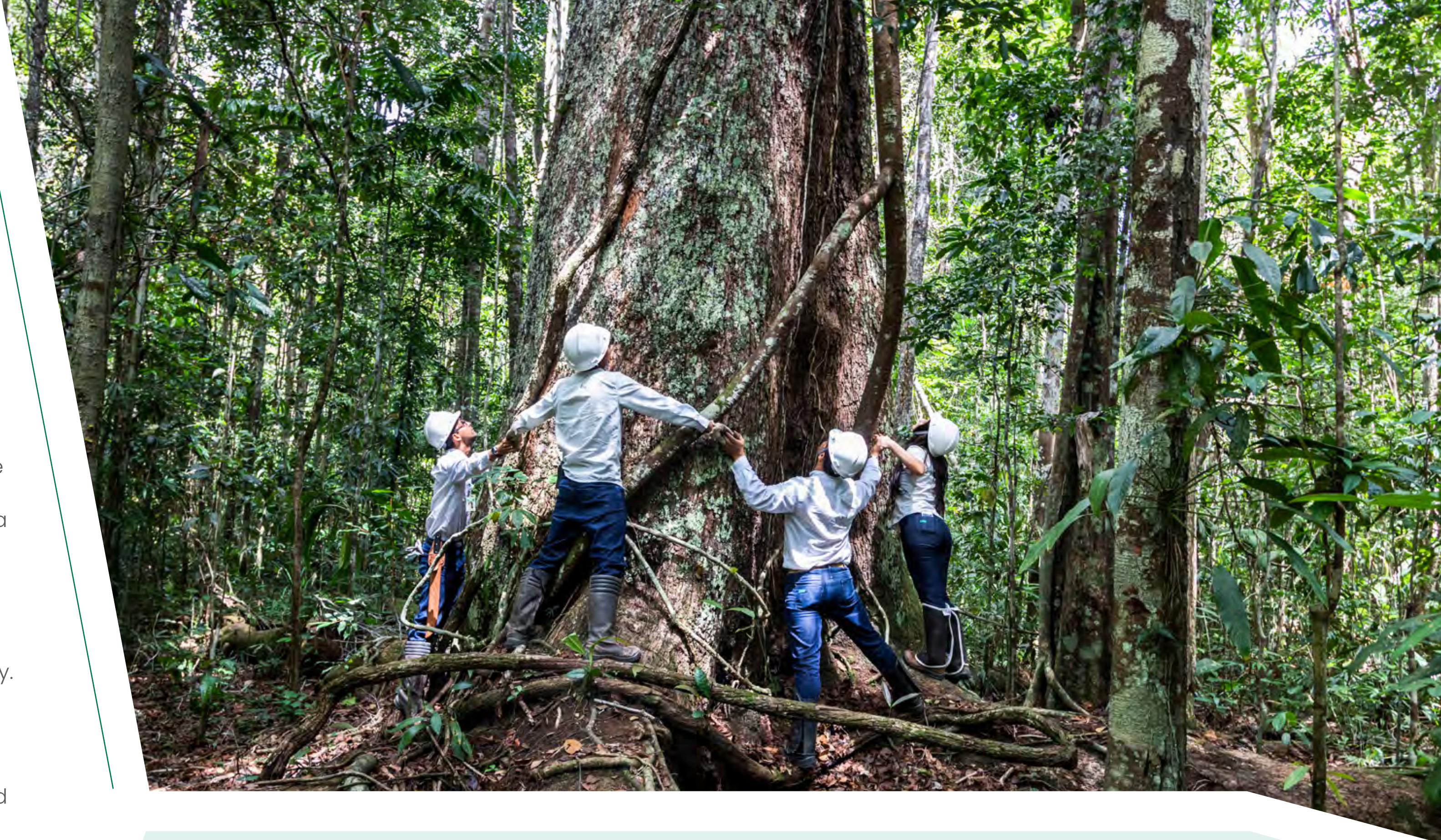
[GRI 3-3 Landscape and biodiversity]

The Veracel Station Private Natural Heritage Reserve (RPPN) is the largest private Atlantic Forest reserve in the Brazilian Northeast and one of the 20 areas with the greatest tree diversity in the world. It is more than six thousand hectares of preserved forest and protected biodiversity in southern Bahia, serving as a refuge for various species of fauna and flora.

This year, the Veracel Station celebrated its 26th anniversary and continues to serve as a model of environmental conservation and a hub for monitoring and protection, a true natural laboratory. In doing so, it contributes to scientific research and generates knowledge about Brazilian biodiversity.

It also provides a range of ecosystem services, such as climate regulation, water conservation, and the support of pollinators essential to neighboring agroforestry communities.

The RPPN was one of the highlights in the *Ibá* Magazine insert presented at COP16 – Convention on Biological Diversity – as an example of progress toward Target 3 of the Global Biodiversity Framework, which aims to protect 30% of terrestrial areas by 2030. Our contribution reflects the value we place on sustainability and environmental stewardship. We know that preserving today means securing a better future for everyone.



Since 2019, the Veracel Station has recorded nearly 300 species of birds and mammals, including some that are rare, endemic, and endangered, such as the jaguar (*Panthera onca*). Among the birds are the crejoá (*Cotinga maculata*), a symbol of the reserve throughout its history, and the harpy eagle (*Harpia harpyja*). The presence of this bird in the region shows that conservation efforts have helped ensure the survival of a species at the top of the food chain.

This effort is only worthwhile if there is environmental awareness and education. In August 2024, we held the fourth Porto Seguro Bird Festival, in partnership with other Atlantic Forest Conservation Units in the region, the Porto Seguro City Hall, and the Federal University of Southern Bahia (UFSB).

Held at the Historic Center of Porto Seguro, in southern Bahia, the event featured a program for people of all ages, with workshops, activities, exhibitions, lectures, and outdoor birdwatching.

