



# SUSTAINABILITY REPORT 2025

# CORPORATE MESSAGES

☐☐☐ GRI 2-22

Over the past 34 years in southern and far-southern Bahia, Veracel has built a track record grounded in responsibility, operational discipline and a strong connection with the local territory. This presence is reflected in an approach that brings together planted forests, conservation areas and partnerships with local producers, linking production, conservation and regional development.

Last year's results underscore the robustness of this model. A model where production and conservation are not opposing paths, but parts of the same strategy. At Veracel, sustainability is embedded in the business. It guides decisions, steers investments and underpins long-term value creation.

In 2025, we took an important step in this commitment through the Muçununga Project, in partnership with Biomass and Carbon2Nature. The initiative brings together environmental restoration, landscape regeneration and a carbon-credit generation agenda, reinforcing our long-term vision. It is built on a strong conservation foundation, with more than 100,000 hectares already under protection, and gives concrete expression to the balance we seek between planted forests and protection of the Atlantic Forest. We are also making continued progress in industrial waste management and expanding our contribution to regional development through social

investments and by strengthening the local value chain. At the same time, 2025 brought significant progress in operational efficiency and in innovation applied to the business. We established the Operational Excellence Center (NEO), an initiative designed to bring greater pace, consistency and predictability to operations, strengthening governance, process standardization and integration across forestry, industrial operations, logistics and technology. This initiative reinforces a central factor for the company's competitiveness and future: growing with consistency, productivity and responsibility, while linking economic performance to the creation of social and environmental value.

As I assume the leadership of Veracel in this new cycle, I find a company built on solid foundations and with a clear view of what still needs to evolve. I see a company ready to deepen this integration, expand its capacity to innovate and strengthen its role on issues that are critical to the future of the business and the region.

Looking ahead, we are focused on deepening this journey and expanding partnerships that amplify results, whether in advancing the biodiversity agenda, driving operational innovation or supporting

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

territorial development. We recognize that the challenges we face call for increasingly collaborative solutions and a more integrated long-term vision.

Our commitment is to continue evolving consistently, remaining connected to the territory and guided by a long-term vision in which sustainability, competitiveness and performance go hand in hand. We produce for global markets, but it is here that this model takes on its most concrete meaning: in the relationships we build, the opportunities we help strengthen and the value we generate and share with communities, institutions and partners.

I invite you to read this 2025 Sustainability Report, which brings together the key advances, insights and commitments that underpin this journey.

**Alexandre Etrusco Lanna**

Chief Executive Officer, Veracel Celulose



SUSTAINABILITY  
**REPORT**  
2025

**VERACEL**  
**IN FOCUS**

**VERACEL WAY**  
OF OPERATING

**PEOPLE**  
WHO INSPIRE US

**TERRITORY**  
IN MOTION

**LIFE**  
AND NATURE

**INDICATOR**  
DASHBOARD

**GRI**  
CONTENT INDEX

# OUR MANIFESTO

☐☐☐ GRI 2-22

We live in Bahia.  
A small piece of paradise.

From here, we produce pulp sustainably for  
markets around the world,  
driving the Brazilian bioeconomy  
with pride, purpose and responsibility.

It is in our DNA to foster  
**Protection** for life and nature.  
**Conviviality** in our relationships.  
**Dialogue** built on trust.

We promote harmony between our eucalyptus  
forests and the surrounding environment.

We take courageous risks.  
We face challenges with a spirit of continuous  
**Overcoming**.  
And we turn this into a source of **Inspiration**,  
taking the lead in our own journey toward  
prosperity.

We live our values every day,  
in everything we do.

With a **Focus on Results**, we seek efficiency in

everything we deliver.  
With **Openness to New Ideas**, we broaden  
the ways we do things differently.  
With **Curiosity**, we experiment with ideas  
and improve processes.  
With **Adaptability**, we adjust quickly  
to different scenarios.  
And with **Proactivity**, we anticipate the future  
through decisions that push us further.

We are a team.  
And we take pride in our **Teamwork**.

We are guided by **Empathy**, with a keen awareness  
of others' perspectives and needs.

We value our **Ability to Listen**,  
which enables us to listen attentively  
and communicate with clarity, purpose and honesty.

Above all, we act with **Responsibility**  
and **Commitment**, honoring our agreements with  
integrity.

After all,  
**we are Veracel.**  
**Responsible by nature.**

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

# HOW WE PREPARED THIS REPORT

☐☐☐ GRI 2-1, 2-2, 2-3, 2-4, 2-5

This report was prepared using structured interviews with Veracel leadership and technical teams. We also drew on information consolidated in recent institutional documents, as well as environmental, social and biodiversity monitoring reports and studies.

The quantitative data, generated from our internal management systems, are detailed in the **Indicator Dashboard** and in the **GRI Content Index** at the end of this report. Throughout this report, we prioritize a narrative aligned with the material topics that guide our strategy.

The report covers the period from January 1 to December 31, 2025 and is published annually. For some topics, we present comparisons with previous years to facilitate the analysis of trends and results.

The scope of this report covers Veracel's own and partner forestry operations, the pulp mill in Eunápolis, the Belmonte Maritime Terminal and the Estação Veracel Private Natural Heritage Reserve (RPPN), as well as other conservation areas and programs developed in southern and far-southern Bahia. In total, 201,974 hectares are under management, including planted areas, conservation areas and forestry partnerships.

The information presented is drawn from internal

management systems and from databases on social programs, community relations, Indigenous peoples and fishers, as well as biodiversity studies in terrestrial and coastal areas.

The GRI Standards remain our primary reference for preparing this report. In 2025, we began applying GRI 101 – Biodiversity, replacing the former GRI 304 and strengthening our alignment with international best practices in environmental transparency.

We remain committed to the United Nations Global Compact and, throughout this report, present how the content correlates with the European Sustainability Reporting Standards (ESRS), organized by chapter. We also indicate how our actions relate to those Sustainable Development Goals (SDGs) most closely linked to our business, to the people we engage with and to the conservation of the Atlantic Forest.

Questions, comments or requests for clarification about this report can be sent to our institutional stakeholder relations channel at [comunicacao@veracel.com.br](mailto:comunicacao@veracel.com.br) or through the **Contact Us** section on our website.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX



CHAPTER 1

# VERACEL IN FOCUS

SUSTAINABILITY  
**REPORT**  
2025

**VERACEL**  
IN FOCUS

**VERACEL WAY**  
OF OPERATING

**PEOPLE**  
WHO INSPIRE US

**TERRITORY**  
IN MOTION

**LIFE**  
AND NATURE

**INDICATOR**  
DASHBOARD

**GRI**  
CONTENT INDEX

# WHO WE ARE TODAY

☐☐☐ GRI 2-6; 3-1; 3-2; 3-3

**34**  
years of operations in southern and far-southern Bahia

**11**  
municipalities in the direct area of influence

**201,974**  
hectares under our management\*

\*Area under 100% certified forest management. The remaining areas are in the process of certification.

**91,000**  
hectares of company-owned eucalyptus plantations

**40,328**  
hectares in areas managed by forestry partners

**11 million**  
in social investments and 1,700 families supported by family farming projects

**1,070**  
workforce members

**+170**  
producers in the Forest Producer Program

**21 million**  
tons of pulp produced\*

\*Since the start of industrial operations

**5%**  
above nominal capacity

**+100,000**  
hectares of preserved Atlantic Forest

**+ R\$409 million**  
in purchases from local suppliers in 2025

(There are 967 employees, 30 apprentices, 37 university-level interns and 36 vocational interns.)

**2,215**  
workers from partner companies

**10 years**  
of exclusive maritime pulp transport, avoiding more than 103 thousand tons of CO<sub>2</sub>e over the period

Signatory to the UN Global Compact – Brazil Network, reinforcing commitments to human rights, decent work, the environment and anti-corruption

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

# WHO WE ARE TODAY

☐☐☐ GRI 2-6

We are part of the Brazilian bioeconomy, specializing in the production of eucalyptus-based pulp. Suzano and Stora Enso are equal shareholders, each holding a 50% stake. For 34 years, we have operated in southern and far-southern Bahia, with a focus on responsible forest management and environmental conservation. Our operations integrate planted forests, biodiversity conservation and regional development, contributing both to the protection of the Atlantic Forest and to the generation of sustainable economic results.

Over this journey, we have built an integrated value chain that connects forest management, industrial production and logistics. A structure that generates jobs, income, tax revenues and business opportunities in the municipalities where we operate. This operating model is also reflected in our results: since the start of operations, we have reached a cumulative total of 21 million tons of pulp produced. This volume exceeds the mill's nominal capacity and reflects continuous investments in technology, modernization and operational efficiency.

Our purpose is to act responsibly, inspire people and value life. It guides how we conduct our business, engage with local communities and Indigenous peoples, care for the people who work with us and protect the Atlantic Forest across our area of operation.



We are part of the UN Global Compact – Brazil Network and are committed to human rights, decent work, the environment and anti-corruption. These commitments reinforce the Veracel Way of bringing together economic performance, socio-environmental responsibility and integrity in our relationships.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

# WHERE WE OPERATE

☐ GRI 2-1

We operate in southern and far-southern Bahia, across 11 municipalities interconnected by our forestry, industrial and logistics chain.

Our operations take place in a diverse territory that brings together planted areas, conservation areas and operational units, in ongoing interaction with local communities. We maintain respectful and transparent relationships with Indigenous peoples, fishers, suppliers and other social partners, recognizing their ways of life and autonomy and seeking to build relationships based on dialogue and trust.

The landscape mosaic brings together planted eucalyptus forests, remnants of the Atlantic Forest, areas under restoration and rural properties that participate in our Forest Producer Program.

Our Forestry Hub and pulp mill are located in Eunápolis (BA), and the mill is connected to the Belmonte Maritime Terminal, about 60 kilometers away, through which all pulp production is shipped. In this same territory is the Estação Veracel Private Natural Heritage Reserve (RPPN), the largest private Atlantic Forest reserve in Brazil's Northeast, recognized by UNESCO as a Natural World Heritage Site and a reference in conservation, scientific research, environmental education and birdwatching tourism.



## SUSTAINABILITY REPORT 2025

**VERACEL IN FOCUS**

**VERACEL WAY OF OPERATING**

**PEOPLE WHO INSPIRE US**

**TERRITORY IN MOTION**

**LIFE AND NATURE**

**INDICATOR DASHBOARD**

**GRI CONTENT INDEX**

# HOW WE CREATE VALUE

We create value through an integrated chain that begins with seedling production and forest management, continues with pulp manufacturing and connects to logistics via the Belmonte Maritime Terminal. From there, the pulp is shipped to Portocel (ES), from where it is exported by our shareholders to customers in several countries.

This system integrates forestry, industrial operations and logistics, ensuring operational efficiency and enabling Veracel to produce pulp at scale with socio-environmental responsibility.

## FOREST-INDUSTRY INTEGRATION (GIFI)

In 2025, GIFI strengthened forest-industry integration through joint analyses, structured governance and data-driven decision-making. Integrated operations contributed to improvements in critical indicators along the wood-mill chain, increasing operational predictability, production-process stability and supply efficiency. This work also consolidated a more collaborative dynamic among teams, strengthening integrated decision-making at Veracel.

The Forest Producer Program increases the participation of rural properties in wood production and provides technical assistance, technology and income opportunities in rural areas. In 2025:



**+200**

participants, as follows:



**166**

forestry outgrower contracts



**4**

future wood purchase agreements



**46**

land lease agreements

In addition to generating jobs, income and business opportunities, Veracel's operations drive the economies of the 11 municipalities where it operates. In 2025, there were **R\$409.12 million in purchases from local suppliers.**

The company also invested more than **R\$11 million in social initiatives.** The projects are developed in partnership with civil society organizations and public authorities, and cover areas such as education, culture, economic inclusion, health and rights protection.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

## INDUSTRIAL EFFICIENCY WITH ADVANCED PROCESS CONTROL (APC)

In 2025, we tested advanced process control (APC) in the lime kiln. The project delivered three clear benefits:

- 5.8% less natural gas consumed;
- greater energy efficiency, with improved methanol use;
- a more stable process across shifts.

Based on these results, we approved Innovaproces, an internal program that extends the use of APC to other areas of the mill. The initiative is supported by a three-year roadmap, dedicated governance and team training to sustain continuous gains in efficiency and stability.

## TARGETED INVESTMENT

We maintain a large area of native forests, invest in restoration, monitor water, soil, fauna and flora and advance low-impact solutions in planted forests, such as biological pest control. In 2025, **about 800 different clones were introduced into the research nursery, which has an annual capacity of 500,000 seedlings.**



# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

# TOPICS THAT MATTER MOST

☐☐☐ GRI 3-1; 3-2

We structure our sustainability strategy around the materiality matrix, which guides how we manage risks and opportunities and how we prioritize actions, investments and performance indicators.

The material topics help align our strategy and operations with the issues that are most relevant for the business and for our stakeholders.

The document was developed in 2022 and reviewed with internal departments in 2025. Following this analysis, the matrix was deemed valid and aligned with Veracel's current context, with no changes to the material topics or their order of priority in this reporting cycle.

## HOW TO READ THIS REPORT

Based on the materiality assessment, we structured this report into five chapters: "Veracel in Focus," "Veracel Way of Operating," "People Who Inspire Us," "Territory in Motion" and "Life and Nature." Each chapter brings together groups of material topics and links them to the GRI Standards, the ESRS and the Sustainable Development Goals.



## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX



CHAPTER 2

# VERACEL WAY OF OPERATING

SUSTAINABILITY  
**REPORT**  
2025

**VERACEL**  
IN FOCUS

**VERACEL WAY**  
OF OPERATING

**PEOPLE**  
WHO INSPIRE US

**TERRITORY**  
IN MOTION

**LIFE**  
AND NATURE

**INDICATOR**  
DASHBOARD

**GRI**  
CONTENT INDEX

# OUR HIGHLIGHTS

☰ GRI 2-9; 2-10; 2-11; 2-12; 2-13; 2-14; 2-15; 2-16; 2-17; 2-18; 2-19; 2-20; 2-22; 2-23; 2-24; 2-25; 2-26; 2-27; 2-28; 2-29; 3-3; 205-1

Good Conduct Week, with open talks and online broadcast, reinforcing the Code of Conduct and topics such as AI, data privacy and harassment



First Industrial Environmental Management Seminar, open to the community, in partnership with IFBA



Lilac Seal of the Government of Bahia, in recognition of initiatives focused on gender equity



Participation in sectoral human rights working groups and completion of human rights due diligence with an international consultancy

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

# HOW WE MAKE DECISIONS

☐☐☐ GRI 2-9; 2-10; 2-11; 2-12; 2-13; 2-14; 2-17

Our governance combines global expertise and local presence, connecting strategy, ethics and sustainability.

The Board of Directors is Veracel's highest decision-making body. It approves business plans, oversees risks and ensures that decisions are aligned with the sustainability strategy. The Board is supported by six technical advisory committees that periodically assess results and risks, make recommendations and provide input for decisions, which are taken by the Board by simple majority vote.

## BOARD COMPOSITION

☐☐☐ (GRI 2-9)

☐☐☐ **SUZANO:** Aires Galhardo, Fabian Fernandes Bruzon, Leonardo Barretto de Araujo Grimaldi, Pablo Cadaval Santos, Paulo José de Souza Chaer Borges and Walner Alves Cunha Júnior.

☐☐☐ **STORA ENSO:** Eduardo Nakaguma Gondo, Martin Peter Wilhelm Ros, Pasi Matti Laukkanen, Per Eric Birger Bülund, Roy Antink and Sara Johanna Hagelberg.



Note: The selection of Veracel's Board of Directors, Technical Advisory Committees and Executive Board is based on nominations from the shareholders. They assess candidates using their own criteria, with the final decision resting with the Board. After the selected person is approved, the appointment is recorded in the minutes of the general meeting. The nomination criteria are defined by the shareholders and are based on technical expertise in areas such as finance, operations, legal affairs and the environment.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

The Executive Board is responsible for implementing the Board's decisions and managing operational, social and environmental performance. Strategic decisions are made collectively, based on evidence and risk assessments.

Risk management follows a dedicated procedure and covers the identification, assessment, treatment, monitoring and communication of risks related to environmental, social, climate, integrity, people, health and safety and financial aspects. These topics are monitored regularly and reported to the governance bodies.

### OUR GOVERNANCE AT A GLANCE

How we organize decision-making: Board, committees and risk management aligned with strategy

🔸 **Board of Directors:** defines guidelines and reviews/ approves strategic information.\*

🔸 **Committees of the Board of Directors:** analyze, support and make recommendations to the Board on finance, sustainability, audit, ethics, compliance, industrial and forestry operations and legal matters.\*\*

🔸 **Executive Board:** implements decisions and reports results to the Board on a quarterly or extraordinary basis.

\***Term and profile:** 3-year term; currently 11 men and 1 woman; all in an executive roles; no formal independent directors; no stakeholder representation on the Board (GRI 2-9). Presidency of the Board: the chair does not hold an executive position (GRI 2-11-a). The full list of committee representatives is available in the **Indicator Dashboard**.



## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX



## GOVERNANCE ASSESSMENT, TRAINING AND PERFORMANCE

☐☐☐ GRI 2-17; 2-18

Veracel offers tailored training for the Board and senior leadership, including participation in shareholder sector forums and internal initiatives related to Environmental, Social and Governance (ESG) topics. The annual performance evaluation follows criteria defined by the shareholders, focusing on competencies and corporate targets, and may generate recommendations for improvement. Learn more in the [Indicator Dashboard](#).

## INTEGRITY AND CONFLICT PREVENTION

☐☐☐ GRI 2-15

The prevention and management of conflicts of interest are part of Veracel's integrity framework. The topic is monitored by the Board of Directors and guided by the Code of Conduct and a specific conflict-of-interest procedure.

The guidelines are reinforced through mandatory training, the work of Good Conduct Ambassadors and educational initiatives held throughout the year, such as Good Conduct Week. This set of mechanisms supports the identification, prevention and appropriate handling of situations that could compromise ethics and transparency in the company's relationships.

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

# OUR SUSTAINABILITY JOURNEY

☐☐☐ GRI 2-12

At Veracel, sustainability is integrated into the company's strategic business planning. The 2025 Business Plan, approved by the Board of Directors, consolidates the guidelines that steer our operations, linking economic performance, operational excellence, socio-environmental responsibility and risk management.

The plan takes a holistic view of financial, operational, environmental and social variables, and incorporates topics such as industrial and forestry efficiency, safety, climate, biodiversity, territorial development and integrity. This approach helps ensure that strategic decisions, investments and operational priorities are aligned with the company's public commitments and with the expectations of shareholders, the territory and society.

The Business Plan is reviewed regularly by the Board of Directors and the Executive Board, which track associated indicators and goals.



## OPERATIONAL EXCELLENCE AS THE FOUNDATION OF INNOVATION

The Operational Excellence Center (NEO) is part of Veracel's management model, designed to bring pace, consistency and predictability to operations and, in doing so, scale technology with quality. In 2025, we structured the first cycle with a focus on performance governance and management routines, standardization of documents and processes, excellence in industrial operating routines and the maintenance operating model.

Training leaders in methods, clearer reporting, defined roles and responsibilities, a strengthened standardization system, more effective integration with suppliers and third parties and more preventive deviation handling are some of the gains already observed.

In 2026, NEO will advance into forestry, deepening routines, indicators and governance to reduce variability, stabilize performance and safely expand the adoption of technological solutions, always linking operational efficiency, quality and business results.

Our purpose—to act responsibly, inspire people and value life—is anchored in four pillars:

1. Efficient forestry and industrial operations
2. Inspiring people
3. Living and inclusive territory
4. Life and nature in balance

Each of these pillars connects environmental and social goals to business performance, guiding the management of our material impacts and long-term value creation.



## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX



## RULES THAT GUIDE US

☐ GRI 2-23; 2-24; 205-1; 205-2; 205-3

Ethics, transparency and respect for human rights are non-negotiable principles in our day-to-day work. The Code of Conduct sets out the principles and standards expected of everyone who interacts with Veracel, including employees, third parties, suppliers, service providers and partners. It covers topics such as conflicts of interest, corruption prevention, relations with public authorities, harassment prevention, diversity and data protection.

The Code is part of our integrity system and is aligned with the company's commitments to human rights and corporate governance. Its guidelines are complemented by specific procedures and policies:

- ☐ Compliance Program
- ☐ Anti-Corruption Manual
- ☐ Health, Safety and Environmental Procedures
- ☐ Privacy Procedure
- ☐ Stakeholder Relationship Policy

These commitments are embedded in our practices through mandatory training, ongoing internal communication, contractual clauses with suppliers and continuous monitoring. Failure to comply with these rules may result in disciplinary measures, as set out in internal procedures.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

## CORRUPTION PREVENTION

☐☐☐ GRI 205-1, 205-2, 205-3

Corruption prevention is integrated into Veracel's risk management and integrity controls. Within the corporate process, integrity risks are identified, assessed and addressed, including those related to corruption, with monitoring and reporting to the relevant governance bodies, as applicable.

Guidelines on integrity and zero tolerance for corruption are communicated through the Code of Conduct and the Anti-Corruption Manual, as well as through ongoing internal communication. In 2025, Veracel conducted mandatory training on the Code of Conduct (including anti-corruption), reaching 100% of the eligible audience.

In 2025, there were no confirmed cases of corruption. When applicable, conduct-related cases are investigated by the Compliance area and handled in accordance with internal procedures, including corrective and disciplinary measures, as well as improvements to controls to prevent recurrence.

## DATA GOVERNANCE AND ANALYTICS

In 2025, we structured the Analytics Center as a corporate data integration layer, consolidating a single source with standardized indicators, documented methods and role-based access. The model reduces the use of parallel solutions and standalone spreadsheets by concentrating data in official platforms with controlled autonomy.



# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

# STAKEHOLDER RELATIONS

☐☐☐ GRI 2-29

Engagement with stakeholders is part of Veracel's socio-environmental management and covers the value chain, from the forest landscape to the industrial environment, from operations to community dialogue.

