

# Sustainability Report

2023/24





# TABLE OF CONTENTS

## Presentation of the Report | 06

## CEO Message | 08

## We are uisa | 12

- Who We Are ..... 14
- Sustainable Products ..... 16
- Area of Activity ..... 17
- Value Chain ..... 18
- Innovation is Our Business ..... 20
- Operational and Financial Performance ..... 24

## Sustainable Strategy | 28

- Materiality ..... 30
- uisa's ESG Agenda ..... 36

## Environment | 48

- Eco-efficiency ..... 50
- Climate Change ..... 51
- Biodiversity and Water ..... 62
- Systemic View of Agriculture ..... 74
- Circularity ..... 80
- Programs ..... 88
- Suppliers ..... 92

## People | 94

- uisa's Ecosystem ..... 96
- Appreciation and Development ..... 98
- Health, Safety, and Well-being ..... 118
- Production Chain ..... 126
- Communities ..... 132

## Governance | 136


- Acting with Integrity ..... 138
- Governance Agencies ..... 140
- Corporate Structure ..... 153
- Risk Management ..... 154
- Compliance ..... 158
- Responsible Business Behavior ..... 162

## GRI Table of Contents | 166

## Assurance letter | 178

## Dossier | 182

ALL THE ELEMENTS OF THE TABLE OF CONTENTS ARE CLICKABLE. USE THEM TO ACCESS THE CONTENTS.



# Presentation of the Report

We present to our employees, partners, communities, clients, suppliers, and other stakeholders the 2023/24 Harvest Sustainability Report.

It gathers our main information for the period from April 1, 2023 to March 31, 2024, as well as a summary of our business model, culture, commitments, advances, and ESG challenges. The prioritized themes are aligned with the materiality matrix, developed in 2021. **[GRI 2-3]**

Published annually, following the same frequency as our financial report, the document complies with the 2021 Standards of Global Reporting Initiative (GRI) and considers the principles of the Global Compact and the Sustainable Development Goals (SDGs) of the United Nations. **[GRI 2-3]**

The Report covers **uisa** (*Usinas Itamarati SA*), a private company, and all its subsidiaries, which are consolidated in the Financial Statements **[GRI 2-1]**: *Guanabara Agrícola Ltda*, *Itabens Administração de Bens Ltda*, *Feliz Terra Agrícola Ltda*, *uisa Milho S.A.*, *uisa Geo Biogás S.A.*, as well as Distribution Centers in Barra do Bugres (MT), Manaus (AM), Santarém (PA) and Belém (PA). **[GRI 2-2]** Our headquarters are located in the municipality of Nova Olímpia, state of Mato Grosso, and we operate in Brazil. **[GRI 2-1]**

The content of this report was assessed and approved by the Company's Sustainability Committee and by the Executive Board, in compliance with the strategies defined by the Board of Directors, confirming the reliability of the information presented. **[GRI 2-14]**

The external verification process, restricted to non-

financial information, was carried out through an independent limited assurance, based on the GRI (Global Reporting Initiative) contents and Standards.

**[GRI 2-5]**

### Contact us

**[GRI 2-3]**

In case you have any suggestions or doubts about this report content, please contact us through the e-mail [esg@uisa.com.br](mailto:esg@uisa.com.br)



# The CEO's Message [GRI 2-22]

**uisa is increasingly consolidating itself as an agent of transformation, driving the generation of employment, income and sustainable development.**

We are driven by restlessness and simplicity, always focused on generating value for the business and positioning our sector as a reference in innovation, productivity, and responsibility.

The 2023/24 harvest brought significant challenges. The volatile scenario in the sugar and ethanol markets tested our ability to adapt and be resilient. Even under these conditions, we achieved substantial operational results.

We surpassed the historic mark of 6.0 million tons of sugar cane crushed and broke our production record, reaching more than 6.4 million bags of sugar. Moreover, we achieved the production of 273 thousand cubic meters of ethanol. To respond to market fluctuations, we explored new sales channels, such as the export of white sugar through the ports of Santos and Paranaguá, expanding our product mix. These new challenges renewed our team's spirit, which once again exceeded expectations.

In the 2023/24 harvest, we completed the rebuilding of net equity and the beginning of a new era. We remain delivering consistent results, strengthening our organizational culture, and advancing on our path of innovation.

With agility and creativity, we consolidate an organizational culture based on safety, operational excellence and socio-environmental responsibility, combined with people management focused on development and continuous engagement.

We believe that a sustainable future is built now. Therefore, we reinforce our commitment to the ESG (Environmental, Social and Governance) agenda and continue as signatories

to the UN Global Compact. We remain compliant to the principles of ethics and respect, and keep safety as a non-negotiable value.

We invested in new projects throughout the harvest, including the expansion of the crushing capacity to 6.7 million tons of sugarcane per harvest, and we made significant progress on our decarbonization journey.

Among our most promising initiatives, we highlight the beginning of the development of the BECCS (Bio-Energy with Carbon Capture and Storage) project, which evaluates the feasibility of permanently injecting biogenic CO<sub>2</sub> underground, captured during ethanol fermentation. This initiative has the potential to make our ethanol carbon footprint negative, placing **uisa** at the forefront of sustainability. Meanwhile, we began measuring carbon capture in the soil of sugarcane plantations, strengthening our search for a lower environmental impact.

I invite you to explore our Sustainability Report, which showcases the performance of a committed and future-oriented team. Our mission is clear: to transform challenges into opportunities and build, starting today, a more prosperous and sustainable future.

Enjoy your reading!

**José Fernando Mazuca Filho**

uisa's CEO,

# Highlights



**+ 6 million**  
tons of crushed sugarcane



**+ 3,200**  
direct and outsourced  
employees



Obtainment of  
**Halal**  
certification



We were included among the



**150 Most  
Amazing  
Companies**  
to Work For



**+ 700**  
people served  
by *Florescer  
Ação Social*

We recycle

**100%**  
of the packaging we  
place on the market



Expansion to

**100,000 MWh/year**  
of energy exports



**Gold Seal**  
for our GHG  
Emissions  
Inventory



Expansion of crushing  
capacity to  
**6.7 million**  
tons of sugarcane

**48.05%**  
reduction in total  
GHG emissions



**+ 1.5 billion**  
in Net Revenue



We are **uisa**



# Who we are

**We are one of the largest biorefineries in Brazil, operating in the sustainable products market, using sugarcane and its by-products as raw materials**

With an eye to the future, we have expanded our operations, focusing on technology and innovation. This positioning allows us to seek opportunities and develop new products based on circularity and value generation.

We seek to promote positive economic, social, and environmental impacts. We are committed to building a more sustainable world, with constant investment in low-carbon businesses, safety, respect for the environment, attention to people, and transparency in our actions.

## Essence

### Our purpose:

To provide effective solutions in the sustainable processing of biomass through a diversity of bioproducts and renewable bioenergy, in harmony and respecting employees, customers, suppliers, community, environment, and shareholders.

### What we want:

To be the benchmark for excellence, innovation, and efficiency in biorefineries, by offering complete and sustainable solutions in bioproducts and renewable bioenergy to the market.

### What we believe in:

- In the respect for the law with integrity and ethics;
- In the development of people, who are vital to our business, in an environment of safety and well-being, with respect for diversity;
- In the commitment to quality service;
- To be an agent of change with a positive social impact in the communities in which we operate;
- In the search for actions that respect the environment and contribute to the planet sustainability through our products and actions;
- In the maintenance of our competitiveness through continuous innovation, high quality, and optimization of our processes;
- In the creation of value for our shareholders, through the permanent search for high agro-industrial performance, with clear goals, objectivity, efficiency, and simplicity in execution.



# Sustainable products [GRI 2-6]

**Sugar** – uisa sells crystal, crushed, refined, and demerara sugars with its own brand, Itamarati. Some products of its line feature the technology blockchain, which allows traceability of the entire production chain.



**Biogas** – The Company is in the process of building uisa’s industrial plant, Geo Biogás, which will convert liquid and solid waste (vinasse, filter cake and straw) into biogas. The company is a joint venture between uisa and Geo Bio Gas&Carbon.

**Biomass** – a by-product of sugarcane processing, bagasse is used as volume for animal nutrition, or biofuel for boilers and biodigestors.

**CBios** – These are decarbonization credits, assets issued by licensed companies that produce or import biofuels and work to reduce greenhouse gas emissions. These bonds are issued through the commercialization of ethanol and can be traded by biofuel producers, within the RenovaBio program.

**Ethanol** – We produce biofuel from sugar cane. Ethanol can be used pure in vehicles (hydrate ethanol) or as an additive, mixed with the gasoline (anhydrous ethanol).

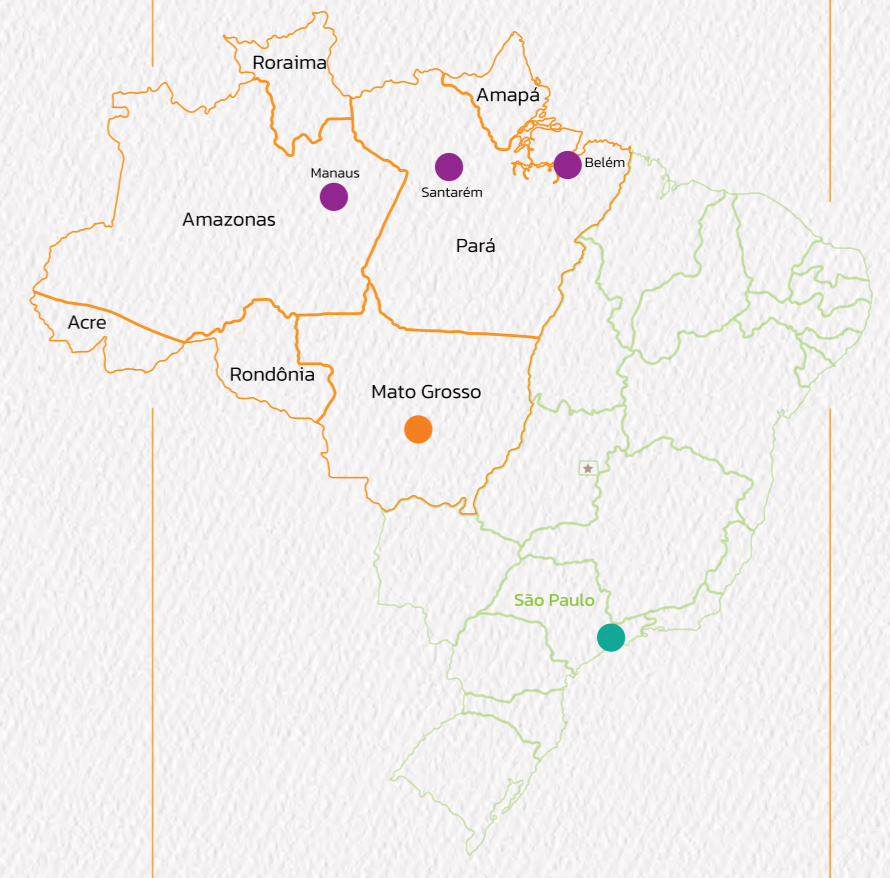


**Electric Power** – Generated from sugarcane biomass, which makes us self-sufficient and allows us to sell the surplus. This harvest, we expanded the generation sector through the Cogen project, which increased capacity from 56,000 MW/year to 100,000 MW/year.



## Area of activity [GRI 2-1]

- **Headquarters | Industrial Unit:**  
Nova Olímpia (MT)
- **Distribution Centers:**  
Manaus (AM)  
Santarém (PA)  
Belém (PA)
- **Corporate Office:**  
São Paulo (SP)



**Yeast** – uisa BioNutrition began its activities in the 2022/23 harvest. Its focus is the production of dry, autolyzed, hydrolyzed and cell wall inactive yeasts, intended for animal nutrition and health. The process uses the excess yeast generated during the production of ethanol.

**Sanitizers and Personal Care** – The line of alcohol gel and sanitizers is divided between domestic cleaning products and professional products, ranging from liquid alcohol gels to hospital disinfectants. All products in this line feature the blockchain technology.

**Soy** – The company produces and sells soybeans through its subsidiary Guanabara Agrícola Ltda.



# Value Chain [GRI 2-6]

## 1 Upstream (suppliers)

**1,599 active suppliers** of services, materials, and equipment in all Brazilian regions.

**42 sugarcane suppliers**, in the municipalities of Nova Olímpia, Denise, Tangará da Serra, Barra do Bugres and Arenópolis, in the state of Mato Grosso.

Total spent with suppliers:  
R\$ 1.4 billion

## 2 uisa

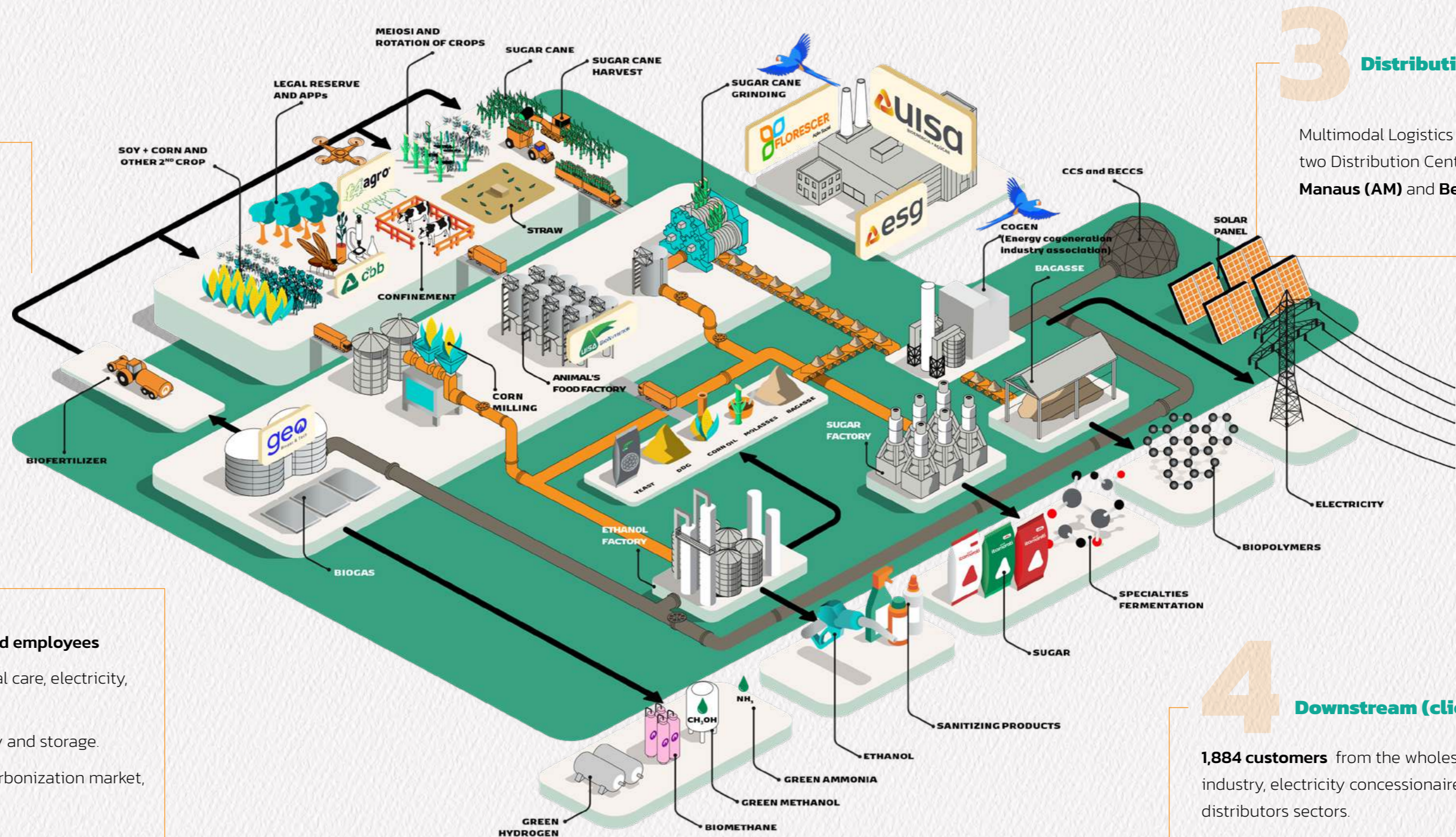
**3,081 direct employees\*** | **172 outsourced employees**

Bioproducts: sugar, sanitizers, and personal care, electricity, ethanol, biomass, CBios, and yeast.

Sugarcane plantation, bioproduct industry and storage.

Sectors of activity: agroenergy, food, decarbonization market, animal nutrition, and research.

Investments (Capex): R\$ 665.3 million.



## 3 Distribution

Multimodal Logistics (river and road) for two Distribution Centers:  
**Manaus (AM)** and **Belém (PA)**.

## 4 Downstream (clients)

**1,884 customers** from the wholesale, retail, food industry, electricity concessionaires, and biofuel distributors sectors.

Regions: Central West and North.

Net Revenue: R\$ 1.578 billion.

The image above is a **uisa's** future projection, considering its potentiality as a biorefinery.

\* The term "direct employees" refers to employees hired as CLT employees (Consolidated Labor Laws, a specific system of Brazilian labor laws).

# Innovation is our business

## Innovation [GRI 3-3]

The focus on innovation is one of the pillars of **uisa**'s growth and essential for our performance, decisive for optimizing our operations and developing sustainable products. Artificial intelligence, algorithms, drones and telemetry are used in our agro-industrial process and administrative areas.

Given its essential role, **Applied Innovation** is one of the themes in our materiality matrix, transversal to all other themes. Innovation drives value creation in all **uisa**'s areas and actions, enhancing positive impacts, mitigating negative ones, taking advantage of opportunities, and avoiding risks.

To carry out its management, there is a dedicated working group, formed by the Executive Board and the main managers, with bimonthly meetings. Weekly meetings are also held among teams from different areas to prospect and measure the Company's practices, strengthening the culture of innovation in the company.



**R\$ 7.1 million**  
of investments in  
technology

## Investments in Technology

| Investment fronts (2023/24 harvest)                                       | R\$              |
|---|------------------|
| Industrial Automation   | R\$ 2,638,000.00 |
| Systems and automations   | R\$ 1,900,000.00 |
| Technology, Automation and Innovation (TAI) Operations and Infrastructure | R\$ 950,000.00   |
| Cyber Security  | R\$ 1,660,000.00 |

## Awards



### Award Valor Inovação Brasil

With outstanding initiatives in several processes in the agribusiness routine, **uisa** earned, for the first time, a spot on the list of 150 most innovative companies in the country, and among the 7 companies in innovation in the agribusiness sector. The award is held by Strategy& – strategic consultancy from PwC – and the newspaper *Valor Econômico*.



### Agro Vision – Plants 4.0

We were awarded for our innovative operations, highlighting the use of cyber-physical systems that promote integrated communication between people, equipment, and information.



### The 100+ Innovative Companies in the use of IT

Carried out by IT Forum, in partnership with EY, one of the largest consulting companies in the world, **uisa** was considered one of the 100 most innovative companies in the country, occupying the 47th position. The companies listed are those that have shown the best combination of process and practice in using technology to benefit innovation.



### Innovation Leader Award 2023

The award was granted for investments in technology and process automation, in the Innovation category.

## Agribusiness

### Highlights

**Pinta Tela:** Implementation of a new firmware in the telemetry of cultural treatment cases. With this new project, equipment on the same work front can see where a certain supply application was made, avoiding overlap and phytotoxicity in the coverage.



**Safety at the wheel:** Project carried out and approved with artificial intelligence to monitor driver fatigue, implemented in the light fleet, which will later be extended to the light and heavy vehicles fleet.

**Chemical collection at focal points carried out by drones:** Avoids unnecessary use of supplies in the total area, benefiting the main crop without receiving excess chemicals.

**Drones for mapping planting failures and identifying weeds in remote locations:** Contributes to the monitoring of invasive plants, especially after street closures.

**Control tower for monitoring logistics:** 100% implementation of the tower that controls our own and outsourced fleets. Through the system, it is possible to monitor fatigue control, fleet geolocation, bringing more safety to drivers and the Company, and agility in deliveries to customers.



**Agricultural Operations Center (COA):** An extension of agricultural planning, which monitors, in real time, all **uisa's** mechanized activities, guiding the operation. The Center is also an important ally in controlling fire prevention and fighting, monitoring cameras that detect fire outbreaks, and accurately guiding fire-fighting trucks. COA Benefits: quality of integrated information, enabling planning and measurement based on reliable data and information; broadens the decision-making horizon; monitors operational discipline; expands communication by interfacing with various strategic areas for daily operations.



**Automation of vinasse pumping stations:** The system allows the automatic activation of fertigation in the field by the COA, which brings more safety to the operation and employees, eliminating manual controls and application flow to sugarcane.

**Cogen:** Investment to increase energy exports from 56,000 MWh/year to 100,000 MWh with the construction of a 138 KVA power boosting substation, expanding the capacity to generate energy from renewable sources, produced from biomass.



**uisa's energy export capacity**  
was expanded to  
**100,000 MWh/year**

**Biomass Biotechnology Center (CBB):** Research and development center created by **uisa** to generate innovations in the management of agricultural crops. The unit produces pre-sprouted seedlings, promoting greater productivity, health, and pureness of the variety. It also implements improvement of soil fertility, plant nutrition, and natural control of pests and diseases with macro and microbiological agents. In the 2023/24 harvest, approximately 29 thousand hectares were covered with *Cotesia flavipes*, produced in **uisa** for controlling the sugarcane borer. The work is carried out using drones in the field. About 31.2 thousand hectares received the application of the fungus *Metharizium anisopliae*, used for controlling the root leafhopper. CBB has conducted research and testings with several biosupplies, among them *Isaria fumarorea*, fungus for controlling eggs and small caterpillars. The Center has a partnership with Ridesa, IAC, CTC, Nuseed, Unemat, and UFMT for conducting research, varietal technology transfer, knowledge interchange, among others.



# Operational and financial performance



We ended the 2023/24 crop year with net revenue of R\$1.578 billion, EBITDA of R\$649.1 million, and pro-forma net profit of R\$14.3 million. Revenue represents a 5.5% growth compared to the previous harvest, as a result of business performance, our proactivity, and taking the opportunities, such as exploring new sales channels, as the export of white sugar. Investments during the period were directed equally towards the efficient maintenance of the Company's operations and modernization projects.

### Green CRA

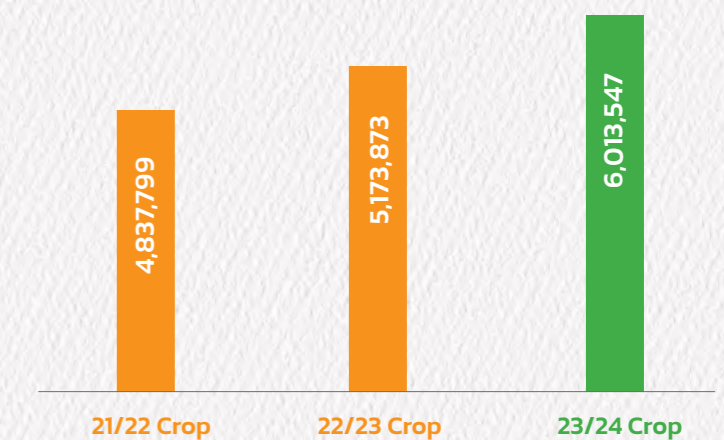
In the harvest, **uisa** backed an issue of Agribusiness Receivables Certificates (CRA) of R\$150 million, in a fundraising operation on the capital market. This is the first issue classified as Green CRA, which has a green bond label, indicating its commitment to sustainable practices.

### Production [GRI 2-6]

|                                   | 21/22 Crop       | 22/23 Crop       | 23/24 Crop          |
|-----------------------------------|------------------|------------------|---------------------|
| <b>Processed sugarcane (tons)</b> | <b>4,837,799</b> | <b>5,173,873</b> | <b>6,013,547.01</b> |
| Own cane                          | 2,888,140        | 3,050,864        | 3,771,124.14        |
| Suppliers cane                    | 1,949,659        | 2,123,009        | 2,242,423.65        |
| <b>Sugar (tons)</b>               | <b>234,374</b>   | <b>283,314</b>   | <b>320,577.85</b>   |
| <b>Ethanol (m3)</b>               | <b>257,861</b>   | <b>233,251</b>   | <b>272,334,224</b>  |
| Anhydrous                         | 101,261          | 90,116           | 100,039             |
| Hydrated                          | 156,600          | 143,135          | 172,294             |
| <b>Exported energy (MWh)</b>      | <b>52,328.28</b> | <b>43,552</b>    | <b>68,620</b>       |
| <b>Produced Biomass (t)</b>       | <b>1,291,938</b> | <b>1,353,571</b> | <b>1,540,119</b>    |
| Biomass available for sale (t)    | 177,883          | 363,495          | 89,483              |
| <b>Yeast (kg)</b>                 | <b>-</b>         | <b>-</b>         | <b>2,860,200</b>    |
| <b>Alcohol gel and Sanitizers</b> | <b>147,877</b>   | <b>54,588</b>    | <b>24,371</b>       |
| <b>Soy (one thousand bags)</b>    | <b>101</b>       | <b>129</b>       | <b>121</b>          |

### Production record

Processed sugarcane (tons)



**Net revenue from our bioproducts (millions of R\$) [GRI 2-6]**

|                                   | 21/22 Crop       | 22/23 Crop       | 23/24 Crop       |
|-----------------------------------|------------------|------------------|------------------|
| <b>Total Net Revenue</b>          | <b>1,464,214</b> | <b>1,494,787</b> | <b>1,577,321</b> |
| <b>Sugar</b>                      | <b>638,856</b>   | <b>729,903</b>   | <b>881,378</b>   |
| Retail                            | 503,670          | 552,207          | 562,345          |
| Industry                          | 62,733           | 102,147          | 98,416           |
| Exportation                       | 72,543           | 75,549           | 220,617          |
| <b>Ethanol</b>                    | <b>783,227</b>   | <b>700,515</b>   | <b>619,182</b>   |
| Anhydrous                         | 341,670          | 290,465          | 241,729          |
| Hydrated                          | 441,557          | 410,050          | 377,453          |
| <b>CBios</b>                      | <b>9,692</b>     | <b>21,761</b>    | <b>30,949</b>    |
| <b>Biomass</b>                    | <b>7,640</b>     | <b>12,830</b>    | <b>17,124</b>    |
| <b>Exported Energy</b>            | <b>12,738</b>    | <b>6,098</b>     | <b>11,261</b>    |
| <b>Yeasts</b>                     | <b>-</b>         | <b>-</b>         | <b>2,287</b>     |
| <b>Alcohol gel and Sanitizers</b> | <b>5,516</b>     | <b>2,447</b>     | <b>1,313</b>     |
| <b>Soybean</b>                    | <b>-</b>         | <b>20,153</b>    | <b>11,275</b>    |
| <b>Others</b>                     | <b>6,545</b>     | <b>1,080</b>     | <b>4,839</b>     |

**Investments (CAPEX) (R\$ millions)**

|                                     | 21/22 Crop     | 22/23 Crop     | 23/24 Crop     |
|-------------------------------------|----------------|----------------|----------------|
| <b>Maintenance</b>                  | <b>230,361</b> | <b>378,713</b> | <b>340,198</b> |
| Crop formation – planting           | 47,676         | 135,811        | 105,401        |
| Crop treatments                     | 107,474        | 123,184        | 99,804         |
| Off-Season Maintenance              | 75,211         | 119,718        | 134,993        |
| <b>Operational Improvement</b>      | <b>89,998</b>  | <b>130,615</b> | <b>188,490</b> |
| Lands                               | 8,500          | 8,500          | -              |
| Equipment/Replacements              | 81,498         | 122,115        | 188,490        |
| <b>Modernization/Expansion</b>      | <b>93,264</b>  | <b>176,450</b> | <b>136,617</b> |
| Crop Formation – Planting Expansion | 77,787         | 66,660         | 95,918         |
| Projects                            | 15,476         | 109,790        | 40,669         |
| <b>Grand Total</b>                  | <b>413,623</b> | <b>685,778</b> | <b>665,305</b> |

**Generated and distributed economic value (R\$ millions) [GRI 201-1]**

|  | 21/22 Harvest    | 22/23 Harvest    | 23/24 Harvest    |
|--|------------------|------------------|------------------|
| <b>Revenues</b>  | <b>1,713,246</b> | <b>1,603,922</b> | <b>1,761,599</b> |
| Gross sales of goods and products                                  | 1,617,778        | 1,597,560        | 1,730,404        |
| Other income   | 95,468           | 6,361            | 31,195           |
| <b>Supplies Acquired from Third Parties</b>                        | <b>626,395</b>   | <b>568,961</b>   | <b>583,413</b>   |
| Cost of products and goods sold                                    | (367,070)        | (573,505)        | (565,599)        |
| Materials, energy, third-party services and other operating issues | (259,325)        | (94,497)         | (26,736)         |
| Loss (Recovery) of financial assets                                | -                | 99,537           | (3,071)          |
| Variation in the value of biological assets                        | -                | (496)            | 11,993           |
| <b>Gross Added Value</b>   | <b>1,086,851</b> | <b>1,034,961</b> | <b>1,178,186</b> |
| Depreciation and amortization                                      | (171,020)        | (222,809)        | (327,401)        |
| Harvested biological assets  | (82,710)         | (91,483)         | (119,164)        |
| <b>Net Added Value Produced by the Entity</b>                      | <b>833,121</b>   | <b>720,669</b>   | <b>731,621</b>   |
| <b>Added Value Received in Transfers</b>                           | <b>52,546</b>    | <b>218,197</b>   | <b>54,136</b>    |
| Equity income result   | -                | (253)            | (116)            |
| Financial income   | 14,246           | 205,380          | 27,903           |
| Others   | 38,300           | 13,071           | 26,350           |
| <b>TOTAL ADDED VALUE TO BE DISTRIBUTED</b>                         | <b>885,667</b>   | <b>938,866</b>   | <b>785,757</b>   |
| <b>DISTRIBUTION OF ADDED VALUE</b>                                 |                  |                  |                  |
| Payroll taxes and charges  | 310,649          | 260,464          | 275,428          |
| Taxes, fees, and contributions                                     | 268,957          | (606,539)        | 221,878          |
| Backers  | 121,244          | 715,085          | 495,186          |
| Retained earnings for the year                                     | 184,817          | 569,857          | (206,735)        |
| <b>DISTRIBUTED VALUE ADDED</b>                                     | <b>885,667</b>   | <b>938,866</b>   | <b>785,757</b>   |

**Monetary value of assistance received from the government (R\$ millions) [GRI 201-4]**

| Types of Assistance      | 21/22 Crop | 22/23 Crop | 23/24 Crop |
|--------------------------|------------|------------|------------|
| Benefits and tax credits | 98,600     | 84,044     | 60,950     |

To learn more, visit our [Financial Statements](#).