We have a partnership with the Pró-Carnívoros Institute and the National Research and Conservation Center for Carnivorous Mammals (Cenap), part of the Chico Mendes Institute for Biodiversity Conservation (ICMBio), **to conduct research on the occurrence of mammals in Atlantic Forest fragments in the company's operational areas.**

In 2024, new results were released: **70% of the species recorded in the region's conservation units are also present in these fragments.** A total of 31 species of native mammals are monitored, including ten threatened with extinction at the state level, nine at the national level, and six at the international level. **The fragments total 1,850 hectares and are considered Areas of High Conservation Value (AAVC).** These results were presented during the 12th Brazilian Congress of Mammalogy, held in Búzios (RJ) in September 2024.



Other monitoring actions and community engagement efforts

We also conduct monitoring aimed at identifying hunting activities and other impacts caused by third parties, with the goal of ensuring the maintenance or increase of the diversity of endemic, rare, threatened, or endangered species. In the RPPN, over 1,300 species have been identified, with 910 related to flora and 401 to fauna.

They are monitored to establish protection methods and maintain High Conservation Value attributes, as well as to define strategies and actions necessary for the prevention, control, and mitigation (reduction, minimization) of threats, pressures, and risks that could cause damage. In 2024, through the Friends of Wildlife Program, in which we share environmental content and actions for wildlife protection with our own employees and those of partner companies, 156 images of animals were recorded in our areas, with 37.18% of them in eucalyptus plantations. This data reinforces the importance of productive areas as ecological corridors, allowing wildlife to move between preserved Atlantic Forest fragments. The significant presence of animals in the plantations demonstrates that sustainable management, including the mosaic planting strategy, enhances connectivity between natural habitats.

It is also worth highlighting that we carry out the Good Neighbor Program to establish contact and dialogue with the immediate neighbors of the Veracel Station RPPN, through environmental education information provided by the Veracel Environmental Education Program (Peav) team and through checks and monitoring conducted by the RPPN Ecosystem Protection and Management team. In 2024, the program carried out environmental education activities in five municipal schools neighboring the Veracel Station RPPN. The topics covered were aligned with the content studied in the classroom, and the activities included lectures, native tree planting, visits to the Veracel Station, workshops, and birdwatching. A total of 273 people participated in the activities.

Fire prevention actions

From the top of the forest, 14 towers, equipped with cutting-edge technology, monitor 200,000 hectares of forests in southern Bahia. Using artificial intelligence, the observation towers operate 24 hours a day. Real-time alerts are sent to a monitoring center, enabling the rapid and safe deployment of structures and firefighting teams.



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The newest tower was installed before the last quarter, the period of greatest vulnerability to fires, when temperatures begin to rise. We have our own firefighting brigade, which aims to contain potential fire outbreaks in less than 30 minutes in any area of its operation. Knowing that it is essential to involve everyone, Veracel runs educational campaigns with local communities and provides WhatsApp at (73) 99925-0430 and the toll-free hotline 0800 799 9802 for reporting fire outbreaks.

In 2024, 53 fire incidents were identified, affecting 142.8 hectares, including 62.9 hectares of eucalyptus plantations, 43.9 hectares of preservation areas, and 36 hectares of areas for other uses.

Turtle rehabilitation

[GRI 3-3 Impact of the port terminal]

In operation since September 2023, Veracel's Sea Turtle Rehabilitation Center (CRTM) in Belmonte (BA) reported its first results in 2024, with the rehabilitation of five sea turtles. The center is the only hospital in southern and extreme southern Bahia for sea turtles, where we monitor 35 km of beach. The area also receives species from neighboring regions and even from distant places such as Maraú, approximately 350 km to the north.

These animals arrive weakened, with anemia, buoyancy issues, and other problems, and undergo a recovery period before being reintegrated into their habitat. Among them are the females, essential for ensuring that hundreds of eggs are spread along the Bahia coastline, allowing the life cycle to continue.

Caring for these species is not a recent effort. 19 years ago, the company launched the Veracel Sea Turtle Monitoring Program, which tracks the presence of these animals during their reproductive period. In the last breeding season, from September to April, the **birth of more than 14,000 sea turtle hatchlings** was recorded.

Dolphin's home

For seven years, Veracel has been monitoring the dolphins around the terminal in partnership with the Humpback Whale Institute. The preferred spot of the **40 gray dolphins being monitored** is the breakwater, where an ecosystem of plants and marine algae provides a feast for small fish species that serve as food for the dolphins.

The Humpback Whale Institute and Veracel have also been working on the monitoring and protection of the humpback whale population along the Bahia coastline for over 20 years. We started the pioneering project of installing thermal cameras on cellulose transport barges, which record the movements of whales and small boats and issue alerts. In 2025, the first population data for the species in the region will be available.





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Social indicators



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GRI 2–7 Employees^{1,2,3,4}

2023							2024					
	By gender											
	Men		Women			Men			Women			
Permanent employees	821		238			768			218			
Employees (temporary)	15		25			13			22			
Full-time MBA	808		217			768			218			
Employees (part-time)	13		21			13			22			
	By region											
	Central-West	Northeast	North	Southeast	South	Total	Central-West	Northeast	North	Southeast	South	Total
Permanent employees	4	964	5	79	15	1,067	2	941	1	33	9	986
Employees (temporary)	–	–	–	–	–	0	0	35	0	0	0	35
Full-time MBA	–	–	–	–	–	0	2	941	1	33	9	986
Employees (part-time)	–	–	–	–	–	0	0	35	0	0	0	35

1 Interns were not counted.
2 Veracel does not have employees in the "no guaranteed working hours" category.
3 During this period, Veracel did not have employees in the "not informed" and "other" categories.
4 The methodologies and assumptions used for compiling the data include direct extraction of information from the SAP system, ensuring its consistency and accuracy. In addition, to ensure data accuracy, they were reviewed by the responsible department.

GRI 2–8 Workers who are not employees^{1, 2}

2023		2024	
Men	Women	Men	Women
2,118	140	2,310	197

1 The data was obtained through reports from the areas responsible for monitoring with partner companies (there is a monthly report with the details of employees hired and dismissed).
2 In the industrial operation, fluctuations in the number of workers occur, as they are not employed during the general maintenance shutdowns of the mill, which usually take place every 24 months.