## HOW WE IDENTIFY AND PRIORITIZE STAKEHOLDERS

**Value chain:** direct and ongoing relationships.

**Materiality analysis:** most relevant environmental, social and governance topics.

**Impact assessment:** actual and potential effects on communities, workers, the environment and governance.

## WHO ARE OUR KEY STAKEHOLDERS

In 2025, we maintained active relationships with a wide range of groups that reflect the territory's social, productive and cultural realities:

- |  |   |
|--|---|
|  Workforce members   |  Shareholders and investors                                  |
|  Workers from partner companies  |  Government agencies and education and research institutions |
|  Local communities (including Indigenous peoples, fishers and family farmers) |  Civil society organizations and NGOs                      |
|  Partner forestry producers  |  Labor unions and worker representatives                   |
|  Suppliers and service providers   |  Social movements  |

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

## WHY WE ENGAGE

**Identify actual and potential impacts** of operations.

**Prevent, mitigate or remedy** any negative impacts.

**Support operational, strategic and socio-environmental decisions.**

**Strengthen transparency and trust** with communities and partners.

**Ensure rights** such as social dialogue and community participation.

## HOW WE BUILD RELATIONSHIPS

**Active, ongoing participation:** forums, committees, councils and territorial programs.

**Consultation (periodic or on demand):** listening processes, participatory meetings, socio-environmental studies.

**Information (ongoing):** reports, announcements, public meetings, digital and in-person channels.

Learn more in the **Indicator Dashboard**.



# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

# FOCUS ON HUMAN RIGHTS

☐☐☐ GRI 412-1

In 2025, we advanced our human rights journey by carrying out a Human Rights Impact Assessment (HRIA), conducted independently by the international consultancy Anthesis. The study included interviews, document analysis and field visits, and engaged more than 250 people from different parts of the value chain.

The results will inform a five-year action plan, starting in 2026\*, overseen by senior leadership. Human rights governance is further strengthened by our adherence to the UN Global Compact, participation in Ibá's Forestry Human Rights Working Group and engagement in the Business Pact for Integrity of the Instituto Ethos.

## HUMAN RIGHTS AS PART OF OUR OPERATIONS



### 2022-2023:

Human Rights Due Diligence (HRDD) and action plans (December 2023). Open Doors events with suppliers and own employees (from November 2023).



### 2024:

Publication of the Public Human Rights Manifesto (December 2024).



### 2025:

HRIA conducted by Anthesis, with more than 250 people engaged. Human Rights Due Diligence (HRDD) Report (October 2025).



### 2026:

Start of action-plan implementation and governance strengthening, and Open Doors events with own employees.



## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

\*In 2026, after completing the Human Rights Due Diligence process carried out in 2025, we will continue to strengthen the management of risks and impacts related to this topic. The findings in the report are being translated into structured action plans, developed jointly with the responsible internal areas. As part of this process, the company will continue to promote active listening and dialogue with its stakeholders through Open Doors events held throughout the year.

# WHEN SOMETHING CONCERNS THE LISTENER

☐☐☐ GRI 2-25



We maintain an anonymous reporting channel, available 24/7, by phone and online, to receive complaints or reports of non-compliance with the Code of Conduct. All cases are received by the Compliance area, investigated confidentially and responded to with feedback to the parties involved.

In 2025, we received a total of 216 cases through our anonymous reporting channel. Of this total, 174 were linked to some violation of our Code of Conduct, while the remaining 42 were handled as complaints, compliments and other types of feedback. Of the 174 reports investigated, 47% were classified as substantiated and/or partially substantiated. Our average response time to whistleblowers was 42 days.\*

Most reports were related to interpersonal conduct, such as inappropriate behavior and conflict situations in the workplace.

In addition to this channel, we offer a dedicated service for women in situations of violence, the Veracel's Canal Mulher, which reinforces the company's responsibility to protect rights and ensure a safe work environment. A dedicated team receives, advises and refers cases in a confidential manner.

\*Reports are received by the Compliance area and investigated with confidentiality, impartiality and protection against retaliation. When applicable, corrective and disciplinary measures are taken in accordance with internal procedures. Cases are followed until their conclusion, with feedback to the parties involved within legal and confidentiality limits. Consolidated results are reported periodically to the governance bodies.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

# PARTNERSHIPS THAT ADD VALUE

☐☐☐ GRI 2-28; 2-29

We participate in networks and initiatives focused on advancing topics such as climate, biodiversity, integrity, diversity and human rights. Recent highlights include our partnership with the International Union for Conservation of Nature (IUCN) to develop a biodiversity strategy with a nature-positive approach, aimed at generating net positive impacts on nature.

We also maintain technical cooperation with institutions specialized in environmental monitoring, such as the Humpback Whale Institute, which supports the monitoring of dolphins and whales around the Belmonte Maritime Terminal.

In territorial development, we have strengthened partnerships with organizations such as Sebrae, Senai, Senar and education and research institutions. These initiatives support projects related to family farming, nature-based tourism, environmental education and innovation, expanding the reach of our actions and connecting Veracel to regional and global agendas.

Veracel also takes part in associations and sector forums related to its material topics, contributing to technical discussions and institutional alignment.

## TOGETHER, OUR PROGRESS GOES EVEN FURTHER



### FURTHER

Biodiversity and conservation (Brazilian Humpback Whale Institute, Federal University of Espírito Santo – UFES, Pró-Carnívoros Institute CENAP/ICMBio).



Territory and local development (Sebrae, family farming associations, cultural organizations, etc.).



Climate, integrity and human rights (UN Global Compact, sectoral human rights networks, integrity forums).



Diversity and inclusion: Business Network for Social Inclusion, Women in Forestry Network, Business and LGBTQIA+ Rights Forum, among others.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX



CHAPTER 3

# PEOPLE WHO INSPIRE US

SUSTAINABILITY  
**REPORT**  
2025

**VERACEL**  
IN FOCUS

**VERACEL WAY**  
OF OPERATING

**PEOPLE**  
WHO INSPIRE US

**TERRITORY**  
IN MOTION

**LIFE**  
AND NATURE

**INDICATOR**  
DASHBOARD

**GRI**  
CONTENT INDEX

# OUR HIGHLIGHTS

⋮ GRI 2-7; 2-8; 2-30; 3-3; 401-1; 401-2; 401-3; 403-1 THROUGH 403-10; 404-1 THROUGH 404-3; 405-1; 405-2; 406-

Recognized as one of the best companies to work for

**10TH**  
in the Great Place to Work (GPTW) Brazil Ethnic-Racial Diversity ranking

**4TH**  
in GPTW Bahia ranking for medium-sized companies

**19TH**  
in the Great Place to Work (GPTW) Brazil Agribusiness ranking

Award from the Brazilian Association of Business Communication (Aberje), in the Special Publication category

## Free courses in partnership with Senai:

⋮ Forestry Machinery Operator, with reserved places for underrepresented groups

⋮ Forestry Machinery Mechanic, with reserved places for underrepresented groups

⋮ Administrative/HR Assistant course exclusively for people with disabilities (remote)

⋮ Technical Pulp and Paper course, with reserved places for underrepresented groups

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

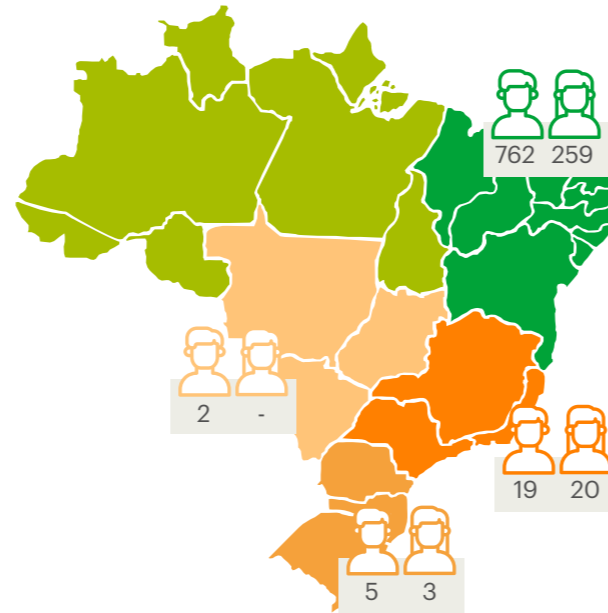
# OUR PEOPLE

☐☐☐ GRI 2-7; 2-8; 2-30; 3-3

Veracel maintains a strong connection with southern and far-southern Bahia, where most of the people involved in our operations live. Those professionals contribute every day to integrating our activities across forests, the mill, the terminal and local communities.

We value formal employment relationships, long-term ties and a safe work environment, and we promote continuous development opportunities both for professionals who are already with the company and for those at the start of their careers.

Our people management is guided by themes such as job creation and local development, labor relations, diversity and inclusion, occupational health and safety and professional development. These themes guide decisions and practices related to hiring, remuneration, training, promoting diversity, protecting health and safety and strengthening dialogue throughout each person's journey at the company.



## GRAND TOTAL

- ☐☐☐ Midwest: 2
- ☐☐☐ Northeast: 1,021
- ☐☐☐ Southeast: 39
- ☐☐☐ South: 8
- ☐☐☐ Grand total: 1,070

### Methodology, scope and context (GRI 2-7)

Personnel data are consolidated from internal HR records, by unit and reference period, considering all employees with an active employment relationship on the calculation date. In 2025, the workforce remained stable, with no significant fluctuations compared to previous years. Detailed tables by region, gender and type of employment relationship, as well as breakdowns for full-time and part-time work, will be available in the [Indicator Dashboard](#).

## PEOPLE ANALYTICS: ROBUST DATA FOR DECISION-MAKING

We have automated people indicators in a corporate data lake that integrates systems and provides Power BI dashboards with 41 indicators, supported by documented methods and access profiles aligned with the protection of sensitive data.

The result is less rework and greater reliability for analyzing people, diversity, training and occupational health and safety data. The focus is on a single, integrated and governed data source, reinforcing the quality of decisions and consistency with our privacy and information security policy.

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

## COLLECTIVE BARGAINING AGREEMENTS AND NOTICE PERIODS

☐☐☐ **GRI 2-30; 402-1; 407-1**

Veracel reaffirms its commitment to the principles of freedom of association, social dialogue and collective bargaining, recognizing workers' representative bodies and ensuring full compliance with the collective agreements applicable to its operations. In addition to fully complying with the collective agreements in force, the company seeks to promote a transparent relationship with unions and maintains permanent dialogue channels with workers' representatives, strengthening labor relations based on respect, trust and social responsibility.

☐☐☐ 79.3% of all employees\* are covered by collective agreements or collective bargaining agreements;

☐☐☐ Apprentices and interns are covered by specific legislation;

☐☐☐ Significant operational changes are communicated with a minimum notice period of 7 days;

☐☐☐ In cases covered by collective agreements, notice periods and consultation/negotiation arrangements are set out in the applicable collective instruments.

\* Eligible employees are those in positions that fall within the scope of the applicable collective instruments, excluding only leadership positions with respect to salary adjustments and economic clauses, which follow specific corporate policies. Learn more in the [Indicator Dashboard](#).

## COMPENSATION AND PERFORMANCE ALIGNMENT

☐☐☐ **GRI 2-19, 2-20 E 2-21**

Veracel's compensation policy combines fixed salary and variable pay, tied to the achievement of corporate and individual targets. Based on the pay-for-performance principle, it links financial results, operational performance and ESG indicators.

Note: The compensation-setting process is structured and overseen by the highest governance body, taking into account internal studies, market analyses and input from an independent consultancy, which is used solely in an advisory capacity. There were no specific stakeholder votes on this topic during the period.

## BENEFITS AS AN EXPRESSION OF CARE

☐☐☐ **GRI 401-2**

Our benefits package is robust and diverse, and is developed based on active listening to the needs of our teams\*:

☐☐☐ Maternity leave extended to 180 days and paternity leave of 20 days, with the same rights for adoptive parents and same-sex couples. When both are eligible, the family decides who will take each leave period;

☐☐☐ Transportation: company shuttle or transportation allowance, depending on eligibility and work location;

☐☐☐ Support for early childhood parenting: childcare assistance up to age 5, according to eligibility rules (AC);

Note:\* Interns and young apprentices are covered by specific legislation.

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

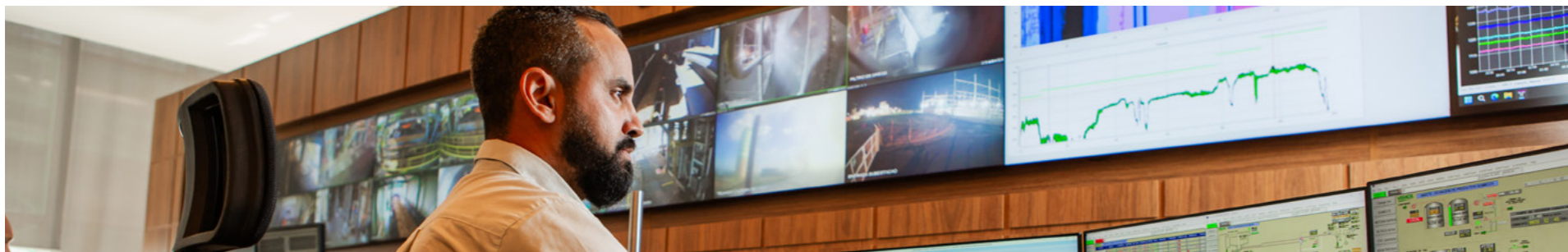
## GRI CONTENT INDEX

## HEALTH, WELL-BEING AND QUALITY OF LIFE

- Health and dental insurance (national coverage);
- Telemedicine via app;
- Conte Comigo program: psychological, nutritional, legal and financial support;
- Physical and mental well-being program;
- Life insurance (employees and dependents);
- Pharmacy benefit: discounts, payroll installments and home delivery;
- Food in operations: restaurant and food stations in forestry harvesting modules;
- Coverage for orthoses and prostheses, in line with the new procedure for the inclusion of people with disabilities.

## FAMILY AND PARENTING SUPPORT

- Return plan after maternity leave: maintenance of variable pay in line with the previous cycle, re-entry training and follow-up during the first six months;
- Maternal Connection Rooms for expressing breast milk with comfort and privacy;
- Welcome kits for mothers on our team: Child Kit and Mother Kit, with an electric breast pump for expressing breast milk and care items for the postpartum period;
- Immediate support, qualified listening and referral for brief psychotherapy (if needed), plus 15 days of paid leave;
- Assistance for children with disabilities or rare or autoimmune diseases;
- Funeral allowance;
- Christmas gift card for children up to age 14 years and 11 months.



# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

## EDUCATION AND DEVELOPMENT

- ☐ School assistance for dependents up to high school level;
- ☐ EducaVeracel (technical and behavioral training);
- ☐ Online training platform
- ☐ with development pathways (IDP);
- ☐ Women's leadership training program and internal mentoring for underrepresented groups.

## FINANCIAL SUPPORT AND STABILITY

- ☐ Private pension plan;
- ☐ Meal card and Christmas gift card;
- ☐ Salary supplement in cases of leave;
- ☐ Allowance for remote work (home office);
- ☐ Profit sharing (PR);
- ☐ Specialized consultants in the Conte Comigo program.

## CULTURE AND BELONGING

- ☐ Leisure club and events for integration and recognition;
- ☐ Diversity and inclusion: Diversity and Inclusion Dialogues (DDIs), anonymous suggestion boxes, Women's Talk, Men's Talk, inclusive menu in Libras, conversation circles, among other initiatives.



## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

Note: Benefits apply to employees covered by collective bargaining agreements. Interns and young apprentices are entitled to the rights set out in specific legislation, which the company complies with in full. Veracel does not have a stock purchase plan for employees.

# SAFE AND HEALTHY WORK

☐☐☐ GRI 403-1; 403-2; 403-3; 403-4; 403-5; 403-6; 403-7; 403-8; 403-9; 403-10

Safety is an integral part of the way we work. In forestry, industrial and logistics activities, we invest in technologies, routines and training to reduce risks and strengthen a culture of caring for life.

In 2025, we strengthened prevention programs, expanded occupational health initiatives and reinforced mechanisms for participation and dialogue on risks and working conditions, which together make up our integrated health, safety and well-being management.



## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

## PREVENTION, CONTROLS AND TECHNOLOGY

Operational risk management involves structured routines for identifying, assessing and treating hazards, with active participation from field teams. Attention to road safety is also reinforced through the use of fleet-monitoring technologies.

### KEY INITIATIVES INCLUDE:

- 24-hour fleet monitoring, with speed alerts, on-board cameras and fatigue and distraction detection tools, reinforcing road safety;
- Driving simulator for triple-trailer trucks, used to train drivers from partner companies in risk scenarios such as heavy rain, animals on the road, mechanical failures and night driving;
- Frequent safety inspections and dialogues in forestry and industrial areas, focusing on critical controls and lessons learned;
- Safety training programs covering operational procedures, emergency response, ergonomics and occupational health.



## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

## OSH MANAGEMENT SYSTEM AND GOVERNANCE

☐☐☐ GRI 403-1; 403-2; 403-7

Veracel's Occupational Health and Safety Management System (OHSMS) covers industrial, forestry and port operations, as well as transportation logistics. Management is structured through standardized protocols and tools that guide risk identification, operational control and incident investigation.

### MAIN TOOLS OF THE OHSMS



#### Critical Activity Protocols (PACs)

define controls for higher-risk activities



#### Preventive activity analyses

- ☐☐☐ APA – Preliminary Activity Analysis
- ☐☐☐ PPT – Permit to Work
- ☐☐☐ CEP – Control of Hazardous Energies



#### Incident investigation

ICAM (Incident Cause Analysis Method) methodology



#### Multi-level governance

- ☐☐☐ N3 – weekly tactical meetings
- ☐☐☐ N2 – monthly management meetings
- ☐☐☐ N1 – bimonthly executive meetings
- ☐☐☐ Monthly safety committee with service providers



Records and action plans are managed through the SICLOPE platform, which integrates:

- ☐☐☐ lost-time incidents (LTIs)
- ☐☐☐ incidents without loss time (SPT)
- ☐☐☐ incidents without absence (SAA)
- ☐☐☐ near-miss records (RQA)
- ☐☐☐ safety inspections and observations
- ☐☐☐ lessons learned and action plans

In 2025,

# 100%

of the 3,497 own employees and partner-company workers were covered by Veracel's health and safety management practices

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

## PARTICIPATION, CONSULTATION AND COMMUNICATION

☐☐☐ GRI 403-4

Teams take part in health and safety management through forums, committees and corporate digital channels, which allow them to report risk conditions and behaviors and contribute to improvements in operational routines. These mechanisms ensure that actions are recorded, traceable and monitored, strengthening workers' participation in incident prevention.

In 2025, we implemented simplified near-miss records (RQA), an initiative that increased participation in preventive reporting.

### GUARDIÕES DA VIDA PROGRAM

The program recognizes safe behaviors by teams, leaders and partner companies. The initiative encourages the use of proactive risk-management tools and strengthens our prevention culture.



### EVOLUTION OF PREVENTION INITIATIVES IN 2025

- ☐☐☐ **4,504 safety inspections** carried out by own and contractor teams;
- ☐☐☐ 72% increase in the **monthly average number of inspections**;
- ☐☐☐ **Safety Reports** classified under Condition and Behavior also **increased by more than 30% in the monthly average**, ending the year with 15,770 records.

This increase reflects stronger team engagement in risk reporting and in preventive risk management.

#### Result for the period



**231** records in 2025

**10%** increase compared with 2024

## SUSTAINABILITY REPORT 2025

VERACEL IN FOCUS

VERACEL WAY OF OPERATING

PEOPLE WHO INSPIRE US

TERRITORY IN MOTION

LIFE AND NATURE

INDICATOR DASHBOARD

GRI CONTENT INDEX

## OCCUPATIONAL HEALTH AND SAFETY TRAINING

☐☐☐ GRI 403-5

Occupational health and safety training is treated as one of the pillars of prevention, so that our people understand risks, safe procedures and how to respond to hazardous situations.

The programs are delivered to all employees and include in-person and digital activities, daily safety talks (DDS), campaigns, discussion circles and on-site practical exercises. Refresher training is scheduled based on legal requirements, risk level and updates to procedures.

### STRUCTURE OF SAFETY TRAINING PROGRAMS



#### General trainings

- ☐☐☐ onboarding of new employees
- ☐☐☐ first aid
- ☐☐☐ accident prevention
- ☐☐☐ incident reporting
- ☐☐☐ self-care and health education



#### Risk-specific trainings

- ☐☐☐ NR-35 – work at height
- ☐☐☐ NR-33 – work in confined spaces
- ☐☐☐ NR-17 – ergonomics
- ☐☐☐ GRO/PGR – NR-01
- ☐☐☐ use of PPE
- ☐☐☐ PCA – hearing conservation
- ☐☐☐ emergency and evacuation brigade

### TRAINING ON CRITICAL RISKS

Training programs are aligned with Critical Activity Protocols (PACs), which cover activities such as:

- ☐☐☐ work at height
- ☐☐☐ work in confined spaces
- ☐☐☐ cargo handling
- ☐☐☐ machine handling
- ☐☐☐ hot work
- ☐☐☐ safe transportation

Leaders, engineers and technicians also receive training in the Incident Cause Analysis Method (ICAM), which focuses on analyzing the causes of incidents and near misses.

Note: The Corporate Training Matrix is reviewed periodically and incorporates criteria that foster autonomy, learning pathways for critical risks and applicable mandatory requirements. Formal participation records are maintained, alongside the monitoring of indicators for adherence, refresher training and effectiveness. Internal audits and performance evaluations are used to continuously improve training content and methodologies.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX



## KEY RESULTS IN 2025

■ GRI 403-9; 403-10

- **Zero fatalities** among own employees and workers from partner companies.
- **1 serious (“life-changing”) accident involving a worker from a partner company**, with support provided to the injured person and corrective measures implemented.
- **Work-related illnesses: 0 cases.**
- **Scope:** data covers **100%** of people whose work and/or workplace is under Veracel’s control.

### How we monitor\*

- PCMSO (Occupational Health Medical Control Program), periodic evaluations, active monitoring of health complaints and risk traceability.
- Records and reconciliations via SICLOPE (corporate system), eSocial/CAT, occupational health records, internal audits and compliance reviews

### Monitored hazards

- Noise, vibration, chemical agents (industrial and forestry), repetitive physical exertion, inadequate ergonomics, heat, humidity and psychosocial risks

### Prevention and controls (applied hierarchy)

- Engineering: physical safeguards, enclosure, ventilation and automation.
- Administrative: procedures, breaks/rotations, training, management of change, workplace exercise programs, signage, inspections and checklists.
- PPE: provision, use and monitoring according to risk.