Sustainable Strategy

# Materiality [GRI 3-1]

In line with best practices, in 2021 we conducted a materiality assessment that covers the environmental, social, and governance impacts of our activities on the economy, the environment and people, including Human Rights, approved by the Company's Board of Directors and Executive Board.

This assessment serves as a tool to identify priority themes for **uisa**, certifying that they follow the ESG pillars, aligned with the perception of our internal and external stakeholders.

While priority issues may not change significantly in the short or medium term, our purpose is to consult with our stakeholders periodically to add their expectations to our strategies. As a result, a new process is underway to review and update the materiality matrix and the new guidelines will be adopted in our next report.



## Stages of materiality

The methodology for identifying themes followed four steps:

### 1. Identification

We started the process by mapping the organization's audiences and impacts. Documentary research (internal, sectoral, and benchmarking documents) identified a large number of topics. Of these, 14 short- and long-term ones were selected and explored during the interviews:

Environmental management and conservation; Relationship with stakeholders; Governance structure; Circular economy; Climate strategy; Social responsibility and development; People development; Responsibility and excellence in the production chain; Valuing our people; Operational capacity; Ethics, transparency, and integrity; Market practices in the face of global challenges; Applied innovation; Financial balance.

### 2. Prioritization

At this stage, the material topics were submitted to the perception of the stakeholders to establish priorities for the company. Interviews were conducted with senior management, experts and community members and an engagement panel was held with the Company's managers. In parallel, a survey was conducted online and in-person with 859 participants,

including experts, customers, employees, government agencies, business partners, service providers, suppliers, NGOs, financial institutions, and unions.

### 3. Analysis

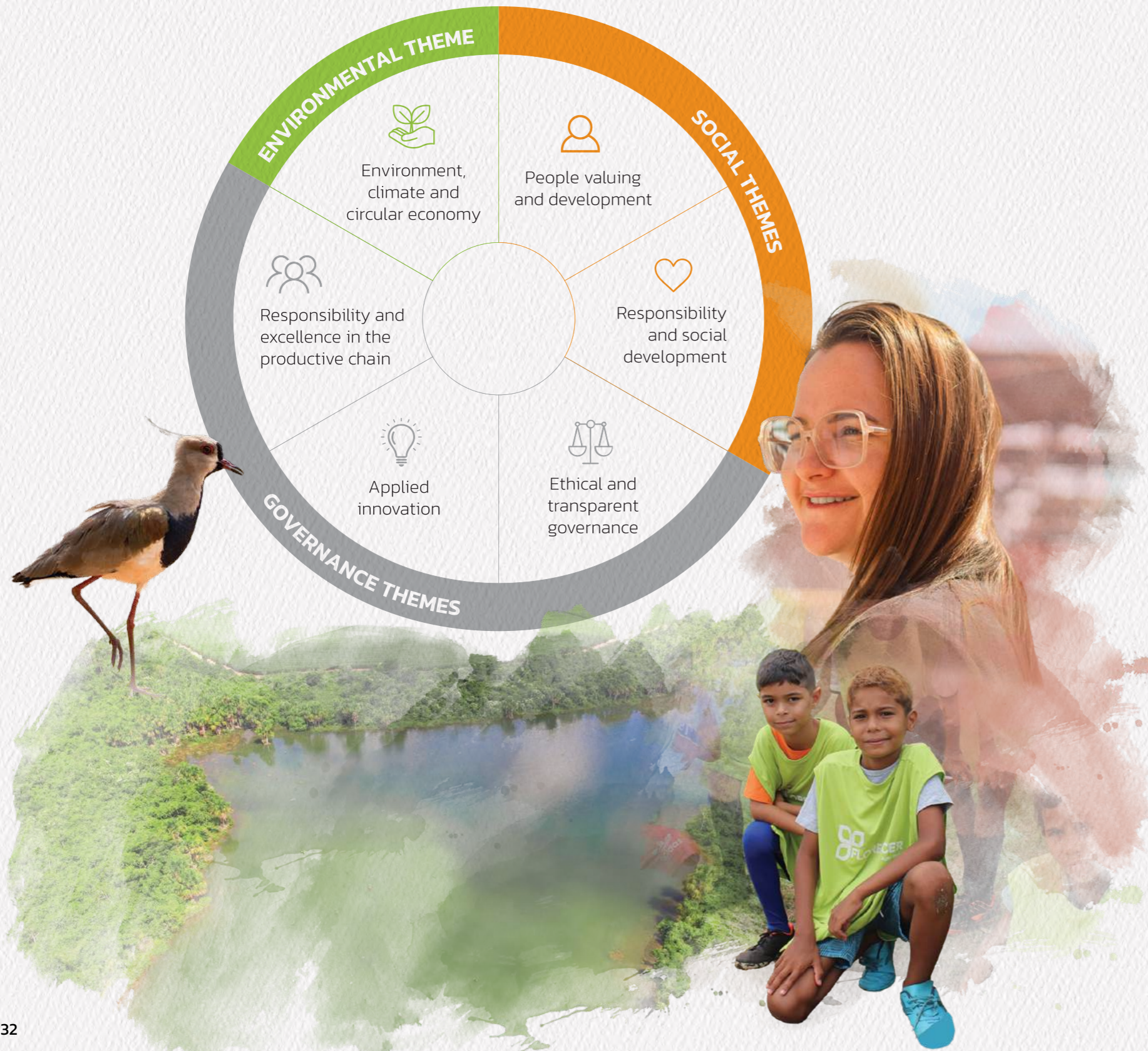
The results of the topics selected in the interviews and surveys with the internal and external stakeholders were analyzed. Based on its compaction, the themes were grouped based on similar or complementary concepts and impacts, and the Company's materiality matrix was prepared. Six material themes were identified: Environment, climate and circular economy; People Valuing and development; Responsibility and social development; Ethical and transparent governance; Applied innovation; Responsibility and excellence in the production chain.

### 4. Validation

Finally, the materiality matrix was validated by **uisa's** Board of Directors and leaders and the risks and opportunities were presented.



**Material themes** [GRI 3-2]



 **Environment, climate, and circular economy**

**Scope:**

Soil and water resources management; fight against deforestation and recover of degraded areas; conservation of fauna and flora; waste and noise management; optimization of the use of natural resources; product life cycle analysis; management and monitoring of sources of pollutant emissions; reduction of the carbon footprint of the operational process – issuance of carbon offset credits (CBIOS) and Sustainable Bonds; Use of renewable energy/ cogeneration, clean energy cogeneration.

**Related GRI:**

GRI 3-3, 201-2, 302-1, 303-1, 302-2, 303-2, 303-3, 303-4, 303-5, 304-2, 304-3, 305-1, 305-2, 305-3, 305-4, 305-5, 305-7, 306-1, 306-2, 306-3, 306-4, 306-5

**ESG axis:**

Climate Change, Natural Capital, Circular Economy, and Regenerative Agriculture.

**Impacts | Challenges:**

Major impact of the activity on the environment; potential to lead positive impacts in the sector; possibility of using technology and continuous improvement to reduce the ecological footprint.



 **People valuing and development**

**Scope:**

Attraction, retention, and personal and professional development; internal valuation (performance evaluations); training and engagement; empowerment of minorities and appreciation of diversity; employees' health, employees' well-being, and safety; compensation and benefits, respect for labor legislation and union relations.

**Related GRI:**

GRI 3-3, 2-7, 2-8, 2-20, 2-30, 401-1, 401-2, 402-1, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, 404-1, 404-2, 404-3, 405-1, 407-1, 408-1, 409-1

**ESG axis:**

Our People, Well-being.

**Impacts | Challenges:**

Working conditions, diversity and inclusion; positive impact on the community and workers' lives (attraction and retention).





 **Responsibility and social development**

**Scope:**

Job creation and community development; reduction of social inequalities and full access to citizenship; respect for human rights, indigenous peoples' rights, and repudiation of discrimination; formal and technical education; volunteer programs and donations.

**Related GRI:**

GRI 3-3, 202-1, 202-2, 203-2, 204-1, 406-1, 411-1, 413-1


**ESG Axis:**

Our Atmosphere.

**Impacts | Challenges:**

Develop and retain local talent, bringing economic development to the region and empowering the local community; reduce economic and gender inequality; structure social and volunteer programs.



 **Ethical and transparent governance**

**Scope:**

Governance and compliance structure (Board of Directors and Advisory Committees, policies, controls, audits), transparency in internal and external information; risk management; management of socio-environmental risks in the value chain.

**Related GRI:**

GRI 3-3, 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18, 2-19, 2-21, 2-25, 2-26, 2-27, 2-28, 201-1, 201-2, 201-4, 205-1, 205-2, 205-3, 206-1, 415-1

**ESG Axis:**

Governance.

**Impacts | Challenges:**

Continuous improvement in the current governance structure; communication and transparency of information; risk analysis and, mainly, socio-environmental risks.



 **Applied innovation**

**Scope:**

Digital transformation: connectivity, asset management, KPI management; investment in technology to increase efficiency and integrate operations; agro-industrial modernization and precision agriculture; sustainable products and solutions; 4G and Internet of Things (IoT) in bioenergy production; partnerships with startups and research institutes; entrepreneurship.

**Related GRI:**

GRI 3-3

Own indicators: investment in technology; partnerships and projects with startups.

**ESG Axis:**

Climate Change, Natural Capital, Circular Economy, Regenerative Agriculture, Our People, Our Atmosphere, Well-being, Governance.

**Impacts | Challenges:**

Implement digital tools and processes in management and operations; use applied innovation and technology as a way to address sustainability challenges; foster entrepreneurship.



 **Responsibility and excellence in the production chain**

**Scope:**

Responsible management of processes and products; operational excellence; quality control and product safety; reliability; dissemination of best practices in the supply chain; development, qualification, and management of suppliers; socio-environmental assessment of suppliers.

**Related GRI:**

GRI 3-3, 2-6, 308-1, 308-2, 408-1, 409-1, 414-1

**ESG Axis:**

Climate Change, Natural Capital, Our Atmosphere, Governance.

**Impacts | Challenges:**

Development and qualification of suppliers in socio-environmental aspects; continuous improvement of processes to ensure excellence and productivity.



# uisa's ESG agenda

Based on the defined Materiality, **uisa** developed its ESG Pillars, distributed across 8 axes, which define the Company's sustainability strategy and the commitments assumed.

|   | Axes                            | Commitments   | ODS   |
|---|---------------------------------|---|---|
| E | <b>Climate Change</b>           | Reach Net Zero until 2035<br>Ensure sugarcane fleet supply with biomethane until 2028   |      |
| E | <b>Natural Capital</b>          | Reduce water collection by 12% until 2025   |      |
| E | <b>Circular Economy</b>         | Ensure recycling of 100% of packages that the company places in the market  |     |
| E | <b>Regenerative Agriculture</b> | Expand sustainability certification for 100% of suppliers of sugarcane until 2025   |      |
| S | <b>Our People</b>               | Increase the female presence to 30% in our operations until 2030<br>Reach excellence level of organizational climate until 2026                 |      |
| S | <b>Our Environment</b>          | Invest R\$1 million/year to strengthen social action in the community<br>Ensure that 100% of operations have no conflict with indigenous people |     |
| S | <b>Well-Being</b>               | Ensure that 100% of operations are certified with international safety and occupational health standard until 2028                              |    |
| G | <b>Governance</b>               | Ensure that 100% of actions in the value chain are based on transparency and ethical principles   |     |

**Progress on ESG commitments (targets)**

| ESG Axes                 | Material Themes                                       | Baseline                                | Goals   | Actions (Year 2023)  |
|--------------------------|---|---|---|--|
| Climate Change           | Environment, climate, and circular economy            | Fiscal year 2022: Project Baseline 48%  | Achieve Net Zero by 2035.   | The company reduced its emissions by 48% compared to the previous harvest 2022/23. The results of the GHG inventory were filed with the State Secretariat for the Environment (SEMA), in accordance with the Carbon Neutral Program of the state of Mato Grosso. Furthermore, the Net Zero target was subjected to the criteria of the Science Based Targets Initiative (SBTI).  |
|                          |   | Fiscal year 2022: Project Baseline 24%  | Ensure the sugarcane fleet fueling with biomethane until 2028.                          | The company completed the earthworks, drainage, and foundations for the installation of the biogas plant equipment (uisa Geo Biogás).  |
| Natural Capital          | Environment, climate, and circular economy            | Fiscal year 2022: Project Baseline 100% | Reduce industrial water collection by 12% by 2025.                                      | In 2023, the company achieved a 12.5% reduction in water collection in the industrial process, exceeding the deadline of the public commitment for 2025. As the main action, we highlight ETALG, which is in the implementation phase and will provide circularity of the water used to wash boiler gases, with an operating capacity of 1,900 m <sup>3</sup> /h.  |
| Circular Economy         | Environment, climate, and circular economy            | Fiscal year 2022: Project Baseline 100% | Ensure the recycling of 100% of the packaging the Company places on the market by 2025. | Through the partnership with the company Eureciclo, the company achieved its commitment to recycle 100% of the packaging placed on the market in 2023. Among the main actions, we highlight the reverse logistics of 100% of the big bags sold to industrial customers. Additionally, 12 Brazilian states were served, resulting in the recycling of 217,308 tons of plastic packaging, collected by recycling cooperatives. |
| Regenerative Agriculture | Environment, climate, and circular economy            | Fiscal year 2022: Project Baseline 52%  | Expand sustainability certification to 100% of sugar cane suppliers by 2025             | Through the Program <i>Nossa Cana</i> , the company has promoted sustainability among its sugarcane suppliers, aligning itself with <b>uisa's</b> operational model. Among the main actions, we highlight the training of suppliers to improve their environmental energy efficiency rating and the development of a sustainability policy that meets Bonsucro standards.  |
|                          | Responsibility and excellence in the production chain |   |   |  |

| ESG Axes       | Material Themes                                       | Baseline                                 | Goals   | Actions (Year 2023)  |
|----------------|---|--|---|--|
| Our People     | People valuing and development                        | Fiscal year 2022: Project Baseline 14,7% | Increase the female presence in our companies to 30% operations until 2030.                                     | In 2023, the company increased the female presence in its operations by 1.2%. Currently, the percentage of women among the 3,081 employees is of 14.7%. Among the actions implemented, the creation of the Women's Committee and the formation of an Affirmative Talent Bank for Women on our vacancies website stand out.   |
|                |   | Fiscal year 2022: Project Baseline 2%    | Achieve an organizational climate of excellence by 2026.  | Carrying out a survey to identify strengths and opportunities for improvement within the company.  |
| Our Atmosphere | Social responsibility and development                 | Fiscal year 2022: Project Baseline 100%  | Invest R\$1 million/year to strengthen social actions within the community.                                     | In 2023, more than R\$1 million was donated to <i>Florescer Ação Social</i> , benefiting more than 700 people, including children, young people, and adults, in the municipalities of Nova Olímpia and Denise, in the state of Mato Grosso. The resources were directed to education, sport, culture, and income generation. |
|                |   | Fiscal year 2022: Project Baseline 100%  | Ensure 100% of operations with no conflicts with indigenous peoples.  | Implementation of the Traditional Peoples Appreciation Program, with emphasis on monitoring through audits of sugarcane suppliers, aiming to identify and prevent potential conflicts with indigenous peoples.   |
| Well-Being     | Responsibility and excellence in the production chain | Fiscal year 2022: Project Baseline 25%   | Ensure that 100% of operations are certified to international occupational health and safety standards by 2028. | Completion of the diagnosis for the implementation of ISO 45001 requirements. The identified improvement actions are being integrated into the company's management, processes and operations.   |
| Governance     | People valuing and development Governance             | Fiscal year 2022: Project Baseline 85%   | Ensure that 100% of actions in the value chain are guided by transparency and ethical principles.               | Implementation of new integrity mechanisms and mapping of operational risks in all areas of the company. Furthermore, the Internal Risks and Controls Committee was created, which is in charge of guiding the Executive Board.  |

## Adherence to initiatives



### UN Global Compact

By becoming a signatory to the Global Compact, **uisa** reiterates its position of incorporating ESG practices into business strategies. **uisa**'s engagement involves adopting the 10 Principles related to Human Rights, Labor, Environment and Anti-Corruption and aligning its actions with the Sustainable Development Goals – SDGs.



### Friend of Children Company

**uisa** has been a “Friend of Children” company since 2001. Granted by the Abrinq Foundation, the title recognizes companies that work to prevent and fight exploitation of child labor, and that develop corporate social responsibility actions focused on childhood and adolescence. The Program Friend of Children was created in 1995.



### Neutral Carbon Program – MT

**uisa** joined the Carbon Neutral Program as a “promisee” entity. The Company has made a voluntary commitment to achieve carbon neutrality by 2035, with an intermediate target of reducing emissions by 80% by 2030.



### Business Pact for Integrity and Against Corruption – Instituto Ethos

The label, an initiative by the Ethos Institute, aims to promote a more honest and ethical market. The principles of the Compact are based on the Charter of Principles of Social Responsibility, the UN Convention against Corruption, the 10th principle of the Global Compact, and the OECD guidelines.



### Drainage Basin of River Sepotuba Committee

**uisa** participates as a full member, representing the water user sector since 2010, when the Committee was created. The committee acts as a debate forum and regulatory agency for the use of water resources in the Sepotuba River Drainage Basin. It is part of the Brazilian Water Resources Management System.



### Friend of Pantanal Biosphere Reserve Initiative Label

**uisa** is recognized as a company that develops actions for the sustainable use of the Pantanal biome. The label is granted by the State Secretariat for the Environment (SEMA-MT).



## Engagement with Stakeholders [GRI 2-29]

**uisa** is engaged with its stakeholders in a continuous process, through different communication channels, either targeted or institutional, showing actions, strategies, Company policies and receiving significant feedback.

Active listening allows the analysis of our performance and positioning with each of these audiences, taking a proactive stance in eliminating or mitigating impacts. Engagement actions aim to defend the interests of these groups, adapt the Company's strategies, and strengthen ties with those involved, promoting a more effective flow of information.



### Communities

#### Why do we engage?

To build a relationship based on dialogue and transparency. Ongoing engagement allows us to address and monitor the risks and social impacts that may arise as a result of the interaction between our business, society, and the environment. Strengthening the relationship enables us to find opportunities for regional development, such as initiatives that promote knowledge, education, health, and income generation, meeting the expectations of the community.

**Channels:** Interaction of Company professionals who relate with the community, such as the Traditional Peoples Valorization Program and *Florescer Ação Social*; local partnerships and social-environmental impact actions; dialogue with local public authorities; social media; institutional website; Whistleblowing Channel.



### Suppliers

#### Why do we engage?

To ensure the quality of our products, materials, services, and raw materials; align our suppliers with **uisa's** strategies and policies on compliance, environment and human rights; base the relationship on transparency and ethics.

**Channels:** Supplier Relationship Portal; institutional website; social media; Whistleblowing Channel; specifically for sugarcane suppliers, we develop guidance programs on sustainable practices and sharing of technical information.



### Employees

#### Why do we engage?

To align employees' actions with the Company's strategies, policies, and initiatives, increasing their commitment; promote a positive and healthy work environment; raise awareness about the development of activities with safety, respect for the environment and people; and strengthen the relationship between **uisa's** leadership with their teams.

**Channels:** Regular internal communication campaigns; periodic performance reviews; collective actions for employees; media tools such as e-mail marketing (sent to approximately 600 people), social media, intranet, **uisa News** (weekly spot to disseminate the Company's main information) – sent via WhatsApp; Whistleblower Channel; collective bargaining with unions; training and development programs.



### Investors

#### Why do we engage?

To reinforce our commitment to the Company's financial performance and to generate value for shareholders; Strengthen our relationship with investors to enable a greater understanding of our activities, actions, initiatives and investment plans, also promoting greater engagement.

**Channels:** Investor Relations (IR) website; publication of quarterly and annual reports, communications and relevant facts; email and telephone support.



### Clients (B2B)

#### Why do we engage?

To create long-term relationships, with trust and credibility.

**Channels:** Customer Service Center – SAC (via telephone and email); institutional and product websites; social media; direct contact with sales representatives; visits, and meetings.

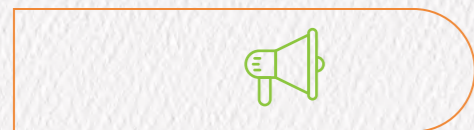


### Consumers

#### Why do we engage?

To share institutional information about the Company and our products, aiming at establishing a dialogue of trust and credibility of the company, strengthening the brand's reputational indexes.

**Channels:** Advertising campaigns; institutional and product websites; Customer Service Center (via telephone and email); listening at points of sale through actions and contact with sales representatives and sales promoters; QR-code on packaging, which allows for precise information on the traceability of our products.



### Public regulatory bodies

#### Why do we engage?

To comply with Brazilian legislation; establish an ethical and transparent relationship.

**Channels:** Meetings; licensing platforms; institutional website; social media.



### Academia, experts, non-governmental organizations (NGOs)

#### Why do we engage?

To support socio-environmental initiatives; establish channels for dialogue and collaboration with society, promoting transparency and the exchange of information with different stakeholders.

**Channels:** Meetings, events, and joint projects; institutional website; social networks.



### Press (Media)

#### Why do we engage?

To establish a transparent communication channel with society and build a solid institutional image.

**Channels:** Relationship with media outlets; responding to requests for interviews with executives; sending of releases; Company websites; social media.



### Main Institutional Channels

[www.uisa.com.br](http://www.uisa.com.br)

[www.facebook.com/uisabiorrefinaria](https://www.facebook.com/uisabiorrefinaria)

[www.instagram.com/uisabiorrefinaria](https://www.instagram.com/uisabiorrefinaria)

[www.linkedin.com/company/uisa](https://www.linkedin.com/company/uisa)

[www.tiktok.com/@uisabiorrefinaria](https://www.tiktok.com/@uisabiorrefinaria)

Contact Us: [www.uisa.com.br/contato](http://www.uisa.com.br/contato)

Investor Relations: [ri.uisa.com.br](http://ri.uisa.com.br)

Customer Service (SAC): 0800 704 4006 – [sac@uisa.com.br](mailto:sac@uisa.com.br)

Supplier Relationship Website: [www.uisa.com.br/fornecedores](http://www.uisa.com.br/fornecedores)

Privacy Website: [privacidade.uisa.com.br](http://privacidade.uisa.com.br)

Whistleblowing Channel: [www.canalconfidencial.com.br/uisa](http://www.canalconfidencial.com.br/uisa) – 0800 882 1111

Press Office: [comunicacao@uisa.com.br](mailto:comunicacao@uisa.com.br)

Work With Us: [uisa.vagas.solides.com.br/](http://uisa.vagas.solides.com.br/)

## Certifications

The implementation of productive processes that guarantee the quality of products, respect for the environment, people and its transparent stance were responsible for obtaining important certifications over time, periodically audited and renewed. These are food safety certificates; product and process compliance; responsible action in the environment area; compliance with the labor legislation and efficiency in the sustainable production of raw materials; production processes that adhere to specific religious principles; regenerative agriculture; production of ethanol and renewable energy; decarbonization.



### Halal, since 2023

It certifies that Itamarati Sugar is produced in accordance with legal requirements and criteria of Islamic jurisprudence (Shariah), being of reliable origin and suitable for the Muslim consumer market.



### I-REC Standard, since 2022

It certifies that the electrical energy produced comes from renewable sources, indicating the commitment to reducing greenhouse gases and the impact generated by energy consumption.



### Regenagri, since 2022

uisa was the first company in the sector in Brazil to receive certification. It confirms that the Company's sugarcane production comes from regenerative agriculture.



### LCFS-CARB, since 2021

The program Low Carbon Fuel Standard, of the California Air Resources Board certifies that our ethanol production chain remains aligned with the Low Carbon Fuel Standard.



### RenovaBio, since 2020

It represents compliance with the National Biofuels Policy, the objective of which is to expand the production of biofuels in Brazil, aiming to reduce CO<sub>2</sub> emissions in the country's energy matrix. The certification attests to the Company's environmental efficiency.



### Bonsucro, since 2018

Ensures compliance with legal, labor, environmental, and efficiency criteria in the sustainable production of sugarcane and its byproducts. It is the most widely used model to prove the production quality and origin of the product throughout its process.



### Food Safety Management System, since 2012

FSSC 22000 represents a new approach across the supply chain, ensuring that products and foods placed on the market are safe for the consumer.



### Environmental Management System, since 2006

uisa was the first company in the sector in Mato Grosso to obtain certification. It certifies compliance with the principles of environmental policy and that the Environmental Management System (EMS) has been effectively implemented.



### Kosher, since 2001

It proves that we produce Itamarati sugar in accordance with the Jewish principles. Products with this certification are commonly associated with a high standard of quality.



### Quality Management System, since 2000

The standard certifies the company's Quality Management System. It has tools that ensure the supply of its products within the same quality standards, establishing a relationship of trust with its clients and consumers.



Environment





# Ecoefficiency [GRI 3-3]



Decarbonization, biodiversity, sustainable use of natural resources and circular economy are part of **uisa**'s business and are among the priority themes of our sustainability strategy. For our Company, while these are fundamental and urgent issues for the planet to which we have an unwavering commitment, they also represent great investment opportunities.

We make the most of our potential as a biorefinery. Our raw material, sugarcane, is renewable and allows us to generate bioproducts that can be sold and used internally for various applications, including biofertilizers for soil regeneration. Technology and research employed by the sector also show that sugarcane has a universe to be explored in terms of new products and new uses, representing the future of agriculture and bioenergy in Brazil.

We have been prospecting new businesses with a focus on sustainability, such as the production of corn ethanol, also a clean energy source, which will maximize production, generating a source of animal nutrition from protein fibers, known as DDG, as well as oxidizing and nourishing oil.

"Environment, Climate, and Circular Economy" is one of the main themes in our materiality matrix, having a comprehensive nature, involving issues such as soil management, conservation of fauna and flora, waste management, optimization of the use of natural resources, management and monitoring of greenhouse gas emissions, decarbonization, generation of clean and renewable energy.

Governed by the Strategic Sustainability Plan (PES), these aspects have a specific action plan, connected to the Sustainable

Development Goals. The PES is a document that establishes the Plans for Biodiversity Conservation, Climate Change, Regenerative Agriculture, Water Management, and Circular Economy. **uisa**'s Executive Board promotes conditions for its development and the Plan's actions are advised and monitored by the Sustainability Committee.

It is important to highlight the essential role of our Environmental Aspects Survey (LAA) in identifying aspects, assessing environmental impacts, and

defining control and monitoring actions. Using our own methodology and complying with NBR ISO 14001, we map and monitor 2,540 environmental aspects in all of the Company's operations. Of these, we detected 21 aspects that are beneficial to the environment, with action plans involving, among others, consumer guidance on environmentally correct disposal of packaging, reverse logistics, use of waste as biofertilizers, soil cover, and regenerative agriculture practices.

## Climate change

[Climate changes]

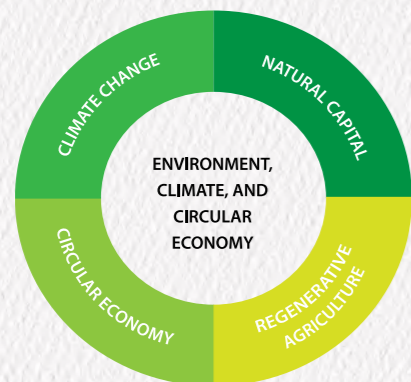
**uisa works with a focus on a low-carbon economy, with climate resilience.**

We are all feeling the effects of climate change: droughts, severe storms, floods, rising sea levels, cyclones, among many others. And as the concentration of greenhouse gases increases, so does global temperature.

Decarbonization and carbon neutralization initiatives are therefore urgent. **uisa**, due to the nature of its business, has a strategic role in this scenario. As

regulatory policies emerge to encourage corporations to use biofuels and sustainable production, new opportunities open up for our Company, as well as new challenges in investments and innovation. This is the case of the decarbonization credits market, such as RenovaBio, with credits from ethanol production and investments in reforestation.