GRI 2–21 Annual total compensation ratio

	2023	2024
Ratio of the annual total compensation of the highest paid individual in the organization to the average annual total compensation of all employees (excluding the highest paid)	54.04	56.02
Ratio of the percentage increase in annual total compensation for the organization’s highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	6.48%	7.64%

GRI 2–30 Collective bargaining agreements^{1, 2}

	2023	2024
Total number of employees	1,025	1,021
Number of employees covered by collective bargaining agreements	914	872
Percentage of employees covered by collective bargaining agreements	89.17%	85.41%

1 The working conditions and terms for employees not covered by the collective bargaining agreement are defined by the company according to its guidelines and internal procedures.
2 For employees not covered by collective bargaining agreements, only the management group is considered, in which there is an internal compensation policy that aligns adjustments according to performance and job responsibilities. The agreement is not only applied to adjustments; other clauses are also implemented.

GRI 204-1 Proportion of spending on local suppliers^{1,2}

	2023	2024
Purchasing budget used in key operational units	BRL 1,898,255,046	BRL 1,757,341,686
Purchasing budget used in key operational units, which is spent with local suppliers	BRL 376,672,656	BRL 411,223,774
Percentage of the purchasing budget used in key operational units, which is spent with local suppliers	19.84%	23.40%

1 Local suppliers are considered to be those located within the 11 municipalities where Veracel operates, namely: Belmonte, Canavieiras, Eunápolis, Guaratinga, Itabela, Itagimirim, Itapebi, Mascote, Porto Seguro, Potiraguá, and Santa Cruz Cabrália.
2 For the calculation of this indicator, we consider the total financial amount spent on suppliers.

GRI 401-1 New employee hires and employee turnover¹

2023					2024			
	By age group							
	Total number of employees	New Hires	Terminations	Turnover rate	Total number of employees	New Hires	Terminations	Turnover rate
Under 30	163	42	54	29.45%	143	55	45	34.96%
30 to 50	787	89	123	13.47%	760	54	91	9.53%
Over 50	109	2	13	6.88%	118	2	11	5.50%
	By gender							
	Total number of employees	New Hires	Terminations	Turnover rate	Total number of employees	New Hires	Terminations	Turnover rate
Men	821	81	108	11.51%	781	60	98	10,11%
Women	238	52	27	16.59%	240	51	49	20.83%
	By Region							
	Total number of employees	New Hires	Terminations	Turnover rate	Total number of employees	New Hires	Terminations	Turnover rate
Central-West	3	2	0	66.66%	2	0	0	0%
Northeast	994	109	102	21.22%	976	102	123	11.52%
North	4	4	1	125%	1	0	3	150%
Southeast	51	28	26	105.88%	33	4	19	34.84%
South	7	1	5	85.71%	9	5	2	38.88%

¹ Employee turnover calculation: number of employees terminated / total number of employees × 100.



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GRI 401-3 Parental leave

2023				2024		
	Total number of employees entitled to take maternity/ paternity leave, broken down by gender	Total number of employees who took maternity/paternity leave during the reporting period	Total number of employees who took maternity/ paternity leave during the reporting period, returned to work after the end of their leave, and whose leave ended within the reporting period	Total number of employees entitled to take maternity/ paternity leave, broken down by gender	Total number of employees who took maternity/paternity leave during the reporting period	Total number of employees who took maternity/ paternity leave during the reporting period, returned to work after the end of the leave, and whose leave ended within the reporting period
Men	821	32	32	781	26	26
Women	238	16	16	240	10	8

GRI 403-9 Work-related injuries

2023							
Types of employees.	Number of worked hours	Rates based on 200,000 or 1,000,000 hours worked¹	Number of fatalities as a result of work accidents	Number of workplace accidents with serious consequences (excluding fatalities)²	Rate of accidents at work with serious consequence (excluding fatalities)	Number of Workplace Accidents registered	Rate of workplace accident registered
Employees	1,915,842	1,000,000	0	2	0.0002%	1	0.0001%
Non-employee workers	6,312,663	1,000,000	0	7	0.0007%	1	0.0001%

2024							
Types of employees.	Number of worked hours	Rates based on 200,000 or 1,000,000 hours worked¹	Number of fatalities as a result of work accidents	The number of work-related accidents with serious consequences (excluding fatalities)²	Rate of accidents at work with serious consequence (excluding fatalities)	Number of Workplace Accidents registered	Rate of workplace accident registered
Employees	1,409,988	1,000,000	0	3	0.0003%	3	0.0003%
Non-employee workers	4,926,093	1,000,000	0	0	0%	9	0.0009%

1 Frequency rates were calculated based on 1,000,000 hours worked.
2 For work-related accidents with serious consequences (excluding fatalities), we consider the concept of lives changed. According to the GRI: a work-related accident that results in death or in an injury from which the worker cannot, or is not expected to, fully recover within six months to their pre-incident health condition.

GRI 404-1 Average hours of training per year, per employee¹

2023				2024		
	By gender					
	Total number of hours of training performed by employees	Total number of employees	Average training hours per year per employee	Total number of hours of training performed by employees	Total number of employees	Average training hours per year per employee
General by employee	25,435.17	1,075	23.66	24,488	1,021	23.98
Men	9,738.1	837	11.63	17,965	781	23.00
Women	15,757.07	238	66.21	6,523	240	27.17
	Function Category					
	Total number of training hours completed by the organization's employees	Total number of employees	Average training hours per year per employee	Total number of training hours conducted by the organization's employees	Total number of employees	Average training hours per year per employee
Leadership	3,931.17	63	62.40	4,931	66	74.71
Administrative	6,980.5	178	39.22	5,361	175	30.63
Operational	11,391.45	785	14.51	12,162	732	16.61
Expert	3,191.25	19	167.96	2,034	48	42.38

¹ In 2024, we invested approximately BRL 1.5 million in courses and training. During this period, the average training hours per employee were 24 hours, with 17.60 hours for men and 6.40 hours for women.