**Note\*:** monitoring follows NRs and technical documents (e.g. NR-07, NR-09, NR-15, NR-17, NR-20, NR-31), PGR/LTCAT and corporate OHS protocols, ensuring a preventive, early and integrated approach. Learn more in the **Indicator Dashboard**.

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

## HEALTH IN EVERYDAY LIFE

☐☐☐ GRI 403-3; 403-6

Throughout 2025, health promotion campaigns and activities recorded more than **70,000 participations\***, demonstrating the ongoing engagement of teams with this topic.

These initiatives combine clinical care, prevention, health promotion and emotional support, and are directed at all people.

### CLINICAL AND DENTAL CARE FOCUSED ON THOSE WHO NEED IT MOST

Veracel's Wellness Program includes clinical and dental care.

Throughout the year, we monitor guidance and care records, as well as the granting of health-related benefits. This allows us to identify trends, act preventively and provide closer follow-up when necessary.



Veracel has its own dental clinic, expanding access to care and promoting oral health.

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

Note\*: The Occupational Health Services carry out clinical surveillance (PCMSO), triage and routine/emergency care, ensuring confidentiality and the responsible use of sensitive data (LGPD). Health promotion includes telemedicine, the Conte Comigo program (for people with NCDs, pregnant women, psychological support and financial, legal and nutritional guidance), campaigns (mental health, hand protection, ergonomics, vaccination) and wellness platforms.



## MOVEMENT THAT DOES GOOD

Veracel's physical activity platform tracks, in real time, team engagement with healthy habits.

In 2025, the platform recorded:

- 84,424 km traveled
- 29,907 activities recorded
- 34,870 hours of physical activity
- 236 enrolled participants



## CARE AT EVERY STAGE OF THE JOURNEY

The health and well-being strategy includes support at different stages of working life, such as sick leave, return to work, bereavement and maternity or paternity leave.

Actions carried out include:

- Close follow-up of employees on leave for health reasons;
- Guidance for leaders on welcoming employees and ensuring a safe return to work;
- Periodic health checks in operational areas, such as blood pressure measurement;
- Monitoring of care provided by health teams, including service providers.

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX



## VACCINATION THAT PROTECTS

The annual flu vaccination campaign is one of the pillars of Veracel's prevention strategy.

In 2025:

▣ **980 people immunized**

▣ **95% vaccination coverage**

The results confirm the effectiveness of the campaign and team engagement with prevention, and underscore the importance of coordinated actions to reduce absences, health complications and impacts on families.

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX



### National recognition for quality of life

Veracel received the **National Quality of Life Award (PNQV® 2025)**, earning Silver in the Large Company category.

Promoted by the Brazilian Quality of Life Association (ABQV), the award recognizes organizations that treat health, safety and well-being as strategic pillars of sustainability and human development.



## CONVERSATIONS THAT CARE

Mental health discussion circles complement health education strategies.

In 2025, we held:

- ▣ 13 discussion circles
- ▣ more than 1,200 participations

The meetings addressed topics such as self-care, emotional health and relationships at work, fostering open dialogue and helping reduce stigma around seeking psychological support.

## SPORTS, NATURE AND FAMILY

Veracel's well-being initiatives also extend to moments of interaction among employees, families and the community. In 2025, we held another edition of Family Month, with activities focused on health promotion, integration and connection with the local territory.

- ▣ **Vera Running:** run and walk – 650 participants. 4 tonnes of food collected for 9 charities
- ▣ **Vera Soccer:** soccer tournament – 544 participants
- ▣ **Visit to Estação Veracel:** experience in an Atlantic Forest area conserved by Veracel – 207 participants

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

# ONGOING DEVELOPMENT AND LEARNING

☐☐☐ GRI 404-1; 404-2; 404-3

We continuously invest in people’s development, preparing our teams to respond to today’s challenges and tomorrow’s opportunities, both within and beyond the company.

In 2025, this commitment advanced on two main fronts: the launch of the **School of Leaders**, focused on strengthening our culture and people management, and the structuring of **Development Pathways** aligned with the company’s organizational competencies.

The **Individual Development Plan (IDP)** remains a central tool in this journey, connecting career goals, business needs and development actions.

## TECHNICAL TRAINING AND ENTRY PATHWAYS

Our learning ecosystem also includes programs focused on developing new talent and professional qualifications, expanding opportunities for access to the job market in the region.

### WORKFORCE TRAINING PROGRAM (FORESTRY MACHINERY OPERATORS AND MECHANICS)

In partnership with National Industrial Training Service (SENAI), we offer free professional qualification courses with paid internships, contributing to the technical training of professionals in the region. In 2025, the courses in this program recorded:

COURSE	SEATS	COURSE HOURS	COMPLETIONS	HIRES
Forestry Machinery Operator	40	408 h	39	38
Forestry Machinery Mechanic	20	416 h	20	9
HR and Administrative Assistant	50	240 h	Completion in Jan 2026	-
Pulp and Paper Technician	50	1200 h	Completion in Dec 2026	-

Note: all courses reserve seats for underrepresented groups, including women, Black people, people with disabilities, LGBTQIA+ people and Indigenous people.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

## VERACEL INTERNSHIP PROGRAM

The Veracel Internship Program complements this development journey, with on-site and hybrid positions in different areas of the company.

Interns work 30 hours per week and receive benefits such as medical and dental care, meal vouchers and access to the Wellhub platform. The program also reserves affirmative positions.

**73** interns in 2025

**37** with higher education

**36** with vocational training

## TRAINING AND LEARNING INDICATORS

☐☐☐ **GRI 404-1**

In 2025, **33,400 training hours** were recorded, an average of 31.26 hours per employee, a figure **26% higher than in the previous year** and above the target of 25 hours per employee.

Training covered all hierarchical levels. (Details in the **Indicator Dashboard**.)



### WHY IT MATTERS



#### For our people

Structured learning journey (development pathways and IDP), leadership support through the School of Leaders and inclusive opportunities for professional qualifications.



#### For our business

Teams that are better prepared to deal with new technologies, regulatory requirements and operational challenges.



#### For our region

Technical training that expands opportunities for employment, income and local development, especially in value chains linked to the forest bioeconomy.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

## DEVELOPMENT ASSESSMENTS AND GROWTH OPPORTUNITIES

☐☐☐ GRI 404-3

All employees participate in structured performance review processes that connect business needs with individual career aspirations. This journey includes regular feedback, structured conversations and active leadership participation in shaping development plans.

In 2025, the evaluation process achieved broad coverage among eligible professionals at the company.



CATEGORY	GENDER	TOTAL EVALUATED (2025)	COVERAGE (2025)
Executive Board	Male	5	100%
Management	Female / Male	5 / 13	100% / 100%
Coordination	Female / Male	14 / 28	100% / 100%
Supervisory	Female / Male	20 / 34	95% / 97%
Administrative	Female / Male	82 / 87	100% / 100%
Operational	Female / Male	113 / 572	97% / 99%
Apprentice*	Female / Male	20 / 10	0% / 0%
Intern*	Female / Male	35 / 43	0% / 0%

Note: Apprentices and interns do not participate in the performance/career process; they are covered by dedicated technical programs. (This practice is aligned with the design of the entry programs.)

## SUSTAINABILITY REPORT 2025

VERACEL IN FOCUS

VERACEL WAY OF OPERATING

PEOPLE WHO INSPIRE US

TERRITORY IN MOTION

LIFE AND NATURE

INDICATOR DASHBOARD

GRI CONTENT INDEX

# DIVERSITY AND INCLUSION

☐☐☐ GRI 405-1; 406-1

The Diversity and Inclusion (D&I) agenda was one of the highlights of people management in 2025. Throughout the year, we advanced the inclusion of people with disabilities, strengthened programs for underrepresented groups, expanded development pathways and consolidated policies to support parenting.

This set of initiatives was also recognized externally, with Veracel appearing in **Great Place to Work (GPTW)** rankings and earning the **Lilac Seal from the Government of Bahia**, which recognizes organizations committed to promoting gender equity and more inclusive work environments.

## DIVERSITY GOVERNANCE AND INCLUSIVE CULTURE

The Diversity and Inclusion agenda at Veracel is driven by structured, multi-level governance, led by the People and Care Management team, with technical support from a subject-matter specialist and sponsorship from company directors who act as sponsors. This structure ensures strategic direction, decision-making and the strengthening of the agenda.

The company also has a Diversity and Inclusion Committee, made up of volunteers from different areas who work collaboratively to advance the agenda. The Committee is organized into three working groups:

- ☐☐☐ EmPOWERment
- ☐☐☐ Inclusive Culture
- ☐☐☐ Accessibility

These groups contribute to the design of initiatives, awareness-raising actions and recommendations for the continuous improvement of organizational practices, strengthening the company's inclusive culture.

As part of this governance, in 2025 Veracel maintained an **annual corporate target** whereby 50% of hiring and promotions should be allocated to underrepresented groups. In 2025, **the result achieved was 57.5%, exceeding the established target.**

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

## OUR INITIATIVES

In 2025, we strengthened the Diversity and Inclusion agenda through training, awareness-raising, active listening and development programs for underrepresented groups.

These included training initiatives, internal dialogues, female leadership development programs, initiatives to include people with disabilities and mentoring programs focused on accelerating careers. We also held Diversity and Inclusion Week, which mobilized different areas of the company in awareness and engagement activities.



### INCLUSION OF PEOPLE WITH DISABILITIES

The inclusion of people with disabilities advanced in a structured way in 2025, resulting in performance above both the internal target and the quota established by the Labor Prosecutor's Office (MPT).

This progress was driven by three main initiatives:

- conducting the Inclusion Census
- partnership with a specialized consultancy
- launching the procedure for the inclusion of people with disabilities

The procedure sets out processes for reasonable accommodation, accessibility, continuous monitoring and specific support, including a new benefit for requesting orthoses and prostheses.

### TRAINING AND AWARENESS-RAISING

#### Unconscious Bias Training

7 classes for leaders, with reflections on biases and inclusive leadership practices.

#### Diversity and Inclusion Dialogues (DDIs)

More than 40 meetings held throughout the year across different operational areas.

#### Diversity and Inclusion Week

Around 600 participants, 18 DDIs held and interactive activities.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

## CENSUS, PROCESSES AND SUPPORT FOR PWD

### Key Developments in 2025

- 3.3% → 4.4% people with disabilities in the company's workforce
- 1.7% of people reported some form of neurodivergence

#### Plus:

- implementation of an inclusive menu in Brazilian Sign Language (Libras) in the cafeterias
- mapping accessibility issues through discussion circles
- technical inspections to develop the Accessibility Plan, aimed at increasing autonomy and safety in the workplace



## GENDER DEVELOPMENT AND EQUITY

Several initiatives support women's development and leadership in the company. Here are the results:

- Female Leadership Development Program:** 18 participants in 2025.
- Despertar program:** 85 women invited to personal and professional development sessions.
- Women's Talk:** Discussion circles on harassment, violence, sorority and microaggressions.
- Men's Talk:** Initiative focused on reflection about masculinities, shared responsibility and alliances to promote gender equity. The project, which began in 2024, moved forward in 2025 as a pilot with men at Estação Veracel.



## PARENTING SUPPORT

The Parenting Support Procedure ensures enhanced conditions for family care.

### Benefits

- 180 days of maternity leave
- 20 days of paternity leave (including same-sex couples and adoption)
- 2 Maternal Connection Rooms
- school and daycare assistance
- support for children with disabilities
- mother kit and child kit
- structured return-to-work program

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX



## MENTORING AND AFFIRMATIVE CLASSES

In 2025, we continued to expand programs focused on the development of underrepresented groups.

**Mentes Pretas:** mentoring program that connects self-declared Black talent with Veracel's leadership. **22 mentors | 22 mentees. The session completion rate increased from 48% to 78% compared with the previous edition.**

The program evolved into a new, expanded cycle that now includes other underrepresented groups, such as women, people with disabilities, LGBTQIA+ people, Indigenous people and professionals aged 25 or under and 55 or over.

The cycle that began in October had **15 mentors and 15 mentees.**

The agenda also includes **affirmative classes in technical courses**, such as Forestry Machinery Operators and Mechanics.

The **Veracel Internship Program** follows the same logic, with affirmative positions for people with disabilities, women, Black people, Indigenous people and LGBTQIA+ people.

To strengthen this agenda, Veracel takes part in business networks and coalitions dedicated to promoting diversity and human rights, including:

- ❑ Women in Forestry Network
- ❑ Corporate Network for Social Inclusion
- ❑ Business Coalition to End Violence against Women and Girls
- ❑ Business Coalition for Racial and Gender Equity
- ❑ Business and LGBTQIA+ Rights Forum

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

# RECOGNITION IN 2025



**Great  
Place  
To  
Work®**

## GREAT PLACE TO WORK (GPTW)

Recognition in various rankings, including lists focused on diversity and the work environment in Bahia and in the industrial sector.

- GPTW Diversity
- GPTW Best Companies to Work For in Bahia
- GPTW Industry
- GPTW Agribusiness



## LILAC SEAL - GOVERNMENT OF BAHIA

Recognition for promoting gender equity and adopting practices to create safer work environments for women.



## BUSINESS COALITION FOR RACIAL AND GENDER EQUITY

Featured in the Guide to Good Corporate Practices, which brings together benchmark companies in the promotion of racial and gender equity in the corporate environment.



## NATIONAL QUALITY OF LIFE AWARD (PNQV® 2025)

Recognition for initiatives to promote health, quality of life and well-being at work.

# SUSTAINABILITY REPORT 2025

**VERACEL**  
IN FOCUS

**VERACEL WAY**  
OF OPERATING

**PEOPLE**  
WHO INSPIRE US

**TERRITORY**  
IN MOTION

**LIFE**  
AND NATURE

**INDICATOR**  
DASHBOARD

**GRI**  
CONTENT INDEX



CHAPTER 4

# A TERRITORY IN ONSTANT MOTION

SUSTAINABILITY  
**REPORT**  
2025

**VERACEL**  
IN FOCUS

**VERACEL WAY**  
OF OPERATING

**PEOPLE**  
WHO INSPIRE US

**TERRITORY**  
IN MOTION

**LIFE**  
AND NATURE

**INDICATOR**  
DASHBOARD

**GRI**  
CONTENT INDEX

# OUR HIGHLIGHTS

☐☐☐ GRI 3-3; 203-1; 203-2; 411-1; 413-1; 413-2

**+20**

years of monitoring artisanal fishing on the southern coast of Bahia.



**5,400**

school kits distributed by the Educação é Vida program in 34 Indigenous villages benefiting more than 1,400 families.



**≈ R\$ 7**

million per year invested in family farming, benefiting 1,697 families in 34 communities.

**6**

associations of family farmers participating in regional gastronomic events supported by Veracel.



Cultural projects for children and young people in music and art, such as Ecoar Bahia, Lyra Popular de Belmonte and Tocar e Encantar Nordeste.



Porto Seguro Bird Festival and use of Estação Veracel as a space for nature tourism, science and environmental education.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

# COMMUNITIES THAT WALK WITH US

☐☐☐ GRI 3-3; 413-1; 413-2; 203-1; 203-2

In 2025, we advanced the maturity of community management by expanding access to dialogue channels and providing earlier responses. This process led to improvements in procedures, based on active listening with communities, such as noise mitigation measures and the reorganization of traffic flows at sensitive times, helping reduce tensions compared with previous years.

During the period, 10 impact-related grievances were recorded, of which five were resolved and five remain under follow-up, in accordance with legislation.

The occurrences were recorded in communities in the municipalities of Eunápolis, Belmonte, Porto Seguro, Santa Cruz Cabrália, Itagimirim and Ponto dos Volantes (MG) and involved issues related to herbicide application, road use, community infrastructure and dust control.



## SOCIAL IMPACT MANAGEMENT: FROM DIALOGUE TO REMEDIATION

*Clear processes, internal integration and responses built together with the territory*

In 2025, we established a specific procedure for community relations and social impact management, defining processes to:

- ☐☐☐ identification of occurrences
- ☐☐☐ significance assessment (low, medium or high)
- ☐☐☐ definition of responses and action plans

The process brings together community dialogue, internal communication and the work of operational areas, and can range from immediate operational adjustments to structured action plans.

Implementation included training for internal teams and partner companies, as well as the continuous updating of the aspects and impacts matrix, which makes it possible to monitor new situations and strengthen prevention.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

# INVESTMENT AND SUPPORTED INFRASTRUCTURE SERVICES (ISP)

☐ GRI 203-1

In 2025, Veracel’s private social investments totaled more than R\$11 million, directed to initiatives focused on family farming, support for traditional communities (Indigenous and artisanal fishing), education, tax-incentivized projects and responses to the territory’s socio-environmental demands.

These investments help strengthen local production chains, expand income-generation opportunities and support initiatives that promote social development and environmental conservation in the region.



## DISTRIBUTION OF PRIVATE SOCIAL INVESTMENT IN 2025



## CONSOLIDATED PRIVATE SOCIAL INVESTMENT INDICATORS – 2025

PROJECT/ACTIVITY	INVESTMENT COST (R\$)
AGROVIDA projects	R\$426,822.21
Roça do Povo Project	R\$12,360.00
Family Farming Platform - Gastronomic Festivals	R\$126,229.08
Agroecological Settlements Project	R\$1,775,292.00
Beekeeping and Meliponiculture Support Program	R\$534,736.88
DSAF Project – Social and Environmental Development for Family Farming (PAA – 2nd agreement)	R\$3,103,233.00
Family Agriculture Project – ASABAV and ASFAU	R\$156,998.62
Socio-environmental Project - Conectando Pessoas com a Mata Atlântica	R\$229,613.52
Catadoras de Mariscos Project	R\$76,920.00
Indigenous Traditional Community Support Program	R\$1,395,564.10
Traditional Artisanal Fishing Community Support Program	R\$733,573.00
Incentive-Based Projects	R\$1,320,000.00
Education Support Program	R\$189,305.00
Socio-environmental Demands	R\$1,054,915.15

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

# COASTAL COMMUNITIES AND ARTISANAL FISHING

☐☐☐ GRI 3-3; 203-1; 203-2

The coastal region where Veracel operates is characterized by the presence of traditional communities engaged in artisanal fishing and by high marine biodiversity.

In the vicinity of the Belmonte Maritime Terminal, we support initiatives that combine monitoring of fishing activity, strengthening of community organization and appreciation of local knowledge.

## ARTISANAL FISHING IN NUMBERS

20 years of monitoring fishing activity

The monitoring provides information on vessels, fishing techniques, species caught, volumes and revenues, generating a database that supports fishers, associations and public authorities in decision-making.

## HISTORICAL SERIES (2024)



**158.9**  
tonnes  
of fish  
recorded



More than  
**R\$3.3**  
million in  
revenue

## SAFETY AT SEA AND TRAINING

In 2025, three meetings were held with the Fishers' Relations Committee of the Far South of Bahia, strengthening institutional dialogue and monitoring the needs of the activity.

We also promoted training initiatives focused on safety and the technical qualification of artisanal fishing:

- ☐☐☐ Vessel lamination course: 30 participants
- ☐☐☐ Mechanical and electrical course: 30 participants
- ☐☐☐ Navy training
- ☐☐☐ SOP/MOP: 20 fishermen
- ☐☐☐ MAC/MAM: 20 participants



# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX



### WOMEN WHO PULL THE NET: RECOGNITION FOR WOMEN FISHERS AND SHELLFISH GATHERERS

In 2025, we held the first edition of the Veracel Women of Fishing Award, an initiative to recognize women who lead community organization, income-generation and efforts to strengthen artisanal fishing in Southern Bahia.

The award recognizes life paths that have historically been made invisible and increases women’s representation in the fishing and shellfish production chains.



#### RESULTS

- 10 women awarded
- financial support for initiatives
- visibility through communication and inclusion actions, which mobilized different areas of the company in awareness and engagement activities



More than **R\$700,000** invested in programs to support women fishers and shellfish gatherers in 2025.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

## CARING FOR THE SEA AND ITS MARINE LIFE

*Protection of marine fauna around port operations*

On the coast, our initiatives include monitoring and rehabilitating sea turtles along 35 kilometers of beaches, with support for the rehabilitation center located at the Belmonte Maritime Terminal.

The program monitors nests, hatchlings and debilitated animals, which receive veterinary care and are returned to the sea with identification by tag and microchip. In addition, it includes beach-cleaning actions and marine litter monitoring, carried out in partnership with communities, schools and research institutions.