In addition, we began to measure carbon capture in the soil of sugarcane crops, through an artificial intelligence platform, which uses LIBS technology - Laser Induced Breakdown Spectroscopy. Carbon sequestration in the soil is possible through photosynthesis carried out by the plant, through the incorporation of organic matter and biological nitrogen fixation. The objective of this





work is to quantify and monetize the carbon stored in the soil, reducing our carbon footprint while helping other companies seeking decarbonization through the voluntary carbon market.

In the harvest, **uisa** also invested R\$9.3 million in studies and data collection for the future implementation of BECCS, a project that aims to capture carbon from the ethanol production process. Instead of going back to the atmosphere, CO<sub>2</sub> resulting from the process will be captured and injected underground. The result will be the production of ethanol with negative carbon emissions.

In addition to ethanol, **uisa** has been building new fronts for biofuel production for energy transition. The construction of **uisa Geo Biogas** is underway. This is a joint venture between **uisa** and Geo Bio Gas&Carbon, in which our Company holds a 49% stake. The new company will produce biogas and biomethane from residual organic material (vinasse and sugarcane filter cake), and will make a decisive contribution to one of our sustainability strategy goals: ensuring the supply of the sugarcane fleet with biomethane by 2028.

**R\$ 9.3 million**  
investment in preliminary  
studies of BECCS

**Goal: achieve Net Zero by 2035**



**Emissions** [GRI 305-1; 305-2; 305-3]

The management of greenhouse gas emissions, for scopes 1, 2 and 3, has as a parameter the base year of 2022, our reference for monitoring and comparability of our emissions.

Our Emissions Inventory, prepared by the Sustainability department, undergoes external checking and is carried out annually, using tools from the Brazilian GHG Protocol Program. In addition, GHG Protocol Agriculture Guidance tools are used to calculate the cultivation and fertilization system for sugarcane crops; and, for emissions from the industrial process

of producing anhydrous and hydrated ethanol, it uses stoichiometric calculations based on reference data provided by the National Bioenergy Union (UDOP).

Of the gases regulated by the United Nations Framework Convention on Climate Change (UNFCCC), the following are present in **uisa**'s operations: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HFC. The main GHGs reported in emissions from the three scopes were CO<sub>2</sub> (48%) and N<sub>2</sub>O (47%).

In the Emissions Inventory, carried out by an independent third party, the report on greenhouse gas emissions and removals was based on the organizational and operational control limit, that is, the Company and all companies over which it has corporate, financial, and operational control.

**Gold Standard**

**uisa**'s Greenhouse Gas Inventory received the Gold Label, the highest recognition from the Brazilian GHG Protocol Program, granted to companies that meet all transparency criteria in the document, complete and audited. The Program is a global reference and the main tool used in Brazil to evaluate the management of inventoried data. It develops calculation tools for estimating emissions in Brazil, providing international quality instruments and standards for accounting and publishing inventories.



**Our GHG Inventory received the Gold Label**



**Direct emissions of greenhouse gases (Scope 1)<sup>1</sup>, in ton of CO<sub>2</sub> equivalent – tCO<sub>2</sub>e [GRI 305-1]**

|                            | 2022       | 2023        |
|----------------------------|------------|-------------|
| Direct emissions (Scope 1) | 283,553.06 | 141,381.075 |

1. Mobile combustion, stationary combustion, agricultural activities, industrial processes, fugitives, effluents, and land use change controlled by **uisa**. Gases present in Scope 1: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HFC. In the 2023 Inventory, 61.60% of scope 1 emissions refer to agricultural activities.

**Biogenic emissions (Scope 1)<sup>2</sup>, in tons of CO<sub>2</sub> equivalent – tCO<sub>2</sub>e [GRI 305-1]**

|                              | 2022         | 2023         |
|------------------------------|--------------|--------------|
| Biogenic emissions (Scope 1) | 1,271,065.49 | 1,526,663.82 |

2. Biogenic emissions are emissions of CO<sub>2</sub> from renewable energy sources. In this case, the consumption of ethanol and characteristics of our production process, such as burning bagasse to generate renewable energy and the alcoholic fermentation stage.

**Indirect emissions of greenhouse gases (Scope 2)<sup>3</sup>, in ton of CO<sub>2</sub> equivalent – tCO<sub>2</sub>e [GRI 305-2]**

|                              | 2022   | 2023 |
|------------------------------|--------|------|
| Indirect emissions (Scope 2) | 248.03 | 0    |

3. Acquisition and consumption of electric power used in the company's operations, coming from the National Interconnected System (SIN). These emissions were calculated using the Brazilian energy emission factor, provided by the Ministry of Science, Technology, and Innovation (MCTI) for GHG inventories. Gas present in scope 2: CO<sub>2</sub>.

**Other indirect emissions of greenhouse gases (Scope 3)<sup>4</sup>, in ton of CO<sub>2</sub> equivalent – tCO<sub>2</sub>e [GRI 305-3]**

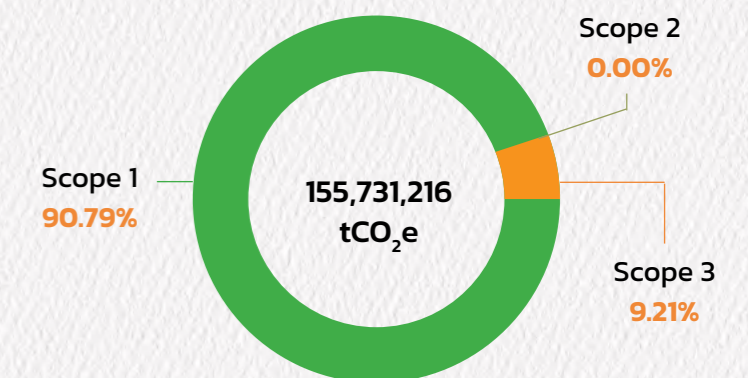
|                                    | 2022      | 2023      |
|------------------------------------|-----------|-----------|
| Other indirect emissions (Scope 3) | 15,979.44 | 14,350.14 |

4. Indirect emissions, a consequence of the Company's activities, which occur in sources that do not belong to or are not controlled by **uisa**. The GHG Inventory considered emissions from transportation and distribution (upstream), originating from transportation operations carried out by sugarcane suppliers; waste generated in the operation; business trips, and home-work emissions. Gases considered in Scope 3: CO<sub>2</sub>, CH<sub>4</sub> and HFCs.

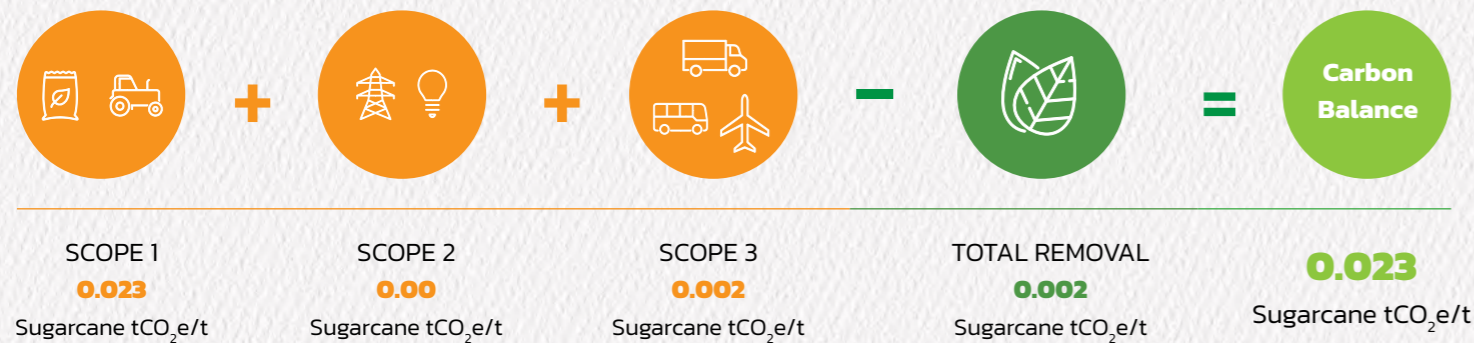
**Biogenic emissions (Scope 3), in ton of CO<sub>2</sub> equivalent – tCO<sub>2</sub>e [GRI 305-3]**

|                              | 2022     | 2023     |
|------------------------------|----------|----------|
| Biogenic emissions (Scope 3) | 1,607.45 | 1,709.86 |

**Composition of GHG emissions for each scope**



### Carbon Balance <sup>1</sup>



1. Carbon balance represents the ratio between emissions/removals and crop productivity described in terms of sugarcane crushing.

### Greenhouse Gas (GHG) Emissions Intensity, in tonnes of CO<sub>2</sub> equivalent – tCO<sub>2</sub>e [GRI 305-4]

|               | 2022  | 2023  |
|---------------|-------|-------|
| GHG intensity | 0.054 | 0.023 |

2. The metric unit used to calculate the intensity of GHG emissions is the total sugarcane crushing in the harvest. The index is the sum of scopes 1 and 2 of the year inventoried in tons of tCO<sub>2</sub>e, divided by the total sugarcane crushing in the same year. CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HFC gases were considered.



### Emission Reduction [GRI 305-5]

uisa's Greenhouse Gas (GHG) Emissions Inventory showed that we made progress towards our emissions reduction target last year. We have progressively invested in replacing limestone in agricultural activity with calcium oxide. This action, combined with the use of bioinputs in 100% of sugarcane planting, resulted in a 50.14% reduction in scope 1 compared to 2022.

All scopes showed reduction, but the most impactful, due to its weight in emissions, is scope 1, which represents 90.79% of the Company's total emissions. This is explained by our business activities, with a focus on agro-industrial

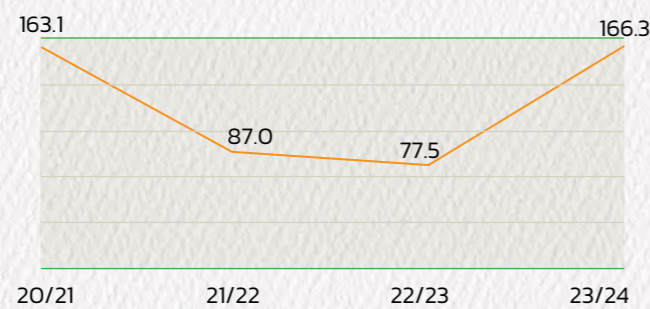
production. Year 2022 is the base year adopted for the assessments of our work related to emissions, due to the criteria used in the preparation of the document.

The GHG inventory allows decision-making regarding the Company's emission reduction targets by detailing greenhouse gas information. These data are essential for the balance and analysis of projects aimed at the regulated and voluntary carbon market. The main gases in uisa's emissions, in the three scopes, were CO<sub>2</sub> (54.6%) and N<sub>2</sub>O (38.1%).

### Emissions in our boilers [GRI 305-7]

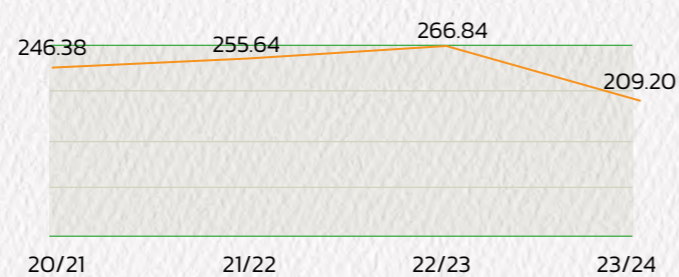
The industry's six boilers, used to generate steam and produce electrical power, have their atmospheric emissions analyzed periodically, taking current environmental legislation into account. To eliminate emissions of particulate matter and nitrogen oxides, boiler gas washing is used, carried out with a gas scrubber, a piece of equipment that filters and neutralizes the polluting gases emitted.

### Particulate material (PM) average<sup>1</sup>



1. Maximum limit: 430 MP.

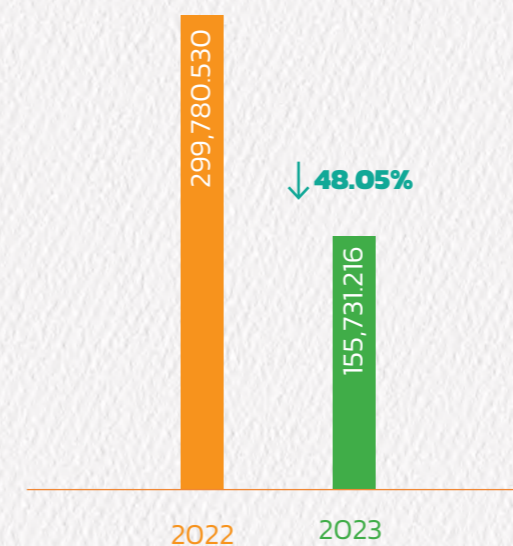
### Average of nitrogen oxides (NOx)<sup>2</sup>



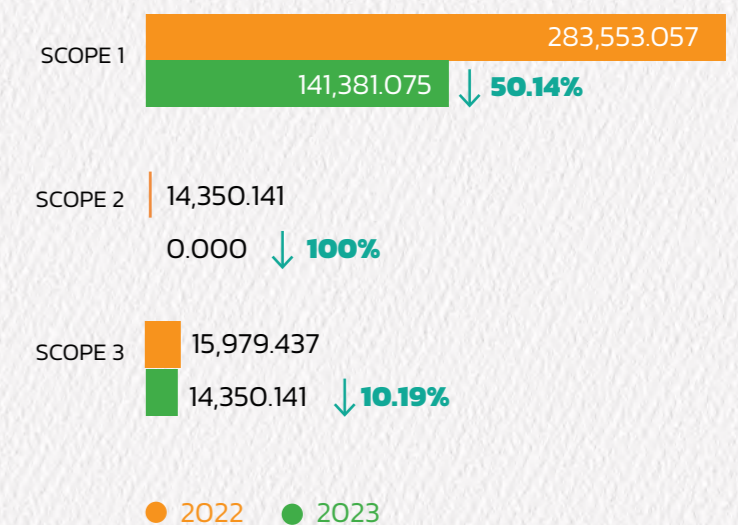
2. Maximum limit: 350 NOx.

Sampling was carried out using the methods of the Environmental Protection Agency of the State of São Paulo - CETESB, equivalent to those standardized by the Brazilian Association of Technical Standards (ABNT), and the United States Environmental Protection Agency (US EPA).

### Reduction of total GHG emissions in tCO<sub>2</sub>e



### Comparison of GHG emissions in tCO<sub>2</sub>e



## Climate – threats and opportunities

[GRI 201-2]



We monitor climate risks and the impacts they can have on our business. We monitor and analyze systematically, following the guidelines of the Task Force on Climate-related Financial Disclosures (TCFD)<sup>1</sup>. Climate risks make up the Company's Risk Matrix and are carefully monitored.

### Risks

One of the main climate-related risks is changes in rainfall patterns. For the production of sugar, biofuels, and bioenergy we depend on favorable climate conditions, which maintain sufficient water levels for the development of our raw material in the field. The increase in dry periods can result in a reduction in the sucrose content in sugarcane, which means lower productivity, directly impacting the production of ethanol and sugar.

As measures to manage this physical risk, we work with agricultural management, analyzing which varieties are most suitable according to projected climate conditions. Another management front is investment irrigation. In 2023, **uisa** invested R\$6.2 million and intends to gradually increase the area covered by the system.

Besides mitigating the crop water deficit, irrigation presents additional benefits such as more productive sugarcane fields in critical periods of the crop in the Central-West region, such as the months of August and September.

### Opportunities

As opportunities, we highlight those of a regulatory nature, such as the National Biofuel Policy – RenovaBio, which establishes targets for the acquisition of decarbonization credits (CBios) by fuel distributors to offset the sale of fossil products and stimulate the national production of biofuels.

The policy involves a certification process in which biorefineries can be certified after proving the sustainability of the biofuel production process and obtaining the energy efficiency rating (NEEA). This rating is converted to CBios. Each 1 CBio corresponds to 1 ton of CO<sub>2</sub> not emitted into the atmosphere and the credits can be sold on the Stock Exchange (B3). In 2023, the total commercialization value of CBios by **uisa** was R\$30.9 million, representing the Company's third largest revenue, second only to sugar and ethanol.

In addition to the credits generated in the sustainable production of ethanol, **uisa** has other certifications that can generate decarbonization credits, such as I-REC, a global certification system that attests to the contribution to the production of renewable electrical power, and LCFS-CARB – Low Carbon Fuel Standard, which generates credits for companies that produce biofuels with low carbon emissions.

<sup>1</sup> TCFD was interrupted and the guidelines monitoring will be done by the IFRSS2



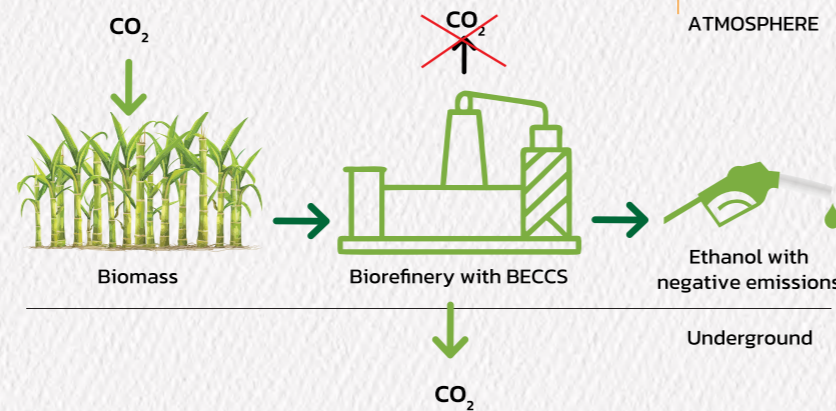
**BECCS: Underground Carbon Capture**

In 2023, **uisa** started geological study and data collection for the implementation of BECCS technology – Bioenergy with Carbon Capture and Storage, which consists of the permanent storage of carbon in the underground, which would otherwise be released into the atmosphere.

In our case, this carbon comes from ethanol production. The fermentation process for making ethanol generates CO<sub>2</sub>, which is the same as that the sugarcane captured in the field through photosynthesis. By returning carbon to the atmosphere, we cancel out the capture process in the field. These are biogenic emissions, natural from the crop itself and which do not penalize the Company.

With BECCS, it will be possible to capture this CO<sub>2</sub> and store it permanently in the underground, resulting in negative emissions.

A total of R\$9.3 million were invested in studies and data collection in 2023.



**We have started studies for the implementation of BECCS**

**Energy**

We are self-sufficient in the generation and consumption of electrical power, having been producing it since 1993. We export the surplus to the concessionaire networks, within the National Integrated System (SIN).

Below you can check total energy consumption, within and out of the organization, in the 2023/24 harvest.

**We are self-sufficient in electric power generation.**

**Energy consumption within the organization, in gigajoules (GJ)<sup>1</sup> [GRI 302-1]**

|                             | 21/22 Crop        | 22/23 Crop        | 23/24 Crop              |
|-----------------------------|-------------------|-------------------|-------------------------|
| <b>Non-renewable fuels</b>  |                   |                   |                         |
| Diesel oil                  | 341,804.98        | 394,711.06        | 511,678.34 <sup>2</sup> |
| <b>Renewable fuels</b>      |                   |                   |                         |
| Ethanol                     | 11,271.55         | 13,202.05         | 13,870.83               |
| <b>Electric power</b>       |                   |                   |                         |
| Self-generated              | 292,074.16        | 264,650.15        | 335,212.99              |
| Bought from the network     | 8,499.71          | 46,827.79         | 1,119.13                |
| <i>Total electric power</i> | <i>300,573.87</i> | <i>311,477.94</i> | <i>336,332.12</i>       |
| <b>TOTAL</b>                | <b>653,650.40</b> | <b>719,391.05</b> | <b>861,881.29</b>       |

**Energy consumption outside the organization, in gigajoules (GJ)<sup>1</sup> [GRI 302-2]**

|                         | 21/22 Crop | 22/23 Crop | 23/24 Crop  |
|-------------------------|------------|------------|-------------|
| Diesel oil <sup>3</sup> | 228,844.14 | 217,193.77 | 230,750.097 |

1. Standards, methodologies, assumptions and/or calculation tools adopted: as per the greenhouse gas inventory, GRI indicator 305. The report compilation requirements were met. Source of conversion factors used: according to the greenhouse gas inventory, GRI indicator 305. Multiplication factor 3.6 MWh for GJ.

2. There was a significant increase in the total number of gigajoules of diesel oil consumed in the organization because, as of this harvest, the Company began to consider the use of S10 diesel fuel, which was not considered in other crops.

3. Diesel consumed out of the organization refers to sugarcane transportation performed by **uisa's** suppliers



# Biodiversity and Water

[Natural Capital]

**Total focus on preserving natural habitats and optimizing water resources**



Native vegetation is essential for removing carbon from the atmosphere, storing water, habitat for wildlife, among other ecosystem services. Over the years, we have developed robust work to conserve and restore these areas and today we have more than 31 thousand hectares of native vegetation, covering the Amazon and Cerrado biomes.

The positive results can be seen through the rich diversity of wild animals that populate our permanent vegetation preservation areas. The same can be said about the water resources in our surroundings. We protect 245 springs located on our properties and use the water collected from the region's rivers in a careful manner, respecting legal concessions, and optimizing our industrial process.

This work is part of our Strategic Sustainability Plan (PES), based on ESG guidelines, the UN Sustainable Development Goals, and the Bonsucro standard. Among other fronts of the Strategic Plan, the Biodiversity Conservation Plan and the Water Management Plan are part of it, which establish the lines of action for the care of conservation areas and the use of water resources.

**+ 31 thousand**  
hectares of native  
vegetation preserved

## Biodiversity

### Protecting ecosystems [GRI 304-3]

With more than 31 thousand hectares of native vegetation located in the Cerrado and Amazon biomes, we are able to guarantee an environment conducive to maintaining biodiversity in our areas of influence.

We recently carried out a study to analyze the vegetation dynamics of our areas. This analysis allows us to understand trends and patterns of change in vegetation, such as forest regeneration, providing essential information for environmental planning and management. The analysis demonstrated a substantial recovery of vegetation cover from 2007 to 2023, with an increase of 975.44 hectares.

The verification was carried out using remote sensing, photointerpretation and geoprocessing approaches, seeking to identify and map changes in vegetation cover and land use. The results indicated successful actions for the conservation and recovery of vegetated areas, with beneficial implications for improving local biodiversity, soil stabilization, and microclimate regulation, contributing to the mitigation of climate change through carbon sequestration.

Considering the year 2015 until this harvest, we were responsible for recovering 157.97 hectares, through the planting of native seedlings produced in our forest

**+ 2 million seedlings of native species have been planted since 2004**

1. In the 23/24 harvest, native vegetation areas were rectified after georeferencing and Rural Environmental Registration (CAR) analysis.

nursery, which represented the removal of 2,966.61 tCO<sub>2</sub>e from the atmosphere.

The restoration and conservation of the areas were coordinated and carried out by the Company itself, without the participation of third parties. However, as reported, studies were developed by independent external experts, which demonstrated satisfactory results from our actions. During the reporting period, we complied with all legal requirements in force and completed the restoration in all our areas. We also participated in initiatives by the community, institutions and business partners in this regard, through the donation of seedlings from our Forest Nursery.

### Protected habitats (in hectares)

| Biome        | Hectares         |
|--------------|------------------|
| Cerrado      | 17,048.42        |
| Amazon       | 14,569.38        |
| <b>Total</b> | <b>31,617.80</b> |



### “We Think Green” at the Forest Nursery

With a production capacity of 200 thousand seedlings of 40 native and fruit species, our Forest Nursery has been operating since 1998. The project *Pensamos Verde* emerged from this and reinforces the work of restoration and protection outside our geographical limits, donating seedlings to audiences that need to develop environmental actions.

This season, through the Nursery we donated almost 48 thousand seedlings. Actions were carried out in the municipalities of Nortelândia, Nova Olímpia, Assari District, Denise, Tangará da Serra, Alto Paraguai, Nobres, Arenópolis, Barra do Bugres, and the District of Deciolândia (MT), serving the surrounding communities, schools, institutions, indigenous communities, family farmers, and sugar cane suppliers.

Furthermore, the Project *Pensamos Verde* encompasses several environmental education actions that address issues related to forest preservation, fire prevention, seedling production, planting incentive, among other topics.



**+ 48 thousand seedlings**  
were donated to  
communities, institutions  
and business partners





**Environmental education actions in Bosque Guanabara**



**Forest fire prevention** – In a partnership with the Firefighters from Tangará da Serra (MT), uisa developed an awareness-raising action on the impacts of fires for the municipal schools students from Nova Olímpia.



**Arbor Day** – Students from the indigenous State School Jula Pará and from *Florescer Ação Social* participated in the event to celebrate the Arbor Day, with the theme "The Importance of Forests in the Indigenous Culture". The event is part of the programs *Pensamos Verde* and Traditional Peoples Appreciation

**Biodiversity Report**

Conducted in 2021 by independent experts, uisa’s Biodiversity Report is a document showing a survey of the species present in the Company’s vegetation areas. In total, 283 species of wild animals were identified, including mammals, birds, amphibians, reptiles, and fish.

Of mammals, 24 species were recorded, representing 63% of the region’s mammal fauna. Among them, large felines such as the puma and the jaguar. The presence of these animals, considered top of the chain and endangered species, indicates the existence of a structured and preserved environment, with an abundance of water resources and continuous vegetation in the area.

The area has a very rich bird community. There are 179 species, which indicates environmental quality and diversity in ecosystems. Among reptiles and amphibians, 27 species were recorded and of the ichthyofauna, 41 different types of fish.

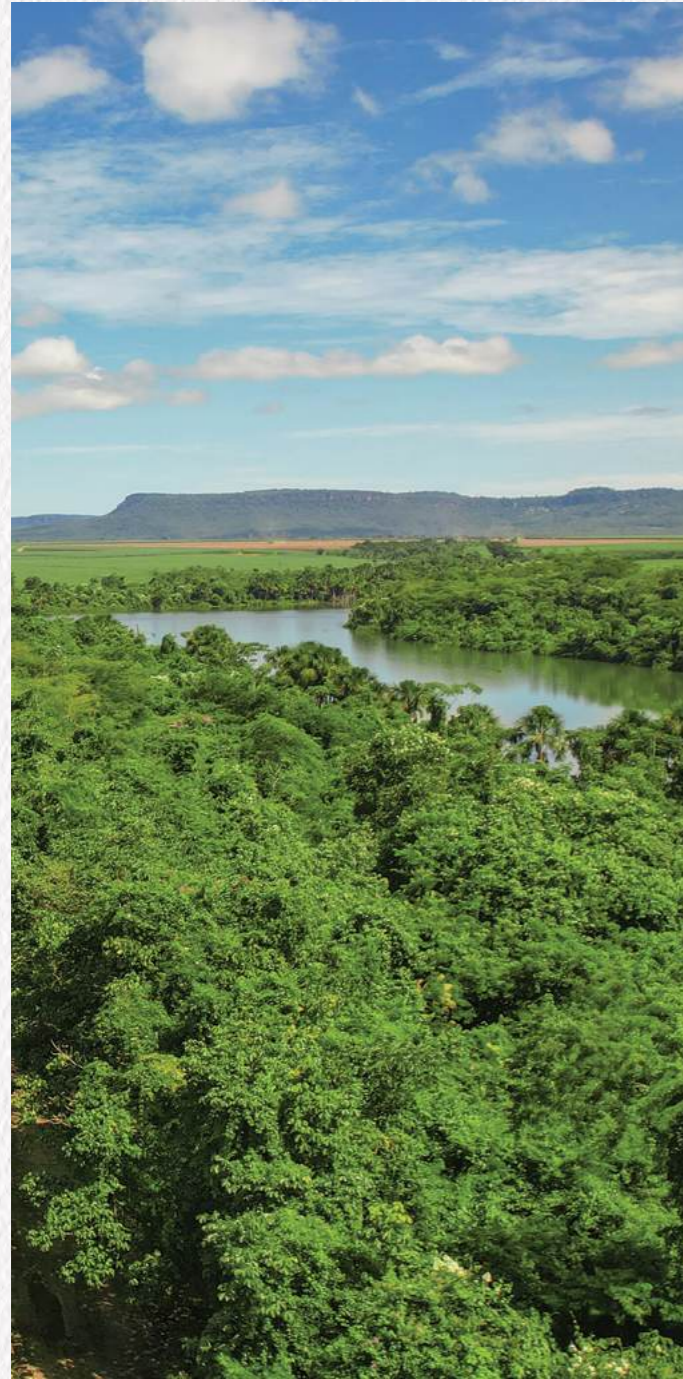
**Vegetation**

The Report registered 163 tree species, of which 13 are on the list of endangered species, according to data from the Ministry of the Environment (MMA): *Apuleia leiocarpa*, peroba tree, black kabbes, *espeteiro branco*, *Spanish cedar*, baru chestnut, *Esenbeckia leiocarpa*, purple trumpet tree, inga, itauba, cambuim, *Plathymenia reticulata*, and *Protium heptaphyllum*. The Forest Nursery produces several of these species. The report numbers indicate a high degree of integrity in the vegetation structure of uisa’s areas.



## 283 species

of wild animals live in our areas of native vegetation



### Camera Trap

**uisa** has photo cameras distributed in its vegetation areas to monitor wild animals. This practice aims at mapping the local fauna and developing preservation actions..



### Ecological corridors

**uisa's** vegetation areas – legal reserve and permanent protection areas – function as ecological corridors for the passage of wild animals. These corridors aim to mitigate the effects of ecosystem fragmentation, promoting connections between different areas, allowing seed dispersal, gene flow, increased vegetation coverage and animal movement.