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GRI 404-3 Percentage of employees receiving regular performance and career development reviews¹



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2023						
Employees Category	Total	Employees who received regular performance and career development appraisal during the reporting period	Percentage of employees who received regular performance and career development appraisal	Total	Employees who received regular performance and career development appraisals	Percentage of employees who received regular performance and career development appraisal during the reporting period
	Men			Women		
Leadership	63	62	100%	15	15	100%
Administrative	126	126	100%	82	81	100%
Operational	611	608	100%	83	83	100%
Expert	17	16	100%	15	15	100%
2024						
Employees Category	Total	Employees who received regular performance and career development appraisal during the reporting period	Percentage of employees who received regular performance and career development appraisal	Total	Employees who received regular performance and career development appraisals	Percentage of employees who received regular performance and career development appraisal during the reporting period
	Men			Women		
Leadership	59	59	100%	20	20	100%
Administrative	112	112	100%	73	73	100%
Operational	593	553	93.25%	128	89	69.53%
Expert	17	17	100%	19	19	100%

¹ Interns and apprentices were not considered as they are not eligible for the Performance and Career Evaluation process.

GRI 405–1 Diversity of governance bodies and employees

2023				2024		
	By gender					
Employee categories	Men	Women		Men	Women	
Employee (Operational, Administrative, Young Apprentice and Internship)	77.93%	22.07%		76.60%	23.40%	
Executive Officer	100%	–		100%	0%	
Strategic (Expert)	62.5%	37.5%		58.3%	41.7%	
Manager (Coordinator and Manager)	74.14%	25.86%		68.8%	31.2%	
Chairman	100%	–		100%	–	
	By age group					
Employee categories	Below 30–years–old	Between 30 and 50	Over 50 years	Below 30–years–old	Between 30 and 50	Over 50 years
Employee (Operational, Administrative, Young Apprentice and Internship)	17.47%	73.54%	9%	22%	68%	10%
Executive Officer	–	75%	25%	–	75%	25%
Strategic (Expert)	–	89.58%	10.42%	2.1%	83.3%	14.6%
Manager (Coordinator and Manager)	–	70.69%	29.31%	1.6%	75.4%	23%
Chairman	–	100%	–	–	100%	–



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GRI 405–1 Diversity of governance bodies and employees

2023							2024					
	By Disability											
Employee (Operational, Administrative, Young Apprentice and Internship)	2.51%						3.5%					
Executive Officer	–						0%					
Strategic (Expert)	2.08%						2.08%					
Manager (Coordinator and Manager)	1.72%						1.6%					
Chairman	–						0%					
	By color or race											
Employee categories	Asian	White	Indigenous	Not Informed	Brown	Black	Asian	White	Indigenous	Not Informed	Brown	Black
Employee (Operational, Administrative, Young Apprentice and Internship)	1.46%	20.29%	1.05%	1.88%	57.85%	17.47%	1.3%	20.6%	1%	0%	57.1%	19.8%
Executive Officer	–	100%	–	–	–	–	0%	100%	0%	0%	0%	0%
Strategic (Expert)	0%	47.92%	0%	2.08%	37.5%	12.5%	0%	45.8%	0%	0%	43.8%	10.4%
Manager (Coordinator and Manager)	3.45%	51.72%	0%	0%	37.93%	6.9%	1.6%	47.5%	0%	0%	44.3%	6.5%
Chairman	0%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%



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GRI 405–2 Ratio of basic salary and remuneration of women to men

Title ¹	The proportion of the base salary of women to men	The proportion of women's compensation to men's
Employee (Operational, Administrative and Young Apprentice)	0.79	0.95
Expert	1.04	1.16
Manager	0.98	0.9

¹ There are no women in the positions of director and president.

GRI 413–1 Operations with local community engagement, impact assessments, and development programs

	2024		
	Total number of operations or operational units	Total number of operations with local community engagement, impact assessments, and development programs	Percentage of operations with local community engagement, impact assessments, and development programs
1. Social impact assessments, including gender impact assessments, based on participatory processes	1	0	0%
2. Environmental impact assessments and ongoing monitoring	18	18	100%
3. Public disclosure of the results from environmental and social impact assessments	2	2	100%
4. Local community development programs based on the needs of local communities	35	35	100%
5. Stakeholder engagement plans based on stakeholder mapping	1	1	100%
6. Committees and processes for broad consultation with the local community including vulnerable groups	10	10	100%
7. Work councils, occupational health and safety commissions and other entities representing workers to discuss impacts	0	0	100%
8. Formal local community grievance processes	24	24	100%

Environmental Indicators

GRI 302-1 Energy consumption within the organization (GJ)¹

	2023	2024
	Non-renewable fuel	
Natural Gas	1,106,528	1,122,281
BPF Oil 1A	15,832	17,846
Diesel Oil	461	1,111
Total	1,122,821	1,141,238
	Renewable fuel	
Hulls	84,936	119,351
Methanol	5,655	9,973
Black liquor	2,831,940	2,775,697
Primary sludge	6,243	8,845
Biomass Wood Chip	41,687	33,711
Total	2,970,461	2,947,577
	Electricity	
Total Consumption	2,152,249	2,168,000
Total Sold	1,503,622	1,504,484

¹ There is no energy consumption related to the categories Heating, Cooling, or Steam.

GRI 302-3 Energy intensity

	2023	2024
Within the organization	4.46	4.43
Outside the organization	0.10	0.02

GRI 303-3 Water withdrawal (ML)^{1,2,3}

	2023	2024
Funding sources	All areas	
Dry	21,286.46	22,303.47
Underground water	32.39	28.27
Third parties water	126.15	– ⁴
Total	21,444.90	22,331.74

¹ There is no extraction of seawater or produced water.
² The significant water withdrawals made by the company are equipped with direct measurement instruments that are properly calibrated and suitable for this purpose. In addition, the data is properly recorded in the Computerized Information Management System.
³ There is no water intake in areas with water stress.
⁴ During the 2024 period, there was no water withdrawal from third parties.