### 2025 HIGHLIGHTS



**300 kg**

of plastic removed from beaches



**292**

nesting events recorded



**17,786**

turtle hatchlings in the monitored stretch



**22**

clinical care visits at the Rehabilitation Center

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

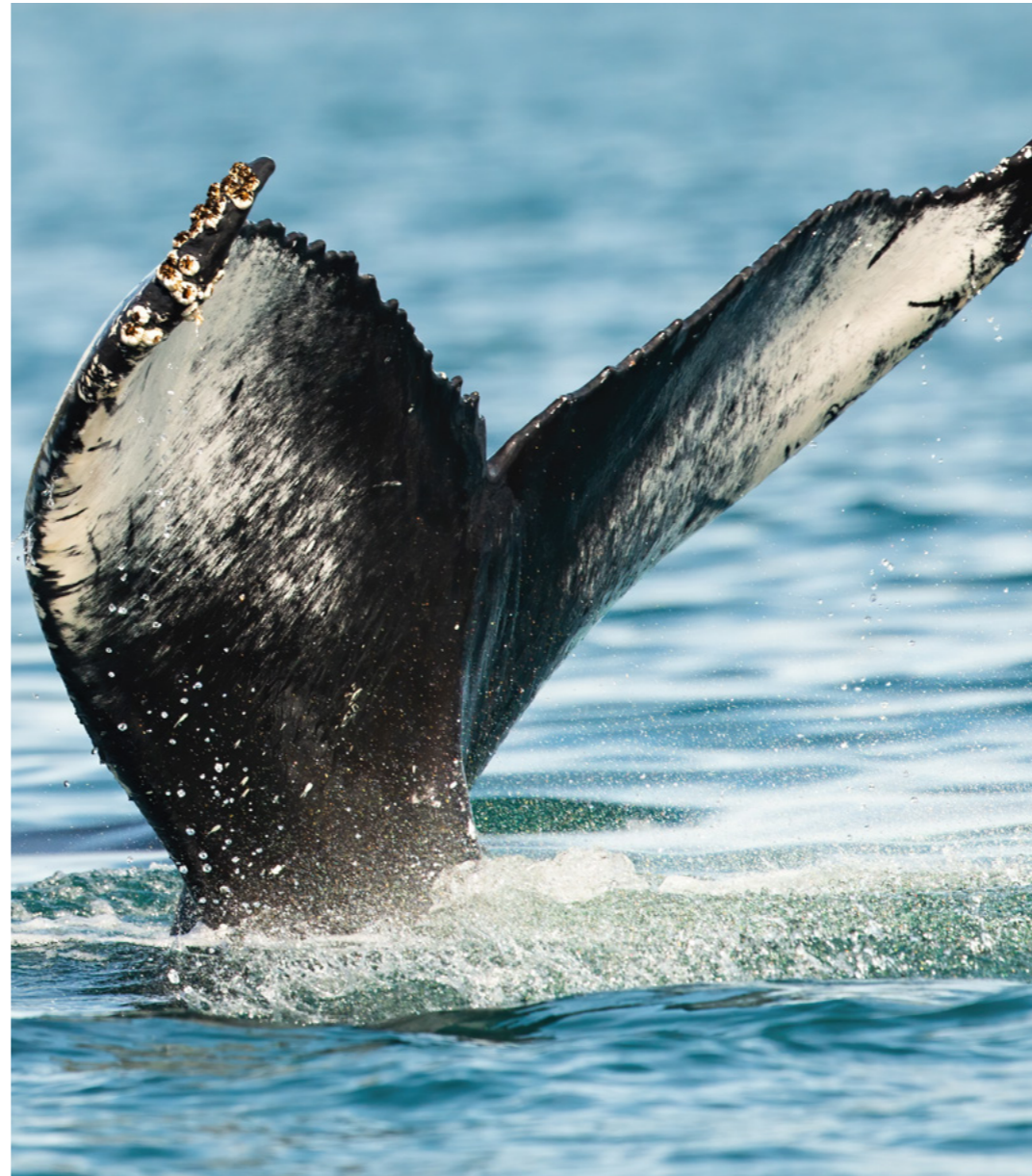
## MONITORING OF HUMPBACK WHALES

We also support the annual monitoring of humpback whales in the Far South of Bahia, conducted by the Humpback Whale Institute (IBJ) in partnership with Norsul. This initiative helps monitor migratory routes, understand patterns of use of the area and reinforce the adoption of protective measures so that our logistics and maritime activities can coexist with marine life.

Between June and November, the southern coast of Bahia receives a high number of humpback whales migrating to Abrolhos, recognized as one of the main breeding grounds for the species along the Brazilian coast. During this period, IBJ biologists conduct onboard observations with logistical support from Norsul barges, recording sightings and movement patterns, especially in the stretch that passes through the Far South of Bahia.

## 2025 RESULTS

In 2025, approximately 760 hours were dedicated to monitoring, with 1,292 groups of humpback whales recorded, setting a record for sightings per monitoring hour compared with recent years. August recorded the highest observation peak in the entire historical series monitored by the program.



# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

# INDIGENOUS PEOPLES: RESPECT AND CONTINUOUS DIALOGUE

☐☐☐ GRI 3-3; 411-1; 413-1; 203-1

We maintain an ongoing relationship with traditional Indigenous communities in our area of influence, grounded in cultural respect, dialogue and support for priorities defined together with community leaders. In 2025, actions included educational initiatives,

support for cultural events and support for community demands agreed with local leaders\*.

The investment directed to supporting Indigenous communities in the period was nearly R\$1.4 million.

\*no violations of Indigenous peoples' rights were identified in the period. (GRI 411-1)

## EDUCAÇÃO É VIDA IN INDEGENOUS VILLAGES

The Educação é Vida program reached its 14th edition, distributing school kits every year to students and teachers in Indigenous villages in the region.

In the latest edition, around **5,500 school kits were delivered in 34 villages, benefiting more than 1,400 families.**

According to Indigenous leaders, the initiative helps children and young people stay in school, improves study conditions and strengthens pride in cultural identity.



## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX



## CULTURE IN MOTION: VIVEIRO PATAXÓ, JOGOS PATAXÓ AND CONTINUOUS PRESENCE

*Support for Indigenous celebrations and sports*

We support the Jogos Pataxó, which bring villages together to celebrate traditions, sports and spirituality, and we also invest in the Viveiro Pataxó, with a focus on income generation and food security. These actions create opportunities to strengthen cultural identity, promote the exchange of knowledge between generations and expand community organization.

Veracel's support includes logistical, financial and institutional backing, always developed in dialogue with leaders about the partnership's priorities and boundaries.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

**COROA VERMELHA INDIGENOUS GAMES**

Sports and cultural gathering among Pataxó villages  
**≈8,600 participants**

**“RESPEITA AS MINAS” SOCIAL GROUP**

Community event to celebrate Indigenous women’s culture and presence  
**≈6,000 participants**

**ALDEIA VELHA EVENT**

Cultural and community celebration  
**≈2,000 participants**

**60TH HÃMIKAHAY**

Traditional indigenous celebration  
**≈500 participants**

**12TH CHILDREN’S AND YOUTH GAMES**

Sports event for children and young people in the villages  
**≈450 participants**

**ANEMAWÊ PATAXÓ**

Cultural and community gathering  
**≈400 participants**

**ENCONTROS DE PROFESSORES DE PATXÔHÃ (1º E 5º)**

Educators’ gatherings to strengthen the Pataxó language and culture  
**≈100 participants**

**SUSTAINABILITY REPORT 2025**

**VERACEL IN FOCUS**

**VERACEL WAY OF OPERATING**

**PEOPLE WHO INSPIRE US**

**TERRITORY IN MOTION**

**LIFE AND NATURE**

**INDICATOR DASHBOARD**

**GRI CONTENT INDEX**



In addition to cultural and educational initiatives, we also support community facilities used for traditional gatherings and rituals.

In 2025, support was provided for the construction of two Indigenous cultural structures:

⋮ Kigeme in Teiú Açu

⋮ Cultural oca in Coroa Vermelha  
These spaces are used for community gatherings, traditional celebrations and cultural activities in the villages.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

# FAMILY FARMING AND LOCAL ECONOMY

☐☐☐ GRI 203-1; 203-2

Family farming is one of the main sources of income generation and food security in the territory where we operate. By supporting local associations and cooperatives, we seek to strengthen production chains, enhance the value of regional products and expand market opportunities.

In 2025, our work combined technical assistance, organizational strengthening and market access, in partnership with institutions such as Sebrae/BA, technical organizations and educational institutions.

Initiatives focused on family farming and productive development — including Agrovida, Roça do Povo, gastronomic festivals, agroecological settlements, beekeeping and meliponiculture and DSAF/PAA projects — totaled R\$6.4 million in investments in the year.



## SUSTAINABILITY REPORT 2025

**VERACEL  
IN FOCUS**

**VERACEL WAY  
OF OPERATING**

**PEOPLE  
WHO INSPIRE US**

**TERRITORY  
IN MOTION**

**LIFE  
AND NATURE**

**INDICATOR  
DASHBOARD**

**GRI  
CONTENT INDEX**



## FROM FARM TO TABLE

*Market connections and added value for local products*

In partnership with Sebrae/BA and actors in the gastronomic sector, we support initiatives that enhance the value of local products and expand market opportunities for rural producers and community associations. In 2025, this work connected agricultural production, gastronomy and business generation, bringing local suppliers closer to buyers, restaurants, the media and consumers.

Highlights of the year include:

- Almoço no Campo, which brought the local press to visit the AMPRA and APRUNVE associations, increasing the visibility of their products
- support for the Raízes Gastronomic Festival in Porto Seguro, with more than 70 participating restaurants
- business roundtables and gastronomic festivals held in Eunápolis and Arraial d'Ajuda.

These initiatives help increase the visibility of local production and strengthen connections between rural producers, the tourism sector and the gastronomic market.



## ≈R\$7 million

per year in family farming contracts, benefiting 1,697 families in more than 30 communities.

## STRENGTHENED FARMER NETWORKS

*More income, more autonomy for rural communities*

In addition to commercial promotion, support for family farming includes technical assistance, training and strengthening of associative organizations, with a focus on productive diversification and the expansion of marketing channels.

In 2025, one of the highlights was the implementation of 31.71 hectares of agroforestry systems, made possible through a partnership with Conservation International, linking environmental restoration with income generation in the territory.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

# CULTURE, SPORT, YOUTH AND NATURE

☐☐☐ GRI 203-1

We support initiatives that strengthen community bonds, expand opportunities for children and young people and promote culture and sport in the territory.

In 2025, we also supported projects funded through tax incentive laws, allocating part of the income tax due to approved initiatives in the areas of culture, sport and the Childhood and Adolescence Fund (FIA).

## INVESTMENTS IN SUPPORTED AND TAX-INCENTIVIZED PROJECTS IN 2025

INSTITUTION	AMOUNT
BRAZILIAN RUGBY CONFEDERATION	R\$10,000
LYRA POPULAR DE BELMONTE PHILHARMONIC SOCIETY	R\$100,000
ECOAR	R\$100,000
MUNICIPAL FUND FOR THE RIGHTS OF CHILDREN AND ADOLESCENTS - ITAPEBI	R\$140,000
SUPERA RUN	R\$200,000
ARAGWAKSÃ	R\$100,000
COQUEIRAL CARAÍVA SCHOOL	R\$150,000
TOCAR & ENCANTAR NORDESTE	R\$150,000
VIVA LUIZ FESTIVAL	R\$50,000
<b>TOTAL INVESTED IN 2025</b>	<b>R\$1,000,000.00</b>



### MUSIC THAT TRANSFORMS

*Music education and opportunities for young people*

Projects such as Ecoar Bahia, Tocar e Encantar Nordeste and the Lyra Popular de Belmonte Philharmonic Society use music as a tool for inclusion and development. Supporting this type of initiative means investing in the development of children and young people, expanding opportunities, strengthening ties with education and contributing to the social and cultural development of the territory.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX



CHAPTER 7

# LIFE AND NATURE

SUSTAINABILITY  
**REPORT**  
2025

**VERACEL**  
IN FOCUS

**VERACEL WAY**  
OF OPERATING

**PEOPLE**  
WHO INSPIRE US

**TERRITORY**  
IN MOTION

**LIFE**  
AND NATURE

**INDICATOR**  
DASHBOARD

**GRI**  
CONTENT INDEX

# OUR HIGHLIGHTS

☐☐☐ GRI 3; 201-2; 302-1/2/3/4; 303-1/2/3/4/5; 101 – BIODIVERSITY; 305-1/2/3/4/5; 306-1/2/3/4/5

**201,974\***

hectares under anagement (including planted areas, conservation areas and forestry partnerships)

\*Area under 100% certified forest management. The remaining areas are in the process of certification.

MORE THAN  
**100,000**

hectares dedicated to environmental conservation (including Estação Veracel RPPN and other conservation areas)

APPROXIMATELY  
**91,000**

hectares of company-owned eucalyptus plantations

**40,328**

hectares of partner areas (forest producers)

**1,198,255**

metric tons of CO<sub>2</sub> removed from the atmosphere by natural forests and eucalyptus plantations

**2,172**

solar panels installed, increasing the share of renewable sources in the unit's energy mix

**+300 kg**

of plastic waste removed from beaches in the Belmonte Maritime Terminal region through beach-cleaning and marine litter monitoring actions

**RPPN**

Estação Veracel, with 6,069 ha, is the largest Atlantic Forest RPPN in the Northeast, recognized as a KBA (Key Biodiversity Area) and an IBA (Important Bird and Biodiversity Area).

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

# ATLANTIC FOREST THAT SURROUNDS US

☐☐☐ GRI 101-7

We operate in a biome of extremely high diversity that is under constant pressure. Recent data from the SOS Mata Atlântica/ INPE Atlas indicate that, although there has been a reduction in the loss of mature forests in the biome as a whole, Bahia recorded a significant increase in this category between 2023 and 2024. This scenario reinforces our responsibility to manage planted forests and conservation areas in an integrated way, taking into account impacts on biodiversity, water, climate and surrounding communities.

Veracel's area of operation is located on the Discovery Coast, a region recognized by UNESCO, and encompasses planted eucalyptus forests, native fragments, restoration areas, public and private conservation units and rural properties. This context requires a landscape approach that goes beyond the stand and takes into account ecological connectivity and multiple land uses.



Photo: Ricardo Teles

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

# EUCALYPTUS PLANTATIONS, CONSERVATION AND RESTORATION

☐☐☐ GRI 101-1; 101-2; 101-5

Our forest management seeks to balance productive efficiency and environmental conservation by interspersing eucalyptus plantations with native vegetation (PPAs – permanent preservation areas, Legal Reserves, other natural areas and HCVAs – high conservation value areas).

The plantations provide the wood needed for pulp production, while native and restoration areas contribute to the formation of ecological corridors, the protection of springs, soil conservation and the maintenance of native Atlantic Forest fauna and flora.



**50%**

of Veracel's area of operation dedicated to environmental conservation

- ☐☐☐ Eucalyptus plantation areas: **78,301 ha** (owned), **7,694 ha** (leased) and **4,963 ha** (available areas) — **90,959 ha** in total.
- ☐☐☐ Areas not designated for planting: **43,481 ha** (Legal Reserve), **19,153 ha** (PPA), **6,069 ha** (Estação Veracel RPPN\*), **10,574 ha** (infrastructure) and **31,742 ha** (additional protected areas) — **111,015 ha** in total.
- ☐☐☐ Total managed area: **201,974 ha**.\*



\*Area under 100% certified forest management. The remaining areas are in the process of certification.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

## LAND USE IN VERACEL'S FOREST BASE (2025)

CATEGORY	2023	2024	2025
<b>EFFECTIVE EUCALYPTUS PLANTATION AREAS (HA)</b>			
Owned	79,371.8 ha	78,380.9 ha	78,301.2 ha
Leased	7,003.4 ha	7,793.6 ha	7,694.7 ha
Areas available for planting	4,129.6 ha	4,386.7 ha	4,963.1 ha
<b>TOTAL PLANTING</b>	<b>90,504.8 HA</b>	<b>90,561.2 HA</b>	<b>90,959.0 HA</b>
<b>AREAS NOT DESIGNATED FOR PLANTING (HA)</b>			
Legal Reserve	43,508.5 ha	43,406.0 ha	43,481.9 ha
Permanent Preservation	19,105.2 ha	19,120.1 ha	19,153.9 ha
Estação Veracel (RPPN)	6,069 ha	6,069 ha	6,069 ha
Infrastructure	10,814.8 ha	10,721.5 ha	10,574.4 ha
Additional protected areas	32,629.7 ha	32,826.4 ha	31,742.8 ha
<b>TOTAL NON-PLANTING</b>	<b>112,121.1 HA</b>	<b>112,136.9 HA</b>	<b>111,015.4 HA</b>

\*Area under 100% certified forest management. The remaining areas are in the process of certification.



# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX



## RECONNECTING ATLANTIC FOREST FRAGMENTS

*Restoration of degraded areas and protection of springs*

Environmental restoration focuses on the recovery of degraded areas, PPAs and ecological corridors. In partnership with universities, NGOs and environmental agencies, planting methods, priority species and success indicators are defined, such as seedling survival, canopy closure and the return of fauna.

The restoration of riparian forests and spring areas directly contributes to water protection, reduced siltation and greater resilience of the territory in the face of extreme climate events.

Through the Atlantic Forest Program (PMA), by 2025 we had already restored and/or placed under restoration **8,897.37 ha** in the territory.



## SUSTAINABILITY REPORT 2025

**VERACEL  
IN FOCUS**

**VERACEL WAY  
OF OPERATING**

**PEOPLE  
WHO INSPIRE US**

**TERRITORY  
IN MOTION**

**LIFE  
AND NATURE**

**INDICATOR  
DASHBOARD**

**GRI  
CONTENT INDEX**

## ESTAÇÃO VERACEL RPPN

■ GRI 101-3; 101-8

Conservation, research and education in the Atlantic Forest

The Estação Veracel RPPN, with 6,069 ha in Porto Seguro and Santa Cruz Cabrália (BA), is the largest Atlantic Forest RPPN in the Northeast. Recognized as a UNESCO Natural World Heritage Site, it protects one of the most important remaining areas of Atlantic Forest in Southern Bahia. The area is home to a wide variety of fauna and flora species, hosts researchers and supports long-term studies that inform management decisions inside and outside the reserve.

Veracel maintains a Research Program that encourages and supports studies in its conservation areas, generating knowledge to guide biodiversity conservation strategies. Partnerships include UFES (Harpy Eagle Project in the Atlantic Forest), the Pró-Carnívoros Institute/CENAP/ICMBio (jaguar monitoring), the RPPN Bird Observatory (science, conservation and people-nature connection) and the Biodiversity Monitoring program (fauna and flora in conservation and plantation areas).

## 2025 RESULTS



**Flora:** 926 species; 123 in threat categories (IUCN 2025).



**Birds:** 356 species; 35 threatened. The Bird Observatory confirmed 1,482 detections from sound recordings, corresponding to 76 species (16 threatened).



**Mastofauna:** 38 species; 14 threatened. Unprecedented records: neotropical otter (*Lontra longicaudis*) and white-lipped peccary (*Tayassu pecari*).



During the period, the Harpy Eagle Project used camera traps (in the canopy and on the ground) at nests EVC5 and EVC3, in addition to mapping with drone-based LiDAR and RTK GPS.

In addition to conservation and research, the reserve is an environmental education hub, welcoming visitors for trails and educational activities and contributing to initiatives in the municipalities where Veracel operates.



**2,436**

visitors in environmental education activities



**+230**

academic studies supported over the years

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

# MUÇUNUNGA PROJECT: NATIVE FOREST RESTORATION AND COMMITMENT TO THE ENVIRONMENT

☐☐☐ GRI 101-2

## | *Transformative partnership*

In April 2025, Biomas, a company formed by Itaú, Marfrig, Rabobank, Santander, Suzano and Vale, announced, in partnership with Veracel, the Muçununga Project, aimed at restoring 1,200 hectares of Atlantic Forest areas in southern Bahia. In July, Carbon2Nature joined the project.

The initiative provides for the planting of more than 70 native species, such as araçá, copaíba, guapuruvu and yellow ipê, focusing on biodiversity recovery and the restoration of degraded areas, while also considering impacts on soil and water resources.

The project adopts a financing model based on the generation of carbon credits. The estimate is approximately **550,000 credits over 40 years**, each corresponding to the removal of one metric ton of CO<sub>2</sub> equivalent from the atmosphere. In addition to environmental restoration, the initiative contributes to job and income generation in the territory, involving local communities in project activities.

The Muçununga Project is aligned with a broader agenda for the restoration of degraded areas in Brazil, contributing to the recovery of the Atlantic Forest and to climate change mitigation.



SUSTAINABILITY  
**REPORT**  
2025

**VERACEL**  
**IN FOCUS**

**VERACEL WAY**  
OF OPERATING

**PEOPLE**  
WHO INSPIRE US

**TERRITORY**  
IN MOTION

**LIFE**  
**AND NATURE**

**INDICATOR**  
DASHBOARD

**GRI**  
CONTENT INDEX

# THE PROJECT IN NUMBERS

☐☐☐ GRI 101-2; GRI 305

TOTAL RESTORED AREA	<b>1,200</b> hectares
BIODIVERSITY	<b>PLANTING OF 70</b> native species
INITIAL INVESTMENT	<b>R\$55 MILLION</b>
ESTIMATED CARBON CREDITS	<b>500,000 tCO<sup>2</sup></b>
CREDIT GENERATION HORIZON	<b>40 YEARS</b>



In addition to environmental benefits, the Muçununga Project generates work and income opportunities in the region and is part of a broader initiative to restore **2 million hectares** in Brazil by 2045, reinforcing Veracel's commitment to landscape regeneration and the future of the Atlantic Forest.



## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

# WATER, EFFLUENTS AND WATERSHEDS

☐☐☐ GRI 303-1; 303-3; 303-4; 303-5; 101-6

Water is one of the most critical resources for pulp production, for communities and for the maintenance of the Atlantic Forest. Aware of this responsibility, we monitor water withdrawal, consumption, quality and return to watersheds, both in industrial and forestry operations.

At the mill, we adopt water-efficiency and reuse technologies, reduce losses, continuously monitor effluent quality and comply with legal standards and licensing conditions. In forests, the protection of PPAs, springs and riparian forests, together with the planning of roads and stands, aims to prevent siltation, erosion and negative changes in watercourses.

Specific use is monitored through a daily management tool based on Lean Six Sigma. Since 2018, there has been an approximately 20% reduction in losses.

## INTERACTIONS WITH WATER AS A SHARED RESOURCE

☐☐☐ GRI 303-1

Water withdrawal for the industrial process occurs from the Jequitinhonha River (artificial channel), about 800 m downstream from the point where the treated effluent is discharged, with Veracel as the first user after the discharge. In 2025, approximately 80% of the water abstracted was returned to the river as treated effluent (within legal standards), around 19% was lost through evaporation and about 1% was absorbed into pulp and waste.

We maintain qualitative and quantitative monitoring in rivers influenced by our operations, with emphasis on the Jequitinhonha River and two micro-watersheds monitored in partnership with ESALQ (Luiz de Queiroz College of Agriculture, a unit of USP – University of São Paulo).

**2025 TARGET:** 20 m<sup>3</sup>/t<sub>sa</sub>\*    **2025 Result:** 21.4 m<sup>3</sup>/t<sub>sa</sub>\*

\*t<sub>sa</sub> (tons of air-dried pulp).

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

## DO MORE WITH LESS WATER

| *Water efficiency and effluent control*

At the mill, we work to optimize water use per ton of pulp produced by integrating water balances, internal reuse and equipment maintenance to avoid losses. Effluents undergo primary and biological treatment before being returned to the receiving water body, in line with limits defined in legislation and environmental licenses.