### Road protection and fire monitoring

[GRI 304-2]

With around 90 kilometers of internal pathways, the roads require special care from our Company and represent a significant impact on fauna. With a flow of heavy vehicles and a light fleet, **uisa's** operational logistics involves the transportation of our own sugar cane and that from suppliers, as well as use by the community itself.

In this traffic, one of the biggest dangers is running over wild animals. We have already had cases of wolves, capybaras, anteaters, monkeys, rheas, tapirs, armadillos, agoutis, and crab-eating foxes being run over by cars. To mitigate this impact, we have implemented the Sighting Program, road signs, suspension bridges, and awareness campaigns for our employees and the community.

Suspension bridges were installed on the access stretches to the municipalities of Nova Olímpia, Denise, and Tangará da Serra (MT) and serve as support for crossing the roads, connecting forest areas. They are available for the crossing of capuchin monkeys, sloths, opossums, lizards, snakes, among other small species that inhabit the treetops.

Although we operate with 100% mechanized harvesting of raw sugarcane, another direct impact is the possibility of fires, especially during dry periods. They can affect our sugarcane fields and, consequently, spread through preservation areas, affecting the fauna. To avoid these occurrences, we are making use of technology. The Agricultural Operations Center (COA), which monitors the Company's entire production fleet in the field in real time, has a very specific function among its attributions: detecting and preventing fires.

Through a technological environment, COA has dedicated cameras, with artificial intelligence, to monitor fire outbreaks in the company's cultivation areas. As soon as a fire is detected, the Center accurately guides fire truck drivers, reducing response time so that work can be carried out effectively. We also have properly trained and equipped Fire Brigades.



Prevention: the COA – Agricultural Operations Center – monitors fire outbreaks through artificial intelligence.

**Water management** [GRI 303-1]

We work rationally and responsibly with water resources, working together with stakeholders in water management. Since 2011, we have been full members of the Sepotuba River drainage basin Committee, in the state of Mato Grosso, a basin covering an area of approximately 9,840 km<sup>2</sup> that makes up the Upper Paraguay basin, which feeds the entire Pantanal. The Sepotuba River Basin occupies the territories of the municipalities of Cáceres, Salto do Céu, Lambari D'Oeste, Barra do Bugres, Nova Olímpia, Nova Marilândia, Tangará da Serra, and Santo Afonso.

The River Basin Committees are established by law and are part of the State Water Resources System. The system is made up of Committees, the State Water Resources Council (Cehidro), and the State Secretariat for the Environment (SEMA), which is responsible for water management in Mato Grosso. The Committee is made up of representatives of water users, public authorities, and communities.

For our agroindustrial use, we collect surface and underground water, all regulated via state grant granted by the State Secretariat for the Environment – SEMA-MT, respecting the limits established by law. Collection is carried out under strict engineering control and environmental monitoring. The recording of collections is carried out daily, using instruments that are duly calibrated and suitable for the operation. Automated monitoring of some collections is being implemented to ensure data accuracy.

The water we use is collected from the region's rivers: Angelim, São Lourenço, Açaizinho, Bracinho, and Corre Água. We also use underground wells located in the Packaging Unit area.

We have a Water Management Plan, responsible for managing water resources. To establish water-

related objectives and goals, collection data are used as KPIs, which are presented monthly to the Company's directors and managers. The composition of this indicator is defined based on critical analysis meetings held with senior management. The targets are based primarily on the requirements established in the use granting ordinances, and are aligned in accordance with the public commitment to reduce capture assumed by **uisa**.

To identify water-related impacts, we carry out a Water Quality Index (WQI) assessment. To compose this indicator, samples are taken at intakes and monitoring points to assess the possible impacts of operations.

The Company does not discharge effluents into water bodies [GRI 303-4]. The collected water is used in a closed circuit in the industrial complex. Wastewater is used for treatment and subsequent composition of vinasse, which will be applied in fertigation operations for sugarcane crops.

**Reduction of 12.4%**  
in water collection in the industrial area



**Water quality (WQI)**

We monitor the quality of surface and groundwater in the Company's area of influence, using chemical, physical, and biological parameters in the analysis. According to the Water Quality Index (WQI), the quality of our water resources is classified as good. We regularly communicate the results to the State Secretariat for the Environment (SEMA), in addition to delivering annual reports. The WQI was developed to evaluate the quality of raw water with a view to its use for public supply. To compose this indicator, sampling is carried out at intakes and monitoring points to assess the possible impacts of operations on water bodies.

**Water quality index**

| 21/22 Crop | 22/23 Crop | 23/24 Crop |
|------------|------------|------------|
| 72.45      | 72.46      | 73.42      |
| Good       | Good       | Good       |

51 < WQI ≤ 79 = GOOD



**Circularity in water management - ETALG**

Reduction measures are also in action. In this harvest, the Company invested R\$ 26.5 million in the construction of a Water Treatment and Gas Washing Station (ETALG). The station is a technology that recovers the water used in boiler combustion gas scrubbers, allowing it to be reused and completely removing solid particles. ETALG will provide the circularization of boiler gas washing water, with an operating capacity of 1,900 m<sup>3</sup>/h.

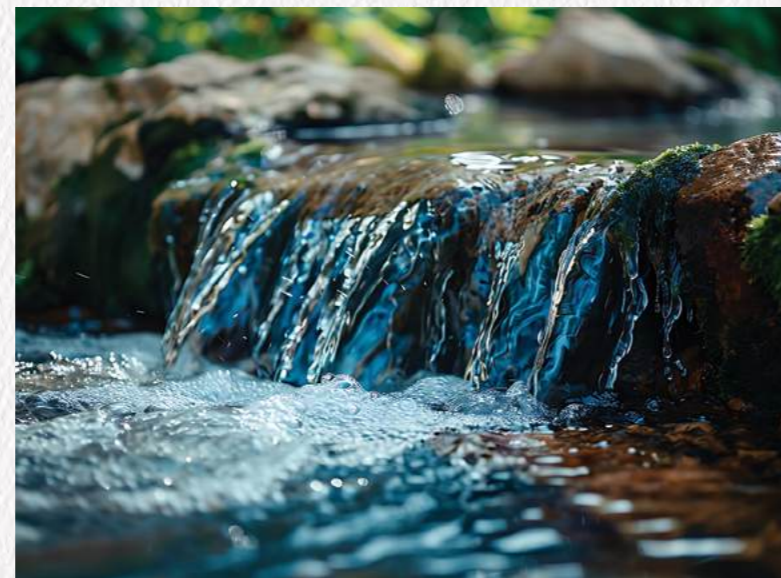


**Protected Springs – Guanabara Waters Program**

An initiative of the Company, the Guanabara Waters Program was created in 2004 to revitalize and preserve the 245 springs present in our areas, which make up the headwaters region of the Pantanal, the river basin Alto Paraguai. Essential for providing water to streams and rivers, springs play a crucial role as a source of life for other organisms.

A recent study, carried out by an independent consultancy, shows the effectiveness of the work carried out by **uisa**. Using remote sensing, photointerpretation and geoprocessing approaches, which include data from the National Water and Basic Sanitation Agency (ANA), the Rural Environmental Registry System (SICAR) and satellite images, the study mapped the precision of the springs.

Detailed analysis in **uisa**'s Permanent Preservation Areas (APPs) show the positive results of conservation and sustainability practices, such as planting of native tree seedlings and maintenance of forest areas, which protect springs and promote biodiversity.



**Water collection – in megaliters (ML)<sup>1</sup> [GRI 303-3]**

|               | 21/22 Crop            |                             | 22/23 Crop                  |                             | 23/24 Crop            |                             |
|---------------|-----------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------|-----------------------------|
|               | Total water collected | Total areas of water stress | Total water collected       | Total areas of water stress | Total water collected | Total areas of water stress |
| Surface water | 8,700.72              | 0                           | 8,368.38                    | 0                           | 8,863.50              | 0                           |
| Groundwater   | 6.99                  | 0                           | 6.87                        | 0                           | 6.99                  | 0                           |
| <b>Total</b>  | <b>8,707.71</b>       | <b>0</b>                    | <b>8,375.24<sup>2</sup></b> | <b>0</b>                    | <b>8,870.49</b>       | <b>0</b>                    |

1. **uisa** does not collect water in areas identified as experiencing water stress. Water collection (water intake) is carried out under strict engineering control and environmental monitoring. In terms of availability, the Company periodically carries out a water risk assessment, considering the Aqueduct Water Risk Atlas tool from the World Resources Institute – WRI.

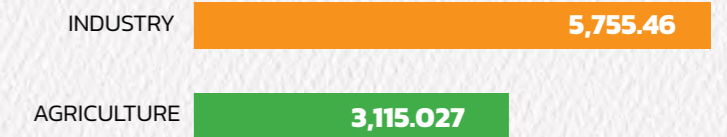
2. There was a review of the total water collected in the 22/23 harvest, that was previously of 8,284.60. The data did not yet refer to the end of the harvest [GRI 2-4]

**Water consumption – in megaliters (ML)<sup>2</sup> [GRI 303-5]**

|             | 21/22 Crop | 22/23 Crop | 23/24 Crop |
|-------------|------------|------------|------------|
| Consumption | 8,707.71   | 8,284.60   | 8,870.49   |

2. Data obtained from measurements taken by meters installed next to intakes, recorded in control spreadsheets and monitored periodically. Automated monitoring of some collections is being implemented to guarantee data accuracy.

**Water use – in megaliters (ML) – 2023/24 Crop**





# Systemic look at agriculture

[Regenerative agriculture]

## Reconciling productivity in the field with ecosystem restoration

Regenerative agriculture creates sustainable and resilient agricultural systems, revitalizing ecosystems and bringing benefits such as improved soil health, greater carbon sequestration, increased ecosystem biodiversity and reduced emissions in the production process. Through sustainable agricultural practices, among other aspects, **uisa** holds important certifications, such as Regenagri and Bonsucro.

Sustainable practices in the rural areas are one of the main reasons for increasing our Energy-Environmental Efficiency Rating at RenovaBio, in the production of anhydrous and hydrated ethanol. This result adds value to the issuance of CBios and improves our carbon footprint.

We have made great progress in research and applications of new practices in agriculture. In this harvest, for example, different types of organic and organomineral fertilization were tested to increase the productivity and longevity of sugarcane fields. Previous results have been shown positive.

In recent years, we have significantly reduced the use of chemical products, incorporating biological inputs into the management routine in sugarcane fields. We also invest in genetic improvement so that our sugarcane is more productive and resistant to periods of drought, pests and diseases. At the Company, 100% of the harvest is mechanized, with raw sugarcane, and 100% of the planting is carried out with the help of automatic pilot, which reduces soil compaction.



**Expansion and renewal of sugarcane fields (hectares)**

|                               | 21/22 Crop   | 22/23 Crop    | 23/24 Crop    |
|-------------------------------|--------------|---------------|---------------|
| Expansion of sugarcane fields | 5,158        | 3,680         | 5,961         |
| Renewal of sugarcane fields   | 3,700        | 8,586         | 7,396         |
| <b>Total</b>                  | <b>8,858</b> | <b>12,266</b> | <b>13,357</b> |



**Varietal management**

**uisa** has a Pre-Sprouted Seedling Nursery (MPB), which has already brought promising results in varieties, such as IAC07-8008, which is consolidating its performance. MPB is used as a tool to reduce the demand for seedlings and enhance materials of interest in multiplication, with greater health and purity of the variety.

All of our pre-sprouted seedlings were used in expansion areas and with a demand for new cultivars, helping to distribute new materials in areas with less availability. These are sugarcane varieties better adapted to the climate and soil conditions. In the 2023/24 crop, we produced 3,366,277 seedlings, planted on 2,272 hectares. Our nursery has a static capacity to store up to 1.5 million seedlings.

**Biofertilizers**

Also part of CBB research is the use of by-products from **uisa**, maximizing nutrient sources such as vinasse and filter cake. In addition, other by-products such as yeast extract and even organic compost of bovine origin are entering the agricultural use portfolio.

In the 2023/24 crop, **uisa** invested more than R\$ 7 million in the fertigation system, reaching 25,233 hectares, with 7.5 million cubic meters of vinasse. Application in sugarcane fields helps in sprouting and increases our productivity in tons of sugarcane per hectare (TCH). Vinasse contains potassium, calcium, nitrogen, among other important nutrients for sugarcane fields, helping to optimize fertilization and reduce the demand for mineral inputs in the production system.

In the harvest, **uisa** generated 162,039 metric tons of filter cake and 36,219 metric tons of ash, transformed into organic fertilizer through composting. The filter cake, rich in phosphorus, nitrogen and calcium, originates from the filtration of sugarcane juice and the ash comes from the combustion of biomass, in the generation of electrical power.

**Area cultivated with sugar cane (hectares)**

|              | 23/24 Crop    |
|--------------|---------------|
| Own lands    | 25,141        |
| Leased lands | 16,783        |
| <b>Total</b> | <b>41,924</b> |



**Biomass Biotechnology Center**

The Biotechnology Center was created by **uisa** to generate innovations in the management of sugarcane crops and works in the area of agricultural quality, pest and disease survey, production of Pre-Sprouted Seedlings (PSS), research in macro and microbiologicals.

The CBB supports **uisa's** production system improvement, mainly in the research and validation of new management practices to increase crop biodiversity, through the development of new varieties and biomass sources. The research is also focused on soil coverage, exploring and measuring the impacts on productivity and benefits to the soil in crop rotation, in addition to bioinputs and mineral fertilizer replacement practices.

We produced **3.4 million** Pre-Sprouted Seedlings (MPB)



**Fertigated area (hectares)**

| 21/22 Crop | 22/23 Crop | 23/24 Crop |
|------------|------------|------------|
| 19,045     | 23,180     | 25,233     |

**Tons of sugar cane per hectare (TCH)**

| 21/22 Crop | 22/23 Crop | 23/24 Crop |
|------------|------------|------------|
| 81.8       | 91.1       | 94.6       |

## Biological Control

uisa uses biological products that fight pests in crops and are an alternative to chemical pesticides. To face the main sugarcane pests, we use wasps *Cotesia flavipes* and the fungus *metharizium anisopliae*.

The microbiological agent used in the fight against pests is the wasp *cotesia*, produced in the Company itself, by the Biomass Biotechnology Center. The Center has the capacity to produce 240,000 biodegradable tubes, which are 100% released into the fields via drones. We acquired new drones specifically for biological control, with greater capacity and operational control.

In turn, the fungus *Metharizium anisopliae*, used to combat the root leafhopper, is purchased outside the company. CBB has carried out research and testing with several bioinputs, among them the *Isaria fumosorosea*, an entomatopathological fungus that targets the control of eggs and small caterpillars and has synergy in the control of leafhoppers, controlling larvae and fungi.



Approximately  
**29 thousand hectares**  
had macrobiologicals applied.

### Innovation in pest management

Pest management has evolved through the use of artificial intelligence, in partnership with Google. Using an application, the cell phone records the moths captured in traps placed on the plantation in the field. In addition to identification, the technology works to quantify moths, with high accuracy, which optimizes the application of agricultural pesticides. The tool is evolving, searching to improve monitoring and control.



#### Management of main pests per planted area (hectare)

|  | 21/22 CR <sup>1</sup> | 22/23 CR | 23/24 CR |
|--|-----------------------|----------|----------|
| <i>Cotesia flavipes</i> <sup>2</sup>       | 34.337                | 32.975   | 28.962   |
| <i>Metarhizium anisopliae</i> <sup>3</sup> | 5.875                 | 27.145   | 31.245   |

1. Crop  
2. The wasp fights the sugarcane borer  
3. The fungus fights the root spittlebug

## Soil cover and crop rotation

uisa maintains soil cover with straw from the sugarcane harvest. We periodically carry out physical-chemical analyses to ensure soil health. The Company performs crop rotation with species that biologically increase nitrogen fixation in the soil, such as soybeans and rattlepods. In reform areas, uisa carries out crop consortiums and has also implemented no-tillage planting, ensuring carbon fixation in the soil.



Crotalaria

#### Crop rotation in sugarcane renewal area (hectares)

|            | 21/22 Crop | 22/23 Crop | 23/24 Crop |
|------------|------------|------------|------------|
| Soybean    | 1,500      | 2,090      | 2,514.00   |
| Crotalaria | 1,658      | 1,017      | 1,023.76   |
| Corn       | -          | -          | 111.20     |
| Seed mix   | -          | -          | 718.69     |

#### Total area with no tillage planting (hectares)

|  | 22/23 Crop | 23/24 Crop |
|--|------------|------------|
|  | 1,500      | 2,000      |



Sugarcane



Soybean

# Circularity

[Circular Economy]

**The Company's production chain is based on the circular economy. Our raw material is 100% recyclable and creates new products.**

The circularity of sugarcane begins in the field: after harvesting, part of the straw remains on the soil, forming the cover. The practice helps to sequester carbon, protect the soil against the impact of raindrops and erosion, fix nitrogen, and control nematodes.

When used in industry, it generates sustainable products such as ethanol, sugar, and energy (steam for the industrial process and electricity – part of which is responsible for the biorefinery's energy self-sufficiency and the surplus is destined for concessionaires).

The industrial process produces waste that becomes new products. Traditionally used in organic fertilization, together with ash, vinasse and filter cake will become raw materials in the production of biogas, biomethane, and electrical energy with the future operation of the Company's new enterprise, **uisa Geo Biogas**.

The biomass generated in the mills, together with the straw, is used to generate electric power; the bagasse is also used in livestock farming, serving as animal nutrition; and the yeasts present in the ethanol production process began to produce inactive,

hydrolyzed, and autolyzed yeasts by **uisa Bionutrition**, another company of **uisa**. Yeasts are also used as a supplement to animal nutrition.

We are talking about a renewable cycle that does not stop there. Innovation and technology have shown that sugar cane can have many other applications. With a focus on our Company's development, **uisa** has made robust investments to explore new market opportunities, including in the commercialization of decarbonization credits, resulting from its sustainable practices.



Construction of uisa Geo Biogas



Uisa BioNutrition.



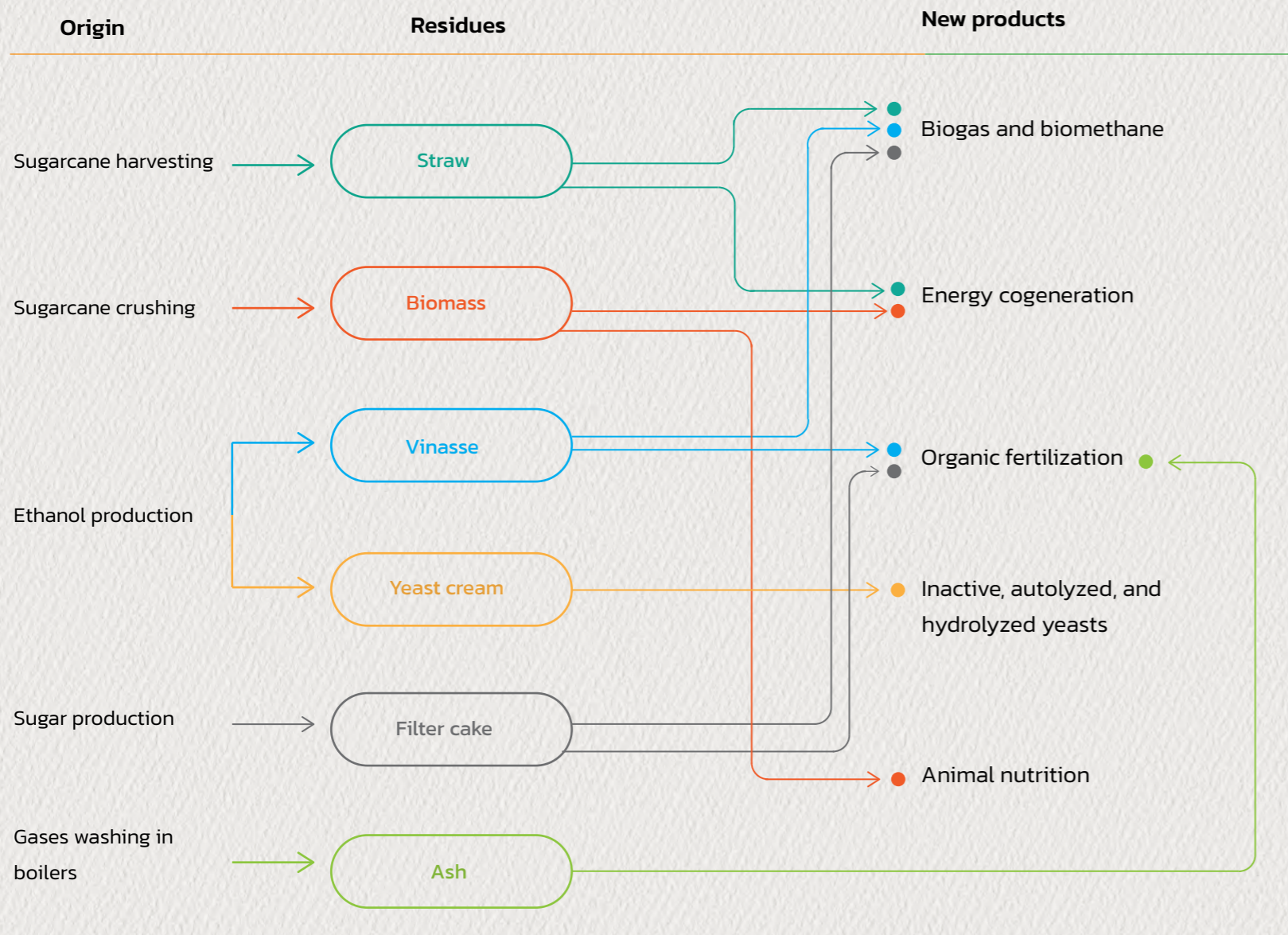
Compost center



### Waste generates new products

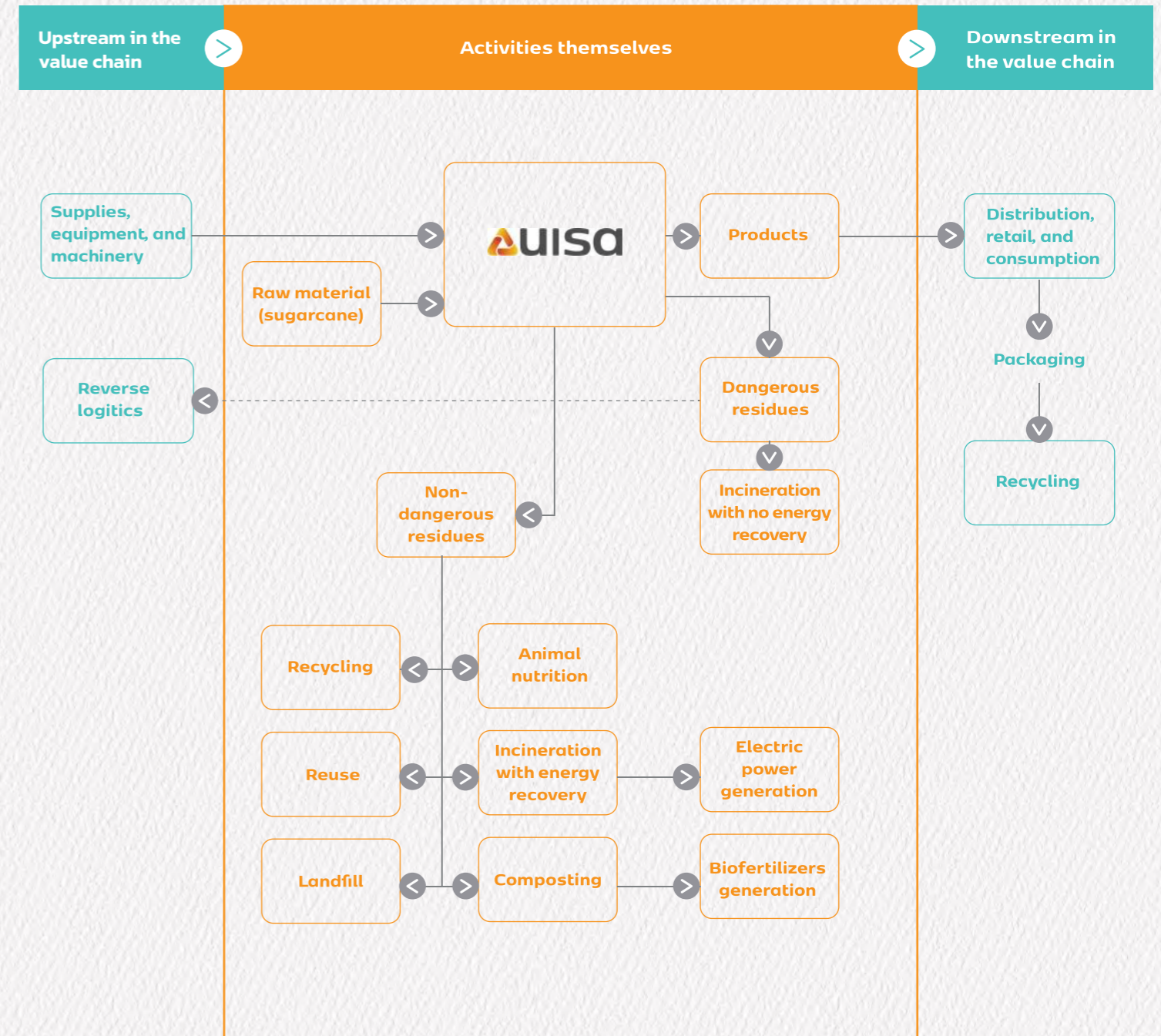
Sugar cane waste turned into bioproducts and biofertilizers

|             |             | 21/22 Crop   | 22/23 Crop   | 23/24 Crop   |
|-------------|-------------|--------------|--------------|--------------|
| Biomass     | ton         | 1,287,024.61 | 1,468,869.78 | 1,540,118.88 |
| Filter cake | ton         | 120,225.99   | 129,419.19   | 162,039.30   |
| Vinasse     | Cubic meter | 7,371,722.27 | 5,133,417.97 | 7,501,384.00 |
| Ashes       | ton         | 29,047.42    | 31,162.23    | 36,219.60    |



### Waste in the Value Chain

Process flow of inputs, activities and outputs related to waste management



**Downstream (input):** suppliers of equipment, services and machinery and suppliers of sugar cane; **Activities:** most of the raw material, sugar cane, is cultivated in the Company itself. In the internal environment, **uisa** produces anhydrous and hydrated ethanol, sugar, alcohol gel, and sanitizers and yeast. We produce waste that is used in **uisa** itself in bioenergy generation and as biofertilizers; **Upstream (output):** 100% of our product packaging is recycled.

**Eureciclo label**

We recycle 100% of the plastic packaging that we sell. This is possible through environmental compensation certificates from startup eureciclo. The system works by connecting brands to recycling agents. Based on the amount of plastic we generate through the sale of our products, we purchase equivalent recycling certificates.

Payment for these certificates is intended for recycling cooperatives approved by eureciclo, which must provide documented proof that the recycling operation of equivalent waste, in terms of mass and packaging material, is actually being carried out. We are the first biorefinery to insert the eureciclo label on sugar packaging sold in the country Central-west and North markets. This action contributes to the strengthening and structuring of the recycling chain, which results in better working conditions, job creation and income in more than 12 states.

The technology allows all data in the recycling chain to be tracked via blockchain, certifying the work of cooperatives. This process is certified by the National Solid Waste Policy (PNRS).



**100%** of the packaging put in the market is recycled

**Waste generated**

Waste generated in tons [GRI 306-3]

|                               | 21/22 Crop   | 22/23 Crop   | 23/24 Crop   | Final Disposition                    |
|-------------------------------|--------------|--------------|--------------|--------------------------------------|
| Plastic                       | 89.49        | 148.37       | 167.12       | Recycling                            |
| Paper/cardboard               | 64.02        | 43.18        | 51.02        | Recycling                            |
| Glass                         | 0.81         | 0.38         | 0.30         | Recycling                            |
| Metal scrap                   | 706.19       | 642.11       | 987.56       | Recycling                            |
| Used light bulbs              | 0.13         | 0.18         | -            | Decontamination                      |
| Tires                         | 37.91        | 124.80       | 73.27        | Recycling                            |
| Automotive battery            | 17.08        | 0.69         | 22.34        | Reverse logistic                     |
| Batteries                     | 0.0003       | 0.002        | -            | Reverse logistic                     |
| Pesticide packaging           | 28.80        | 50.95        | 63.42        | Reverse logistic                     |
| Plastic cylinders/metal drums | 15.40        | 11.74        | 10.62        | Reverse logistic                     |
| Contaminated waste            | 91.50        | 116.03       | 59.13        | Incineration with energy recovery    |
| Used or contaminated oil      | 59.34        | 46.02        | 77.00        | Re-refine                            |
| Health service waste          | 0.024        | 0.014        | 0.157        | Incineration without energy recovery |
| Civil construction waste      | 9.54         | 11.73        | 15.18        | Internal reuse                       |
| General waste <sup>1</sup>    | 48.57        | 61.68        | 40.65        | Landfill                             |
| Electronic waste              | 1.03         | -            | 0.45         | Recycling                            |
| Filter cake                   | 120,225.99   | 129,419.19   | 162,039.30   | Internal reuse                       |
| Bagasse                       | 1,287,024.61 | 1,468,869/78 | 1,540,118.88 | Incineration (with energy recovery)  |
| Ashes                         | 29,047.72    | 31,162.23    | 36,219.60    | Internal reuse                       |

<sup>1</sup> *uisa* considers "General Waste" to be waste that cannot be recycled. No hazardous waste is disposed of in landfills.