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GRI 303-4 Water discharge (ML)^{1,2}

2023		2024
Disposal	All areas: Freshwater (≤1,000 mg/L Total Dissolved Solids) (ML)	
Surface water	17,422.25	17,125.65
Underground water	-	-
Seawater	-	-
Third parties water	-	-

1 There is no discharge of other waters, except freshwater.
2 There is no water discharge in areas with water stress.

GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Veracel Unit	Rodovia BA-275, km 24, Fazenda Brasilândia, s/n – Zona Rural, Eunápolis – BA, 48820-970 (Latitude: -16.08936000° / Longitude: -39.40833000°)
Own, leased, or managed surface and underground areas	According to the forest planning, the effective eucalyptus planting areas (ha) are divided into own (78,380.9 ha), leased (7,793.6 ha), and areas available for planting (4,386.7 ha), totaling 90,561.2 ha. For areas not designated for planting (ha), there is a division by typology, as follows: Legal Reserve (43,406.0 ha), Permanent Preservation (19,120.1 ha), Veracel Station (6,062.9 ha), Infrastructure (10,721.5 ha), and additional protected areas (32,826.4 ha), totaling 112,136.9 ha.
Position regarding the environmental protection area	In its vicinity
Operation Type	Manufacturing / production
Operating unit size	202,698.1 ha (Hectare)
Biodiversity value characterized by the presence on a protection list	HCV1: Species Diversity: concentrations of biological diversity, including endemic, rare, threatened, or endangered species significant at the global, regional, or national level
Biodiversity value characterized by the presence on a protection list	• HCV1: Species Diversity: concentrations of biological diversity, including endemic, rare, threatened, or endangered species significant at the global, regional, or national level;
	• HCV2: Ecosystems and Landscape Mosaics: extensive ecosystems and mosaics of ecosystems at the landscape level, significant at the global, regional, or national level, containing viable populations of the vast majority of naturally occurring species in natural patterns of occurrence and distribution;
	• HCV3: Ecosystems and <i>Habitats</i> : ecosystems, <i>habitats</i> , or biodiversity refuges that are rare, threatened, or endangered;
	• HCV4: Critical Environmental Services: essential environmental services in critical situations, including watershed protection and erosion control on vulnerable soils and slopes;
	• HCV5: Community Needs: areas and resources essential to meet the basic needs of local communities, indigenous populations, or traditional populations (subsistence, food, water, health, etc.), identified in cooperation with these communities or populations;
Biodiversity value characterized by the presence on a protection list	• HCV 6: Cultural Values: areas, resources, <i>habitats</i> , and landscapes of special cultural, archaeological, or historical significance at the national or global level, and/or of critical cultural, ecological, economic, or religious importance for the traditional culture of local communities, indigenous populations, or traditional populations, identified in cooperation with these communities or populations.



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GRI 304–4 IUCN Red List species and national conservation list species with habitats in areas affected by operations

Total number of species from the IUCN Red List and the national conservation list with <i>habitats</i> in areas affected by the organization's operations, by extinction risk level:	IUCN List ¹	Brazil List ²
1. Critically threatened with extinction	11	7
2. Endangered	36	65
3. Vulnerable	71	46
4. Near Threatened	0	0
5. Least Concern	0	0

¹ The reported numbers refer to species included in the IUCN Red List (*International Union for Conservation of Nature*), including birds, mammals, and tree species. Species of Least Concern or Near Threatened were not accounted for.

² No survey was conducted for "Near Threatened" and "Least Concern" species.



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305-1 Direct (Scope 1) GHG emissions

305-2 Energy indirect (Scope 2) GHG emissions

305-3: Other indirect (Scope 3) (GHG) emissions

Total direct GHG emissions (Scopes 1, 2, and 3) in tCO ₂ e			
GHG emissions and removals (tCO ₂ e) ^{1,2,3}		2023	2024 ⁴
Scope 1 ⁶	Emissions	278,428.42	127,781.38
	Removal	-1,995,250.61	-1,615,785.40
Total (E1)		-1,716,822.39	-1,488,004.02
Scope 2 (E2) ⁷		47	10,919.04
Scope 3 (E3) ⁵		219,131.86	233,248.36
Total balance - E1 + E2 + E3		-1,497,189.86	-1,243,836.62

1 In 2024, biogenic CO2 emissions (scope 1) were 1,829,081.30 tCO2e from Scope 3 were 7,462.92 tCO2e.

2 The consolidation approach is operational control. The methodology used for the quantification and reporting of GHG emissions was the Greenhouse Gas Protocol (GHG Protocol), and, when applicable, other methodologies and references were used for the calculation models employed, emission factors based on the Intergovernmental Panel on Climate Change (IPCC), and conversion factors, among others. To account for the balance between emissions and removals, the assumptions of NBR ISO 14064 were used.

3 Gases included in the calculation: CO2, CH4, N2O, HFC, HCFC, R-410A compounds, and R-407C.

4 Base year: 2024

5 Scope 3 includes *upstream* T&D; *downstream* T&D; waste (solid waste + effluents); purchased goods and services; business travel; and activities related to fuel and energy not included in scopes 1 and 2.

6 The reduction in Scope 1 emissions in 2024 is due to a revised understanding of the classification of emission sources. Activities previously considered Scope 1 were reclassified as Scope 3, as they are carried out by partner companies.

7 In this cycle (2024), there was a significant increase in scope 2 emissions. This increase occurred due to the incorporation of the energy used by Nouryon into Veracel's inventory.

305-4 GHG emissions intensity

2023			2024	
Item	Values	Intensity of Emissions (tCO ₂ / tsa) ¹	Values	Intensity of Emissions (tCO ₂ / tsa) ²
Scope 1	255,464	0.26	115,392	0.11
Scope 2	47	0.0004	10,919.04	0.01
Scope 3	219,131.86	0.2	233,248.36	0.28
Total	475,096.88	0.46	359,559.40	0.4

¹ Denominator: amount of cellulose produced in 2023. Unit of measure:

² Denominator: amount of cellulose produced in 2024. Unit of measure:

GRI 306-3 Waste generated



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Identification of residue ¹	Total weight	Total weight	Disposal
	2023	2024	
Light ash	4,341	4,088	industry
Dregs/Grits	18,763	18,986	industry
Sludge from the WTP	1,291	950	industry
Burnt lime	1,324	1,544	industry
Primary sludge	2,531	1,118	industry
Precipitator purge	539	1,090	industry
Log yard sand	4,187	3,863	industry
Sand from the purification tailings	70	87	industry
Dirty bark (Log Yard + Trucks)	1,692	532	industry
Boiler bottom ash (heavy ash)	3,493	4,528	industry
Clean bark - shredders or bark with metal	34	0	industry
Biological sludge - dehydrated and supernatant	3,574	3,291	industry
TOTAL (Recycling)	839	40,077	industry
Digester waste	23	83	embankment
LWH tank sludge	525	0	embankment
Dregs/Grits ²	12	751	embankment
TOTAL (Landfill)	560	834	embankment

¹ The weighing of all waste generated during a specific period is carried out periodically, and then the average weight is calculated. Subsequently, the number of monthly trips is multiplied by the average weight to determine the total amount of waste generated.