In 2025, we maintained our focus on efficiency improvement projects in the fiber line, the recovery boiler and washing systems, in addition to periodic reviews of effluent quality indicators.



Learn more in the [Indicator Dashboard](#).



## INTERACTIONS WITH WATER AS A SHARED RESOURCE (2023 – 2025)

☐☐☐ GRI 303-3

BASE YEAR	TOTAL WATER ABSTRACTED BY THE MILL (M <sup>3</sup> )
2023	21,518,676
2024	22,369,378
2025	24,249,972

## WATER CONSUMPTION (2023–2025)

☐☐☐ GRI 303-5

BASE YEAR	TOTAL WATER CONSUMPTION (M <sup>3</sup> )
2023	3,864,204
2024	5,177,828
2025	7,373,889

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX



## PROTECTED SPRINGS AND RIPARIAN FORESTS

*Forest management combined with the protection of watercourses*

In forest areas, management takes into account the protection of springs, wetlands, watercourses and recharge areas, respecting these permanent preservation areas and minimum distances from plantations. Roads, log yards and forestry and harvesting operations are planned to minimize the risks of siltation, soil compaction and sediment transport.

Restoration and conservation of riparian forests contribute to slope stability, water quality and the maintenance of ecosystem services that are important for communities and for the operation itself.



**115**

springs mapped and protected at the Estação Veracel RPPN



SUSTAINABILITY  
**REPORT**  
2025

**VERACEL**  
**IN FOCUS**

**VERACEL WAY**  
OF OPERATING

**PEOPLE**  
WHO INSPIRE US

**TERRITORY**  
IN MOTION

**LIFE**  
**AND NATURE**

**INDICATOR**  
DASHBOARD

**GRI**  
CONTENT INDEX

# CLIMATE, ENERGY AND EMISSIONS

☰ GRI 302-1; 305 1; 305-2; 305-3; 305-4; 305-5

Climate change affects the territory where we operate, with more frequent extreme events, changes in rainfall patterns and increased risks for communities, ecosystems and infrastructure. In this context, Veracel links renewable energy, efficiency, greenhouse gas emissions and climate adaptation to its long-term vision.

In alignment with shareholders, we have expanded the use of renewable biomass in energy generation, with a significant contribution from black liquor and other residues from the industrial process. Planted forests and conservation areas also play an important role in removing and storing carbon in the landscape.

## ENERGY FROM BIOMASS

| *Black liquor and residues as the basis of the energy mix*

At the mill, most of the energy used comes from renewable sources, such as black liquor generated in the wood cooking process, complemented by other biomass residues. This configuration reduces dependence on fossil fuels, contributes to lower emissions per ton of pulp and keeps us aligned with our shareholders' climate commitments.

## FUEL USED

FUEL USED	TOTAL	UNITS
Diesel (S-10)	23,605,537	Liters
Fuel oil (BPF type A1)	3,277,229	KG
Combustible natural gas	33,862,270	m³
Liquefied petroleum gas (LPG)	280,493	KG



## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX



## CLIMATE AT THE CORE OF OUR ENVIRONMENTAL STRATEGY

We monitor GHG emissions from Scopes 1 and 2 based on the methodology of the Brazilian GHG Protocol Program\*, in line with ABNT NBR ISO 14064-1.

Based on our greenhouse gas (GHG) inventories, we identify priority sources and opportunities for reduction, such as energy efficiency, fuel substitution and improvements in industrial processes. This is an ongoing process that involves the entire company.

\*Methodology of the Brazilian GHG Protocol Program, based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, developed by WRI (World Resources Institute) and WBCSD (World Business Council for Sustainable Development), and adapted in Brazil by FGV in partnership with the Ministry of the Environment and CEBDS (Brazilian Business Council for Sustainable Development).

## GHG EMISSIONS (2025)

☰ GRI 305-1; 305-2; 305-3; 305-4; 305-5

SCOPE	CATEGORY	2024 (tCO <sub>2</sub> e)	2025 (tCO <sub>2</sub> e)
Scope 1	Direct anthropogenic emissions	127,781.38	165,935.93
Scope 1	Biogenic removals LULUCF*	-1,615,785.40	-1,198,255.64
<b>Total Scope 1</b>	<b>Balance between emissions and removals</b>	<b>-1,488,004.02</b>	<b>-1,032,319.71</b>
Scope 2	Indirect emissions from purchased energy	10,919.04	6,980.05
Subtotal E1 + E2	Balance between emissions and removals	-1,477,084.98	-1,025,339.66
Scope 3	Indirect emissions from the value chain**	233,248.37	199,831.74
<b>Total balance</b>	<b>E1 + E2 + E3</b>	<b>-1,243,836.62</b>	<b>-825,507.92</b>

\*LULUCF: land use, land-use change and forestry.

\*\*Scope 3 is partial and under development, with supplier mapping being progressively expanded.



Starting in 2026, we will adopt a **nature-positive** approach with IUCN, aimed at strengthening adaptation to physical and transition climate risks.

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

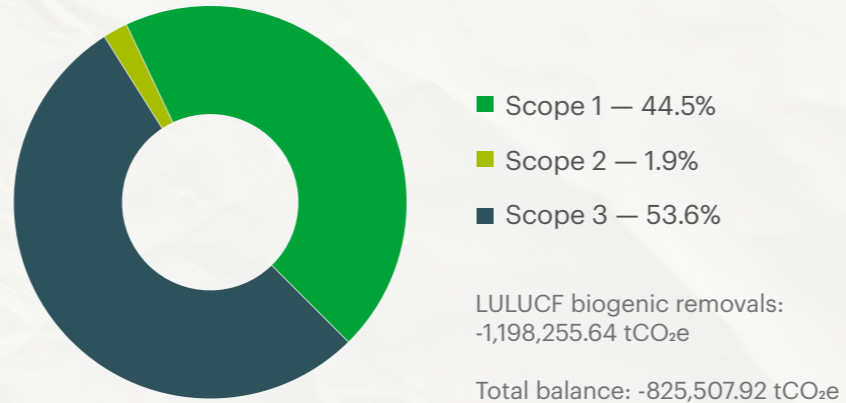
## GRI CONTENT INDEX



**Less emissions with energy from our own forest:** most of the unit's energy comes from biomass, reducing the use of fossil fuels and emissions per ton of pulp.



## DISTRIBUTION OF GHG EMISSIONS BY SCOPE - 2025



In Scope 1 emissions, sources associated with fuel combustion predominate. Stationary combustion is the main category, followed by mobile combustion, which together account for 94.46% of emissions. Scope 2 emissions are entirely associated with electricity from the national interconnected system, calculated using the location-based approach.

EMISSION INTENSITY INDICATOR	2024	2025
E1 emission (tCO <sub>2</sub> e)	127,781.38	165,935.93
E1 + E2 emission (tCO <sub>2</sub> e)	138,700.41	172,915.97
KPI - E1 + E2 (t CO <sub>2</sub> e/t product)	0.13	0.16

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

# WASTE, CO-PRODUCTS AND CIRCULAR ECONOMY

☐☐☐ GRI 306-1; 306-2

We guide waste management by the concept of circularity, prioritizing reduction, reuse, recycling and the proper disposal of what cannot be reinserted into production cycles. In 2025, we recorded a 99% recycling rate for industrial waste, totaling 38,020 tons routed through circular solutions.

We have a Waste Treatment Center integrated into the production process, which directs organic and inorganic streams to composting, recycling, reuse and other applications in the value chain, with traceability and control. Waste that cannot be reused is properly disposed of in licensed industrial landfills, with continuous monitoring of volumes and compliance.



## EVOLUTION FROM 2023 TO 2025

Total waste decreased from **42,475 t** (2023) to **38,020 t** (2025), a **10.5% reduction**. This trend was driven by **non-hazardous waste**, which **decreased from 42,400 t to 37,928 t (-10.5%)**. In the same period, **hazardous waste** fluctuated from **75 t (2023) to 86 t (2024) and 92 t (2025)**—a variation on a small base, which reinforces the importance of continuing to work on prevention at source (segregation, alternative inputs and good maintenance and cleaning practices).

SUSTAINABILITY  
REPORT  
2025

VERACEL  
IN FOCUS

VERACEL WAY  
OF OPERATING

PEOPLE  
WHO INSPIRE US

TERRITORY  
IN MOTION

LIFE  
AND NATURE

INDICATOR  
DASHBOARD

GRI  
CONTENT INDEX

## WASTE GENERATED

☐☐☐ GRI 306-2

WASTE GENERATED (IN METRIC TONS) BY WASTE COMPOSITION	2023	2024	2025	BREAKDOWN OF WASTE COMPOSITION
Hazardous waste (Class I)	75	86	92	hazardous
Non-hazardous waste (Class II)	42,400	40,911	37,928	general
Non-Inert (Class II A)	0	0	0	
Inert (Class II B)	0	0	0	

## WASTE DIRECTED TO DISPOSAL (2025)

WASTE TYPE	DISPOSAL	VOLUME (METRIC TONS)
Dregs and grits (excess sodium)	Industrial landfilling	121
Digester reject	Industrial landfilling	55
Tank cleaning (LWH)	Industrial landfilling	4

## HAZARDOUS WASTE SENT FOR INCINERATION (2025)

WASTE TYPE	VOLUME (METRIC TONS)
Used hydraulic hoses	9.9
Chemicals – solids	24.0
Chemicals – liquids	10.3
Oil-contaminated waste	47.8



# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

## FROM WASTE TO RESOURCE

*Process co-products with new uses in the value chain*

The pulp production process generates co-products that, when technically feasible and safe, can be reused in other sectors. Studies conducted with environmental agencies and technical partners guide the use of certain waste streams in applications such as soil amendments, construction materials or energy generation. The goal is to reduce the amount of material sent to landfills, increase resource circularity and lessen impacts associated with final disposal.

## WASTE AND CO-PRODUCTS – 2025

☐ GRI 306-1; 306-2; 306-3; 306-4; 306-5 – DRY WEIGHT

WASTE/CO-PRODUCT TYPE	DISPOSAL	VOLUME (METRIC TONS)
Dregs and grits	Soil amendment	19,247
Fly ash	Soil amendment	2,681
Log yard sand	Quarry rehabilitation	2,976
Boiler bottom sand	Quarry rehabilitation	3,797
Primary sludge	Recycling	2,511
Dewatered biological sludge	Recycling	2,873
WTP sludge	Landfill lining	1,071

Learn more in the [Indicator Dashboard](#).



# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

# WHERE CIRCULARITY GREW THE MOST IN 2025

## IN THE FIELD (SOIL AMENDMENT)

We used dregs & grits (19,247 t), fly ash (2,681 t), lime (124 t) and precipitator purge (2,000 t) as soil amendments to correct acidity, replacing virgin raw materials and closing cycles.

## IN INFRASTRUCTURE

We sent log yard sand (2,976 t) and boiler bottom sand/heavy ash (3,797 t) to quarry rehabilitation, expanding material reuse.

## IN MANAGING THE LANDFILL ITSELF

We used water treatment plant sludge (1,071 t) for cell lining, reducing the use of clay.

## IN BIOMASS AND SLUDGE

We strengthened composting and recycling of dewatered biological sludge (2,873 t), primary sludge (2,511 t) and dirty bark (313 t), maintaining the “from waste to resource” principle whenever the solution is safe and regulated.



## CERTIFICATIONS AND CHAIN OF CUSTODY

**Forest Management FSC (FSC-C017612) and PEFC (PEFC/28-23-31)**

**Chain of Custody FSC (FSC-C002560) and PEFC (PEFC/28-31-78)**



In 2025 we consolidated a circular, efficient model for non-hazardous waste and maintained safe routes for hazardous waste.

For the next cycle, we will continue to focus on diversifying waste destinations to add more value. In 2025 we carried out laboratory and small-scale field tests to improve the durability of forest roads and increase the survival of eucalyptus seedlings. In 2026 the challenge will be to make logistics feasible to ensure the application of this waste at full scale.

**TARCÍCIO ANDRADE MATOS,**  
Environment Licensing Coordinator



## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX



CHAPTER 8

# INDICATOR DASHBOARD

SUSTAINABILITY  
**REPORT**  
2025

**VERACEL**  
IN FOCUS

**VERACEL WAY**  
OF OPERATING

**PEOPLE**  
WHO INSPIRE US

**TERRITORY**  
IN MOTION

**LIFE**  
AND NATURE

**INDICATOR**  
DASHBOARD

**GRI**  
CONTENT INDEX

## EMPLOYEES BY GENDER (2023–2025)

☰ GRI 2-7

CATEGORY	2023 – MEN	2023 – WOMEN	2024 – MEN	2024 – WOMEN	2025 – MEN	2025 – WOMEN
i. Permanent employees	821	238	768	218	734	229
ii. Temporary employees	15	25	13	22	52	55
iv. Full time employees	808	217	768	218	735	232
v. Part time employees	13	21	13	22	51	52

## EMPLOYEES BY REGION (2023–2025)

a) i – permanent employees (by region);

☰ GRI 2-7

REGION	2023	2024	2025
Midwest	4	2	2
Northeast	964	941	920
North	5	1	—
Southeast	79	33	33
South	15	9	8
Total	1067	986	963

	MIDWEST	NORTHEAST	SOUTHEAST	SOUTH	GRAND TOTAL
FEMALE	0	208	16	5	229
MALE	2	712	17	3	734
GRAND TOTAL	2	920	33	8	963

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

b) ii – temporary employees (by region);

☰ GRI 2-7

REGION	2023	2024	2025
Midwest	0	0	—
Northeast	0	35	101
North	0	0	—
Southeast	0	0	6
South	0	0	—

iii – temporary employees, broken down by gender and region;

☰ GRI 2-7

	NORTHEAST	SOUTHEAST	GRAND TOTAL
FEMALE	51	4	55
MALE	50	2	52
GRAND TOTAL	101	6	107

iv – full-time employees, broken down by gender and region;

☰ GRI 2-7

	MIDWEST	NORTHEAST	SOUTHEAST	SOUTH	GRAND TOTAL
FEMALE	—	210	17	5	232
MALE	2	712	18	3	735
GRAND TOTAL	2	922	35	8	967

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

v – part-time employees, broken down by gender and region.

☰ GRI 2-7

	NORTHEAST	SOUTHEAST	GRAND TOTAL
<b>FEMALE</b>	51	4	<b>55</b>
<b>MALE</b>	50	2	<b>52</b>
<b>GRAND TOTAL</b>	<b>101</b>	<b>6</b>	<b>107</b>

### NON-EMPLOYEE WORKERS

☰ GRI 2-8

2025: 30 apprentices and 73 interns

### GOVERNANCE STRUCTURE AND COMPOSITION

☰ GRI 2-9

COMMITTEES	SUZANO	STORA ENSO
<b>Audit, Ethics and Compliance Committee</b>	Stefan Tasoko	Martin Ros
	Sergio Medeiros	Eduardo Gondo Reetta Liikala
<b>Finance and Tax Committee</b>	Miriam M. Almeida	Martin Ros
	Luiz Otávio Souza Fonseca	Pirjo Mattikainen
	Lais Moreira Motti Meduna	Matti Pesonen
<b>Sustainability and Environment Committee</b>	Giordano Automare	Roy Antink
	Julia Spinasse Aquino Marques	Carem Zanardo
<b>Operation and Innovation Committee</b>	Mauricio Miranda	Per Bülund
		Pasi Laukkanen
		Kalle Vesanto
<b>Forestry and Land Use Committee</b>	Arthur Dias Cagnani	Roy Antink
	Maria Carolina Cunha Zonete	Marcos Wichert
	Jany Kelly Guizzardi Belitardo	
<b>Legal Committee</b>	Marcelo Martins Benevides Cunha	Eduardo Gondo
	Anderson Carrer	Veronica Lundstrom

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

## APPROACH TO STAKEHOLDER ENGAGEMENT

☐☐☐ GRI 2-29

### ENGAGEMENT LEVELS AND FORMATS

#### Direct engagement

Whenever possible, our teams engage directly with stakeholders, especially communities, employees and forestry partners.

#### Engagement through legitimate representatives

When appropriate, we work through community leaders, social movements, trade unions and associations.

#### Engagement through experts

For specific topics—such as biodiversity, human rights or socioeconomic research—we rely on independent organizations and technical institutions to enhance the quality, impartiality and reach of our dialogue.

#### Where engagement takes place

- **Organizational level:** policies, governance, strategy and corporate processes.
- **Territorial level:** forestry, industrial, logistics, community and research activities.

#### How we ensure meaningful engagement

Core principle: two-way dialogue based on good faith, transparency and respect.

#### Veracel's commitments

- Mitigate participation barriers (linguistic, cultural, gender-related and power asymmetries).
- Use plain language and accessible channels.
- Whenever possible, hold dialogues in the communities' own territories.
- Adapt culturally appropriate methodologies (Indigenous communities, artisanal fishers, family farmers and outsourced workers).
- Document contributions and integrate them into internal decision-making.
- Provide feedback to stakeholders on how their contributions have influenced projects and processes.

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

## COLLECTIVE LABOR AGREEMENTS (2023–2025)

☐ GRI 2-30

INDICATOR	2023	2024	2025
Total number of employees	1,025	1,021	1,070
Employees covered by collective agreement	914	872	≈ 849*
% of employees covered by collective agreement	89.17%	85.41%	≈ 79.3%

\*Apprentices/interns are covered by specific legislation.

# SUSTAINABILITY REPORT 2025

VERACEL  
IN FOCUS

VERACEL WAY  
OF OPERATING

PEOPLE  
WHO INSPIRE US

TERRITORY  
IN MOTION

LIFE  
AND NATURE

INDICATOR  
DASHBOARD

GRI  
CONTENT INDEX

## LOCATIONS WITH BIODIVERSITY IMPACTS

☐ GRI 101-5

CONSERVATION UNIT	2023	2024	2025
<b>Geographical location</b>	Rodovia BA-275, km 24, Fazenda Brasilândia, s/n - Zona Rural, Eunápolis - BA, 48820-970	Rodovia BA-275, km 24, Fazenda Brasilândia, s/n - Zona Rural, Eunápolis - BA, 48820-970	Rodovia BA-275, km 24, Fazenda Brasilândia, s/n - Zona Rural, Eunápolis - BA, 48820-970
<b>Surface and underground areas owned, leased or managed by the organization</b>	According to forest planning, the effective eucalyptus plantation area is divided into owned land (79,371.8 ha), leased land (7,003.4 ha) and areas available for planting (4,129.6 ha), totaling 90,504.8 ha. For areas not designated for planting (ha), the breakdown by typology is as follows: Legal Reserve (43,508.5 ha), Permanent Preservation Areas (19,105.2 ha), Estação Veracel (6,069 ha), infrastructure (10,814.8 ha) and additional protected areas (32,629.7 ha), totaling 112,121.1 ha.	According to forest planning, the effective eucalyptus plantation area is divided into owned land (78,380.9 ha), leased land (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), the breakdown by typology is as follows: Legal Reserve (43,406.0 ha), Permanent Preservation Areas (19,120.1 ha), Estação Veracel (6,069 ha), infrastructure (10,721.5 ha) and additional protected areas (32,826.4 ha), totaling 112,136.9 ha.	According to forest planning, the effective eucalyptus plantation area is divided into owned land (78,301.2 ha), leased land (7,694.7 ha) and areas available for planting (4,963.1 ha), totaling 90,959.0 ha. For areas not designated for planting (ha), the breakdown by typology is as follows: Legal Reserve (43,481.9 ha), Permanent Preservation Areas (19,153.9 ha), Estação Veracel (6,069 ha), infrastructure (10,574.4 ha) and additional protected areas (31,742.8 ha), totaling 111,015.4 ha.
<b>Location in relation to the protected area (within the area, in its surroundings or overlapping the protected area) or to the area of high biodiversity value located outside protected areas</b>	In its surroundings	In its surroundings	In its surroundings
<b>Type of operation (office, mill/production or extractive operation)</b>	Mill/production	Mill/production	Mill/production
<b>Size of the operational site in km<sup>2</sup> (or another unit, if appropriate)</b>	2,026.26 ha	2,026.98 ha	2,019.74 ha

CONSERVATION UNIT	2023	2024	2025
<p><b>Biodiversity value characterized by the attributes of environmental protection areas or high biodiversity value located outside protected areas (terrestrial, freshwater or marine ecosystems)</b></p>	<p><b>HCV1:</b> Species diversity: concentrations of biological diversity, including endemic, rare, threatened or endangered species that are significant at the global, regional or national level;</p> <p><b>HCV2:</b> Landscape-level ecosystems and mosaics: large-scale landscape-level ecosystems and ecosystem mosaics, 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;</p> <p><b>HCV3:</b> Ecosystems and habitats: rare, threatened or endangered ecosystems, habitats or biodiversity refuges;</p> <p><b>HCV4:</b> Critical ecosystem services: essential ecosystem services in critical situations, including the protection of water sources and erosion control on vulnerable soils and slopes;</p> <p><b>HCV5:</b> Community needs: areas and resources that are essential to meeting the basic needs of local communities, Indigenous peoples or traditional populations (subsistence, food, water, health, etc.), identified in cooperation with these communities or populations;</p> <p><b>HCV6:</b> Cultural values: areas, resources, habitats 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 to the traditional culture of local communities, Indigenous peoples or traditional populations, identified in cooperation with these communities or populations.</p>	<p><b>HCV1:</b> Species diversity: concentrations of biological diversity, including endemic, rare, threatened or endangered species that are significant at the global, regional or national level;</p> <p><b>HCV2:</b> Landscape-level ecosystems and mosaics: large-scale landscape-level ecosystems and ecosystem mosaics, 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;</p> <p><b>HCV3:</b> Ecosystems and habitats: rare, threatened or endangered ecosystems, habitats or biodiversity refuges;</p> <p><b>HCV4:</b> Critical ecosystem services: essential ecosystem services in critical situations, including the protection of water sources and erosion control on vulnerable soils and slopes;</p> <p><b>HCV5:</b> Community needs: areas and resources that are essential to meeting the basic needs of local communities, Indigenous peoples or traditional populations (subsistence, food, water, health, etc.), identified in cooperation with these communities or populations;</p> <p><b>HCV6:</b> Cultural values: areas, resources, habitats 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 to the traditional culture of local communities, Indigenous peoples or traditional populations, identified in cooperation with these communities or populations.</p>	<p><b>AVC1:</b> Species diversity: concentrations of biological diversity, including endemic, rare, threatened or endangered species that are significant at the global, regional or national level;</p> <p><b>AVC2:</b> Landscape-level ecosystems and mosaics: large-scale landscape-level ecosystems and ecosystem mosaics, 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;</p> <p><b>AVC3:</b> Ecosystems and habitats: rare, threatened or endangered ecosystems, habitats or biodiversity refuges;</p> <p><b>AVC4:</b> Critical ecosystem services: essential ecosystem services in critical situations, including the protection of water sources and erosion control on vulnerable soils and slopes;</p> <p><b>AVC5:</b> Community needs: areas and resources that are essential to meeting the basic needs of local communities, Indigenous peoples or traditional populations (subsistence, food, water, health, etc.), identified in cooperation with these communities or populations;</p> <p><b>AVC6:</b> Cultural values: areas, resources, habitats 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 to the traditional culture of local communities, Indigenous peoples or traditional populations, identified in cooperation with these communities or populations.</p>
<p><b>Biodiversity value characterized by inclusion on a protection list (such as the IUCN system of protected area management categories, the Ramsar Convention or national legislation)</b></p>			

## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (IN R\$)

☰ GRI 201-1

2025

Direct economic value generated – pulp revenue	1,970,508,000
Direct economic value generated – other revenue	656,995,000
Economic value distributed	2,398,656,000
Economic value retained	228,847,000

## COMPANY CONTRIBUTIONS TO THE EMPLOYEE PENSION PLAN (R\$ BILLION)

☰ GRI 201-3

INDICATOR	2023	2024	2025
Total	1,749,755.78	1,842,189.12	2,005,766.63

SUSTAINABILITY  
**REPORT**  
2025

**VERACEL**  
**IN FOCUS**

**VERACEL WAY**  
OF OPERATING

**PEOPLE**  
WHO INSPIRE US

**TERRITORY**  
IN MOTION

**LIFE**  
AND NATURE

**INDICATOR**  
**DASHBOARD**

**GRI**  
CONTENT INDEX

# SUSTAINABILITY REPORT 2025

**VERACEL  
IN FOCUS**

**VERACEL WAY  
OF OPERATING**

**PEOPLE  
WHO INSPIRE US**

**TERRITORY  
IN MOTION**

**LIFE  
AND NATURE**

**INDICATOR  
DASHBOARD**

**GRI  
CONTENT INDEX**

## TAX INCENTIVES AND OTHER FINANCIAL POLICIES (R\$ BILLION)

☰ GRI 201-4

INDICATOR	2023	2024	2025
Tax incentives for support and sponsorships	0	210,000.00	1,045,231.19
Lei do Bem (deduction from corporate income tax and social contribution tax bases for research and technological innovation expenditures)	0	0	0
Worker Food Program (PAT)	9,477,925.54	9,882,033.58	9,004,764.16
Payroll tax relief	0	0	0
Modify/Insert other	0	0	0

## COMPARISON OF THE LOWEST WAGE WITH THE MINIMUM WAGE (PER YEAR)

☰ GRI 202-1

YEAR	2023	2024	2025
Lowest wage	R\$1,529	R\$1,607	R\$1,685
Percentage	116%	114%	111%

## SUPPORTED INFRASTRUCTURE INVESTMENTS AND SERVICES

### ☐☐☐ GRI 203-1

PROJECT/ACTIVITY	CURRENT OR EXPECTED IMPACTS ON LOCAL COMMUNITIES AND ECONOMIES	PERCEIVED IMPACT FROM SUPPORTED INFRASTRUCTURE INVESTMENTS AND SERVICES	INVESTMENT COST (R\$)
<b>AGROVIDA projects</b>	<ul style="list-style-type: none"> <li>• Strengthening food security and family income</li> <li>• Increasing production capacity and economic autonomy</li> <li>• Stimulating the local economy</li> <li>• Promoting good socioenvironmental practices</li> <li>• No significant negative impacts; risks mitigated through technical monitoring</li> </ul>	<ul style="list-style-type: none"> <li>• Community better prepared to address social issues</li> <li>• Improved land use with higher-return crops</li> <li>• Strengthening production capacity and economic autonomy</li> <li>• Improving socioeconomic conditions through technical assistance</li> </ul>	<b>R\$426,822.21</b>
<b>Roça do Povo Project</b>	<ul style="list-style-type: none"> <li>• Stronger, more organized associations</li> <li>• Well-trained, articulate managers</li> <li>• Farmers with more experience in collective systems</li> </ul>	<ul style="list-style-type: none"> <li>• Community with greater autonomy and agency</li> <li>• High level of internal organization and trust</li> <li>• Infrastructure aligned with collective needs</li> </ul>	<b>R\$12,360.00</b>
<b>Family Farming Platform – Gastronomic Festivals</b>	<ul style="list-style-type: none"> <li>• Broader partner network</li> <li>• Farmers integrated into the local market</li> <li>• Local businesses better informed about agricultural supply</li> <li>• Generation of business opportunities</li> <li>• Associations better prepared for commercialization</li> </ul>	<ul style="list-style-type: none"> <li>• Greater opportunities for production and commercialization</li> <li>• Business rounds boosted</li> <li>• Farmers better prepared for pricing and market entry</li> </ul>	<b>R\$126,229.08</b>
<b>Agroecological Settlements Project</b>	<ul style="list-style-type: none"> <li>• Reduction of socio-territorial conflicts</li> <li>• Strengthening sustainable rural policies</li> <li>• Food sovereignty and income through agroecological management</li> <li>• Improving socio-environmental conditions</li> <li>• Social and economic development of the territory</li> </ul>	<ul style="list-style-type: none"> <li>• Farmers better prepared for production</li> <li>• Access to land, productive assets and technical knowledge</li> <li>• Increasing sustainability of settlements</li> </ul>	<b>R\$1,775,292.00</b>
<b>Beekeeping and Meliponiculture Support Program</b>	<ul style="list-style-type: none"> <li>• Use of native forests as bee pasture</li> <li>• Generation of jobs and income</li> <li>• Remaining in rural areas with quality of life</li> <li>• Professionalization of the activity</li> <li>• Improved warehouse facilities</li> </ul>	<ul style="list-style-type: none"> <li>• Associations operating with greater transparency</li> <li>• Stronger company-beekeepers relationship</li> </ul>	<b>R\$534,736.88</b>

PROJECT/ACTIVITY	CURRENT OR EXPECTED IMPACTS ON LOCAL COMMUNITIES AND ECONOMIES	PERCEIVED IMPACT FROM SUPPORTED INFRASTRUCTURE INVESTMENTS AND SERVICES	INVESTMENT COST (R\$)
<b>DSAF Project – Social and Environmental Development for Family Farming (PAA – 2nd agreement)</b>	<ul style="list-style-type: none"> <li>• Promoting agroecology</li> <li>• Recovery of degraded areas and biodiversity conservation</li> <li>• Socioenvironmental development</li> <li>• Access to land and family farm planning</li> <li>• Improved relationship with settlement communities</li> </ul>	<ul style="list-style-type: none"> <li>• Farmers better prepared through ongoing technical support</li> <li>• Access to land, productive assets and knowledge</li> <li>• Increasing sustainability of settlements</li> </ul>	<b>R\$3,103,233.00</b>
<b>Family Farming Project – ASABAV and ASAFAU</b>	<ul style="list-style-type: none"> <li>• Technical training for production</li> <li>• Strengthened associations</li> <li>• Participation in the PNAE/Eunápolis public call (2026 contract)</li> </ul>	<ul style="list-style-type: none"> <li>• More engaged community</li> <li>• Families with higher incomes</li> <li>• Access to public policies</li> </ul>	<b>R\$156,998.62</b>
<b>Socio-environmental Project – Conectando Pessoas com a Mata Atlântica</b>	<ul style="list-style-type: none"> <li>• Selection of farmers for restoration</li> <li>• Mapping and diagnosis of areas</li> <li>• Implementation of 40 ha (Associação 2 de Julho) and 19.31 ha (Miramar) in agroforestry systems</li> <li>• Joining by institutional partners</li> </ul>	<ul style="list-style-type: none"> <li>• Communities recognize the strategic value of institutional partnerships</li> <li>• Greater capacity to address environmental issues</li> </ul>	<b>R\$229,613.52</b>
<b>Catadoras de Mariscos Project</b>	<ul style="list-style-type: none"> <li>• Women’s empowerment</li> <li>• Strengthening associations and cooperatives</li> <li>• Adequate structures for production and sales</li> <li>• Productive and managerial autonomy</li> <li>• Sustainability of traditional harvesting</li> </ul>	<ul style="list-style-type: none"> <li>• More organized community</li> <li>• Empowered, trained women with higher incomes</li> <li>• Improved self-esteem and women’s agency</li> </ul>	<b>R\$76,920.00</b>
<b>Indigenous Traditional Community Support Program</b>	<ul style="list-style-type: none"> <li>• Reduction of socio-territorial conflicts</li> <li>• Support in accessing public policies</li> <li>• Preservation of Indigenous culture</li> <li>• Improved education and school retention</li> <li>• Improved infrastructure in the villages</li> </ul>	<ul style="list-style-type: none"> <li>• Community sees Veracel as a strategic partner</li> <li>• Bonds of trust strengthened over time</li> </ul>	<b>R\$1,394,561.10</b>
<b>Traditional Artisanal Fishing Community Support Program</b>	<ul style="list-style-type: none"> <li>• Reduction of socio-territorial conflicts</li> <li>• Access to public policies</li> <li>• Regularization of fishers and vessels</li> <li>• Preservation of fishing culture</li> <li>• Initiatives to improve navigation safety</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthened fisheries committee</li> <li>• Growing trust between the company and fisheries leaders</li> </ul>	<b>R\$733,573.00</b>

PROJECT/ACTIVITY	CURRENT OR EXPECTED IMPACTS ON LOCAL COMMUNITIES AND ECONOMIES	PERCEIVED IMPACT FROM SUPPORTED INFRASTRUCTURE INVESTMENTS AND SERVICES	INVESTMENT COST (R\$)
Incentive-based projects (tax incentive laws)	<ul style="list-style-type: none"> <li>Support for 13 institutions in 2025</li> <li>Resources remain in the territory, strengthening local initiatives</li> <li>Encouraging institutional organization for future funding</li> </ul>	<ul style="list-style-type: none"> <li>Stronger, better structured institutions</li> <li>Stronger education, culture and sports projects</li> </ul>	R\$1,320,000.00
Education Support Program	<ul style="list-style-type: none"> <li>Engagement across 11 municipalities</li> <li>Distribution of educational kits</li> </ul>	<ul style="list-style-type: none"> <li>Participatory educational planning</li> <li>Support for early grades focused on the real needs of the municipalities</li> </ul>	R\$189,305.00
Socio-environmental Demands	<ul style="list-style-type: none"> <li>Engagement with communities in our areas of operation</li> </ul>	<ul style="list-style-type: none"> <li>94 demands met</li> </ul>	R\$1,054,915.15

## PROPORTION OF SPENDING ON LOCAL SUPPLIERS

☰ GRI 204-1

2025 situation: 25% of Veracel's spending is with local suppliers.

## ENERGY INTENSITY

☰ GRI 302-3

2025 situation: Energy consumption was 2.03 GJ/tsa.

## FUEL (2025)

☰ GRI 302-1

FUEL USED	CONSUMPTION	UNIT
Diesel (S-10)	23,605,537	Liters
Fuel oil (BPF type A1)	3,277,229	KG
Combustible natural gas	33,862,270	m <sup>3</sup>
Liquefied petroleum gas (LPG)	280,493	KG

## TOTAL WATER ABSTRACTED (M<sup>3</sup>)

☰ GRI 303-1

	2023	2024	2025
Values	21,518,676	22,369,378	24,249,972 (mill)

Operational highlights: APC pilot in the lime kiln with a **5.8% reduction** in natural gas consumption; **Innovaprocess** governance approved to scale APC.

SUSTAINABILITY  
**REPORT**  
 2025

**VERACEL  
 IN FOCUS**

**VERACEL WAY  
 OF OPERATING**

**PEOPLE  
 WHO INSPIRE US**

**TERRITORY  
 IN MOTION**

**LIFE  
 AND NATURE**

**INDICATOR  
 DASHBOARD**

**GRI  
 CONTENT INDEX**

**TOTAL WATER WITHDRAWAL FROM ALL AREAS AND FROM WATER-STRESSED AREAS, BY SOURCE (ML)**

☐☐☐ GRI 303-3

SOURCE	2023 – ALL AREAS	2023 – WATER-STRESSED AREAS	2024 – ALL AREAS	2024 – WATER-STRESSED AREAS	2025 – ALL AREAS	2025 – WATER-STRESSED AREAS
<b>I. SURFACE WATER (TOTAL)</b>						
Freshwater (≤1.000 mg/L total dissolved solids)	21,286,459	0	22,303,476	0	24,436,966	0
Other waters (>1.000 mg/L total dissolved solids)	0	0	0	0	0	0
<b>II. GROUNDWATER (TOTAL)</b>						
Freshwater (≤1.000 mg/L total dissolved solids)	0	0	0	0	31598	0
Other waters (>1.000 mg/L total dissolved solids)	0	0	0	0	0	0
<b>III. SEA WATER (TOTAL)</b>						
Freshwater (≤1.000 mg/L total dissolved solids)	0	0	0	0	0	0
Other waters (>1.000 mg/L total dissolved solids)	0	0	0	0	0	0
<b>IV. PRODUCED WATER (TOTAL)</b>						
Freshwater (≤1.000 mg/L total dissolved solids)	0	0	0	0	0	0
Other waters (>1.000 mg/L total dissolved solids)	0	0	0	0	0	0

V. THIRD-PARTY WATER (PURCHASED) (TOTAL)						
Freshwater ( $\leq 1.000$ mg/L total dissolved solids)	0	0	0	0	0	0
Other waters ( $> 1.000$ mg/L total dissolved solids)	0	0	0	0	0	0

NOTE: The company's significant water withdrawals are equipped with direct measuring instruments that are properly calibrated and suitable for this purpose. In addition, the data is properly recorded in the computerized information management system.

## MAIN TOTALS (2025)

☰ GRI 303-3

SOURCE	TOTAL
Surface – freshwater	24,436,966 m <sup>3</sup>
Groundwater – freshwater	31,598 m <sup>3</sup>
Water-stressed areas	0

Specific mill operational data (total withdrawal):  
**24,249,972 m<sup>3</sup>** in 2025

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

## TOTAL WATER DISCHARGE, BY DESTINATION AND TYPE OF WATER DISCHARGED (ML)

☰ GRI 303-4

	2023 – ALL AREAS	2023 – WATER-STRESSED AREAS	2024 – ALL AREAS	2024 – WATER-STRESSED AREAS	2025 – ALL AREAS	2025 – WATER-STRESSED AREAS
<b>BY DESTINATION</b>						
i. Surface water	174,222.55	0	171,256.48	0	170,946.75	0
ii. Groundwater	0	0	0	0	0	0
iii. Sea water	0	0	0	0	0	0
iv. Water sent to third parties	0	0	0	0	0	0
v. Water sent for use by other organizations (if applicable)	0	0	0	0	0	0
<b>BY TYPE OF WATER DISCHARGED</b>						
Freshwater ( $\leq 1.000$ mg/L total dissolved solids)	174,222.55	0	171,256.48	0	170,946.75	0
Other waters ( $> 1.000$ mg/L total dissolved solids)	0	0	0	0	0	0

NOTE: Veracel's industrial, forestry and port activities are duly licensed and fully comply with environmental conditions and applicable legislation. The treated effluent discharged into the water body meets the limits of CONAMA Resolution 430/2011 and Veracel's more restrictive internal standards, and the characterization of waste for soil application follows the agronomic standards of MAPA. The company complies with applicable national legislation and uses international references when relevant.

## TOTAL WATER CONSUMPTION (ML)

☰ GRI 303-5

SOURCE	2023 – ALL AREAS	2023 – WATER-STRESSED AREAS	2024 – ALL AREAS	2024 – WATER-STRESSED AREAS	2025 – ALL AREAS	2025 – WATER-STRESSED AREAS
Total water consumption from all areas and from water-stressed areas (ML)	0	0	0	0	24,468,564	0

NOTE: Information on water withdrawal is measured and recorded in the company's information system (PIMS). The company's significant water withdrawals are equipped with direct measuring instruments that are properly calibrated and suitable for this purpose.

## WASTE GENERATED

☐☐☐ GRI 306-3

WASTE GENERATED (IN METRIC TONS) BY WASTE COMPOSITION	2023	2024	2025	BREAKDOWN OF WASTE COMPOSITION
Hazardous waste (Class I)	75	86	92	hazardous
Non-hazardous waste (Class II)	42,400	40,911	37,928	general
Non-Inert (Class II A)	0	0	0	
Inert (Class II B)	0	0	0	

## WASTE DIVERTED FROM FINAL DISPOSAL

☐☐☐ GRI 306-4

WASTE	AMOUNT	DISPOSAL
Dregs and grits	19,247 t	soil amendment
Fly ash	2,681 t	soil amendment
Log yard sand	2,976 t	quarry rehabilitation
Boiler bottom ash/heavy ash	3,797 t	quarry rehabilitation
Primary sludge	2,511 t	recycling
Dewatered biological sludge	2,873 t	recycling
WTP sludge	1,071 t	landfill cell lining

## WASTE DIRECTED TO DISPOSAL (EXAMPLES 2025)

☐☐☐ GRI 306-5

WASTE	AMOUNT
<b>INDUSTRIAL LANDFILLING</b>	
Dregs and grits (excess Na)	121 t
Digester reject	55 t
Tank cleaning (LWH)	4 t
<b>INCINERATION (CLASS I)</b>	
Used hydraulic hoses	9.9 t
Chemicals – solids	24.0 t
Chemicals – liquids	10.3 t
Oil-contaminated waste	47.8 t

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

## NEW HIRES AND EMPLOYEE TURNOVER

☐☐☐ GRI 401-1

By gender (2023-2025)

GENDER	2023 TOTAL NUMBER	2023 NEW HIRES	2023 TERMINATIONS	2023 TURNOVER	2024 TOTAL NUMBER	2024 NEW HIRES	2024 TERMINATIONS	2024 TURNOVER	2025 TOTAL NUMBER	2025 NEW HIRES	2025 TERMINATIONS	2025 TURNOVER
Men	821	62	108	11.15%	781	60	98	10.11%	735	56	88	9.8%
Women	238	52	27	16.85%	240	81	49	20.83%	232	32	18	10.78%

## MATERNITY/PATERNITY LEAVE

☐ GRI 401-3

CATEGORY	2023	2024	2025
<b>EMPLOYEES ELIGIBLE FOR MATERNITY/PATERNITY LEAVE</b>			
Men	821	781	786
Women	238	240	284
<b>EMPLOYEES WHO TOOK MATERNITY/PATERNITY LEAVE</b>			
Men	32	26	25
Women	16	10	12
<b>EMPLOYEES WHO RETURNED TO WORK AFTER MATERNITY/PATERNITY LEAVE</b>			
Men	0	26	25
Women	0	8	12
<b>EMPLOYEES WHO RETURNED TO WORK AFTER MATERNITY/PATERNITY LEAVE AND REMAINED EMPLOYED 12 MONTHS AFTER THEIR RETURN</b>			
Men	0	28	24
Women	0	7	12
<b>RETURN RATE OF EMPLOYEES TO WORK AFTER MATERNITY/PATERNITY LEAVE (%)</b>			
Men	100	100	100
Women	100	80	100
<b>RETENTION RATE OF EMPLOYEES WHO RETURNED TO WORK AFTER MATERNITY/PATERNITY LEAVE (%)</b>			
Men	32	26	100
Women	16	8	100

## SUSTAINABILITY REPORT 2025

**VERACEL  
IN FOCUS**

**VERACEL WAY  
OF OPERATING**

**PEOPLE  
WHO INSPIRE US**

**TERRITORY  
IN MOTION**

**LIFE  
AND NATURE**

**INDICATOR  
DASHBOARD**

**GRI  
CONTENT INDEX**

## WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

☐ GRI 403-8

DESCRIPTION	2025 - NUMBER	2025 - PERCENTAGE
Employees (own and contractors) covered by OHS management	3,497	100%
Employees (own and contractors) covered by OHS management and internally audited	3,497	100%
Employees (own and contractors) covered by OHS management and externally audited	3,497	100%

Base: December/2025

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

## WORKPLACE ACCIDENTS

☐ GRI 403-9

OWN EMPLOYEES	2025
Number of work-related fatalities	0
Work-related fatality rate	0.00
Number of work-related high-consequence injuries (excluding fatalities)	2
Work-related high-consequence injury rate (excluding fatalities)	1.04
Total number of recordable injuries	3
Work-related injury rate (frequency rate)	1.56
Accident severity rate	18
Total hours worked.	1,928,655.77

OTHER WORKERS	2025
Number of work-related fatalities	0
Work-related fatality rate	0.00
Number of work-related high-consequence injuries (excluding fatalities)	8
Work-related high-consequence injury rate (excluding fatalities)	1.22
Total number of recordable injuries	18
Work-related injury rate (frequency rate)	2.75
Accident severity rate	489
Total hours worked.	6,541,982.07

Methodological note: until 2024, the indicator calculation did not include employees of partner companies working on general shutdowns and spot contracts. Starting in 2025, these professionals were included, expanding the scope and representativeness of the data. Thus, comparability with prior periods should take this methodological change into account.