**Waste not intended for final disposal, in tons** [GRI 306-4]

|                    | 21/22 Crop                   |                   | 22/23 Crop        |                   | 23/24 Crop        |                   |                 |
|--------------------|------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-----------------|
|                    | Inside uisa                  | Out of uisa       | Inside uisa       | Out of uisa       | Inside uisa       | Out of uisa       |                 |
| NON-HAZARDOUS      | Recycling                    | -                 | 898.43            | -                 | 958.85            | -                 | 1,308.97        |
|                    | Reverse logistic             | -                 | 15.40             | -                 | 11.75             | -                 | 10.62           |
|                    | Internal reuse               | 149,283.25        | -                 | 160,593.15        | -                 | 198,274.07        | -               |
|                    | <b>Totally non-hazardous</b> | <b>149,283.25</b> | <b>913.83</b>     | <b>160,593.15</b> | <b>970.60</b>     | <b>198,274.07</b> | <b>1,319.59</b> |
| HAZARDOUS          | Reverse logistic             | -                 | 46.91             | -                 | 51.64             | -                 | 86.21           |
|                    | Re-refine                    | -                 | 59.34             | -                 | 46.03             | -                 | 77.00           |
|                    | Decontamination              | -                 | 0.13              | -                 | 0.18              | -                 | -               |
|                    | <b>Total of hazardous</b>    | <b>-</b>          | <b>106.38</b>     | <b>-</b>          | <b>97.85</b>      | <b>-</b>          | <b>163.21</b>   |
| <b>GRAND TOTAL</b> | <b>149,283.25</b>            | <b>1,020.21</b>   | <b>160,593.15</b> | <b>1,068.45</b>   | <b>198,274.07</b> | <b>1,482.80</b>   |                 |

**Waste destined for final disposal, in tons** [GRI 306-5]

|               | 21/22 Crop                           |                     | 22/23 Crop    |                     | 23/24 Crop    |                     |              |
|---------------|--------------------------------------|---------------------|---------------|---------------------|---------------|---------------------|--------------|
|               | Inside uisa                          | Out of uisa         | Inside uisa   | Out of uisa         | Inside uisa   | Out of uisa         |              |
| NON-HAZARDOUS | Landfill                             | -                   | 48.57         | -                   | 61.68         | -                   | 40.65        |
|               | Incineration with energy recovery    | 1,287,024.61        | -             | 1,468,869.78        | -             | 1,540,118.88        | -            |
|               | <b>Total of non-hazardous</b>        | <b>1,287,024.61</b> | <b>48.57</b>  | <b>1,468,869.78</b> | <b>61.68</b>  | <b>1,540,118.88</b> | <b>40.65</b> |
| HAZARDOUS     | Incineration without energy recovery | -                   | 0.024         | -                   | 0.014         | -                   | 0.157        |
|               | Incineration with energy recovery    | -                   | 91.50         | -                   | 116.03        | -                   | 59.13        |
|               | <b>Total of hazardous</b>            | <b>-</b>            | <b>91.52</b>  | <b>-</b>            | <b>116.04</b> | <b>-</b>            | <b>59.28</b> |
|               | <b>GRAND TOTAL</b>                   | <b>1,287,024.61</b> | <b>140.09</b> | <b>1,468,869.78</b> | <b>177.72</b> | <b>1,540,118.88</b> | <b>99.93</b> |

**Impact management** [GRI 306-2]

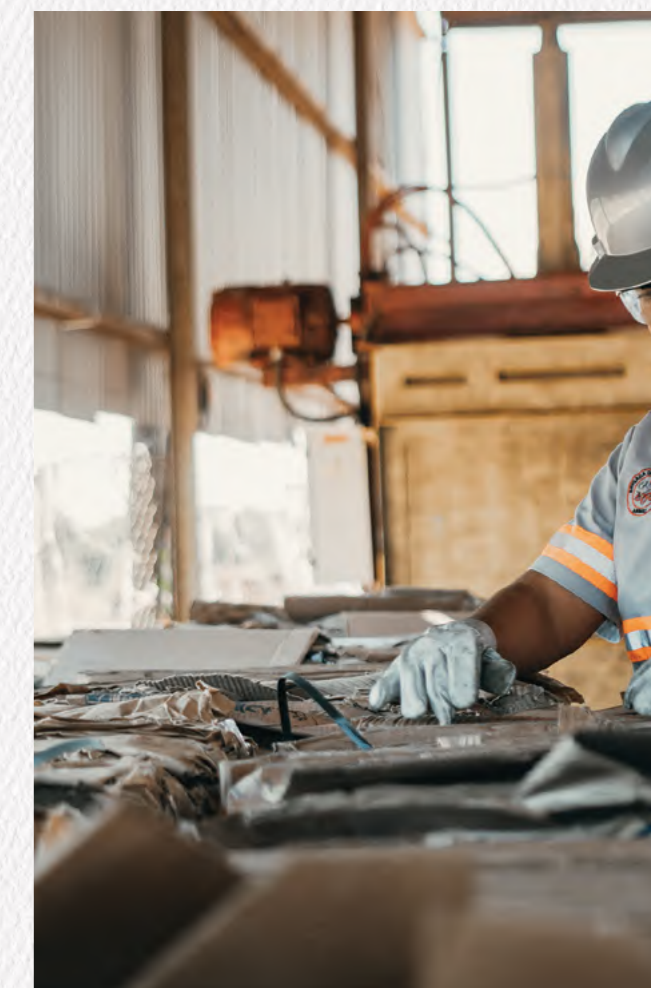
The waste from our raw material, sugar cane, is 100% used. Waste such as plastic, paper, glass, scrap metal, light bulbs, among others, is 94% recycled, used internally or destined for reverse logistics.

Recycled waste is sent to our Recycling Center, where it undergoes sorting. They are then sent to specialized companies, as established in the National Solid Waste Policy. Hazardous materials, considered risky, are sent for specific treatment in accordance with current legislation.

Our Solid Waste Plan (PGRS) manages waste from generation to disposal. All waste removed from **uisa** is registered in the Waste Transport Manifest (MTR), and subsequently has its final disposal certificates issued by duly licensed companies within the platform of the National Information System on Solid Waste Management (SINIR), of the Ministry of Environment.

All companies that provide services to the Company go through a qualification and have their contracts approved by the Legal, Compliance, and Corporate Governance area.

We recycle 100% of packaging we put in the market, through a partnership with startup eureciclo. In the internal environment, for waste management we have a control system through weighing, adequately filling out spreadsheets quantifying the waste generated and forwarding it for recycling or reuse, and for final disposal.



**94%** of our was are recycled



# Programs

[Inclusion, development and awareness]



## The corporate world and civil society together in building sustainability

**uisa** develops environmental programs involving the community and our employees, encouraging sustainable practices and awareness about environmental preservation. Projects such as *Muda Mundo*, *Doce Peixe*, *Pensamos Verde*, and the Wildlife Sighting Program are part of the Natural Capital axis of our ESG strategy.

### **Muda Mundo (Change the World)**

It encourages selective collection, recycling, and environmental preservation through lectures and the exchange of PET bottles collected by the community for tree seedlings produced in **uisa's** nursery.

### **Doce Peixe (Sweet Fish)**

It works on themes related to the preservation and conservation of water resources and aquatic fauna with activities to guide and raise awareness of children, adolescents, and other members in the community .

### **Pensamos Verde (We Think Green)**

It produces native and fruit seedlings in the Company's Forest Nursery for later donation to the community. The objective is

to promote urban and rural afforestation, revitalizing ecosystems, protecting springs, and recovering degraded areas in the region. Moreover, environmental education activities are conducted with students and the community in general in the schools, Forest Nursery, and *Bosque Guanabara*.



### **Fauna Watching Program**

In this program, employees are partners with the Company in registering wild animals and reporting possible impacts resulting from our actions on local fauna. **uisa** encourages its employees in their work routines to photograph or film the animals that pass through our areas of influence, allowing the preparation of an inventory of local fauna and actions to preserve it.



"*Pensamos Verde*" gathered children from *Florescer Ação Social* for planting seedlings on Water Day and a guided visit to the Water and Sewerage Department.



Image made by a **uisa's** employee. This action is part of the Fauna Watching Program.



Children from municipal schools and *Florescer Ação Social* met at Dam São Lourenço for an awareness-raising action of *Doce Peixe*.



On Arbor Day, the Program *Pensamos Verde* developed an action in the Forest Nursery with children from schools of the area.

**Program Águas Da Guanabara**

Revitalizes and preserves springs on rural properties in the **uisa** through the planting of native tree seedlings and maintenance of 31 thousand hectares of Permanent Preservation Areas (APP), which currently protect 245 springs.



**Program Nossa Cana**

Supports sugarcane suppliers in the routine of good practices in the production chain, and establishes environmental, social and governance criteria with the objective of accelerating sustainable development.



**Environment Week**

Through the *Program Pensamos Verde*, **uisa** brought together children from municipal schools in Nova Olímpia (MT) for activities at the Forest Nursery and the Guanabara Forest. The activities, which raised awareness among the students included a play and an expedition to the Nursery, showing the seedling production process.



**Traditional Peoples Appreciation Program**

Twenty-one kilometers from **uisa** is the Umutina Indigenous Territory, an area of 28,120 hectares located in the municipality of Barra do Bugres - MT, which is home to 15 approved villages and others in the creation phase. In the area, there are around 429 individuals of the Balatiponé people.

Specifically for this audience, **uisa** developed, in 2022, the Traditional Peoples Appreciation Program. The objective is to engage in dialogue with the community and add value by supporting sustainable development initiatives, with the approval of the National Foundation for Indigenous Peoples (FUNAI), creating a positive impact. The Program is part of the "Our Atmosphere" axis of our ESG strategy. The basis for its development is listening, so that actions are guided within what governs the community's cultural principles and meets its expectations.

In the harvest, **uisa**, in partnership with two institutions, donated equipment available in response to a request from the Umutina Local Health Council and the Hokemaná Indigenous Association to equip the office located in the central village of the territory. With the investment, the unit can now provide 80 monthly services to the indigenous population.

The Program's focus is to establish a support line that promotes the appreciation of culture, inclusion, qualification, training, and support in family farming. In early 2023, the Company held the 1st Indigenous Culture Fair in the municipality of Nova Olímpia - MT. On the occasion, the villages interacted with the city community through the exhibition of handicrafts, sustainable jewelry and products from traditional farms. A fish-farming course, first-aid training in the village, and activities related to the Arbor Day, involving students from the indigenous State School Jula Paré and from *Florescer Ação Social* took place at **uisa**'s headquarters.

**Program Actions**

The Program promotes dialogue and fosters sustainable development initiatives and the appreciation of the culture of indigenous peoples living in the area of influence of **uisa**. The photos below show first aid training in the village and the Indigenous Culture Fair.



# Suppliers

[Sustainable practices and environmental compliance]

## Sustainability and development in the value chain

### Program Nossa Cana

The Association of Sugar Cane Suppliers of the Paraguay River Valley (ASSOVALE) is the entity that represents **uisa**'s 42 sugar cane suppliers. For them, seeking to disseminate sustainable practices in the value chain, we created the Program *Nossa Cana*. The Program guides suppliers regarding RenovaBio and Bonsucro certifications, supports them in the guidance for good practices in the field, technologies and innovations, and assists in the management of legal requirements.

Audits are carried out annually within the Program *Nossa Cana* to monitor progress, which allows **uisa** and Assovale to establish a ranking. According to the score achieved, suppliers are rewarded financially.

The audit assesses criteria such as control of agronomic aspects, effluents, chemical products and waste, compliance with labor legislation, preservation of biodiversity, regenerative agriculture, among other requirements in line with good practice standards adopted by **uisa**, Program RenovaBio and Bonsucro.

With this work, **uisa** also advances in its decarbonization goals and can improve its energy efficiency rating with RenovaBio. During the harvest, Assovale was responsible for supplying 2.2 million tons of sugar cane.



Sugar cane supplier is granted an award for being 2nd in the ranking of Program Nossa Cana.

### Processed sugarcane (tons)

|                | 21/22 Crop       | 22/23 Crop       | 23/24 Crop          |
|----------------|------------------|------------------|---------------------|
| Own cane       | 2,888,140        | 3,050,864        | 3,771,124.14        |
| Suppliers cane | 1,949,659        | 2,123,009        | 2,242,423.65        |
| <b>Total</b>   | <b>4,837,799</b> | <b>5,173,873</b> | <b>6,013,547.01</b> |

**100% of our suppliers** were selected based on environmental criteria.

## Environmental compliance

The Company's supplier management requires that the company to be contracted complies with all guidelines and follows environmental laws and standards relevant to the activities it carries out. We have 7,979 suppliers registered through our Relationship Portal. By registering on the Portal, the supplier accepts the guidelines of the Code of Conduct for Partners and Suppliers, which clearly sets out the environmental requirements to be met.

All suppliers undergo a socio-environmental diligence process. We require all specific licenses, declarations and environmental programs for each type of service and material. The documentation is approved by the Supply, Sustainability and Legal, Compliance, and Corporate Governance areas.

Potential negative impacts on the supply chain include compliance with legal requirements, waste management, air emissions, vegetation suppression, embargoes, and fines. During the harvest, none of the critical suppliers needed to adapt to serve the Company. **[GRI 308-2]**

In the event of negative impacts throughout the supply process, the company is notified to develop corrective action plans. If it does not comply with the requirements, the Supply and Legal areas are notified to carry out the disqualification process considering the environmental risk. **[GRI 308-2]**

### New suppliers selected based on environmental criteria [GRI 308-1]

|  | 22/23 Crop    | 23/24 Crop  |
|--|---------------|-------------|
| Total of new suppliers during the report period              | 596           | 808         |
| Number of suppliers selected based on environmental criteria | 538           | 808         |
| <b>Percentage (%)</b>  | <b>90.27%</b> | <b>100%</b> |

### Suppliers assessed for environmental impacts [GRI 308-2]

|                               | 22/23 Crop  | 23/24 Crop       |
|-------------------------------|-------------|------------------|
| Total of registered suppliers | 12,644      | 7,979            |
| Critical Suppliers            | 748         | 479 <sup>1</sup> |
| <b>Percentage (%)</b>         | <b>5.9%</b> | <b>6%</b>        |

1. Critical Suppliers: suppliers of controlled items for acquisition (inputs, raw materials, and fixed services) with the potential to generate real and potential negative impacts, as well as impacts on product capacity and quality, process performance, and employee's health and safety. This value represents all critical suppliers and 100% of them undergo approval.



People



# uisa's ecosystem

We are made up of many people, interconnected, walking together.



We are greater than our own limits. In addition to the responsibility for ethical, diverse, inclusive management, with safety and well-being of our employees, we have a direct connection with the community, our partners, and suppliers. We are made of many people.

We are committed to sustainable growth, focused on training the people who work with us, stimulating the sense of innovation and entrepreneurship. We develop actions to maintain a safe and healthy environment, with a robust and constantly evolving Health, Safety, and Well-being at Work – SSBET system.

Our vision is systemic and we understand that we are not alone. With the community, we have acted proactively, in a process of active listening, developing work with children, adolescents and adults in education, culture, sports, income generation and professional training. In addition to being aware of the impacts we generate on our surroundings.

With our suppliers, we have had a relationship of growth and partnership. If we boost the economy,

they are with us, strengthening business, sharing technology, innovation and encouraging positive socio-environmental actions for a better world.

From now on, we will deal with three of our material themes: "People Valuing and Development", "Responsibility and Social Development" and "Responsibility and Excellence in the Production Chain".

### Amazing places to work Award

In 2023, we were listed among the 150 most incredible companies to work for in Brazil, in the Large Companies category. The Award is an initiative by UOL and the *Fundação Instituto de Administração* (FIA), which highlights Brazilian companies with the highest levels of satisfaction among employees based on employee surveys. The survey measures the work environment, organizational culture, leadership performance, and satisfaction with Human Resources services. The survey was conducted with more than 209 thousand Brazilian workers.



### Informative spot uisa news is awarded

MasterCana Social 2023, one of the main events in the Brazilian sugar and energy sector, awarded the project uisa News. In audio format, sent via WhatsApp, uisa News is a tool that fosters communication in the Company's field and industry. Released weekly, the resource presents a summary of the company's main news and aims to inform employees who do not have access to traditional channels, such as email and intranet. The project is part of uisa's communication plan, which produces quality content, with clear language that is accessible to all employees.







# Valuing and development [GRI 3-3]

[Our people]

Together we are **uisa**, working to build a respectful, diverse, and inclusive environment.



Together we are strong, with potential for growth and resilience. We are able to face challenges, learn from them, and overcome them. We believe in the development of people and we move gradually and progressively towards building a culture for a more just and egalitarian world. At the end of the 2023/24 harvest, 3,081 people were working at the Company, 85,26% men and 14,74% women, in addition to 172 people from outsourced companies.

Committee, which provide advice to the Executive Board on human relations and processes related to people management and organizational culture.

One of our main purposes is the engagement of our employees, disseminating our corporate culture, with its values, guidelines, and goals. Information is fundamental in this process, so that people understand the path our company needs to follow and get involved to consolidate the results.

We work to maintain a healthy, safe, welcoming and inclusive space for our employees. Our material theme "People Valuing and Development" derives from this purpose, which is associated with the axes "Our People" and "Well-being" of our sustainable development strategy.

The theme is managed by the People and Culture Department, the People and Remuneration Management Committee, and the Sustainability

### Total number of direct employees<sup>1</sup>

| 21/22 Crop | 22/23 Crop | 23/24 Crop         |
|------------|------------|--------------------|
| 2,574      | 2,958      | 3,081 <sup>1</sup> |

### Total number of outsourced employees [GRI 2-8]

| 21/22 Crop | 22/23 Crop       | 23/24 Crop |
|------------|------------------|------------|
| 191        | 430 <sup>2</sup> | 172        |

*1. The term "direct employees" refers to employees hired as CLT employees (Consolidated Labor Laws, a specific system of Brazilian labor laws). Data are from March 31, 2023 at the end of the harvest.*

*2. The increase in outsourced employees in the 22/23 crop was due to the Company's expansion projects, with a significant increase in the engineering area.*

### Information that connects

Every year, we hold the **Leaders Meeting uisa 360°**. This season, we brought together 75 leaders at this event, which is the Company's largest strategic meeting. It is the annual moment when managers unite their expertises to debate the future, discussing opportunities and projects essential for **uisa's** growth. The agenda is characterized by connection and communication, awakening belonging, systemic vision, and synergy among areas. Afterwards, leaders share this information with their teams.

We continue with the quarterly activities of uisa 360°, an information report, open to the entire Company. The meetings are mediated by the CEO and held at the Administrative Training Center - CTA, with in-person participation and online broadcast. In the event agenda, the production numbers, administrative data, exports, security, in addition to the strategic plan for the coming months, decision-making and institutional positioning are presented.



To integrate employees, **uisa** developed several tools that disseminate corporate information. However, for those who do not have access to traditional channels such as email and intranet, we have developed "**uisa News**", a weekly spot to share our main information via WhatsApp. The audio is narrated by a Company employee. Through initiatives like this, we disseminate, in addition to strategic communication, campaigns and announcements to strengthen our organizational culture.

### Our Culture

Difference makes us stronger. Different experiences, origins, cultures, beliefs, races, affective-sexual orientations, genders, disabilities, generations, contribute to the respect and appreciation of human beings, and broaden perspectives.

We have been working to gradually expand diversity in our workforce, aware that only by having representation will it be possible to empower issues that are currently still minority issues and strengthen ourselves as an organization. We created Talent Banks for affirmative vacancies, for recruiting women, black people, people over 50, LGBTQIA+ and People with Disabilities.

In the last two harvests, we have developed and implemented important documents in this regard, such as the Diversity and Inclusion Culture Policy, Anti-Harassment and Discrimination Policy and we updated our Code of Ethics and Conduct and the Code of Conduct for Partners and Suppliers. These publications reflect our way of being and what we believe in, expressing fundamental guidelines about our organizational culture to our audiences, making it clear to our partners and employees what constitutes prejudice and harassment.

In 2023, **uisa** developed the Program + Possibilities, created by Senai<sup>MT</sup>, BioInd<sup>MT</sup> and affiliated bioenergy industries, whose focus is professional training in the areas of Management and Logistics for People with Disabilities (PwDs), promoting inclusion in the job market. At the Company, **we had the participation of 113 people** from the region, who took practical and theoretical classes for a year.

### Program +Possibilities

**uisa** in a partnership with Senai-MT, trained the employees who work in the company's strategic areas to receive the participants in the Program +Possibilities. In the scope of qualification, themes as inclusion, diversity, and accessibility were addressed.



Leaders meeting **uisa 360°**



A class of the Program + Possibilities



Woman's Day

Implemented 2 years ago, the *Agro Mulher* Affinity Group works on gender issues, with periodic meetings discussing the needs, desires, and difficulties of working women in our Company. Furthermore, on dates such as Women's Day, for example, we create opportunities for meetings and discussions, such as this harvest, when employees from all areas of the company discussed financial education, the role of women in agribusiness, mental health, and careers in **uisa**.



Rural Women Affinity Group Meeting

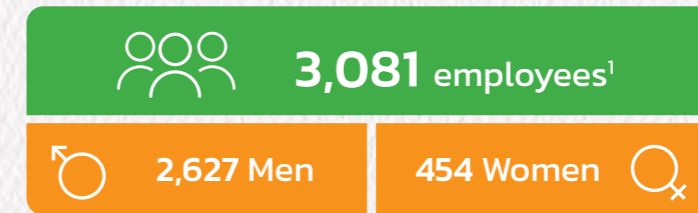
## Our Employees

Number of employees<sup>1</sup>, by type of employment agreement and sex [GRI 2-7]

|              | 21/22 Crop                    | 22/23 Crop          |                     | 23/24 Crop          |                     |
|--------------|-------------------------------|---------------------|---------------------|---------------------|---------------------|
|              | Total Agreements <sup>2</sup> | Permanent Agreement | Temporary Agreement | Permanent Agreement | Temporary Agreement |
| Man          | 2,275                         | 2,411               | 182                 | 2,426               | 201                 |
| Woman        | 299                           | 321                 | 44                  | 398                 | 56                  |
| <b>Total</b> | <b>2,574</b>                  | <b>2,732</b>        | <b>226</b>          | <b>2,824</b>        | <b>257</b>          |

1. Employees hired as CLT employees. Data are from March 31, 2023 at the end of the harvest.

2. The total of agreements is the sum of permanent and temporary agreements.



Number of employees<sup>1</sup>, by type of employment agreement and region [GRI 2-7]

|              | 21/22 Crop                    | 22/23 Crop          |                     | 23/24 Crop          |                     |
|--------------|-------------------------------|---------------------|---------------------|---------------------|---------------------|
|              | Total Agreements <sup>2</sup> | Permanent Agreement | Temporary Agreement | Permanent Agreement | Temporary Agreement |
| North        | 24                            | 20                  | -                   | 39                  | 2                   |
| Central-west | 2,542                         | 2,706               | 226                 | 2,700               | 232                 |
| Southeast    | 8                             | 6                   | -                   | 62                  | 11                  |
| South        | -                             | -                   | -                   | 4                   | 1                   |
| Northeast    | -                             | -                   | -                   | 19                  | 11                  |
| <b>Total</b> | <b>2,574</b>                  | <b>2,732</b>        | <b>226</b>          | <b>2,824</b>        | <b>257</b>          |

1 Employees hired as CLT employees. Data are from March 31, 2023 at the end of the harvest.

2. The total number of agreements is the sum of permanent and temporary agreements.

**Percentage of employees<sup>1</sup> by functional category and sex (%)** [GRI 405-1]

|                    | 21/22 Crop    |              | 22/23 Crop    |               | 23/24 Crop    |               |
|--------------------|---------------|--------------|---------------|---------------|---------------|---------------|
|                    | Man           | Woman        | Man           | Woman         | Man           | Woman         |
| Director           | 100.00%       | -            | 100.00%       | -             | 100.00%       | -             |
| Executive Manager  | 66.67%        | 33.33%       | 50.00%        | 50.00%        | 50.00%        | 50.00%        |
| Manager            | 77.78%        | 22.22%       | 77.00%        | 23.00%        | 92.30%        | 7.69%         |
| Coordinator        | 86.37%        | 13.63%       | 89.00%        | 11.00%        | 87.75%        | 12.24%        |
| Supervisor         | 91.42%        | 8.58%        | 90.00%        | 10.00%        | 89.79%        | 10.20%        |
| Specialist         | 79.41%        | 20.59%       | 82.00%        | 18.00%        | 84.90%        | 15.09%        |
| Analyst/technician | 71.00%        | 29.00%       | 71.00%        | 29.00%        | 68.84%        | 31.15%        |
| Operational        | 90.67%        | 9.33%        | 89.00%        | 11.00%        | 86.79%        | 13.20%        |
| <b>Total</b>       | <b>90.43%</b> | <b>9.57%</b> | <b>81.00%</b> | <b>19.00%</b> | <b>85.26%</b> | <b>14.74%</b> |

<sup>1</sup> Employees hired as CLT employees. Data are from March 31, 2023, at the end of the harvest.



**Number of employees<sup>1</sup> throughout the 23/24 harvest (fluctuations)**

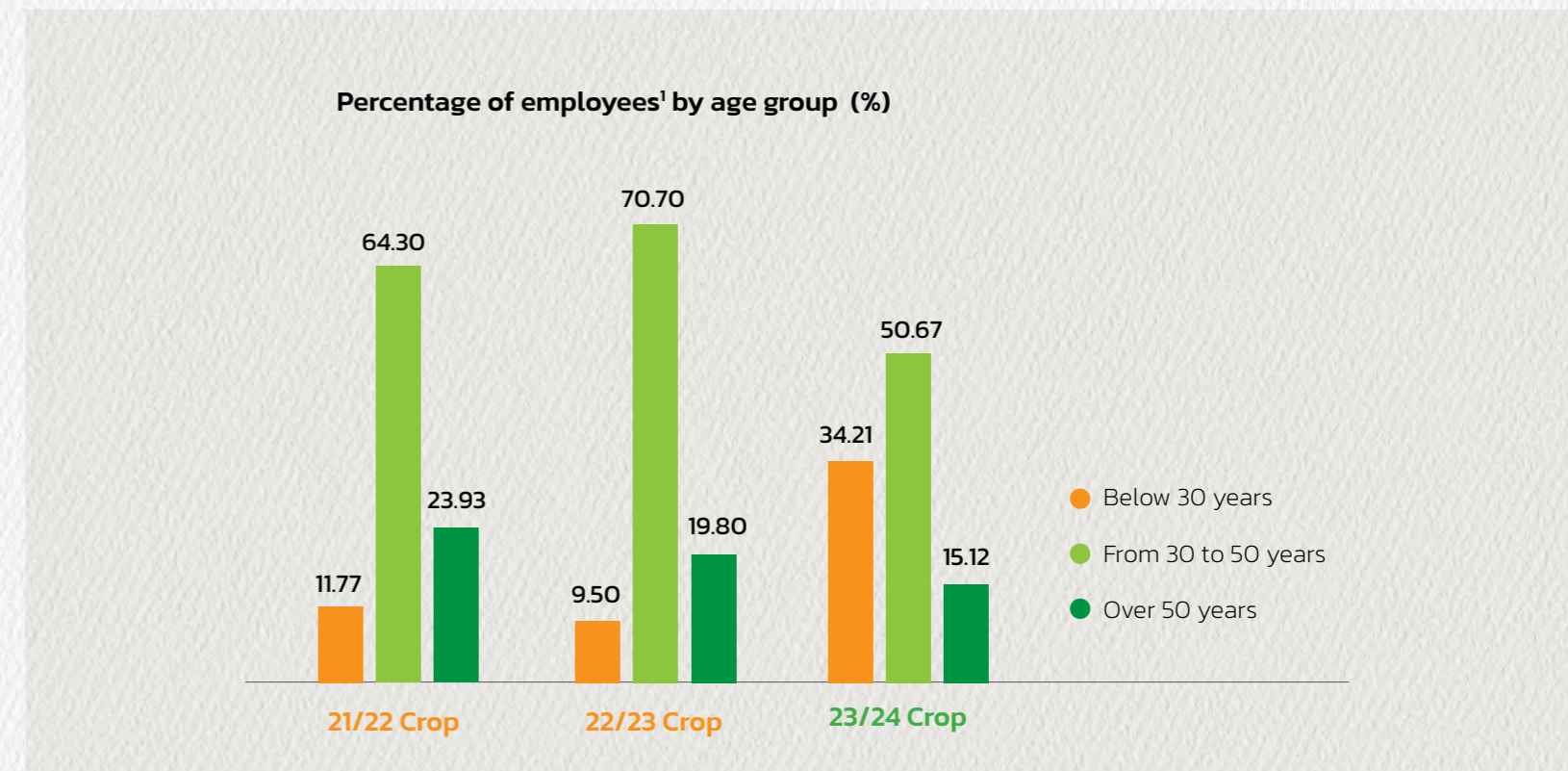
|  | 2023  |       |       |       |       |       |       |       |       | 2024  |       |       |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|  | APRIL | MAY   | JUN   | JUL   | AUG   | SEPT  | OCT   | NOV   | DEC   | JAN   | FEB   | MAR   |
|  | 2,973 | 3,028 | 3,040 | 3,070 | 3,032 | 3,009 | 3,101 | 3,130 | 3,175 | 3,056 | 3,070 | 3,081 |

<sup>1</sup> Employees hired as CLT employees.