² The generation of *dregs* for the landfill in 2024 was higher due to the decreased efficiency in washing the lime sludge, causing, at certain moments, the sodium concentration in the *dregs* to exceed 5%, making recycling unfeasible.



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306-4 Waste diverted from disposal

306-5 Waste directed to disposal

Waste disposal, by type of operation		
Non-hazardous waste	2023	2024
1. Preparation for onsite reuse	70	1,037
2. Preparation for offsite reuse	7,680	8,391
3. Onsite recycling	3,822	3,193
4. Offsite recycling	30,267	29,531
Total waste recovered	839	42,152
1. Incineration with onsite energy recovery	1,531	3,193
2. Incineration without onsite energy recovery	0	0
3. Onsite landfill	560	834
Total waste sent for final disposal	2,091	4,027

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Statement of use: Veracel Celulose S.A. reported in accordance with the GRI Standards for the period from January to December 2024.

GRI 1 Standard used: GRI 1 Fundamentals 2021

Sector Standards applied: Not applicable to Veracel's sector

GRI Standard	Content	Location	Omission			Interoperability GRI-ESRS*	SDG	Global Compact
			Omitted Requirement	Reason	Explanation			
GRI 2: General Disclosures 2021								
The organization and its reporting practices	2-1 Details of the organization	Veracel Celulose S.A. is a <i>joint venture</i> formed by two major industrial groups: Stora Enso, one of the largest companies in the forest and paper industry worldwide, with Finnish-Swedish origins, and Suzano S.A., a Brazilian company and global leader in the production of eucalyptus pulp and paper. Each of these companies holds a 50% stake in Veracel. Incorporated as a Corporation (S.A.), the company is located on Highway BR-101, km 733, s/n, in the rural area of Eunápolis, Bahia, Brazil.						
	2-2 Entities included in the organization's sustainability reporting	Page 3						
	2-3 Reported period, frequency and point of contact	Page 3					ESRS 1 §73	
	2-4 Restatements of information	The total amount of electricity consumed within the organization in 2023 has been revised to 4,741,909 GJ. As a result, Veracel's energy intensity for 2023 was updated to 4.46 GJ per ton produced. These updated figures are reflected in the indicator table 302-1 and 302-3, shown on page 71 . Regarding emissions, the GHG inventory for the year 2023 was prepared after the publication of the sustainability report. As a result, the emissions and removals data for that period were not included in the document. This report includes information for the years 2023 and 2024 under indicators 305-1, 305-2, 305-3, and 305-4. Biogenic emissions for the year 2023 totaled 2,140,438.31 tCO2e.						
	2-5 External assurance	No external assurance was conducted for this report.						

* In the interoperability between GRI and ESRS made in this report, only ESRS indicators that are satisfactorily answered by the Veracel GRI indicator were considered.



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GRI 2: General Disclosures 2021								
Activities and workers	2-6 Activities, value chain and other business relationships	Pages 8 and 13					3	
	2-7 Employees	Pages 30 and 61				ESRS S1 S1-6 §50 (a), (b) and (d) through (e), §51 to §52		
	2-8 Workers who are not employees	Pages 30 and 62				ESRS S1 S1-7 §55 through §56	8, 10	
Governance	2-9 Governance structure and composition	Pages 21 , 22 , and 23						
	2-10 Nomination and selection of the highest governance body	Page 21 .						
	2-11 Chair of the highest governance body	Page 21 .						
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 21 .					16	
	2-13 Delegation of responsibility for managing impacts	Pages 21 and 23						
	2-14 Role of the highest governance body in sustainability reporting	The highest governance body plays a key role in sustainability reporting, being responsible for reviewing and deliberating on the information disclosed, as well as participating in the definition of the organization’s material topics. This process takes place through regular board meetings, during which the information is reviewed and approved.						
	2-15 Conflicts of interest	Page 22					5, 16	
	2-16 Communication of critical concerns	Critical concerns are communicated to the highest governance body through regular board meetings or through special agendas. Additionally, communications can be sent via <i>email</i> to ensure the board is informed.						
	2-17 Collective knowledge of highest governance body	Page 21 .						
	2-18 Evaluation of the performance of highest governance body	The members of the Board of Directors do not undergo a performance evaluation process related to the oversight of strategy and impact management.						
	2-19 Remuneration policies	Pages 7 and 31 .						

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GRI 2: General Disclosures 2021								
Governance	2-20 Process to determine remuneration	Pages 7 and 31 .					16	
	2-21 Annual total compensation ratio	Page 62				ESRS S1 S1-16 §97 (b) through (c)		
Strategy, policies and practices	2-22 Statement on sustainable development strategy	Page 4						
	2-23 Policy commitments	Pages 11 , 24 and 36				ESRS S1 S1-1 §19 through §21, and §AR 14; ESRS G1 G1-1 §9 and §10 (g)		
	2-24 Embedding policy commitments	Page 24				ESRS S1 S1-4 §AR 35 ESRS S3 S3-4 §AR 27;		
	2-25 Processes to remediate negative impacts	Pages 25 and 44				ESRS S1 S1-3 §32 (a), (b), and (e) ESRS S3 S3-3 §27 (a), (b), and (e), §AR 23		
	2-26 Mechanisms for seeking advice and raising concerns	Veracel provides mechanisms for individuals to seek advice on the implementation of policies and practices for responsible business conduct. They can either contact the Internal Audit and Compliance department directly or consult the Code of Conduct and related procedures. Additionally, concerns related to business conduct can be raised through the whistleblower channels or directly with the Internal Audit and Compliance department.				ESRS G1 G1-1 §10 (a) ESRS S1 S1-1 §20 (c)		
	2-27 Compliance with laws and regulations	In the reporting period, there were no significant cases of non-compliance with laws and regulations that resulted in fines or non-monetary sanctions. However, inquiries were recorded regarding values and numbers of overtime hours, severance pay amounts, inconsistencies in the timebank, and benefits outlined in the collective agreement, such as meal vouchers and health insurance. Veracel defines significant cases of non-compliance based on impacts on human rights, health, and the economic aspects of workers.						
	2-28 Membership in associations	We are members of several sectorial associations, with the main ones being: Ibá, ABCPT, and Fórum Florestal. United Nations Global Compact on Combating Corruption					16	
Stakeholder Engagement	2-29 Approach to stakeholder engagement	Page 35				ESRS S1 S1-1 §20 ESRS S3 S3-1 §16		
	2-30 Collective bargaining agreements	Page 62				ESRS S1 S1-8 §60 (a) and §61	8	