## SUSTAINABILITY REPORT 2025

VERACEL  
IN FOCUS

VERACEL WAY  
OF OPERATING

PEOPLE  
WHO INSPIRE US

TERRITORY  
IN MOTION

LIFE  
AND NATURE

INDICATOR  
DASHBOARD

GRI  
CONTENT INDEX

## OCCUPATIONAL DISEASES

☐☐☐ GRI 403-9

OWN EMPLOYEES	2023	2024	2025
Number of deaths as a result of work-related ill health	0	0	0
Cases of occupational diseases subject to mandatory reporting	0	0	0
Main types of work-related ill health	0	0	0

OTHER WORKERS	2023	2024	2025
Number of deaths as a result of work-related ill health	0	0	0
Cases of occupational diseases subject to mandatory reporting	0	0	0
Main types of work-related ill health	0	0	0

# SUSTAINABILITY REPORT 2025

**VERACEL  
IN FOCUS**

**VERACEL WAY  
OF OPERATING**

**PEOPLE  
WHO INSPIRE US**

**TERRITORY  
IN MOTION**

**LIFE  
AND NATURE**

**INDICATOR  
DASHBOARD**

**GRI  
CONTENT INDEX**

## AVERAGE HOURS OF TRAINING PER YEAR, PER EMPLOYEE

☐☐☐ GRI 404-1

CATEGORY	GENDER	HOURS_2025_HHMM	HOURS_2025_DEC	AVERAGE_2025_DEC	AVERAGE_2025_DEC
Management	Female	78:00	00:00:00	15:36	14:24:00
Management	Male	568:30	12:00:00	47:22	08:48:00
Coordination	Female	743:50	20:00:00	53:07	02:48:00
Coordination	Male	1183:50	20:00:00	42:16	06:24:00
Supervisory	Female	755:00	00:00:00	37:45	18:00:00
Supervisory	Male	1258:00	00:00:00	35:56	22:24:00
Administrative	Female	2434:00	00:00:00	29:19	07:36:00
Administrative	Male	3287:06	02:24:00	33:12	04:48:00
Operational	Female	2019:42	16:48:00	18:21	08:24:00
Operational	Male	12962:50	20:00:00	23:31	12:24:00
Apprentice	Female	31:40	16:00:00	1:35	14:00:00
Apprentice	Male	21:30	12:00:00	2:09	03:36:00
Intern	Female	1514:42	16:48:00	47:20	08:00:00
Intern	Male	6031:00	00:00:00	147:05	02:00:00

## SUSTAINABILITY REPORT 2025

**VERACEL  
IN FOCUS**

**VERACEL WAY  
OF OPERATING**

**PEOPLE  
WHO INSPIRE US**

**TERRITORY  
IN MOTION**

**LIFE  
AND NATURE**

**INDICATOR  
DASHBOARD**

**GRI  
CONTENT INDEX**

## PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

☐☐☐ GRI 404-3

CATEGORY	GENDER	TOTAL	ASSESSED	COVERAGE (%)
<b>2023</b>				
Leadership	Male	63	62	98.41
Leadership	Female	15	15	100
Administrative	Male	126	126	100
Administrative	Female	82	81	98.78
Operational	Male	611	608	99.51
Operational	Female	83	83	100
Specialist	Male	17	16	94.12
Specialist	Female	15	15	100
<b>2024</b>				
Leadership	Male	59	59	100
Leadership	Female	20	20	100
Administrative	Male	112	112	100
Administrative	Female	73	73	100
Operational	Male	593	553	93.25
Operational	Female	128	89	69.53
Specialist	Male	17	17	100
Specialist	Female	19	19	100

## SUSTAINABILITY REPORT 2025

**VERACEL  
IN FOCUS**

**VERACEL WAY  
OF OPERATING**

**PEOPLE  
WHO INSPIRE US**

**TERRITORY  
IN MOTION**

**LIFE  
AND NATURE**

**INDICATOR  
DASHBOARD**

**GRI  
CONTENT INDEX**

CATEGORY	GENDER	TOTAL	ASSESSED	COVERAGE (%)
<b>2025</b>				
Management	Female	5	5	100
Management	Male	13	13	100
Coordination	Female	14	14	100
Coordination	Male	28	28	100
Supervisory	Female	20	19	95
Supervisory	Male	34	33	97
Administrative	Female	82	82	100
Administrative	Male	87	87	100
Operational	Female	113	110	97
Operational	Male	572	566	99
Apprentice	Female	20	0	0
Apprentice	Male	10	0	0
Intern	Female	35	0	0
Intern	Male	43	0	0

## SUSTAINABILITY REPORT 2025

**VERACEL  
IN FOCUS**

**VERACEL WAY  
OF OPERATING**

**PEOPLE  
WHO INSPIRE US**

**TERRITORY  
IN MOTION**

**LIFE  
AND NATURE**

**INDICATOR  
DASHBOARD**

**GRI  
CONTENT INDEX**

## NUMBER AND PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND BY AGE GROUP

☐☐☐ GRI 405-1

DESCRIPTION	2023 UNDER 30 YEARS OLD	2023 AGES 30-50	2023 OVER 50 YEARS OLD	2023 PERCENTAGE	2024 UNDER 30 YEARS OLD	2024 AGES 30-50	2024 OVER 50 YEARS OLD	2024 PERCENTAGE	2025 UNDER 30 YEARS OLD	2025 AGES 30-50	2025 OVER 50 YEARS OLD	2025 PERCENTAGE
Executive Board	0	4	1	0.46%	0	4	1	0.46%	0	5	0	0.46%
Management	0	12	5	1.58%	0	13	5	1.68%	0	14	5	1.77%
Coordination	0	29	12	3.81%	1	33	9	4.01%	1	34	7	3.92%
Supervisory	0	43	5	4.46%	1	40	7	4.48%	2	42	9	4.95%
Administrative	51	102	12	15.36%	50	113	12	16.33%	37	119	11	15.60%
Operational	88	557	74	66.94%	67	508	83	61.43%	59	476	96	58.97%
Apprentice	34	0	0	3.16%	35	0	0	3.26%	30	0	0	2.80%
Intern	13	2	0	1.39%	41	9	0	4.66%	54	19	0	6.82%
Trainee	16	14	0	2.79%	17	21	1	3.64%	31	18	1	4.67%

## NUMBER AND PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND BY GENDER

☐☐☐ GRI 405-1

DESCRIPTION	2023 MEN	2023 PERCENTAGE (%)	2023 WOMEN	2023 PERCENTAGE (%)	2024 MEN	2024 PERCENTAGE (%)	2024 WOMEN	2024 PERCENTAGE (%)	2025 MEN	2025 PERCENTAGE (%)	2025 WOMEN	2025 PERCENTAGE (%)
Executive Board	5	0.46%	0	0%	5	0.46%	0	0%	5	0.46%	0	0%
Management	13	1.21%	4	0.37%	13	1.21%	5	0.46%	14	1.30%	5	0.46%
Coordination	30	2.79%	11	1.02%	29	2.70%	14	1.30%	28	2.61%	14	1.30%
Supervisory	30	2.79%	18	1.67%	28	2.61%	20	1.86%	33	3.08%	20	1.86%
Administrative	86	8.00%	79	7.35%	99	9.24%	76	7.09%	84	7.85%	83	7.75%
Operational	636	59.21%	83	7.72%	576	53.78%	82	7.65%	531	49.62%	100	9.34%
Apprentice	13	1.21%	21	1.95%	14	1.30%	21	1.96%	11	1.02%	19	1.77%
Intern	9	0.83%	6	0.55%	28	2.61%	22	2.05%	42	3.92%	31	2.89%
Trainee	9	0.83%	21	1.95%	17	1.58%	22	2.05%	39	3.64%	11	1.02%

## NUMBER AND PERCENTAGE OF EMPLOYEES WITH DISABILITIES

☐ GRI 405-1

DESCRIPTION	2023 PROFESSIONALS	2023 PERCENTAGE (%)	2024 PROFESSIONALS	2024 PERCENTAGE (%)	2025 PROFESSIONALS	2025 PERCENTAGE (%)
Executive Board	0	0%	0	0%	0	0%
Management	1	0.09%	1	0.09%	2	0.20%
Coordination	0	0%	0	0%	1	0.10%
Supervisory	1	0.09%	1	0.09%	3	0.31%
Administrative	6	0.55%	8	0.81%	10	1.03%
Operational	18	1.67%	23	2.33%	27	2.79%
Apprentice	0	0%	0	0%	0	0%
Intern	0	0%	0	0%	0	0%
Trainee	0	0%	0	0%	0	0%

SUSTAINABILITY  
**REPORT**  
2025

**VERACEL**  
IN FOCUS

**VERACEL WAY**  
OF OPERATING

**PEOPLE**  
WHO INSPIRE US

**TERRITORY**  
IN MOTION

**LIFE**  
AND NATURE

**INDICATOR**  
**DASHBOARD**

**GRI**  
CONTENT INDEX

## NUMBER AND PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND BY RACE

☐☐☐ GRI 405-1

DESCRIPTION	WHITE	PERCENTAGE	ASIAN	PERCENTAGE	BLACK	PERCENTAGE	BROWN	PERCENTAGE	INDIGENOUS	PERCENTAGE
<b>2023</b>										
Executive Board	5	0.46%	0	0%	0	0	0	0%	0	0%
Management	13	1.21%	0	0%	0	0	4	0.37%	0	0%
Coordination	17	1.58%	2	0.18%	4	0.37%	18	1.67%	0	0%
Supervisory	23	2.14%	0	0%	6	0.55%	18	1.67%	0	0%
Administrative	55	5.12%	3	0.27%	25	2.32%	78	7.26%	0	0%
Operational	127	11.82%	11	1.02%	125	11.63%	433	40.31%	9	0.83%
Apprentice	6	0.55%	0	0%	12	1.11%	15	1.39%	1	0.09%
Intern	2	0.18%	0	0%	5	0.46%	6	0.55%	0	0%
Trainee	6	0.55%	0	0%	4	0.37%	20	1.86%	0	0%
<b>2024</b>										
Executive Board	5	0.46%	0	0%	0	0%	0	0%	0	0%
Management	14	1.30%	0	0%	0	0%	4	0.37%	0	0%
Coordination	15	1.40%	1	0.09%	4	0.37%	23	2.14%	0	0%
Supervisory	22	2.05%	0	0%	5	0.46%	21	1.96%	0	0%
Administrative	59	5.50%	4	0.37%	30	2.80%	82	7.65%	0	0%
Operational	117	10.92%	7	0.65%	126	11.76%	398	37.16%	10	0.93%
Apprentice	3	0.28%	1	0.09%	11	1.02%	20	1.86%	0	0%
Intern	13	1.21%	1	0.09%	14	1.30%	22	2.05%	0	0%
Trainee	6	0.56%	0	0%	8	0.74%	25	2.33%	0	0%

DESCRIPTION	WHITE	PERCENTAGE	ASIAN	PERCENTAGE	BLACK	PERCENTAGE	BROWN	PERCENTAGE	INDIGENOUS	PERCENTAGE
<b>2025</b>										
Executive Board	5	0.46%	0	0%	0	0%	0	0%	0	0%
Management	14	1.30%	0	0%	0	0%	5	0.46%	0	0%
Coordination	15	1.40%	1	0.09%	4	0.37%	22	2.05%	0	0%
Supervisory	25	2.33%	0	0%	5	0.46%	23	2.14%	0	0%
Administrative	56	5.23%	4	0.37%	31	2.89%	76	7.10%	0	0%
Operational	110	10.28%	7	0.65%	127	11.86%	378	35.32%	9	0.84%
Apprentice	2	0.18%	1	0.09%	9	0.84%	18	1.68%	0	0%
Intern	8	0.74%	1	0.09%	26	2.42%	38	3.55%	0	0%
Trainee	4	0.37%	1	0.09%	15	1.40%	30	2.80%	0	0%

## INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

☰ GRI 406-1

TYPE OF INCIDENT	AMOUNT	STATUS	ACTIONS TAKEN	NOTES
Discrimination	2	Unsubstantiated	No corrective actions	Identified by Compliance; cases closed
Sexual harassment	2	1 confirmed / 1 under investigation	Confirmed case: disciplinary measures + remediation plan	Investigation conducted by Compliance; report to committee



CHAPTER 9

# CONTENTS

## GRI:

SUSTAINABILITY  
**REPORT**  
2025

**VERACEL**  
IN FOCUS

**VERACEL WAY**  
OF OPERATING

**PEOPLE**  
WHO INSPIRE US

**TERRITORY**  
IN MOTION

**LIFE**  
AND NATURE

**INDICATOR**  
DASHBOARD

**GRI**  
CONTENT INDEX

# GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
<b>GRI 2: General Disclosures 2021</b>	2-1 Details of the organization	p. 8, 9, 115	Veracel Celulose S.A. is a joint venture formed by two major industrial groups: Stora Enso, one of the world's largest forestry and paper companies with Finnish-Swedish origins, and Suzano S.A., a Brazilian company that is a global leader in eucalyptus pulp and paper production. Each of these companies holds a 50% ownership stake in Veracel. Incorporated as a privately held corporation (S.A.), the company is located at Rodovia BR-101, km 733, s/n, in the rural area of Eunápolis, Bahia, Brazil.	N/A	N/A
	2-2 Entities included in the sustainability reports	p. 115	Veracel Celulose S.A. has no equity interests in other entities that would require the preparation of consolidated financial statements.	N/A	SRS 15-1 Reporting undertaking and value chain
	2-3 Reporting period, frequency, and point of contact	p. 4, 5	The report covers the period from January 1 to December 31, 2025 and is published annually.	N/A	ESRS 1 6-1 Time Horizons
	2-4 Restatement of information	p. 115	Not applicable	N/A	N/A
	2-5 External assurance	p. 115	No external assurance was performed for this report.	N/A	N/A
	2-6 Activities, value chain and other business relationships	p. 7, 8	Production of eucalyptus-based pulp, involving forest management, the mill in Eunápolis and the maritime terminal in Belmonte.	N/A	N/A

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/ SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
GRI 2: General Disclosures 2021	2-7 Employees	p. 27, 28, 84, 85, 115	<p>Grand total: 1,070 active direct employees at the end of 2025. The data presented in this report were compiled from the organization's internal human resources records, consolidated by site and reporting period. The information on headcount is presented based on the total number of employees with an active employment relationship at the time of measurement.</p> <p>During the reporting period, no significant fluctuations were observed in the number of employees, and headcount remained stable compared with previous periods.</p> <p>It is worth noting that, as with other indicators, any variations may be influenced by methodological and scope revisions, especially regarding the inclusion of employees of partner companies in specific activities such as general shutdowns.</p>	N/A	ESRS S1-6 Characteristics of the undertaking's employees (a, b, d, e)
	2-8 Non-employee workers	p. 27, 28, 86, 87	30 apprentices, 73 trainees and 2,215 workers from partner companies.	N/A	ESRS S1-7 Characteristics of non-employees in the undertaking's own workforce
	2-9 Governance structure and composition	p. 14, 15, 86, 87	Board of Directors (11 men and 1 woman, all in executive functions appointed by the shareholders) and six technical advisory committees.	N/A	ESRS G1 The role of the administrative, management and supervisory bodies (b)
	2-10 Nomination and selection of the highest governance body	p. 14	Selection of the Board of Directors is based on shareholder nominations, according to technical competence.	N/A	N/A

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
<b>GRI 2: General Disclosures 2021</b>	2-11 Chair of the highest governance body	p. 14, 15, 115	The Chair of the Board does not hold an executive position.	N/A	N/A
	2-12 Role of the highest governance body in overseeing impacts	p. 14, 15, 18	Approves plans, oversees operational and integrity risks and ensures alignment with the sustainability strategy.	N/A	ESRS G1 The role of the administrative, management and supervisory bodies (a)
	2-13 Delegation of responsibility for impact management	p. 14, 15	The Executive Board implements decisions and reports the socio-environmental results to the Board on a quarterly basis.	N/A	ESRS G1-3 Prevention and detection of corruption and bribery (b)
	2-14 Role of the highest governance body in reporting	p. 14, 15	The Board sets guidelines and reviews or approves the company's strategic information.	N/A	N/A
	2-15 Conflicts of interest	p. 17	Prevention is monitored through the Code of Conduct, specific compliance procedures and oversight by the Board itself.	N/A	N/A
	2-16 Raising critical concerns	p. 14, 24	Formally carried out through a 24-hour anonymous reporting channel managed by Compliance.	N/A	ESRS G1-1 Business conduct policies and corporate culture

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/ SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
<b>GRI 2: General Disclosures 2021</b>	2-17 Collective knowledge of the highest governance body	p. 17, 115	Veracel takes measures to strengthen the knowledge, skills and experience of its highest governance body and senior leadership in sustainable development. These measures include participation by members of the Board and the Environment and Sustainability Committee in a sustainability forum promoted by shareholder Stora Enso (Finland); the inclusion of training on sustainable development topics in the corporate training program, with senior leadership in scope; and participation by members of senior management in forums and organizations related to the topic, such as the FSC®.	N/A	N/A
	2-18 Evaluation of the Performance of the highest governance body	p. 17	Annual evaluation based on competencies and corporate targets, conducted internally by the shareholders.	N/A	N/A
	2-19 Remuneration policies	p. 29	Combines fixed salary and variable compensation linked to the achievement of operational and financial goals and ESG indicators.	N/A	ESRS E1 Integration of sustainability- related performance in incentive schemes (§13)
	2-20 Processes for determining remuneration	p. 29, 116	Formal, structured process, supervised by the highest governance body and the Gente & Cuidado area, with shareholder validation for senior leadership. It takes into account strategy, budget and financial sustainability, internal equity and meritocracy. Stakeholder views are taken into account through internal surveys (climate/engagement) and market benchmarking. Independent advisory support from Korn Ferry on benchmarking, job structure and technical recommendations, without participation in executive decisions.	N/A	N/A
	2-21 Ratio of annual total compensation	p. 87, 116	To ensure transparency, Veracel also discloses pay equity indicators: the ratio between the annual compensation of the highest-paid position and the average for other employees was 43.45%, and the pay differential of the highest-paid individual compared with the organizational average was 82%. These data refer to the 2025 base year and are calculated using the Chief Executive Officer position.	N/A	ESRS S1-16 Remuneration metrics (pay gap and total remuneration) (§97 b, c)

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
	2-22 Statement on sustainable development strategy	p. 2, 4	Leadership letter highlighting the commitment to an integrated vision of business and conservation, and the “Veracel Way” manifesto.	N/A	N/A
GRI 2: General Disclosures 2021	2-23 Political commitments	p. 19	Signatory to the UN Global Compact, with a rigorous Code of Conduct that guides human rights and anti-corruption practices for everyone.	N/A	ESRS S1-1 Policies related to own workforce ESRS S2-1 Policies related to value chain workers ESRS S3-1 Policies related to own workforce ESRS S4-1 Policies related to consumers and end-users ESRS G1-1 Business conduct policies and corporate culture
	2-24 Integration of political commitments	p. 19	Integrated through manuals, training (100% of eligible employees) and strict contractual clauses with suppliers.	N/A	ESRS S1-4 Taking action on material impacts on own workforce ESRS S2-4 Taking action on material impacts on value chain workers ESRS S3-4 Taking action on material impacts on affected communities ESRS S4-4 Taking action on material impacts on consumers and end-users ESRS G1-1 Business conduct policies and corporate culture

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
GRI 2: General Disclosures 2021	2-25 Processes to remedy negative impacts	p. 24	Management via the Anonymous Communication Channel, with an average response time of 42 days, and a dedicated team for the Veracel's Canal Mulher.	N/A	<p>ESRS S1-1 Policies related to own workforce</p> <p>ESRS S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns</p> <p>ESRS S2-1 Policies related to value chain workers</p> <p>ESRS S2-3 Processes to remediate negative impacts</p> <p>ESRS S2-4 Taking action on material impacts</p> <p>ESRS S3-1 Policies related to own workforce</p> <p>ESRS S3-3 Processes to remediate negative impacts and channels for affected communities to raise concerns</p> <p>ESRS S3-4 Taking action on material impacts</p> <p>ESRS S4-1 Policies related to consumers and end-users</p> <p>ESRS S4-3 Processes to remediate negative impacts</p> <p>ESRS S4-4 Taking action on material impacts</p>

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/ SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	p. 116	Advice: directly with Internal Audit and Compliance and/or by consulting the Code of Conduct and related procedures; concerns: through reporting channels and/or directly with Internal Audit and Compliance.	N/A	ESRS S1-3 Processes to remediate negative impacts ESRS S2-3 Processes to remediate negative impacts ESRS S3-3 Processes to remediate negative impacts ESRS S4-3 Processes to remediate negative impacts ESRS G1-1 Business conduct policies and corporate culture
	2-27 Compliance with laws and regulations	p. 116	In 2025 there were no fines or non-monetary sanctions related to non-compliance with laws and regulations. Throughout the year, we received inquiries and complaints about labor and working conditions (for example, pay, job assignments, working hours, health and safety, benefits and the physical condition of facilities). All cases were handled through formal channels by the responsible areas, without classification as significant non-compliance situations and without sanctions by the authorities.*	N/A	ESRS E2-4 Pollution of air, water and soil ESRS S1-17 Incidents, complaints and severe human rights impacts ESRS G1-4 Incidents of corruption or bribery
	2-28 Associations and affiliations	p. 25, 48	Participation in Ibá, Humpback Whale Institute, the UN Global Compact and Women in Forestry Network.	N/A	N/A

\*Notes for GRI 2-27

Note 1: When necessary, Veracel discloses cross-shareholdings, controlling shareholders and related-party relationships.

Note 2: For the purposes of this report, a “significant case of non-compliance” is one that causes material impacts on human rights—especially on workers’ health or economic conditions—and/or may result in a material administrative or

judicial sanction (fines or non-monetary penalties). For 2025, no cases meeting this definition were identified.

Scope and governance: occurrences are recorded and investigated by

the Compliance area through the Anonymous Communication Channel and other compliance routines, with periodic reporting to the governance bodies.