**Percentage of employees<sup>1</sup> by functional category and age range (%)** [GRI 405-1]

|                    | 21/22 Crop     |                         |               | 22/23 Crop     |                         |               | 23/24 Crop <sup>1</sup> |                         |               |
|--------------------|----------------|-------------------------|---------------|----------------|-------------------------|---------------|-------------------------|-------------------------|---------------|
|                    | Below 30 years | From 30 to 50 years old | Over 50 years | Below 30 years | From 30 to 50 years old | Over 50 years | Below 30 years          | From 30 to 50 years old | Over 50 years |
| Director           | -              | 60.00%                  | 40.00%        | -              | 100.00%                 | -             | -                       | 80.00%                  | 20.00%        |
| Executive Manager  | -              | 66.67%                  | 33.33%        | -              | 50.00%                  | 50.00%        | -                       | 100.00%                 | -             |
| Manager            | -              | 80.80%                  | 19.23%        | -              | 80.76%                  | 19.23%        | -                       | 73.07%                  | 26.92%        |
| Coordinator        | 7.69%          | 75.01%                  | 17.30%        | 2.17%          | 78.26%                  | 19.56%        | 2.04%                   | 77.55%                  | 20.40%        |
| Supervisor         | 2.94%          | 67.65%                  | 29.41%        | -              | 69.44%                  | 30.55%        | 8.16%                   | 69.38%                  | 22.44%        |
| Specialist         | 1.54%          | 78.94%                  | 10.52%        | 3.03%          | 84.84%                  | 12.12%        | 24.52%                  | 66.03%                  | 9.43%         |
| Analyst/technician | 51.81%         | 44.24%                  | 3.95%         | 40.96%         | 52.61%                  | 6.42%         | 45.28%                  | 51.81%                  | 2.89%         |
| Operational        | 29.37%         | 40.87%                  | 29.76%        | 29.78%         | 49.53%                  | 20.59%        | 34.75%                  | 49.10%                  | 16.13%        |
| <b>Total</b>       | <b>11.77%</b>  | <b>64.30%</b>           | <b>23.93%</b> | <b>9.50%</b>   | <b>70.70%</b>           | <b>19.80%</b> | <b>34.21%</b>           | <b>50.67%</b>           | <b>15.12%</b> |

<sup>1</sup> Employees hired as CLT employees. Data are from March 31, 2023 at the end of the harvest.



<sup>1</sup> Employees hired as CLT employees.

### Talent attraction

The ability to attract qualified and talented employees is essential to our success and sustainability, as well as maintaining them and promoting their growth in the company. Therefore, we seek to strengthen our brand, generating relevant employment opportunities, competitive remuneration, and career development.

Furthermore, developing people from the beginning of their professional life is essential and makes a difference in building a career. Therefore, we have fronts at our entrance doors for the first job, the Young Apprentice Program, which allows the development of local talent, the Trainee Program, and the Social-digital Program.

In an innovative way, the Young Apprentice Program was designed to provide a technical course in Heavy Machinery Maintenance, allowing access to the job market based on technical-operational training. Apprentices receive training for a period of two years, enabling the expansion of learning and skills in accordance with **uisa's** practices and processes. This harvest, we had the participation of 25 young people from the community, 7 of whom were women.

The Trainee Program, aimed at recent graduates, proposes a development path so that these professionals can work on different projects in the administrative and agro-industrial areas, aimed at achieving results. The action is focused on accelerating



Trainee Program.

**16** newly graduates participated in the Trainee Program



Young Apprentice Program.

**25** young people from the community participated in the Young Apprentice Program

initiative trained 21 young people from the community, aged between 16 and 18. Two months of learning, during which they receive training in the areas of Technology, Automation, Innovation, Human Resources, Sales, Marketing, Logistics and Agriculture. Some of the young people trained have job opportunities at **uisa**.

For new hires, so that career development occurs naturally within our teams, we prioritize filling vacancies internally, allowing employees to transition, stimulating growth and disseminating organizational values and culture. If these vacancies are not filled, we open the process to the market.

careers. Those selected go through development stages to hone fundamental skills for leadership positions within the Company. In 2023, we had 16 participants in the Program, of which 13 were hired.

With a focus on social transformation and human development, **uisa** is developing the Social-digital Inclusion Program. During the harvest season, the



Social-digital Program.



## Turnover Rate

**Total number of employees<sup>1</sup> hired, by age group** [GRI 401-1]

|                     | 21/22 Crop | 22/23 Crop | 23/24 Crop |
|---------------------|------------|------------|------------|
| Below 30 years      | 288        | 379        | 510        |
| From 30 to 50 years | 310        | 412        | 400        |
| Over 50 years       | 55         | 52         | 62         |
| <b>Total</b>        | <b>653</b> | <b>843</b> | <b>972</b> |

**Total number of employees<sup>1</sup> hired, by sex** [GRI 401-1]

|              | 21/22 Crop | 22/23 Crop | 23/24 Crop |
|--------------|------------|------------|------------|
| Man          | 560        | 695        | 800        |
| Woman        | 93         | 148        | 172        |
| <b>Total</b> | <b>653</b> | <b>843</b> | <b>972</b> |

**Total number of employees<sup>1</sup> hired, by region** [GRI 401-1]

|              | 21/22 Crop | 22/23 Crop | 23/24 Crop |
|--------------|------------|------------|------------|
| North        | 7          | 2          | 14         |
| Central-west | 602        | 841        | 907        |
| Southeast    | 44         | -          | 24         |
| North East   | -          | -          | 25         |
| South        | -          | -          | 2          |
| <b>Total</b> | <b>653</b> | <b>843</b> | <b>972</b> |

1. Employees hired as CLT employees.

**Total number of employees<sup>1</sup> who left<sup>2</sup> the company, by age group** [GRI 401-1]

|                     | 21/22 Crop | 22/23 Crop | 23/24 Crop |
|---------------------|------------|------------|------------|
| Below 30 years      | 207        | 298        | 292        |
| From 30 to 50 years | 337        | 343        | 380        |
| Over 50 years       | 85         | 71         | 89         |
| <b>Total</b>        | <b>629</b> | <b>712</b> | <b>761</b> |

**Total number of employees<sup>1</sup> who left<sup>2</sup> the company, by sex** [GRI 401-1]

|              | 21/22 Crop | 22/23 Crop | 23/24 Crop |
|--------------|------------|------------|------------|
| Man          | 583        | 606        | 668        |
| Woman        | 46         | 106        | 93         |
| <b>Total</b> | <b>629</b> | <b>712</b> | <b>761</b> |

**Total number of employees<sup>1</sup> who left<sup>2</sup> the company, by region** [GRI 401-1]

|              | 21/22 Crop | 22/23 Crop | 23/24 Crop |
|--------------|------------|------------|------------|
| North        | 1          | 1          | 16         |
| Central-west | 627        | 710        | 698        |
| Southeast    | 1          | 1          | 33         |
| North East   | -          | -          | 11         |
| South        | -          | -          | 3          |
| <b>Total</b> | <b>629</b> | <b>712</b> | <b>761</b> |

1. Employees hired as CLT employees.

2. Employees who left the Company voluntarily or as a result of dismissal, retirement, or death.

**Turnover rate<sup>1</sup> and new hirings<sup>2</sup> by age group [GRI 401-1]**

|                     | 21/22 Crop | 22/23 Crop | 23/24 Crop    |                  |
|---------------------|------------|------------|---------------|------------------|
|                     |            |            | Turnover rate | New hirings rate |
| Below 30 years      | 9.62       | 11.44      | 13.01         | 0.48             |
| From 30 to 50 years | 12.57      | 12.76      | 12.65         | 0.25             |
| Over 50 years       | 2.72       | 2.08       | 2.45          | 0.13             |

**Turnover rate<sup>1</sup> and new hirings<sup>2</sup>, by sex [GRI 401-1]**

|       | 21/22 Crop | 22/23 Crop | 23/24 Crop    |                  |
|-------|------------|------------|---------------|------------------|
|       |            |            | Turnover rate | New hirings rate |
| Man   | 22.20      | 21.99      | 23.83         | 0.30             |
| Woman | 2.70       | 4.29       | 4.30          | 0.20             |

**Turnover rate<sup>1</sup> and new hirings<sup>2</sup>, by region [GRI 401-1]**

|              | 21/22 Crop | 22/23 Crop | 23/24 Crop    |                  |
|--------------|------------|------------|---------------|------------------|
|              |            |            | Turnover rate | New hirings rate |
| North        | 0.16       | 0.05       | 0.48          | 0.34             |
| Central-west | 23.87      | 26.22      | 26.05         | 0.30             |
| Southeast    | 0.87       | 0.02       | 0.92          | 0.32             |
| North East   | -          | -          | 0.58          | 25.00            |
| South        | -          | -          | 0.08          | 0.40             |

1. Calculation of Turnover Rate: (hires + dismissals divided by 2) divided by the total number of employees at the end of the harvest x 100.

2. Calculation of New Hiring Rate: total number of hirings divided by the headcount at the end of the harvest



**Profile of outsourced employees**

[GRI 2-8]

Employees from contracted companies, who work on the premises of **uisa**, are subject to the same rules as the Company's direct employees. We monitor and check the labor and social security charges of outsourced companies on a monthly basis, through our Contract Administration area, ensuring that their employees have the appropriate social protection. In case of irregularity, the company is notified extrajudicially until regularization.

The services provided by the contracted companies are technical assistance and industrial machine installations; disinfection and sanitization of environments and surfaces; property security; transportation of people; industrial and agricultural maintenance; corporate catering; property cleaning; soil preparation, cultivation and harvesting services; occupational medical consultations.

At the end of the harvest, 172 full-time outsourced employees provided services in **uisa**. During the harvest, there is a fluctuation in the hiring of these professionals. There is a higher number of employees of hired companies from the period between harvests and the beginning of the harvest, between the months of December and May.

At the end of the harvest, **uisa** was counting on **172** outsourced employees.



**Number of outsourced employees during the 23/24 crop season (fluctuation)**

| 2023  |     |     |     |     |      |     | 2024 |     |     |     |     |
|-------|-----|-----|-----|-----|------|-----|------|-----|-----|-----|-----|
| APRIL | MAY | JUN | JUL | AUG | SEPT | OCT | NOV  | DEC | JAN | FEB | MAR |
| 328   | 224 | 107 | 111 | 160 | 117  | 110 | 197  | 322 | 280 | 316 | 172 |

### Evaluation and performance [GRI 404-3]

Performance evaluation is a great ally in the continuous development of our employees. Results guide remuneration, recognition, and development actions. Periodically, employees are evaluated considering their performance towards

their goals, which brings a balance between their individual performance and the company's strategic objectives. At **uisa**, assessments are made by a specialist.

**Percentage of employees' whose performance and career development evaluations were fair, separated by functional category**

|                    | 21/22 Crop                |     | 22/23 Crop                |     | 23/24 Crop                |                           |     |
|--------------------|---------------------------|-----|---------------------------|-----|---------------------------|---------------------------|-----|
|                    | Total No. in the category | %   | Total No. in the category | %   | Total No. in the category | Total no. being evaluated | %   |
| Director           | 5                         | 83  | 5                         | 83  | 5                         | 4                         | 80  |
| Executive Manager  | 2                         | 100 | 2                         | 100 | 2                         | 2                         | 100 |
| Manager            | 25                        | 93  | 23                        | 88  | 26                        | 20                        | 77  |
| Coordinator        | 40                        | 86  | 41                        | 89  | 49                        | 45                        | 92  |
| Supervisor         | 33                        | 97  | 34                        | 92  | 49                        | 45                        | 92  |
| Specialist         | 35                        | 100 | 29                        | 85  | 53                        | 50                        | 94  |
| Analyst/technician | 238                       | 00  | 249                       | 00  | 276                       | 00                        | 00  |
| Operational        | 2.196                     | 00  | 2.575                     | 00  | 2.621                     | 00                        | 00  |

**Percentage of employees' whose performance and career development evaluations were fair, separated by sex**

|       | 21/22 Crop                                |                           |      | 22/23 Crop                                |                           |      | 23/24 Crop                                |                           |      |
|-------|---|---------------------------|------|---|---------------------------|------|---|---------------------------|------|
|       | Total No. of employees during the harvest | Total No. being evaluated | %    | Total No. of employees during the harvest | Total No. being evaluated | %    | Total No. of employees during the harvest | Total No. being evaluated | %    |
| Man   | 2,275                                     | 122                       | 5.36 | 2,593                                     | 109                       | 4.20 | 2,627                                     | 145                       | 5.51 |
| Woman | 299                                       | 18                        | 6.02 | 365                                       | 23                        | 6.30 | 454                                       | 21                        | 4.62 |

1. Employees hired as CLT employees.





## Remuneration

With clear and transparent processes, our corporate guidelines follow regulations and seek to adequately remunerate each role, as well as meet the Company's strategies, following Collective Labor Agreements and Conventions. Our practices aim to attract, retain and encourage employees by establishing fair criteria, in line with ongoing performance assessments.

Our salary policies are based on market standards and specific labor demands. Periodically, through specialized consultancy, we prospect the market by carrying out remuneration surveys. This benchmarking allows us to adjust our pay scales and remain competitive. We respect the legally defined local minimum wage and there is no significant difference between women and men who have the same functions, with this difference arising solely from seniority in the performance of the activities.

In all operational units, we use as a reference the minimum wage negotiated with the category union or the national minimum wage, whichever is more

beneficial for the employee. Our operating units are the production areas of **uisa**, industry, agriculture, administration and packaging unit, in the municipalities of Denise and Nova Olímpia and in the District of Assari, in Barra do Bugres, Mato Grosso. Third-party companies that have employees mobilized on **uisa**'s premises are required to submit monthly labor charges, including pay slips and payment receipts, to the Company's Contract Administration department. In addition to ensuring that these outsourced employees have their labor rights respected, it is a way of checking whether they receive the minimum amount established by law. **[GRI 202-1]**



**Proportion between the lowest wage paid to employees<sup>1</sup> and the local minimum wage, with discrimination by sex (R\$) [GRI 202-1]**

|   | 21/22 Crop  |             | 22/23 Crop  |             | 23/24 Crop  |             |
|---|-------------|-------------|-------------|-------------|-------------|-------------|
|   | Man         | Woman       | Man         | Woman       | Man         | Woman       |
| Lowest salary paid by <b>uisa</b>               | 1,198.50    | 1,198.50    | 1,319.00    | 1,319.00    | 1,412.00    | 1,412.00    |
| Minimum wage determined by legislation or union | 1,198.50    | 1,198.50    | 1,319.00    | 1,319.00    | 1,412.00    | 1,412.00    |
| <b>Percentage ratio</b>                         | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> |

1. Employees hired as CLT employees.

## Collective Bargaining Agreements [GRI 2-30]

All our employees, except interns and apprentices who have special legislation, are covered by collective bargaining agreements. All our employees are protected by the Federal Constitution, Consolidation of Labor Laws and Social Security (INSS).

We respect free union association, recognize unions as legal representatives of employees, and comply with union collective agreements and the base salary defined for professional categories. This commitment is clearly stated in the Company's Code of Ethics and Conduct and is addressed in training aimed at

employees. **uisa** maintains free access for unions to contact and publicize their union campaigns and supports and forwards, whenever necessary, communications, when requested.

**uisa**'s employees are represented by the Union of Rural Workers of Nova Olímpia (MT), the Union of Rural Workers of Denise (MT), the Union of Workers in the Alcohol Manufacturing Industries of Nova Olímpia (MT), and the Federation of Workers in Agriculture of the State of Mato Grosso (Fetagri).

## Benefits

**Benefits provided to employees<sup>1</sup>, by working regime**

|   | Permanent | Temporary [GRI 401-2] |
|---|-----------|-----------------------|
| Medical Assistance                            | Provided  | Provided              |
| Dental Care                                   | Provided  | Provided              |
| Life insurance                                | Provided  | Provided              |
| Food/Meal Voucher                             | Provided  | Provided              |
| Paycheck-backed Loan                          | Provided  | Not Provided          |
| Pharmacy Grant Card                           | Provided  | Provided              |
| Optical store benefit                         | Provided  | Provided              |
| Breastfeeding/Daycare Assistance <sup>2</sup> | Provided  | Provided              |
| Food on site                                  | Provided  | Provided              |
| Profit and Results Sharing (PLR)              | Provided  | Not Provided          |
| Housing Assistance                            | Provided  | Provided              |
| Public Transport                              | Provided  | Provided              |
| Transportation Voucher                        | Provided  | Provided              |
| Car (exclusive for managers and directors)    | -         | -                     |

1. Employees hired as CLT employees; 2. Daycare/breastfeeding assistance refers to the period of child's 0 to 6 months.



## Development and Training

[GRI 404-2]

It is part of the strategic planning of the People and Culture area to carry out the Annual Training Needs Survey (LNT) to define training together with the areas, to maintain the innovative spirit of employees, compliance with Regulatory Standards, and possibilities for internal growth.

**uisa** also has a Succession Planning Matrix, to develop successors for key positions in the organization without disruptions in cases of possible personnel movements.

The training of our employees is a value for the Company. Therefore, we provide resources and internal infrastructure for carrying out training. We opened a space in the harvest season that allows different learning dynamics, the **Academia uisa**, which allows technical and theoretical training. We

The training of our employees is a value for the Company.

promote face-to-face and online training, workshops, and lectures throughout the year.

The training area scope also includes guiding our professionals on topics such as sustainability, diversity, inclusion, policies against harassment and discrimination, and human rights. All these topics make up the Code of Ethics and Behavior. Professionals receive this content upon admission, with annual renewal and whenever the document is reviewed. All employees undergo this training, including senior leadership and the Board of Directors.

Average hours<sup>1</sup> of employee<sup>2</sup> training, by functional category [GRI 404-1]

|                    | 21/22 Crop | 22/23 Crop | 23/24 Crop |
|--------------------|------------|------------|------------|
| Director           | 15.00      | 8.35       | -          |
| Executive Manager  | 24.53      | 4.15       | 4.45       |
| Manager            | 38.83      | 9.97       | 4.39       |
| Coordinator        | 37.31      | 15.48      | 7.53       |
| Supervisor         | 63.25      | 28.17      | 35.32      |
| Specialist         | 22.03      | 20.04      | 32.23      |
| Analyst/technician | 8.31       | 22.00      | 33.24      |
| Operational        | 6.28       | 34.15      | 23.08      |

1. To calculate training hours, all employees who completed the harvest were considered, regardless of whether they were still employed by the Company at the end of the period.

2. Employees hired as CLT employees.

Average hours<sup>1</sup> of employee<sup>2</sup> training, by sex [GRI 404-1]

|       | 21/22 Crop | 22/23 Crop | 23/24 Crop |
|-------|------------|------------|------------|
| Man   | 8.47       | 34.49      | 24.17      |
| Woman | 14.97      | 17.41      | 16.58      |

1. To calculate training hours, all employees who completed the harvest were considered, regardless of whether they were still employed by the Company at the end of the period.

2. Employees hired as CLT employees.

### School of Leaders

Well-prepared leaders have the potential to inspire people and lead dialogues based on respect, empathy, and building of results. Training them is essential to improving relationships and is one of the actions focused on retaining our talents.

With this purpose, we developed the School of Leaders, involving more than 220 employees in leadership positions, in addition to the participation of trainees. The training is divided into four modules, held quarterly, aiming at sharing techniques for developing skills in people management and team building. Topics such as self-knowledge, interpersonal communication, behavioral strategies, and team formation are covered.



+ 220 employees participated in **uisa's** School of Leaders





# Health, Safety, and Well-Being

[Well-being]

**The culture of prevention must be worked on as a principle and a value to achieve the goal of Zero Accidents.**

To ensure the health, safety, and well-being of our employees, we have implemented a solid Risk Management Program (RMP), aiming at ensuring that our actions are permanently aligned with current regulatory standards. The commitment to health and safety must permeate our daily lives and, therefore, we develop preventive actions and focus on cultural transformation, so that each employee is aware of their central role in this process.

We provide ongoing training and development, supply specific personal protective equipment for each activity and invest in adapting our structure whenever necessary. Along with this, we have a robust communication work, raising awareness among our employees about safe behavior, using our internal media, campaigns, workshops, and meetings specially developed for this purpose.



**Occupational Health and Safety Management System** [GRI 403-1]

uisa has implemented a Health, Safety and Well-being at Work Management System (SSBET), which consolidates guidelines aimed at developing a new culture of loss prevention. We strive for zero accidents in all our operations and believe that all accidents can be prevented.

The System meets all federal and state legal and regulatory requirements. It provides for people's awareness, through the development of a safety culture, guiding and encouraging employees to adopt proactive and safe attitudes through example and an educational stance.

Our team consists of occupational physicians and examiners, speech therapists, occupational nursing technicians, supervisors, and occupational health analysts, in numbers greater than those required by law.

**SSBET guidelines**

1. Leadership and employees liability
2. Compliance with legal requirements and commitments;
3. Risk and impact management;
4. Reporting of deviations, incidents, and accidents;
5. Occupational Health and Safety System standards and procedures;
6. Management, use and control of chemical products;
7. Management of training and qualification in SSBET;
8. Behavioral and cultural development in SSBET;
9. SSBET management for service providers;
10. Change, project and investment management;
11. Management of reliability and integrity of facilities and equipment;
12. Crisis and emergency management.

**Risk assessment and investigation** [GRI 403-2]

For risk assessment, identification, and control we use preventive and proactive tools. We routinely apply the preliminary risk analysis procedure; Safety Operational Instructions (OI); Alert Card; planned inspections; risk control; application of Five Golden Rules; work permit; CIPA and CIPATR actions; health and safety campaigns.

We also use a communication procedure, analysis of occurrence investigations – applied in cases of accident or near-accident – and management of breaches of golden rules. All these tools are monitored through action plans and consequence management. In addition, employees undergo annual medical examinations and regulatory training and are provided with PPE, according to the function performed.

To ensure that the results of these processes are used in the Company, we have frequent health and safety meetings at all hierarchical levels, in which indicators are discussed and actions are deliberated.

The employees can use the Alert Card tool to report behavioral deviations and conditions of risk. In case they believe that a certain work situation could cause an accident, they use Work Refusal, reporting the reason for the refusal and refraining from carrying out the activity, without risk of reprisals.

For the investigation of work incidents, uisa has the Communication, Analysis and Investigation of Occurrences procedure, applied to all safety events – accidents or near-accidents – in which the primary cause is identified. Subsequently, corrective actions are applied to prevent recurrence.

Our SSBET team is made up of professionals with training in the areas of occupational health and safety, with active registration with their respective professional associations. They are the ones who ensure the application of standards and procedures, with the full support of our trained and qualified leaders.

**Areas and employees covered by a workplace Health, Safety and Well-being Management System<sup>1</sup>** [GRI 403-8]

|   | 21/22 Crop |      | 22/23 Crop |      | 23/24 Crop |      |
|---|------------|------|------------|------|------------|------|
|   | No.        | %    | No.        | %    | No.        | %    |
| Direct employees <sup>2</sup> covered                     | 2,574      | 100% | 2,958      | 100% | 3,081      | 100% |
| Outsource employees covered                               | 191        | 100% | 430        | 100% | 172        | 100% |
| <b>uisa</b> areas covered by the SSBET system (%)         | 100%       |      | 100%       |      | 100%       |      |
| Areas in which the SSBET system is internally audited (%) | 100%       |      | 100%       |      | 100%       |      |
| Area in which SSBET undergoes external audit (%)          | 100%       |      | 100%       |      | 100%       |      |

1. All direct and outsourced employees are covered by our Health, Safety and Wellbeing Management, System.

2. The term "direct employees" refers to employees hired as CLT employees.

The processes are developed and applied seeking to apply guidelines for the implementation of ISO 45001 and the maturation of the health and safety culture.



### Emergency Brigade

We have an emergency response plan with brigades formed in three areas: Farm Guanabara – which involves the agricultural, administrative and Supply Station areas –, Industry and Packaging Unit. The training applies the normative content of NTCB 34 of the State of Mato Grosso, fire-fighting, rescue, and salvage techniques. We also carry out routine simulations to measure emergency response time and the aptitude of firefighters.



### Health Services [GRI 403-3]

uisa's occupational service has adequate physical facilities approved by regulatory agencies, with a collection room, doctor's office, emergency room, waiting area, and administrative rooms. The team

includes specialized, qualified, and experienced professionals: occupational physicians and examiners, speech therapists, nurses, occupational health analysts, and occupational nursing technicians. We also provide first aid services with equipped vehicles.

The Company complies with all legislation related to worker health, with the Occupational Health and Medical Control Program (PCMSO) as its pillar. We promote health education through campaigns, Daily Safety Dialogues (DDS), newsletters via intranet, e-mail marketing and social media.

We provide employees with a Health Plan and a Dental Plan as part of the company's benefits. We have also implemented programs that focus on monitoring chronic diseases, chemical dependency, alcoholism, sedentary lifestyle, and nutritional counseling. During the harvest season, we implemented the Program Hiperdia to follow hypertensive and diabetic patients, in which employees are frequently monitored and referred to specialists, if necessary. Through the Program *Mente em Equilíbrio*, focused on psychological care, uisa provides support at the unit itself, carried out by psychologists twice a week. [GRI 403-6]

### Worker participation [GRI 403-4]

We have two formally constituted committees, in accordance with NR 05 and NR 31, with the participation of uisa's employees in Health and Safety matters. They are the CIPA and CIPATR, internal committees for the prevention of accidents at work. Through these committees, the employees are represented in the process of building the health and safety system, supporting management in developing actions.

In addition to the internal committees, uisa holds weekly meetings for Critical Analysis of OHS. Accident indicators are discussed, such as frequency and severity rates, action plans, risk conditions identified in the area, legal requirements, among other relevant subjects.

The meetings are deliberative in nature, discussing improvements and actions to prevent workplace accidents. In one of these agendas, the SSBET team meets the agro-industrial board and management and, in the others, the operational areas, involving coordinators, supervisors and leaders of the agricultural and industrial areas separately.

The employees receive operational training regarding health and safety management regulations and programs, in addition to information regarding the area in the Company's media and internal campaigns.

### [GRI 403-5]

Every year, we hold the Internal Week for the Prevention of Accidents at Work (SIPAT/SIPATR). In this edition, the theme was "Transforming safety culture starts with you!" and was based on the premises of the five golden rules, with the aim of disseminating the importance of a safe attitude in the routine of all areas of uisa.

Just like our direct workers, outsourced employees are subject to the same system, submitting to the same rules. Everyone goes through the onboarding process, receiving instructions on the risks associated with their activities, appropriate safety measures and emergency procedures. [GRI 403-7]

We believe that all accidents can be prevented and



19ª SIPAT/SIPATR



we strive for zero accidents in all our operations. Preventing accidents, occupational diseases, promoting employees' health and ensuring compliance with established standards are values embedded in our routine.



**Workplace accidents** [GRI 403-9]

The risks of accidents at **uisa** are identified through the Risk Management Program (RMP). They are detected based on regulatory standards, field inspections, preliminary risk analysis and work entry permits.

To eliminate them, we use the following tools from the hierarchy of controls: survey and identification of classified areas, access control in these areas, access restriction, enclosure and replacement of equipment.

At **uisa**, the main hazards presenting a risk of workplace accidents with serious consequences are working at height, confined spaces, working with electrical power, and lifting loads.

**Workplace accidents – direct employees<sup>1-2-3</sup>** [GRI 403-9]

|  | 21/22 Crop   | 22/23 Crop   | 23/24 Crop   |
|--|--------------|--------------|--------------|
| Total hours worked   | 5,299,805.96 | 6,072,965.00 | 6,711,434.96 |
| Number of deaths resulting from workplace accidents                  | 0            | 0            | 0            |
| Death rate resulting from workplace accidents                        | 0            | 0            | 0            |
| Number of workplace accidents with serious consequences <sup>4</sup> | 0            | 0            | 0            |
| Rate of workplace accidents with serious consequences                | 0            | 0            | 0            |
| Number of mandatory reporting workplace accidents                    | 29           | 16           | 34           |
| Index of mandatory reporting workplace accidents                     | 5.09         | 2.63         | 5.1          |

- 1. **uisa's** accident rates were calculated based on 1,000,000 hours worked.
- 2. The main hazards identified that contributed to work accidents were limb burns, limb crushing, and impact.
- 3. The term "direct employees" refers to employees hired as CLT employees.
- 4. An accident with serious consequences is considered to be an accident/incident with permanent injury, which has not occurred in the Company for five years. As a result, the serious accident rate has been reduced to zero. [GRI 2-4]

**Workplace accidents – outsourced employees<sup>1</sup>** [GRI 403-9]

|  | 21/22 Crop   | 22/23 Crop | 23/24 Crop   |
|--|--------------|------------|--------------|
| Total hours worked   | 1,461,457.74 | 598,827.60 | 1,941,280.00 |
| Number of deaths resulting from workplace accidents                  | 0            | 0          | 0            |
| Death rate resulting from workplace accidents                        | 0            | 0          | 0            |
| Number of workplace accidents with serious consequences <sup>2</sup> | 0            | 0          | 0            |
| Rate of workplace accidents with serious consequences                | 0            | 0          | 0            |
| Number of mandatory reporting workplace accidents                    | 0            | 7          | 7            |
| Index of mandatory reporting workplace accidents                     | 0            | 11.69      | 29.36        |

- 1. Accident rates were calculated based on 1,000,000 hours worked.
- 2. An accident with serious consequences is an accident/incident with permanent injury something that has not occurred in the Company for five years. As a result, the serious accident rate was reduced to zero. [GRI 2-4]

**Emergency simulations**

To enhance our safety and accident prevention practices we periodically carry out a series of actions aimed at preparing and responding to emergencies. Simulations are performed in the Company's several areas, to test responses, equipment, and detection of possible flaws in the process.