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			Omitted Requirement	Reason	Explanation			
GRI 3: Material Topics 2021								
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 19					17	
	3-2 List of material topics	Page 19						
Employment Management								
GRI 3: 2021 Material Topics	3-3 Management of material topics	Pages 32 and 38				ESRS S1 S1-1 §20 (c) ESRS S3 S3-4 §33 (c)		
GRI 401: Employment 2016	401-1 New hirings and employee turnover	Page 64				ESRS S1 S1-6 §50 (c)	5, 8, 10	6
People Management								
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 30 and 32				ESRS S1 S1-1 §20 (c)		
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 31				ESRS S1 S1-11 §74; §75; §AR 75	3, 5, 8	
	401-3 Parental leave	Page 65				ESRS S1 S1-15 §93	5, 8	6
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Page 48					3, 8, 12	
GRI 404: Training and Education 2016	404-1 Average hours of training per year, per employee	Pages 32 and 66				ESRS S1 S1-13 §83 (b) and §84	4, 8	6
	404-2 Programs for upgrading employee skills and transition assistance programs	We offer advisory services for outplacement processes aimed at directors in the final stages of their career management, retirement, or contract termination				ESRS S1 S1-1 §AR 17 (h)	8	
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 67				ESRS S1 S1-13 §83 (a) and §84	5, 8, 10	6

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			Omitted Requirement	Reason	Explanation			
GRI 3: Material Topics 2021								
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	Pages 68 and 69				"ESRS S1 S1-6 §50 (a); S1-9 §66 (a) through (b); S1-12 §79 "	5, 8, 10	6
	405-2 Ratio of basic salary and remuneration of women to men	Page 70				ESRS S1 S1-16 §97 and §98	5, 8, 10	6
GRI 406: Non Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	We received three reports of alleged discrimination incidents. One involving a Veracel manager, another involving a field technician also from Veracel, and the third involving a partner company employee towards a Veracel staff member. The three cases were investigated and closed, two classified as unsubstantiated and one as having insufficient data.				ESRS S1 S1-17 §97, §103 (a), §AR 103	5, 8	6
Strengthening the regional economy and generating income								
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 37 and 38				ESRS S3 S3-1 §16 (c)		
GRI 201: Economic Performance 2016	201-2: Financial implications and other risks and opportunities due to climate change	Page 50				ESRS EI EI-9 §64		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Pages 39 , 40 , 41 , 42 and 43					5, 9, 11	
	203-2 Significant indirect economic impacts	Pages 38 , 39 and 44					3, 8, 10	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Pages 37 and 63					8	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 70				ESRS S3 S3-2 §19		1
Support for Social Projects								
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 38 and 55				ESRS S3 S3-1 §16 (c)		

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			Omitted Requirement	Reason	Explanation			
GRI 3: Material Topics 2021								
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Pages 39 , 40 , 41 , 42 and 43				ESRS EI EI-9 §64	5, 9, 11	
	203-2 Significant indirect economic impacts	Pages 38 , 39 and 44					3, 8, 10	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 70				ESRS S3 S3-2 §19		1
Impact of monoculture								
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 18						
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Page 55					6, 14, 15	8
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Page 43						
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Page 44					1, 2	1
Port terminal impact								
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 59						
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Page 44					1, 2	1
Management of conflict of interest and land issues								
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 44				ESRS S3 S3-1 §16 (c)		
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Page 44					1, 2	1

* In the interoperability between GRI and ESRS made in this report, only ESRS indicators that are satisfactorily answered by the Veracel GRI indicator were considered.



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			Omitted Requirement	Reason	Explanation			
GRI 3: Material Topics 2021								
Impacts of operations on directly affected communities								
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 44				ESRS S3 S3-1 §16 (c) ESRS S3 S3-4 §33		
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Page 44					1, 2	1
Forest restoration								
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 56				ESRS E4 E4-2 §20 and §22 ESRS E4 E4-3 §25 and §28 (a)		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 72					6, 14, 15	8
	304-2 Significant impacts of activities, products and services on biodiversity	Page 55				ESRS E4 E4-5 §35, 38, §39, §40 (a) and (c)	6, 14, 15	8
	304-3 Habitats protected or restored	Veracel's protection areas are divided into: Muçununga/ Campinarana (2%), Clean Pasture (6%), Dirty Pasture (13%), Early Stage Forest (13%), Middle Stage Forest (53%), Advanced Stage Forest (primary) (10%) and Others (4%). Data provided by Veracel's geoprocessing area in 2024.				ESRS E4 E4-3 §28 (b) and §AR 20 (e)	6, 14, 15	8
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page 73				ESRS E4 E4-5 §40 (d) i	6, 14, 15	8
Landscape and biodiversity								
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 55 and 57				ESRS E4 E4-2 §20 and §22 ESRS E4 E4-3 §25 and §28 (a)		