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/ SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	p. 21, 25, 88	Ongoing mapping of forestry, academic and territorial partners, integrating actions into formal community dialogue.	N/A	ESRS S1-1 Policies related to own workforce ESRS S2-1 Policies related to value chain workers ESRS S3-1 Policies related to own workforce ESRS S4-1 Policies related to consumers and end-users
	2-30 Collective bargaining agreements	p. 29, 89	79.3% of the workforce is formally covered by labor agreements and collective bargaining instruments. Significant changes under collective agreements are communicated at least <b>7 days</b> in advance.	N/A	ESRS S1-8 Collective bargaining coverage and social dialogue
GRI 101: Biodiversity 2024	101-1 Locations of operation with impacts on biodiversity	p. 68, 90	Operations located in the core of the Atlantic Forest biome on the Discovery Coast, with extensive preserved forest blocks across 201,974 ha under monitoring.	GRI 101	ESRS E4-1 to E4-5 Impact metrics related to biodiversity and ecosystems change
	101-2 Significant direct impacts on biodiversity	p. 68, 72, 73	Development of a robust Muçununga landscape hub with targeted seed plantations that support climate change mitigation without depleting the soil.	GRI 101	ESRS E4-1 to E4-5 Impact metrics related to biodiversity and ecosystems change
	101-3 Threatened species and habitats supported by protection measures	p. 71	Comprehensive protection covering 123 plant families and dozens of Red List fauna species in and around the RPPN.	GRI 101	ESRS E4-1 to E4-5 Impact metrics related to biodiversity and ecosystems change
	101-4 Operational restrictions and controls in critical ecosystems	p. 117	Veracel maintains social and environmental impact records for each operational activity. These documents identify potential impacts and record the control measures to be adopted if environmental effects arise from operations. The records are available on the corporate intranet, ensuring access and awareness for all employees.	GRI 101	ESRS E4-1 to E4-5 Impact metrics related to biodiversity and ecosystems change

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
<b>GRI 101: Biodiversity 2024</b>	101-5 Proportion of areas maintained without intensive use	p. 68, 90, 117	For this report, “area designated for environmental conservation” corresponds to the sum of Legal Reserve, PPA, RPPN, additional protected areas and areas under restoration outside silvicultural use, excluding infrastructure. In 2025, this corresponded to 100,441.0 ha out of a total area of 237,513 ha (42.3%). Note: the management base (201,974.4 ha) is smaller than the total area of operation because it does not include logistics corridors, easements, administrative areas and other operational plots, which account for the difference in territorial scope.	GRI 101	ESRS E4-1 to E4-5 Impact metrics related to biodiversity and ecosystems change
	101-6 Integration of impact on water sources	p. 74	Water withdrawals are managed based on recharge models that feed watercourses interconnected with the RPPN.	GRI 101	ESRS E4-1 to E4-5 Impact metrics related to biodiversity and ecosystems change
	101-7 Reconnecting the native Atlantic Forest landscape	p. 67	This approach creates continuous networks of restored Atlantic Forest landscapes by avoiding corridors without bordering vegetation in field operations.	GRI 101	ESRS E4-1 to E4-5 Impact metrics related to biodiversity and ecosystems change
	101-8 Ecological assessment in key biodiversity areas (KBA)	p. 71	Systematic studies reported a high abundance of birdlife, generating dozens of scientific metrics at the Estação Veracel site observatory.	GRI 101	ESRS E4-1 to E4-5 Impact metrics related to biodiversity and ecosystems change

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
<b>GRI 201: Economic performance 2016</b>	201-1 Direct economic value generated and distributed	p. 92	Direct revenue: R\$1,970,508,000 Distributed value of R\$2,398,656,000 and retained value of R\$228,847,000.	N/A	N/A
	201-2 Financial implications and other risks and opportunities arising from climate change	p. 66	The balance confirms the removal of more than 1.1 million tCO2e through productive and ecological management of the base.	N/A	ESRS E1-3 Actions and resources in relation to climate change policies ESRS E1-9 Anticipated financial effects from material physical and transition risks
	201-3 Defined benefit pension plan	p. 92	Corporate contributions reached R\$2,005,766.63 in 2025.	N/A	N/A
	201-4 Financial assistance received from government	p. 93	Contribution of R\$1,045,231.19 in tax incentives and R\$9,004,764.16 via PAT.	N/A	N/A
<b>GRI 202: Market presence 2016</b>	202-1 Proportion of base pay in relation to the minimum wage	p. 93	The lowest wage paid corresponds to 111% of the established minimum wage.	N/A	N/A
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	p. 51, 53, 54, 58, 62, 64, 94	Around R\$11 million contributed to rural development, culture, fishers and Indigenous populations.	N/A	ESRS 1 §AR 16 Communities' economic, social and cultural rights – sustainability matter for S3
	203-2 Significant indirect economic impacts	p. 51, 52, 54, 62	Expansion and robust support to integrate regional agriculture and extraction into local markets.	N/A	ESRS S3-4 Taking action on material impacts on affected communities

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/ SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	p. 96	Omission – The final percentage metric is still being consolidated. The absolute amount disclosed exceeds R\$409 million.	N/A	ESRS 1 §AR 16 Communities’ economic, social and cultural rights — sustainability matter for S3
GRI 205: Anti-corruption 2016	205-1 Operations assessed for corruption risks	p. 19, 20	The corporate risk matrix fully covers the prevention of integrity-related offenses.	N/A	N/A
	205-2 Communication and training on anti-corruption	p. 19, 20	The Code of Conduct training covered 100% of eligible employees during the period.	N/A	N/A
	205-3 Confirmed cases of corruption and measures taken	p. 19, 20	Zero confirmed cases of corruption were recorded for the year.	N/A	N/A
GRI 3: 2021 Material Topics	3-1 Processes for determining material topics	p. 7, 12	An internal review in 2025 confirmed the existing matrix as valid for prioritizing risks and investments.	N/A	ESRS 2 Subject to double materiality assessment
	3-2 List of material topics	p. 7, 12	Environment, restoration, community support, impacts of monoculture and terminals and strengthening the regional economy	N/A	ESRS 2 Subject to double materiality assessment
	3-3 Management of material topics	p. 7, 12, 14, 21, 28, 51, 52, 53, 54, 58, 66	Management aligned with sustainable territorial development, the promotion of rural value chains and the bioeconomy.	N/A	ESRS 2 SBM-3 Material impacts, risks and opportunities ESRS S1-1 Policies related to own workforce ESRS S3-1 Policies related to own workforce

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/ SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
GRI 207: Tax 2019	207-1 Approach to tax		The company has a formal tax strategy, aligned with its business model and status as an exporting joint venture. It is based on legal compliance, the legitimate use of applicable incentives and special regimes, and efficient management of the tax burden to maintain competitiveness and generate sustainable value. The strategy is reviewed and approved by the Finance and Tax Committee (shareholder representatives), which monitors risks and deliberates on tax matters with a material impact.	N/A	N/A
	207-2 Tax governance, control and risk management		The company maintains a structured tax compliance framework, with continuous monitoring of legislation, preventive assessment of relevant transactions, internal reviews and system controls, support from external tax advisors when necessary and reporting to governance on tax contingencies and exposures. Management follows principles of legality, transparency, economic substance and prudence in risk management.	N/A	N/A
	207-3 Stakeholder engagement and management of concerns related to tax		Tax governance is led by the Finance and Tax Committee, with representatives from management and the shareholders. The company maintains a transparent and cooperative institutional relationship with tax authorities, with timely provision of information, participation in inspections and response to formal requests, in order to prevent disputes. Tax advocacy is conducted in an institutional and ethical manner, through participation in the tax committee of an industry trade association, without direct individual action with public policy makers.	N/A	N/A
	207-4 Country-by-country reporting		Veracel does not prepare consolidated financial statements, as it has no equity investments in subsidiaries or affiliates, in accordance with applicable corporate law and accounting standards. Accordingly, the financial and tax information disclosed reflects only the individual entity.	N/A	N/A

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/ SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	p. 76, 96	Largely renewable energy consumption via black liquor; reported fuel consumption of 22,400 liters of diesel.	N/A	ESRS E1-5 Energy consumption and mix
	302-2 Energy consumption outside the organization	p. 66	The direct reduction results from using maritime transport instead of long-distance road transport, reducing emissions in the corresponding scope.	N/A	ESRS 1 §AR16 Energy sustainability matter
	302-3 Energy intensity	p. 96	Energy intensity was 2.03 GJ per tonne of saleable product (tsa).	N/A	ESRS E1-5 Energy consumption and mix
	302-4 Reducing energy consumption	p. 11, 76, 96	Optimization through APC control resulted in a reported 5.8% reduction in natural gas consumption during the period.	N/A	ESRS 1 §AR16 Energy sustainability matter
<b>GRI 303: Water and effluents 2018</b>	303-1 Interactions with water as a shared resource	p. 74, 96	Ongoing action in the Jequitinhonha watershed, with safe, treated return of more than 80% of the total water volume used by the mill.	N/A	ESRS E3-2 Actions and resources related to water and marine resources
	303-2 Management of water discharge-related impacts	p. 118	The legal environmental standards for effluent discharge were defined in the Industrial Operation License and in CONAMA Resolution 430/2011. CONAMA Resolution 430/2011 is used as the reference for discharging effluents into the receiving water body. The company adopts the water quality standards for the receiving water body established by CONAMA Resolution 357/2005. The company adopts internal standards for discharging liquid effluents that are more stringent than those required by law. The receiving water body is classified as Class II according to CONAMA Resolution 357/2005.	N/A	ESRS E2-3 Targets related to pollution
	303-3 Water withdrawal	p. 74, 97, 98	Exclusive water withdrawal by the mill totaled 24,249,972 cubic meters, with no mapped water stress pressure.	N/A	ESRS 1 §AR 16 Water withdrawals — sustainability matter for E3
	303-4 Water discharge	p. 74, 99	Basin outflows totaled a certified return of 17,094,675 megaliters to surface rivers.	N/A	ESRS 1 §AR 16 Water discharges — sustainability matter for E3

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
<b>GRI 303: Water and effluents 2018</b>	303-5 Water consumption	p. 75, 99	The balance indicates residual net consumption of 7,373,889 m <sup>3</sup> , with an average index of 21.4 m <sup>3</sup> /t <sub>sa</sub> .	N/A	ESRS E3-4 Water consumption
<b>GRI 305: Emissions 2016</b>	305-1 Direct GHG emissions (Scope 1)	p. 77, 78	Total: 165,935.93 tCO <sub>2</sub> e linked to direct anthropogenic sources from the core business.	N/A	ESRS E1-4 Targets related to climate change ESRS E1-6 Gross Scopes 1, 2, 3
	305-2 Energy indirect GHG emissions (Scope 2)	p. 77, 78	Emissions associated with grid electricity totaled a marginal 6,980.05 tCO <sub>2</sub> e.	N/A	ESRS E1-4 Targets related to climate change ESRS E1-6 Gross Scopes 1, 2, 3
	305-3 Other indirect GHG emissions (Scope 3)	p. 77, 78	An indicator of 199,831.74 tCO <sub>2</sub> e was reported as a metric to track performance over time across the base value chain.	N/A	ESRS E1-4 Targets related to climate change ESRS E1-6 Gross Scopes 1, 2, 3
	305-4 GHG Emissions Intensity	p. 78, 79	Final emissions intensity was 0.16 tonnes of CO <sub>2</sub> e per tonne of pulp.	N/A	ESRS E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions
	305-5 Reduction of GHG emissions	p. 77, 78	Supported by a significant volume of biogenic removals (LULUCF), the operation reports a consolidated net balance of -825,507.92 tCO <sub>2</sub> e.	N/A	ESRS E1-3 Actions in relation to climate change policies ESRS E1-7 GHG removals

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	p. 80, 81	Operations follow a high-conversion circular model in which 99% of the material generated is reintegrated into the process.	N/A	ESRS E5-4 Resource inflows
	306-2 Management of significant waste-related impacts	p. 80, 81, 82	Foundational investment in prevention; dregs, grits and water treatment plant sludge streams have shifted from disposal to agricultural use and construction.	N/A	ESRS E5-2 Actions and resources ESRS E5-5 Resource outflows
	306-3 Waste generated	p. 81, 100	Decrease to 38,020 t in 2025. A total of 92 t of hazardous waste was recorded, alongside a large majority of non-hazardous waste (37,928 t).	N/A	ESRS E5-5 Resource outflows
	306-4 Waste diverted from disposal	p. 81, 100	Thousands of tonnes were allocated locally as a liming and nutrient supplement in crops and for replenishing soil beds.	N/A	ESRS E5-5 Resource outflows
	306-5 Waste directed to disposal	p. 81, 100	A small remaining amount was deposited in segregated industrial cells (approximately 180 t of inert waste) and sent for treatment via incineration.	N/A	ESRS E5-5 Resource outflows
<b>GRI 308: Supplier environmental assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	p. 118	There were no suppliers selected exclusively based on environmental criteria. However, environmental criteria are part of the general supplier evaluation and qualification process. Omission – It was indicated that there is no metric base restricted exclusively to environmental criteria applied in new hires during the reporting year.	N/A	N/A

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
GRI 401: Employment 2016	401-1 New hires and employee turnover	p. 27, 101	Composition of 147 hires and 171 terminations, with data broken down in specific tables by social group.	N/A	ESRS S1-6 Characteristics of the undertaking's employees
	401-2 Benefits provided to full-time employees	p. 28, 29, 30	Comprehensive programs are offered without restrictions, integrating continuous care under the "Conte Comigo" program, assistance for employees with disabilities and extensive contributions to supplementary benefits.	N/A	ESRS S1-11 Social protection
	401-3 Maternity/paternity leave	p. 29, 47, 102	Full coverage extended for 180 days/20 days, with a 100% return rate to the unit at the end of each leave period.	N/A	ESRS S1-15 Work-life balance metrics
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	p. 29	Collective agreements provide for a minimum notice period of 7 calendar days for significant operational changes.	N/A	N/A
GRI 403: Occupational Health & Safety 2018	403-1 Occupational health and safety management system	p. 32, 34	Articulated through the SICLOPE central platform, supported by dedicated committees and the ICAM methodology, and applied across forestry, mill and terminal operations.	N/A	ESRS S1-1 Policies related to own workforce
	403-2 Hazard identification and risk assessment	p. 32, 34	Rigorous mapping procedures for all tasks covered by predetermined PACs, with systematic capture of deviations through formal records.	N/A	ESRS S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/ SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
<b>GRI 403: Occupational Health &amp; Safety 2018</b>	403-3 Occupational health services	p. 38	An active PCMSO supported by on-site access to basic care and referred clinical care.	N/A	ESRS 1 §AR 16 Health and safety — sustainability matter for S1
	403-4 Worker participation, consultation, and communication on OHS	p. 35	Extensive evidence of workforce proactivity, with more than 15,770 constructive reports generated and encouraged through formal safety dialogues.	N/A	ESRS 1 §AR 16 Health and safety — sustainability matter for S1
	403-5 Occupational Health and Safety Training	p. 36, 118	Achieved full training coverage (100% of eligible employees) on critical requirements, including PACs for open and confined spaces.	N/A	ESRS 1 §AR 16 Health and safety — sustainability matter for S1
	403-6 Promotion of worker health	p. 38, 40	Extensive preventive mobilization, combined with a robust in-house vaccination program for frontline teams. There are no exclusions from coverage: all workers in areas and operations under the company's control are included in the management system, including direct employees and forestry, industrial, port, logistics, administrative and support service providers. The reported data are consolidated based on formal records in the SICLOPE system, mandatory OHS programs, risk analysis methodologies and the company's safety governance framework. The premise used is the same as that adopted by GRI: workers whose work and/or workplace is controlled by the organization are included.	N/A	ESRS 1 §AR 16 Social protection — sustainability matter for S1
	403-7 Prevention and mitigation of impacts directly linked by business relationships	p. 34, 37	Mandatory inclusion of companies located in the central structure under the strict requirements and inspections of the OHS system.	N/A	ESRS S2-4 Taking action on material impacts on value chain workers
	403-8 Workers covered by an OSH management system	p. 103	Completeness is evidenced by the formal inclusion of 3,497 internal employees and subcontractors within the controlled scope.	N/A	ESRS S1-14 Health and safety metrics

## SUSTAINABILITY REPORT 2025

### VERACEL IN FOCUS

### VERACEL WAY OF OPERATING

### PEOPLE WHO INSPIRE US

### TERRITORY IN MOTION

### LIFE AND NATURE

### INDICATOR DASHBOARD

### GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
<b>GRI 403: Occupational Health &amp; Safety 2018</b>	403-9 Work-related injuries	p. 37, 104	The corporate fatality rate remained at zero, with one serious accident recorded involving a third-party partner.	N/A	ESRS S1-4 Taking action on material impacts on own workforce ESRS S1-14 Health and safety metrics
	403-10 Work-related illnesses	p. 37, 105	Zero validated cases of work-related illnesses or legally notifiable occupational diseases.	N/A	ESRS S1-4 Taking action on material impacts on own workforce ESRS S1-14 Health and safety metrics
<b>GRI 404: Training and education 2016</b>	404-1 Average hours of training per year	p. 43, 106	An average of 31.26 hours of corporate training per employee was recorded for the year.	N/A	ESRS S1-13 Training and skills development metrics
	404-2 Programs for upgrading employee skills	p. 42	The School of Leaders and partnerships with institutions such as SENAI support the continuous development of learning paths based on employees' individual development plans (IDPs).	N/A	ESRS S1-1 Policies related to own workforce
	404-3 Percentage of employees receiving performance reviews	p. 44, 107, 108	The program's scope comprehensively covers eligible leadership and operational positions, consistently reaching coverage levels above 90%.	N/A	ESRS S1-13 Training and skills development metrics
	405-1 Diversity in governance bodies and among employees	p. 45, 109, 110, 111, 112	Extensive breakdown by job level and gender, reaching 57.5% retention of affirmative-action groups in workforce movements during the year.	N/A	ESRS S1-6 Characteristics of the undertaking's employees ESRS S1-9 Diversity metrics

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/ SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-2 Ratio of basic salary and remuneration of women to men	p. 27	Partial omission – Veracel reports robust pro-equity actions, but the direct disclosure of the raw nominal proportion is not presented in the consolidated tables.	N/A	ESRS S1-16 Remuneration metrics (pay gap and total remuneration)
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	p. 45, 113, 118	Over the reporting period, we received two reports of discrimination and two of sexual harassment. The discrimination reports were investigated by Veracel's Compliance area and classified as unsubstantiated, and no corrective measures were applied. Regarding sexual harassment, one of the cases was investigated and classified as substantiated, with disciplinary measures applied as defined by the Ethics Committee, in addition to the implementation of a remediation plan. The other case remains under investigation and, if substantiated, will follow the same procedures. No recurrent patterns or systemic impacts related to discrimination were identified.	N/A	ESRS S1-17 Incidents, complaints and severe human rights impacts
<b>GRI 407: Freedom of association 2016</b>	407-1 Operations in which the right to freedom of association may be at risk	p. 29	The company ensures that people can exercise their rights freely, without barriers or systemic pressures.	N/A	N/A
<b>GRI 411: Rights of Indigenous peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	p. 51, 58	No events or complaints were recorded that would indicate structural abuses of associated reserves.	N/A	ESRS S3-4 Taking action on material impacts on affected communities
<b>GRI 412: Human Rights Assessment 2016</b>	412-1 Operations with human rights assessments	p. 23	Completion of the HRIA, with technical verification by Anthesis assessing potential and actual impacts across the value chain.	N/A	N/A
<b>GRI 413: Local communities 2016</b>	413-1 Operations with local community engagement programs	p. 51, 52	All mapped settlements are covered by mitigation processes, direct grievance and dialogue channels and solidarity support for local agribusiness initiatives.	N/A	S3-2 Processes for engaging with affected communities ESRS S3-3 Processes to remediate negative impacts ESRS S3-4 Taking action on material impacts

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

GRI STANDARD	INDICATOR	PAGE/SECTION	INFORMATION / OMISSION	GRI SECTOR STANDARD REF.	ESRS CORRELATION
GRI 413: Local communities 2016	413-2 Operations with significant actual and potential negative impacts	p. 52	Continuous monitoring resulted in the resolution of five complaints related to the daily interaction between logistics operations and neighboring communities.	N/A	ESRS S3 §9 Brief description of the types of communities subject to material impacts
GRI 415: Public policies 2016	415-1 Political contributions	p. 118	Veracel does not make financial political contributions.	N/A	N/A

SUSTAINABILITY  
**REPORT**  
2025

**VERACEL**  
**IN FOCUS**

**VERACEL WAY**  
**OF OPERATING**

**PEOPLE**  
WHO INSPIRE US

**TERRITORY**  
IN MOTION

**LIFE**  
AND NATURE

**INDICATOR**  
DASHBOARD

**GRI**  
**CONTENT INDEX**

# TECHNICAL INFORMATION

## CEO:

Alexandre Etrusco Lanna

## Chief Sustainability and Corporate Relations Officer:

Luiz Tápia

## Chief Industrial Officer:

Fabricio Luiz Stange

## Chief Forestry Officer:

Marcio Veiga

## Chief Financial and Administrative Officer:

Rodrigo Louzada

## Veracel Communications Team:

Vanessa Pinto, José Barra, Mônica Nascimento dos Santos, Ana Carolina Guimarães, Wagner Santos Azevedo, Alexandre Campbell de Mendonça e Lucca Belém dos Santos

## Determination Committee 2025:

Agmeire Santos Marques  
Alecsandro da Silva  
Anderson Nogueira Pinho  
Antônio Luiz Fragoso  
Clay Anne Costa Azevedo  
Cristiane Mello  
Daniele Camargo  
Eduarda Gabriela Santos Cunha  
Elisangela Sampaio de Souza  
Estanislau Zutautas  
Flavia Janeiro Guimaraes  
Itamar da Silva Barros  
Izabel Bianchi  
José Barra  
Julia Junqueira de Camargo  
Kityana Ramos dos Santos  
Leonardo Antunes  
Luiz Felipe Eler  
Marco Aurélio Santos  
Marcos Rogério  
Marcos Vinicius Santana Leite  
Maria Regina Oliveira Damascena  
Odair Jango  
Samanta Tauana Neto  
Silesia das Dores Braga  
Tarciso Andrade Matos  
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## Institutional note

Regarding Public Civil Action No. 000500929.2006.4.01.3310, the court upheld the company's appeal and dismissed the action in its entirety. The decision recognized Veracel's environmental compliance and the adequacy of the compensation measures adopted. The Federal Public Prosecutor's Office did not appeal the decision, so the case was closed and definitively dismissed on 10/06/2025.

# SUSTAINABILITY REPORT 2025

## VERACEL IN FOCUS

## VERACEL WAY OF OPERATING

## PEOPLE WHO INSPIRE US

## TERRITORY IN MOTION

## LIFE AND NATURE

## INDICATOR DASHBOARD

## GRI CONTENT INDEX

**VERACEL**