## Production chain [Our atmosphere]

### Responsibility and Excellence in the Production Chain [GRI 3-3]

The material theme Responsibility and Excellence in the Production Chain is associated with the responsible management of processes and products, operational excellence, quality control, and product safety. It also includes reliability, dissemination of good practices in the supply chain, development, qualification, management and socio-environmental assessment of suppliers.

Regarding our internal processes, we continually seek excellence in our operations, in the quality of our products and in the safety of what we produce. Since 2000, we have held ISO 9001, Quality Management System, and since 2012, we have been certified by standard FSSC 22000, Food Safety Management System, ensuring that products and food placed on the market are safe for the consumer. Since 2022, we have implemented blockchain in our products, which allows traceability from the raw material.

Innovation and technology are applied to make our operations increasingly efficient. This is the case of the Company's digitalization, automated processes, Robotic Process Automation (RPA), use of Internet of Things (IoT) and artificial intelligence. This transformation is responsible for increasingly assertive and agile decision-making.

With our suppliers, we act to ensure transparency and engagement. At the same time that we demand quality in products and services, with agility in service, we are concerned with qualifying the production chain and seeking adherence from partners to our socio-environmental, governance, human rights and ethical values.



**Partnership and economic growth** [GRI 203-2]

In this harvest, we generated more than 3,000 direct jobs, we strengthened a value chain made up of around 1,599 active suppliers, of which 547 are in the State of Mato Grosso, in the areas of materials and services. We encourage the development of our sugarcane suppliers and invest in the communities surrounding **uisa**, through our social projects.

This way, we contribute positively to the economic growth of cities in the region and the state of Mato Grosso. Investment in local suppliers indirectly creates new jobs, contributing to increased purchasing power in the region and better living conditions. This movement also strengthens the local economy of small entrepreneurs, boosting development.

In the first half of 2023, we started operating **uisa BioNutrition**, aimed at the animal nutrition market. And we are in the process of building **uisa's Geo Biogas**, for the production of biogas, energy and biomethane. They represent new jobs and the need for new suppliers to make up our value chain.

In relation to our sugarcane suppliers, our work is focused on leveraging excellence. It is the Program *Nossa Cana*, in which we provide technical support and guidance on good social-environmental practices. In it, we carry out audits to evaluate pre-established improvement scores. According to the scores, suppliers have an increase in payment for their raw material. Through this work, 100% of suppliers qualified for the Program *RenovaBio* and from the 24/25 harvest onwards will be able to receive financial assets as an incentive for good practices.

**Approval and monitoring**

To be **uisa's** suppliers, companies go through a registration process in which they are evaluated. **uisa** suppliers, when registering on our system, must know and adhere to the Code of Conduct for Partners and Suppliers, thus formally undertaking the commitment to comply with its guidelines. The approval is carried out jointly with the Supply, Sustainability, and Compliance. In the process of due diligence, all documentation and licenses required by law are analyzed. Supplier companies must comply with labor legislation, guarantee freedom of association and collective bargaining for their employees. [GRI 407-1]

**+ 3,000 employees' and about 1.6 thousand active suppliers in the harvest**



1. Employees hired as CLT employees.

For companies contracted to provide services, whose workers perform their duties on **uisa's** premises, we ask for the advance submission of labor and health and safety documents, which allow verification of legal compliance. Critical suppliers undergo periodic assessment and non-critical suppliers undergo quarterly assessment on the Supplier Relationship Portal. One hundred percent of suppliers are selected and evaluated according to social criteria. [GRI 414-1]

The main risks of using child labor or forced labor are concentrated in the category of provision of rural services by outsourced companies, in the area of agricultural operations, to work in planting and harvesting, and sugar cane suppliers. To avoid these risks, **uisa** has the Contract Administration area, responsible for the integration of all partners and suppliers that access the Company's agro-industrial area. We monitor and check the labor charges of outsourced companies on a monthly basis. Furthermore, all supply and service provision contracts established integrity clauses and contractual obligations to be observed with regard to labor and social security compliance. The Occupational Health and Safety area routinely supervises compliance with health and safety standards, including work fronts and accommodation. [GRI 408-1; 409-1]



**Values**

Our Code of Conduct for Partners and Suppliers must be formally accepted when registering the new supplier. The publication contains the guidelines required from companies that intend to establish a commercial partnership with the Company. It covers the following topics: ethics and transparency, integrity, respect for human rights, compliance with labor law requirements, diversity, inclusion, environmental preservation, social responsibility and development, prohibition of slave-like labor and child labor, among several other topics involving issues of compliance.

[Click and access.](#)





**Expenses with local suppliers** [GRI 204-1]

**Proportion of expenses on service, machinery, and equipment suppliers** [GRI 204-1]

|                                     | 21/22 Crop     | 22/23 Crop     | 23/24 Crop       |
|-------------------------------------|----------------|----------------|------------------|
| Total spent with suppliers          | 711,646,940.20 | 875,088,243.92 | 1,039,073,591.82 |
| Total spent with local suppliers    | 214,216,031.04 | 255,208,611.01 | 384,675,586.13   |
| <b>% spent with local suppliers</b> | <b>30%</b>     | <b>29%</b>     | <b>37%</b>       |

As location, we consider suppliers located in the State of Mato Grosso, in a total of 37 municipalities.

**Expenses with sugar cane suppliers<sup>1</sup>** [GRI 204-1]

|       | 21/22 Crop     | 22/23 Crop     | 23/24 Crop     |
|-------|----------------|----------------|----------------|
| Total | 267,202,536.62 | 298,208,187.88 | 363,884,481.68 |

1. Sugarcane suppliers are located in the municipalities surrounding **uisa**: Nova Olímpia, Denise, Tangará da Serra, Barra do Bugres and Arenópolis (MT).

**Suppliers by region** [GRI 2-1]

**Total services, machinery, and equipment suppliers by region**

|              | 21/22 Crop   | 22/23 Crop   | 23/24 Crop   |
|--------------|--------------|--------------|--------------|
| Central-west | 562          | 572          | 588          |
| North East   | 4            | 12           | 21           |
| North        | 5            | 12           | 41           |
| Southeast    | 812          | 756          | 830          |
| South        | 106          | 108          | 119          |
| <b>Total</b> | <b>1,489</b> | <b>1,460</b> | <b>1,599</b> |





# Communities

[Our atmosphere]



## Responsibility and Social Development [GRI 3-3]

The theme Responsibility and Social Development refers to how the Company works with the community in job creation and development; reduction of social inequalities, and full access to citizenship; respect for human rights, for indigenous peoples' rights, and repudiation of discrimination, formal and technical education, volunteer programs, and donations. The theme corresponds to the socio-economic impact on communities and the implementation of our local development programs.

To guide our actions in this area, we have a Private Social Investment policy whose target is actions in health, education, sports, culture and income generation, according to the local needs identified in our process of dialogue with the community.

**uisa** has long-term community relationship programs. In 2023, social investment reached the value of R\$1 million destined to *Florescer Ação Social*, an entity of which it is a supporter, besides investing around R\$696 thousand in donations to the community, either through sponsorships, product donation, or contributions to social projects. Our investment focus is the cities surrounding the Company, with approximately 24 thousand people, including the municipalities of Nova Olímpia, Denise, and Distrito de Assari, in Mato Grosso.



Presentation of the Florescer Ação Social Cantata

In the last harvest, we created the Program for Traditional Peoples Appreciation and, through it, we interacted with the community of the Umutina Indigenous Territory, which is home to 15 approved villages. Moreover, in response to the request from the Assari District community for training courses, **uisa**, in partnership with SENAR, provided the population with free courses in Precision Technology in Agricultural Machinery, Basic Operation and Maintenance of Wheel Loaders, Operation and Adjustment of Agricultural Tractors and Basic Operation and Maintenance of Forklifts. The objective is to train and provide job opportunities to the community.

Our ongoing interaction with communities through our social programs brings us important feedbacks regarding the needs and expectations of the population and guide our action planning. This contact allows us to monitor the impacts we have on the community, which allows us to redirect the focus

of our work and meet demands, whenever necessary. We provide the community with the Whistleblower Hotline so that people can report any ethical non-conformities, as well as register complaints regarding the company, and the Contact Us section on our institutional website. **[GRI 413-1]**



Course of Basic Operation and Maintenance of Forklifts

program *Gerar* (Generating) is developed.

The axis *Semeia* develops initiatives for School Reinforcement, Basic Computing, and English for Beginners. At *Floresce*, which covers cultural issues, we have courses of Singing and Choir, Guitar, Dance, and Artistic Drawing. Among the sports practices developed in the axis *Semente*, we have Indoor Soccer, Judo, Beach Tennis, Capoeira, and five-a-side Soccer. In the qualification and income generation, from the axis *Gerar*, we work on training: Creative Sewing, Baking, Advanced Computing, *Inovação* (Innovation) – focused on Information Technology (IT) and infrastructure.



### Florescer Ação Social

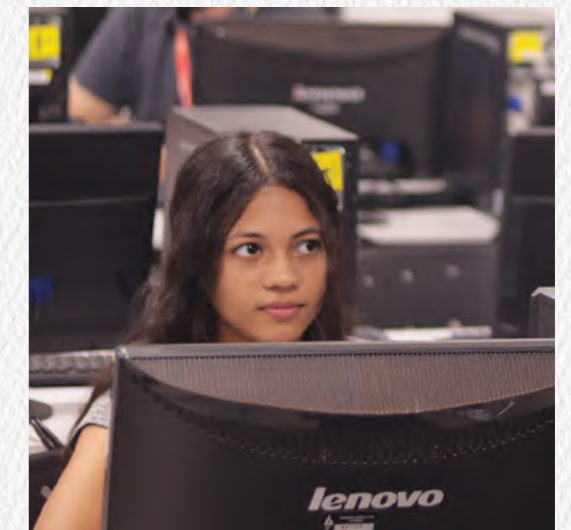
In 2023, the entity had 715 participants, including children, young people and adults, in its socio-educational activities. In 17 years of operation, since 2006, *Florescer* has already served 36 thousand beneficiaries. It has two physical units, in the municipalities of Nova Olímpia and Denise. Of the project, 95 volunteers from **uisa** and the community participated.

*Florescer* is structured into four axes: *Semeia* (Sowing), focused on education; *Semente* (Seed), focused on sports; *Floresce* (Flourishing), incorporating the cultural area; and, for qualification and income generation, the



### Digital inclusion

The course *Inovação*, with a workload of 223 hours and duration of six months, brings together people aged 18 to 40, with specialized training in IT, such as applied computing, digital systems, computer organization and maintenance, operating systems, digital electronics, databases, computer networks, entrepreneurship and financial education. The Advanced Computing course, part of the Social-digital Inclusion Program, involves subjects such as Data Science, Logistics, Human Development, among other topics that prepare young people for the job market. It is developed voluntarily by members of the Technology, Automation and Innovation team at **uisa** and normally some of the students are hired to work in **uisa**.





Corporate Governance





## Acting with Integrity [GRI 3-3]

**We work with a well-structured corporate governance system, ensuring transparency in the Company's relationships with our stakeholders.**

The material theme Ethical and Transparent Governance refers to **uisa's** structure of governance and compliance (Board of Directors, and support, policies, controls, audits councils and committees), transparency in internal and external information; risk management; management of social-environmental risks in the productive chain.

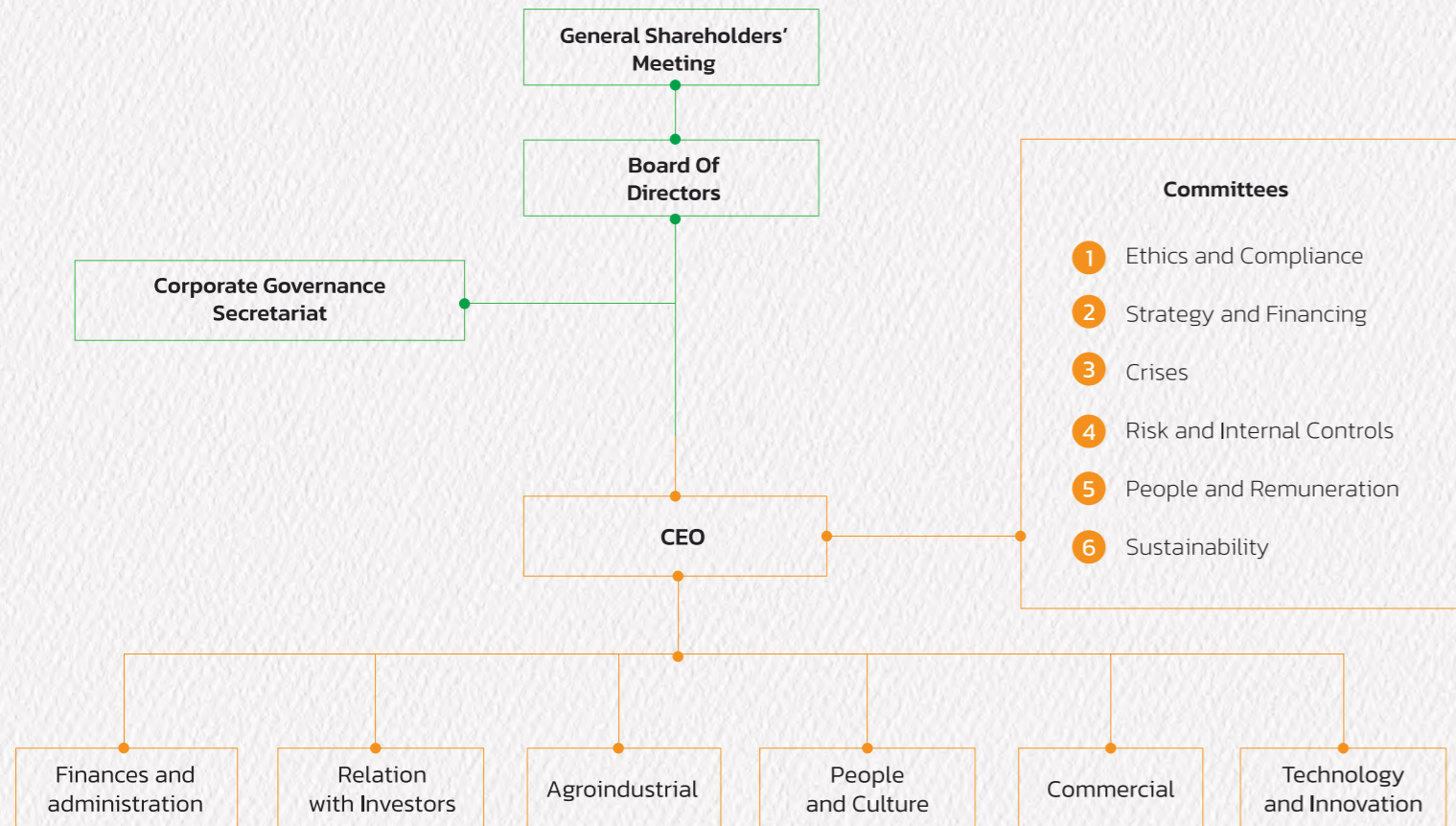
The structure of our governance model was developed to optimize the Company's performance, compliance with regulations, and guarantee of ethical and transparent decision-making with our stakeholders. To manage this issue, we have developed policies that express our main commitments, as well as Codes of Ethics and Conduct for our employees and the Code of Conduct for Partners and Suppliers.

In addition to being established, these documents are widely disseminated and employees are trained to ensure that the company's principles and guidelines are clear. Similarly, the suppliers and partners sign the Terms of Adherence to the Code of Conduct for Partners and Suppliers and the Anti-Corruption and Anti-Bribery Policy and complete the Conflict of Interest self-declaration. Some critical partners are subject to Integrity Due Diligence.

**uisa** has mechanisms for monitoring the effectiveness of its processes of compliance and a Risk Management Policy that provides for the management of its impacts internally and externally. Please see our Policies at the [Investor Relations website](#).



# Governance Agencies [GRI 2-9]



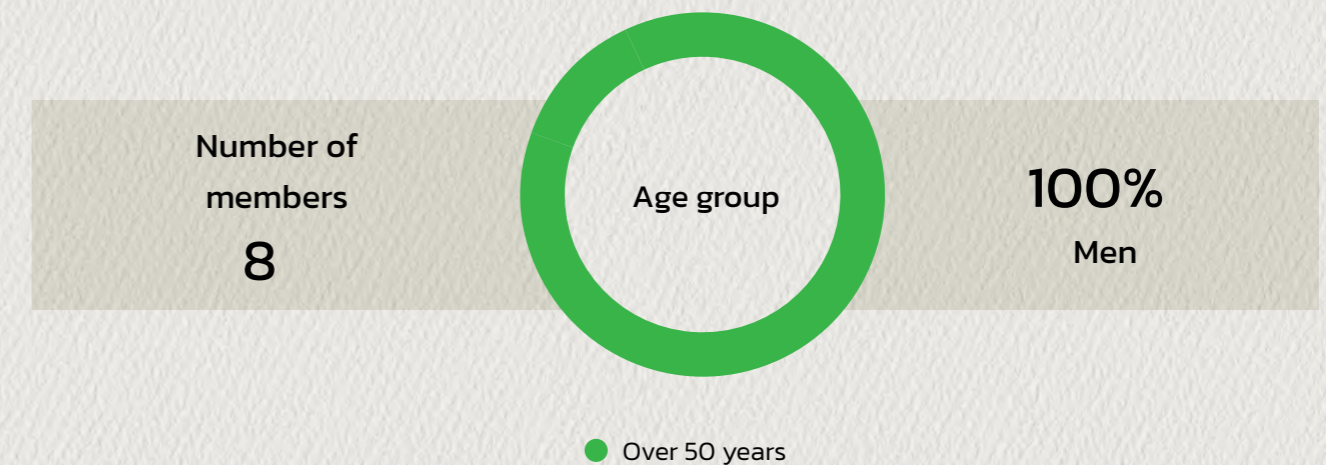
## Board of Directors 2023/24 crop

### Composition<sup>1</sup> [GRI 2-9]

| Position                            | Name                                   | Executive/ Non-executive | Indication | Independent |
|-------------------------------------|--|--------------------------|------------|-------------|
| President of the Board of Directors | José de Arimatea de Angelo Calsaverini | Non-executive            | uisa FIP   | -           |
| Counselor                           | Bernardo Parnes                        | Non-executive            | uisa FIP   | -           |
| Counselor                           | Paulo Piratiny Abbott Caldeira         | Non-executive            | uisa FIP   | -           |
| Counselor                           | Sérgio Spinelli Silva Junior           | Non-executive            | uisa FIP   | -           |
| Counselor                           | Jacyr da Silva Costa Filho             | Non-executive            | uisa FIP   | Independent |
| Counselor                           | José Roberto Mendonça de Barros        | Non-executive            | uisa FIP   | Independent |
| Counselor                           | Marcelo Reschini Abud                  | Non-executive            | uisa FIP   | Independent |
| Counselor                           | Vitor Montenegro Wanderley Junior      | Non-executive            | uisa FIP   | Independent |

<sup>1</sup> Election on 05/25/2022 and term until 05/24/2024.

### Diversity<sup>2</sup> [GRI 405-1]



<sup>2</sup> We have not yet established criteria such as diversity or underrepresented groups for the selection of members of the Board of Directors. [GRI 2-9]

**Competences**

To compose the Executive Committee, the following are considered competences: previous experience as a counselor or executive, knowledge of the Company's sectors of activity, in addition to finance and economics, strategy, governance and compliance, ESG, people management, and risk management. In our current formation, the Board has three shareholder representatives. **[GRI 2-9]**

Our advisors are executives active in the Company's market or similar, who keep up to date on topics

related to sustainable development. Furthermore, depending on demand or need, experts are brought in to explain topics in this field, to give lectures to members. **[GRI 2-17]**

For the Board of Directors, there is no formally established performance evaluation process. **[GRI 2-18]** Following the best practices of corporate governance, the roles of chairman of the Executive Committee and president of **uisa** cannot be performed by the same person. **[GRI 2-11]**



**Advisors' Experience**

**José Arimatea de Angelo Calsaverini**

Undergraduate degree in marketing from ESPM-SP and graduate degree from EPGE-FGV. He held the position of CEO of the Company from October 2016 to March 2021. During his administration, he initiated the financial restructuring process and the Turnaround Agricultural and Industrial Plan, changing the Company's direction and bringing it to the best levels of excellence and corporate transparency. He managed companies in the agribusiness sector, such as Cooperativa Agroindustrial (Coplana) and Santal Equipamentos. He worked in several companies in the health and equipment sectors. He began his career in the fuel sector during his time at the Cia. Atlantic de Petróleo. He is a member of the Advisory Board of FEA-RP USP and administrative director of BioInd.<sup>MT</sup>. *He is a member of the following **uisa** committees: Ethics and Compliance; Crisis; Strategy and Finances; People Management and Remuneration.*

**Bernardo Parnes**

Founding partner of Investment One Partners, he has 40 years of experience leading national and international financial institutions. He was CEO of Deutsche Bank Latin America and Deutsche Bank Brazil from 2008 to 2016. At Deutsche Bank, he was also a member of the Americas Executive Committee, the Regional Management Executive Committee and the Latin American Advisory Board. From 2006 to 2008, he was CEO of Banco Bradesco BBI SA and, before that, CEO of JSI Investimentos Ltda, part of the Safra Group. He was president of Banco Merrill Lynch SA in Brazil for 14 years and worked at Citigroup in Brazil for 7 years. He is currently a member of the Boards of Hospital Albert Einstein and MASP – São Paulo Museum of Art and Member of the Boards of Directors of Iguatemi SA, Fulwood SA, and Raizen-Geo Biogás SA.

*He is a member of the following **uisa** committees: Strategy and Finances; People Management and Remuneration.*

**Paulo Piratiny Abbott Caldeira**

He is the General Partner of the CVCIB Fund, operating in the areas of real estate, agribusiness, financial services, distressed debt, fintechs and agritechs. He served as Managing Director of the Citigroup Venture Capital Investment – CVCIB funds, being Senior Partner of the Citigroup Venture Capital International Growth I and II funds. He was a partner at the Citigroup Venture Capital Technology Investment Fund in the USA, head of consumer & corporate M&A Division in Latin America, and director of Citigroup Strategy & Business Development. He also worked at Philips NV in the US and Europe and, previously, at Petrobras in Brazil. He holds an MBA from Columbia University and a PhD in Electrical Engineering & Computer Science from the University of Wisconsin-Madison.

*He is a member of the following committees at **uisa**: Ethics and Compliance; Sustainability; Strategy and Finances; People Management and Remuneration*

**Sérgio Spinelli Silva Junior**

Founding partner of Spinelli Advogados, with experience in providing legal advice to publicly-held companies, investment funds, financial institutions and institutional investors in the areas of capital markets, banking, and corporate. His activities, in Brazil and abroad, include public offerings of shares, structured financial operations, private equity transactions and M&A. He holds a Bachelor's Degree in Law from the Pontifical Catholic University of São Paulo (PUC-SP), was an Independent Member of the Mergers and Acquisitions Committee (CAF), and is currently a Member of the Board of Directors of the Credit Guarantee Fund (FGC).

*He is a member of the following **uisa** committees: Strategy and Finances; People Management and Remuneration; Risks and Internal Controls.*

**Jacyr da Silva Costa Filho**

With an undergraduate degree in Civil Engineering and Business Administration with a specialization in marketing from the International Institute for Management Development – IMD, in Lausanne, Switzerland. He has over 30 years of experience in the sugar and energy sector, having managed companies such as Açúcar Guarani, Brasil Álcool and the trading company SCA. He was a member of the Global Executive Committee of the Tereos group, responsible for Brazilian operations for the last 14 years.

He is currently a partner at the agribusiness consultancy Agroadvice and works as a business advisor. He is an active participant in several entities in the sector. He works as director of FIESP, where, in September 2016, he assumed the presidency of the Superior Council of Agribusiness – COSAG. He is an advisor to the Sugarcane Industry Union – UNICA and president of the Alcohol Manufacturing Union of the State of São Paulo.

**José Roberto Mendonça de Barros**

Founding partner of MB Associados, an economic consultancy firm. He is a member of the Board of Scotiabank, of the Associação Sociedade de Cultura Artística, and of the Executive Committee of Scicrop – a solutions company for agribusiness, specialized in Analytics and Data Integration. He was CEO of the Adib Jatene Foundation. Participated in several Boards of Directors and Advisory Boards, such as FEBRABAN, BM&F BOVESPA, Minerva Meatpacking Plant, Santander Bank (Brazil), The Group O Estado de São Paulo, Tecnisa, and Pão de Açúcar. He was also a member of the Strategic Committee of Companhia Vale do Rio Doce. Developed and structured the New Market Project for BOVESPA. In 2019, he received the Ney Bittencourt de Araújo award – Agribusiness Personality. In 1998, he received the “Economist of the Year” award. He is a columnist for the newspaper O Estado de São Paulo and for Radio BandNews FM. With an undergraduate degree in Economics, a PhD in Economics from the University of São Paulo – USP and Post-doctorate at the Economic Growth Center, Yale University, USA.

**Marcelo Reschini Abud**

Current CEO of Citrosuco, he has extensive professional experience, having served on the board of directors of companies such as Lavoro Holding (Patria Portfolio), Ambev, and Anheuser-Busch Inbev. He was a member of the Executive Committee of the Beer Canada Institute and The Beer Store. With an undergraduate degree in Business Administration from Fundação Getúlio Vargas, he holds an MBA from Business School São Paulo – BSP.

**Vitor Montenegro Wanderley Junior**

In charge of the global assembly of Camaçari Agroindustrial. President of the Sugar and Alcohol Producers Association of the State of Alagoas. He is currently a board member and shareholder at Usina Coruripe Açúcar e Álcool, director at Coruripe Holding and director at GTW, and managing partner at MG Participações e Empreendimentos Ltda and MG Agroindustrial Ltda. Bachelor of Economic Sciences from the School of Economic Sciences of the South of Minas – Itajubá (MG) and with an undergraduate degree in Mechanical Engineering from the Federal School of Engineering of Itajubá (MG).

**Nomination and selection [GRI 2-10]**

The selection and nomination of candidates to the Board of Directors are made by the Company's shareholders, respecting the criteria established in the applicable regulations and legislation. Such indications are approved by the Company's General Meeting. To appoint and select the members of the Board of Directors, the Company considers the opinion of its shareholders, the skills relevant to the organization's impact, and the independence criterion, with four independent members making up the Board. However, selection criteria related to diversity have not yet been established.

**Remuneration [GRI 2-19]**

Remuneration policies are established to ensure the recruitment, motivation and retention of members of the Board of Directors and senior executives of the Company, seeking to encourage advisors and directors, so that performance is aligned with short, medium and long-term interests of the Company.

The remuneration of the Board of Directors is not linked to the analysis of the Company's performance. In the short term, we seek to achieve this alignment through pro-labore paid per meeting or monthly, defined in individual negotiation guided, among

other factors, by the time dedicated to the functions, competence and professional reputation and the value of each member's services in the market.

Directors receive a fixed monthly salary, defined in accordance with individual negotiations, determined annually by the Board of Directors. The same for the benefits in general, elements compatible with the market and essential for valuing the individual contribution of beneficiaries, ensuring safety for the focused performance of their respective functions.

To align the directors' performance with the Company's medium- and long-term interests, **uisa** provides variable remuneration, which considers each director's target score, consisting of goals and criteria to verify involvement with the Company's business. Variable remuneration may be carried out through the payment of bonuses, profit sharing or exceptional gratuities, which are granted liberally by the Company, under the terms and conditions of the internal policies determined by the Board of Directors.





The methodology is annually reviewed to ensure alignment with the objective and guidelines of the Remuneration Policy.

The process for determining the remuneration of the Board of Directors is carried out by the People and Culture area, with market research and, eventually, through independent consultants. The overall annual remuneration of the Board and Executive Board is approved by the Shareholders' Meeting. The Board of Directors, in its turn, decides on the apportionment of the approved amounts. In a medium and long-term perspective, the Company aims to achieve such alignment through direct and indirect benefits, such as reimbursement of travel, accommodation, food and/or other expenses related to attendance at specific meetings and which collaborate in providing assistance to the Company's practices. Board members may be covered by an Indemnity Agreement or by a Directors and Officers Liability Insurance policy (D&O Insurance), at **uisa**'s discretion. [GRI 2-20]

**Conflict of interest** [GRI 2-15]

**uisa** has policies that deal with the identification and management of potential conflicts of interest relating to administrators. The **Company's Conflict of Interest Policy** determines that it is the duty of the members of the Board of Directors to monitor and report potential conflicts. Any member who, for any reason, has a private or conflicting interest with **uisa**, in deliberation, must immediately communicate the fact and abstain, including physically, from participating in discussions and deliberations, and this abstention must be recorded in the minutes.

Conflicts of interest are disclosed to stakeholders only in cases where the Company is required by law. If a hypothesis of conflict of interest is identified,

Please see our Conflict of Interest Policy.

[Click here.](#)

the Compliance area will submit a proposal for dealing with the identified conflict to the Ethics and Compliance Committee for analysis.