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			Omitted Requirement	Reason	Explanation			
GRI 3: Material Topics 2021								
GRI 201: Economic Performance 2016	201-2: Financial implications and other risks and opportunities due to climate change	Page 50				ESRS E1 E1-9 §64		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 72					6, 14, 15	8
	304-2 Significant impacts of activities, products and services on biodiversity	Page 55				ESRS E4 E4-5 §35, §38, §39, §40 (a) and (c)	6, 14, 15	8
	304-3 Habitats protected or restored	Veracel's protection areas are divided into: Muçununga/ Campinarana (2%), Clean Pasture (6%), Dirty Pasture (13%), Early Stage Forest (13%), Middle Stage Forest (53%), Advanced Stage Forest (primary) (10%) and Others (4%). Data provided by Veracel's geoprocessing area in 2024.				ESRS E4 E4-3 §28 (b) and §AR 20 (e)	6, 14, 15	8
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page 73				ESRS E4 E4-5 §40 (d) i	6, 14, 15	8
Environment								
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 14 and 50				ESRS E1 E1-2 §25 (c) through (d) E1-3 §26; E1-4 §33 ESRS E5 §AR 7 (a); E5-1 §12; E5-2 §17; E5-3 §21 ESRS E3 E3-1 §9; E3-2 §15, §17 through §18; E3-3 §20		

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GRI Index

GRI Standard	Content	Location	Omission			Interoperability GRI-ESRS*	SDG	Global Compact
			Omitted Requirement	Reason	Explanation			
GRI 3: Material Topics 2021								
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Pages 52 and 71				ESRS EI EI-5 §37; §38; §AR 32 (a), (c), (e), and (f)	7, 8, 12, 13	7, 8
	302-2 Energy consumption outside the organization	Page 52					7, 8, 12, 13	
	302-3 Energy intensity	Page 71				ESRS EI EI-5 §40 through §42	7, 8, 12, 13	8
	302-4 Reduction of energy consumption	There were no reductions in energy consumption in 2024.					7, 8, 12, 13	8, 9
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	Page 52				ESRS E3 E3-2 §15, §AR 20	6, 12	
	303-2 Management of water discharge related impacts	Page 52					6	
	303-3 Water withdrawal	Page 71				ESRS 1 §AR 1	6	7, 8
	303-4 Water disposal	Page 72				ESRS 1 §AR 1	6	8
	303-5 Water consumption	Page 52				ESRS 1 §AR 1	6	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 72					6, 14, 15	8
	304-2 Significant impacts of activities, products and services on biodiversity	Page 56				ESRS E4 E4-5 §35, §38, §39, §40 (a) and (c)	6, 14, 15	8
	304-3 Habitats protected or restored	Veracel's protection areas are divided into: Muçununga/ Campinarana (2%), Clean Pasture (6%), Dirty Pasture (13%), Early Stage Forest (13%), Middle Stage Forest (53%), Advanced Stage Forest (primary) (10%) and Others (4%). Data provided by Veracel's geoprocessing area in 2024.				ESRS E4 E4-3 §28 (b) and §AR 20 (e)	6, 14, 15	8

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GRI Standard	Content	Location	Omission			Interoperability GRI-ESRS*	SDG	Global Compact
			Omitted Requirement	Reason	Explanation			
GRI 3: Material Topics 2021								
GRI 304: Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page 73				ESRS E4 E4-5 §40 (d) i	6, 14, 15	8
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 74 .				EI-6 §44 (a); §46; §50; §AR 25 (b) and (c); §AR 39 (a) through (d); §AR 40; AR §43 (c) through (d)	3, 12, 13, 14, 15	7, 8
	305-2 Energy indirect (Scope 2) GHG emissions	Page 74 .				EI-6 §44 (a); §46; §50; §AR 25 (b) and (c); §AR 39 (a) through (d); §AR 40; AR §43 (c) through (d)	3, 12, 13, 14, 15	7, 8
	305-3: Other indirect (Scope 3) (GHG) emissions	Pages 50 and 74				EI-6 §44 (a); §46; §50; §AR 25 (b) and (c); §AR 39 (a) through (d); §AR 40; AR §43 (c) through (d)	3, 12, 13, 14, 15	7, 8
	305-4 GHG emissions intensity	Page 74				EI-6 §44 (a); §46; §50; §AR 25 (b) and (c); §AR 39 (a) through (d); §AR 40; AR §43 (c) through (d)	3, 12, 13, 14, 15	7, 8
	305-5 Reduction of GHG emissions	Page 50					3, 12, 13, 14, 15	7, 8
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 53					3, 6, 11, 12	
	306-2 Management of significant waste-related impacts	Page 53					3, 6, 8, 11, 12	
	306-3 Waste generated	Page 75				ESRS E5 E5-5 §37 (a), §38 through §40	3, 6, 11, 12, 15	
	306-4 Waste diverted from disposal	Page 76				ESRS E5 E5-5 §37 (b), §38 and §40	3, 11, 12	
	306-5 Waste directed to disposal	Page 76				ESRS E5 E5-5 §37 (b), §38 and §40	3, 6, 11, 12, 15	

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GRI Standard	Content	Location	Omission			Interoperability GRI-ESRS*	SDG	Global Compact
			Omitted Requirement	Reason	Explanation			
GRI 3: Material Topics 2021								
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Page 44					1, 2	1
Investments in Technological Innovation								
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 26						
Non-material topics								
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 46 .				ESRS S1 S1-1 §23	3, 8, 12	
	403-2 Hazard identification, risk assessment and incident investigation	Page 46 .					3, 8, 12	
	403-3 Occupational health services	Page 48				ESRS S1 I §AR 16	8	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 47				ESRS S1 I §AR 16	8, 16	
	403-5 Training of workers in occupational health and safety	Page 47				ESRS S1 I §AR 16 ESRS S1 §11	8	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 46 and 48					8	
	403-8 Workers covered by an occupational health and safety management system	100% of workers are covered by an occupational health and safety management system.					8	
	403-9 Work-related injuries	Page 65 . In the reporting period, there were no records of accidents with fatalities.				ESRS S1 S1-14 §88 (b) and (c); §AR 82	3, 8, 12, 16	
	403-10 Work-related ill health	There are no records of occupational diseases in 2024. No workers were excluded from this disclosure.				ESRS S1 S1-14 §88 (b) and (c); §AR 82	3, 8, 16	

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