**uisa** has established methodologies for cases of reports of potential or actual negative impacts raised by stakeholders through reporting mechanisms or other means. In the event of complaints of non-compliance with standards and rules, the issue is reported to the area of Compliance and, in the case of any operational or community complaints, to the Sustainability Committee or the Executive Board. Presumably, depending on their relevance, these issues are directed to the Board of Directors. In the 2023/24 harvest, there were no reports of this nature taken to the Board. [GRI 2-16]



**Executive Board** [GRI 2-9]

The Executive Board is composed of the CEO and six directors: Financial and Administrative, Investor Relations, Agroindustrial, People and Culture, Commercial and Technology, and Innovation. The term of office is three years, with re-election permitted, and extends until the respective successors take office. It is the responsibility of the Board of Directors to elect them. The Executive Board follows the strategic guidelines defined by the Board of Directors.

**Members of the board of directors by age range (%)** [GRI 405-1]

|                     | 21/22 Harvest | 22/23 Harvest | 23/24 Harvest |
|---------------------|---------------|---------------|---------------|
| Below 30 years      | -             | -             | -             |
| From 30 to 50 years | 60%           | 100%          | 60%           |
| Above 50 years      | 40%           | -             | 40%           |

**Members of the board of directors by sex (%)** [GRI 405-1]

|       | 21/22 Harvest | 22/23 Harvest | 23/24 Harvest |
|-------|---------------|---------------|---------------|
| Man   | 100%          | 100%          | 100%          |
| Woman | -             | -             | -             |

**Proportion of members of the board of directors hired in the local community<sup>1</sup>** [GRI 202-2]

|   | 21/22 Harvest | 22/23 Harvest | 23/24 Harvest |
|---|---------------|---------------|---------------|
| Total members of the Board of Directors | 6             | 6             | 5             |
| Hired in the local Community            | 2             | 2             | 2             |
| Proportion                              | 33.33%        | 33.33%        | 40%           |

<sup>1</sup> The municipalities in the region surrounding the Company are considered to be the local community.



## Members of the Board of Directors



### José Fernando Mazuca Filho

CEO  
Financial and Administrative Director  
Investor Relations Director

He has over 13 years of experience in the sugar sector & ethanol. He was a partner at the consultancy Datagro, where he participated and led the development of cogeneration, biodigestion, brownfields, greenfields, and new technologies. He also coordinated and led interim management processes, aiming at operational improvements and turnaround, of plants in Brazil and abroad, in addition to acting as an advisor (buy side) in the operational due diligence of more than 30 plants and advising several Brazilian and international groups in the structuring of debts in national and international development banks and mergers and acquisitions. He has a degree in administration from the São Paulo School of Business Administration at the Getúlio Vargas Foundation (EAESP – FGV).



### Paulo César Leite

Commercial Director

He has been in charge of the Company's commercial area since 2010. He began his career as an intern at the company in 1995 and has held several positions. He holds a bachelor's degree in Economics from the Faculty of Economic Sciences of Triângulo Mineiro (MG).



### Jari de Souza

Agroindustrial Director

He has years of experience in the sugar-energy sector, having started his career at the former Usinas Itamarati, with a stint at Bunge between 2008 and 2011, where he had the opportunity to lead a greenfield project on an agricultural frontier in the state of Tocantins.

He has a degree in Agronomy from the Federal University of Mato Grosso – UFMT, in Cuiabá and is an Agribusiness graduate student at ESALQ – USP.



### Rodrigo Ribeiro Gonçalves

Technology and Innovation Director

He has over 18 years of experience in technology and innovation management with large national and multinational agribusiness companies, having worked at Cofco, Veracel, and others. Graduated in Information Systems, he also has an MBA in Project Management and MTA in Technology Management. In his current role, he leads the technology and innovation team, being responsible for the digitalization and innovation of the Company, which aims to stand out and change its products with a focus on innovation. Finalist for the IT Executive of the Year award by IT-MIDIA in 2020 in the agribusiness category. Winner of the executive of the year award, in the productivity category, in 2022.



### Marco Aurélio Mendonça Seraphim

People and Culture Director

Graduated in Administration from Centro Universitário Newton Paiva, he has a graduate degree in People Management from Centro Universitário Una, and an MBA in Strategic Business Management from Fundação Getúlio Vargas (FGV). With over 36 years of professional experience in national and multinational companies, he has extensive experience in the Human Resources area. Besides solid experience in all its subsystems, such as: recruitment and selection, training and development, career and succession, movement and registration, labor liabilities, labor union relations, occupational safety and medicine, property security and services.

## Advisory Committees [GRI 2-9]

uisa has six committees to advise the CEO and the Executive Board.

### Ethics and Compliance Committee

Advises the CEO and the Compliance department with recommendations and guidelines related to ethical issues and the Program of Compliance. It evaluates possible violations of the Company's rules, values, and principles and imposes the appropriate disciplinary measures. It ensures, to the Compliance area, all economic and personnel resources for the effective development of its activities.

### Sustainability Committee

Defines the guidelines directing the Company's sustainability activities, based on a business development agenda guided by the integration between economic, environmental, social and governance aspects (ESG) and relationships with its ecosystem.

### Crisis Committee

Coordinates the work related to the Company's actions in a risk or crisis situation.

### Risk and Internal Controls Committee

Advises in monitoring actions related to mapped risks, implementation and review of internal controls, and implementation of internal audit, focusing on practices to serve the New Market.

### Strategy and Finances Committee

Advises on the conduction of the strategic or business plan approved by the Board of Directors, and supports executive financial decision-making. It studies matters within its competence and prepares proposals to be taken by the CEO and Executive Directors to the Board of Directors for examination and deliberation, according to the scope and competences defined in the Company's Bylaws.

### People and Remuneration Management Committee

Advises in matters related to human and organizational development and processes regarding people management and corporate culture. It studies matters within its competence and prepares proposals to be taken by the CEO and Executive Directors to the Board of Directors for examination and deliberation, according to the scope and competences defined in the Company's Bylaws.

## Composition

| Committee <sup>1</sup>          | Name  | Position at uisa  | Executive/<br>non-executive |
|---------------------------------|---|---|-----------------------------|
| Ethics and Compliance Committee | José de Arimatea de Angelo Calsaverini      | President of the Board of Directors                                     | Non-executive               |
|                                 | Paulo Piratiny Abbott Caldeira              | Member of the Board of Directors  | Non-executive               |
|                                 | José Fernando Mazuca Filho                  | CEO   | Executive                   |
|                                 | Marco Aurélio Mendonça Seraphim             | People and Culture Director   | Executive                   |
|                                 | Aline Mello Brandão Feltrin                 | Legal, Compliance and Corporate Governance Executive Manager            | Executive                   |
|                                 | José Luiz Queiroz da Costa                  | Secretary: Internal Control and Compliance Coordinator                  | Executive                   |
| Sustainability Committee        | Paulo Piratiny Abbott Caldeira              | Member of the Board of Directors  | Non-executive               |
|                                 | José Fernando Mazuca Filho                  | CEO   | Executive                   |
|                                 | Marco Aurélio Mendonça Seraphim             | People and Culture Director   | Executive                   |
|                                 | Caetano Henrique Grossi                     | Sustainability Manager  | Executive                   |
|                                 | Eduardo Gerscovich                          | Financial Structuring and Relations with Investors Manager              | Executive                   |
|                                 | Aline Mello Brandão Feltrin                 | Legal, Compliance and Corporate Governance Executive Manager            | Executive                   |
|                                 | Bernardo Guimarães Mendes                   | Communications Coordinator  | Executive                   |
| José Luiz Queiroz da Costa      | Internal Control and Compliance Coordinator | Executive   |                             |
| Luiz Carlos Machado Filho       | Secretary: Sustainability Coordinator       | Executive   |                             |
| Crisis Committee                | José Arimatea de Angelo Calsaverini         | President of the Board of Directors                                     | Non-executive               |
|                                 | José Fernando Mazuca Filho                  | CEO   | Executive                   |
|                                 | Marco Aurélio Mendonça Seraphim             | People and Culture Director   | Executive                   |
|                                 | Marco Aurélio Mendonça Seraphim             | Investor Relations Director   | Executive                   |
|                                 | Aline Mello Brandão Feltrin                 | Secretary: Legal, Compliance and Corporate Governance Executive Manager | Executive                   |

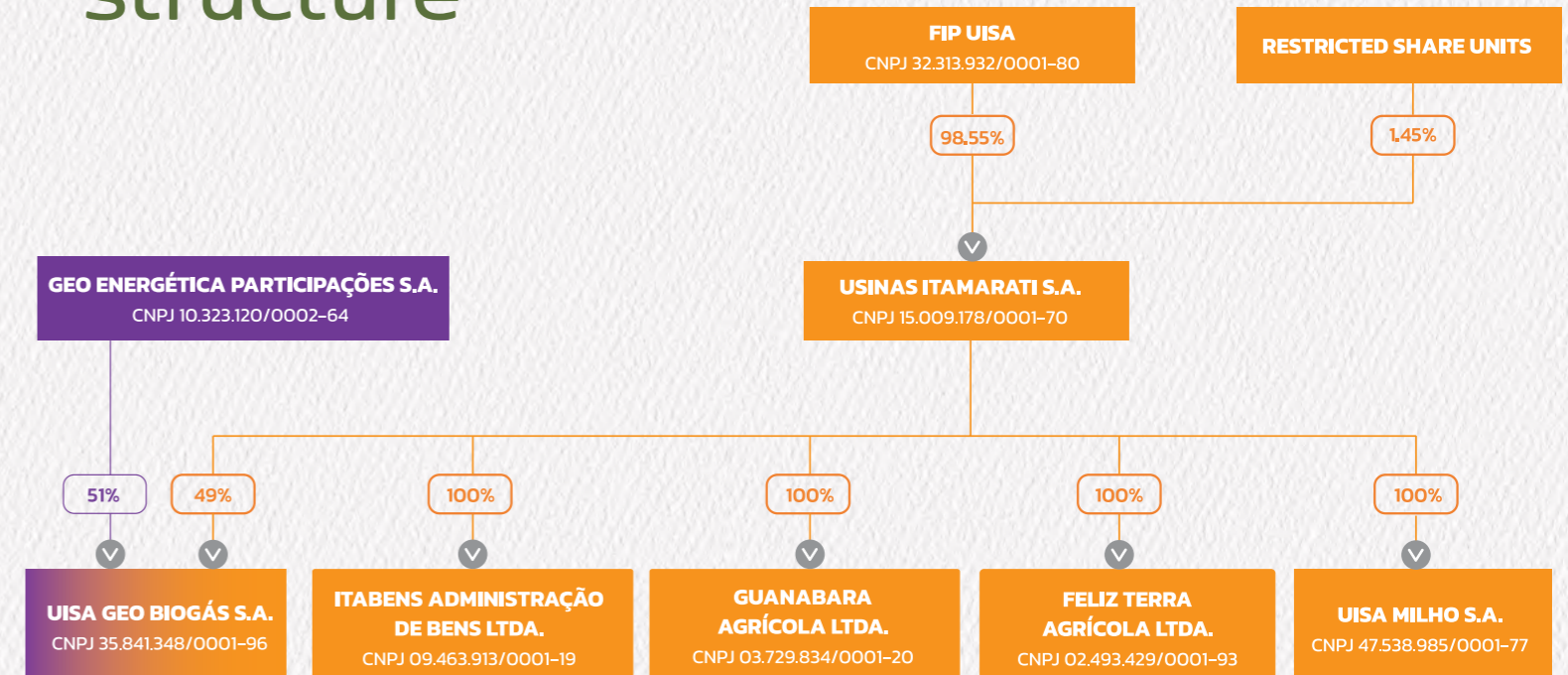
1. Committee members have indefinite terms of office.



| Committee <sup>1</sup>                      | Name  | Position at uisa  | Executive/<br>non-executive         |               |
|---|---|---|-------------------------------------|---------------|
| <b>Risk and Internal Controls Committee</b> | Sérgio Spinelli Silva Junior                        | President of the Board of Directors                                     | Non-executive                       |               |
|   | José Fernando Mazuca Filho                          | CEO   | Executive                           |               |
|   | Everson Zaczuk Bassinello                           | Financial and Administrative Director                                   | Executive                           |               |
|   | Aline Mello Brandão Feltrin                         | Independent Member  | Non-executive                       |               |
|   | Aline Mello Brandão Feltrin                         | Legal, Compliance and Corporate Governance Executive Manager            | Executive                           |               |
| <b>Strategy and Finances Committee</b>      | José Luiz Queiroz da Costa                          | Secretary: Internal Control and Compliance Coordinator                  | Executive                           |               |
|   | José Arimatea de Angelo Calsaverini                 | President of the Board of Directors                                     | Non-executive                       |               |
|   | Bernardo Parnes                                     | Member of the Board of Directors  | Non-executive                       |               |
|   | Sérgio Spinelli Silva Junior                        | Member of the Board of Directors  | Non-executive                       |               |
|   | Paulo Piratiny Abbott Caldeira                      | Member of the Board of Directors  | Non-executive                       |               |
|   | José Fernando Mazuca Filho                          | CEO   | Executive                           |               |
|   | José Fernando Mazuca Filho                          | Financial and Administrative Director                                   | Executive                           |               |
|   | Aline Mello Brandão Feltrin                         | Secretary: Legal, Compliance and Corporate Governance Executive Manager | Executive                           |               |
|   | <b>People and Remuneration Management Committee</b> | José Arimatea de Angelo Calsaverini                                     | President of the Board of Directors | Non-executive |
|   |   | Bernardo Parnes   | Member of the Board of Directors    | Non-executive |
| Sérgio Spinelli Silva Junior                |   | Member of the Board of Directors  | Non-executive                       |               |
| Paulo Piratiny Abbott Caldeira              |   | Member of the Board of Directors  | Non-executive                       |               |
| José Fernando Mazuca Filho                  |   | CEO   | Executive                           |               |
| Marco Aurélio Mendonça Seraphim             |   | People and Culture Director   | Executive                           |               |
| Aline Mello Brandao Feltrin                 |   | Secretary: Legal, Compliance and Corporate Governance Executive Manager | Executive                           |               |

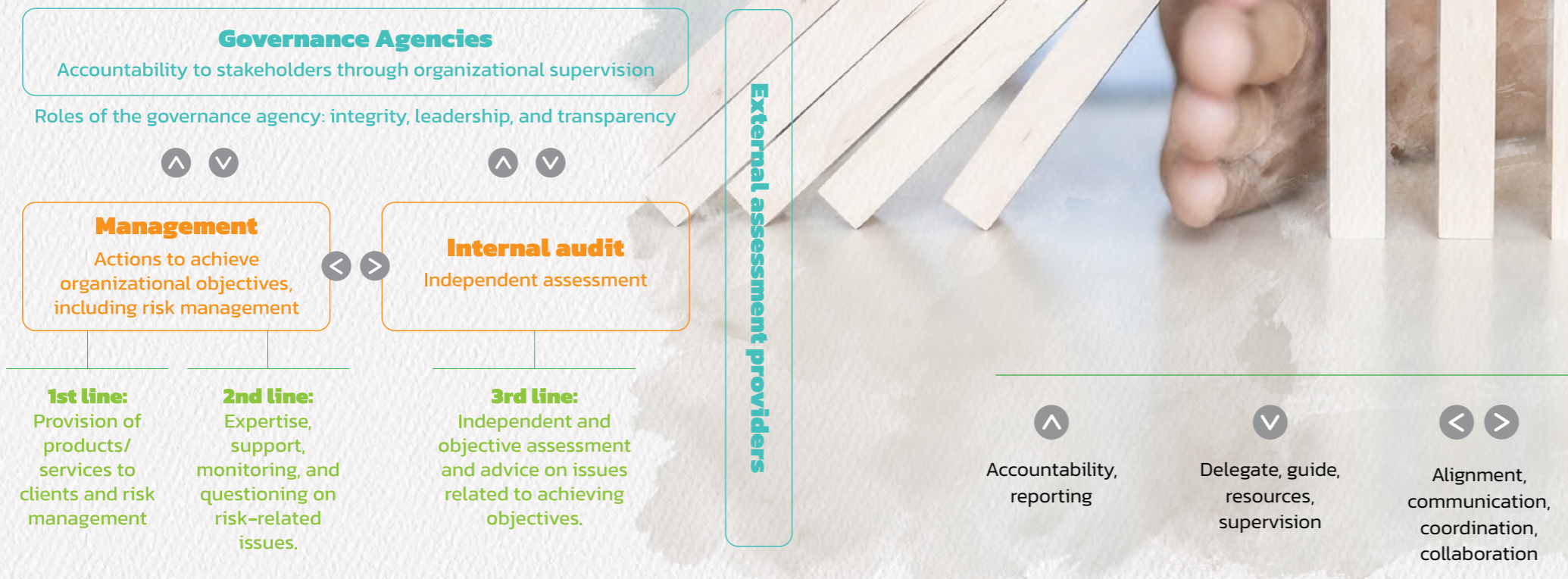
1. Committee members have indefinite terms of office.

# Corporate structure



# Risk management

**uisa's Risk Management Policy, approved by the Board of Directors, establishes principles, guidelines, and responsibilities to be followed in the process of managing risks inherent to the company's business activities and its sector of activity**



IIA 2020 Three Lines of Defense Model

The Risk Management Policy is strategic and aims to prepare the Company to face adversities, should they occur, complying with its business objectives and its environmental, social and governance commitments.

Our main risks are divided into categories and are periodically assessed: Strategic, Operational, Financial or Market, Socio-environmental and Climate, Compliance, Reputational and Information Security. The document that regulates and describes risk management in details is the Company's Risk Management Policy.

**uisa's** Risk Management methodology is based on standards and frameworks internationally recognized, in line with ISO 31000:2009 – Principles and Guidelines for Risk Management, and COSO – Committee of Sponsoring Organizations of the Treadway Commission. The method uses qualitative and quantitative criteria to measure the impact and probability of the event materializing, to determine the Company's level of exposure to risk.

The management process follows the Three Lines concept of the Institute of Internal Auditors (IIA). The first line consists of the business areas of the Company, the second line is related to the control structures, which shall equip first-line managers for the correct management of risks and opportunities. And the third line refers to internal auditing, which independently assesses whether the model has been effective.

## Types of managed risks

### Strategic risks

Resulting from adverse changes in the business environment or the use of inadequate assumptions in decision-making.

### Operational risks

Associated with the possibility of losses (of production, assets, clients, revenues) resulting from failures, deficiencies, or inadequacy of internal processes, people, and systems.

### Financial and/or market risks

Associated with the exposure of the organization's financial operations, segregated into:

**Price:** arises from the possibility of fluctuation in the market prices of the products sold. To mitigate this risk, the Company permanently monitors the market, seeking to anticipate price movements;

**Exchange:** associated with market volatility and may affect the Company when it has assets or liabilities linked to a foreign currency. The Company uses derivative operations to manage cash flow risks denominated in US dollars, net amount of other cash flows, and cash equivalents;

**Interests:** also associated with market volatility. The Company may eventually contract debts and derivatives indexed to fixed or floating interest rates; however, changes in the risk perception of market agents may generate volatility in interest curves and, therefore, increase the Company's financial expenses;

**Credit:** associated with the Company's counterparties that may occasionally fail to honor their commitments and obligations. Credit risk on cash and cash equivalents is mitigated through the conservative distribution of investment funds and CDBs, which make up the item. The distribution follows strict allocation criteria and exposure to counterparties, which are the main national and international banks considered, for the most part, by international rating agencies, to have Investment Grade;

**Liquidity:** as part of the liquidity management process, the Management prepares business plans and monitors their execution, discussing positive and negative cash flow risks and evaluating the availability of financial resources to support its operations, investments, and refinancing needs.

### Social, environmental and climate risks

Associated with financial, operational, image losses or impacts on strategy, resulting from damage to society, the environment or related to climate change, such as pollution, damage to human health, safety, transparency, impacts on communities, threats to biodiversity, among others.

### Legal and Compliance Risks (Compliance)

Associated with non-compliance with laws and regulations issued by central and local governments, as well as regulations issued by regulatory agencies or even of internal nature. They are associated with the prevention of money laundering, integrity, etc.



## Impact management [GRI 2-12]

The Board of Directors is responsible for establishing and guiding the conduct of business and establishing the Company's strategic plan, which includes short, medium, and long-term business objectives. It is also responsible for approving the declaration of values, strategies, policies and objectives relating to sustainable development. **uisa's** strategy is followed through reports from the Executive Board and monitoring of the progression of initiatives that contribute to achieving the established objectives.

The Company has a Risk Management Policy and an area dedicated to Risk Management that analyzes, plans, and coordinates actions to identify, minimize, or neutralize threats and risks that may affect the company's strategic objectives. A member of the Board of Directors participates in the Risk and Internal Controls Committee.

Risks are periodically assessed by the Executive Board and the Board of Directors, and are classified taking into account the potential impact and probability of occurrence. Risks classified as critical and high are treated as priorities and undergo a frequent monitoring process, with the aim of mitigating and preparing the Company for their occurrence.

The Board of Directors delegates responsibility for impact management to the Executive Board. In addition, some Board members participate in Advisory Committees, which meet periodically [GRI 2-13]

The Board of Directors meets regularly at least four times a year, and extraordinarily whenever necessary, and is convened in accordance with the Company's Bylaws. Its attributions are established in the Articles of Association, available at [Investor Relations website](#).

### Reputational Risk

Arising from the negative perception of the Company by clients, partners, suppliers, shareholders, subsidiaries, media, social influencers, investors, regulators, etc.

### Information Security Risks

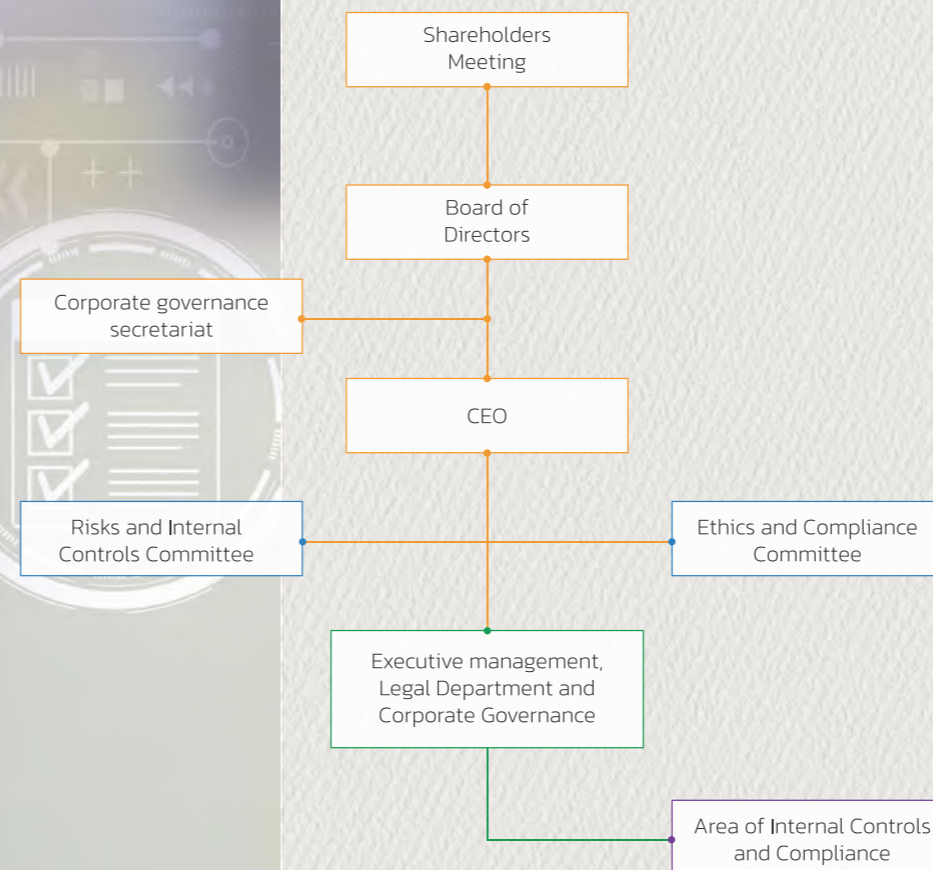
Consist of the loss, misuse, unauthorized access or disclosure of internal or external stakeholders' information or personal data, which may threaten the business or harm the Company's image.

# Compliance

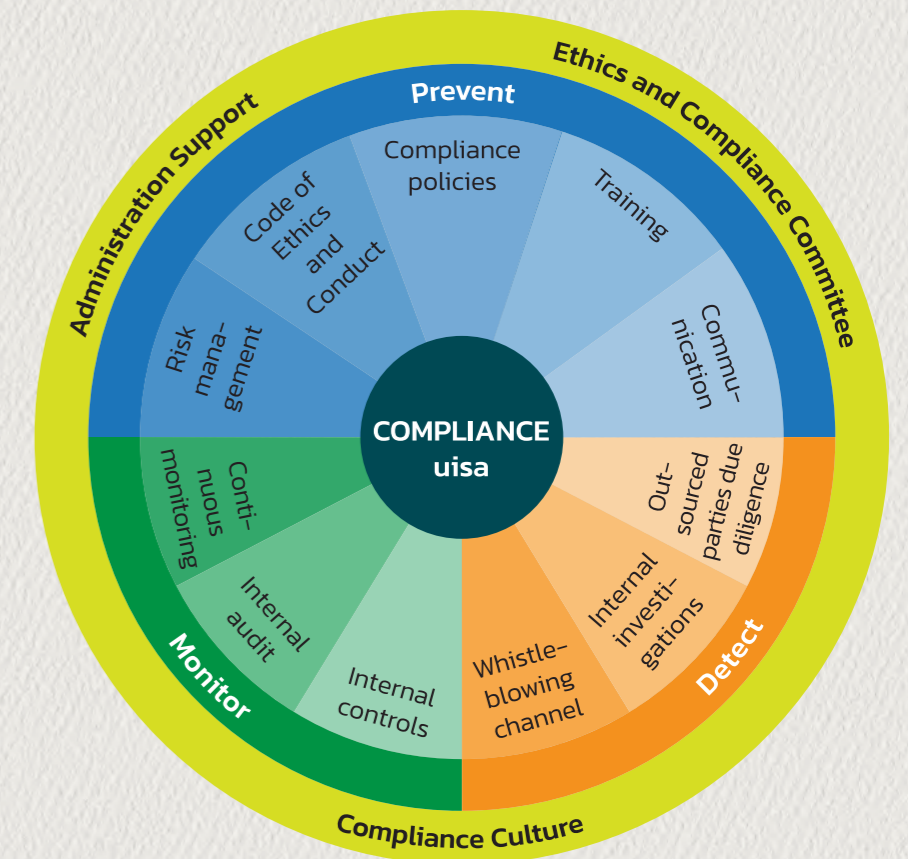
Our Program Compliance is intended to prevent, detect and remedy harmful acts committed against the Company, as well as to act in compliance with laws, ethical standards, and regulations. It is composed of a set of mechanisms built from the principles and guidelines of our Compliance Policy, our Code of Ethics and Conduct, and the Code of Conduct for Partners and Suppliers.



**Areas Directly Involved in the Compliance Program**



**Compliance Program Organization Chart**



### Whistleblower Channel [GRI 2-25; 2-26]

The Whistleblower Channel is the means through which stakeholders – such as employees, partners, suppliers and the community – report concerns about negative impacts of the Company related to violations of the Code of Ethics and Conduct, **uisa** policies and standards, as well as any information about possible non-compliance with applicable legal and regulatory provisions.

The communication of these issues is therefore reported to the Compliance Area and, in the case of any operational or community complaints, to the Sustainability Committee or the Executive Board.

The Channel can be accessed 24 hours a day by telephone or via the website. Complaints are received by an external and independent company, generating a protocol number for follow-up, with a guarantee of confidentiality and non-retaliation. If the whistleblower wishes, his/her contact may remain anonymous.

The Compliance area is responsible for providing advice on **uisa**'s policies and practices and is the area to which stakeholders report any concerns regarding this matter.

#### Whistleblowing Channel

Telephone no.: 0800-882-1111 – Online Channel: <https://www.canalconfidencial.com.br/uisa/> – Opening hours: Monday to Sunday, 24h – Directly to a representative of the Compliance area: weekdays, from 8:30 am to 5:30 pm.

In case of doubts regarding the Whistleblowing Channel or the Compliance Program, you can send an email to [compliance@uisa.com.br](mailto:compliance@uisa.com.br)

#### uisa's Whistleblower Channel – registered cases'

|                                   | 21/22<br>Harvest | 22/23<br>Harvest | 23/24<br>Harvest |
|-----------------------------------|------------------|------------------|------------------|
| <b>Reports received</b>           | <b>100</b>       | <b>128</b>       | <b>135</b>       |
| Web                               | 79               | 107              | 98               |
| Toll-free number                  | 0                | 18               | 32               |
| In-person                         | 21               | 3                | 5                |
| <b>Operational reports</b>        | <b>15</b>        | <b>10</b>        | <b>19</b>        |
| <b>Reports being investigated</b> | <b>3</b>         | <b>10</b>        | <b>7</b>         |
| <b>Completed reports</b>          | <b>82</b>        | <b>118</b>       | <b>109</b>       |
| Inconclusive                      | 16               | 26               | 32               |
| Unfounded                         | 43               | 51               | 36               |
| Partially founded                 | 3                | 8                | 3                |
| Founded                           | 20               | 33               | 38               |



1 In the 2023/24 crop, 3 (three) cases with allegations of discrimination were reported in the Whistleblowing Channel. All of them were analyzed. Of the three cases reported, only two were justified for gender discrimination, with disciplinary warning measures being applied and those involved being under continuous observation. [GRI 406-1]

#### Corruption [GRI 205-1]

One hundred percent of **uisa**'s operations are assessed for corruption risks: our agro-industrial units, Distribution Centers, and administrative offices.

The risks related to corruption in these areas, identified by risk assessment, are reputational, which can lead to the loss of commercial partnerships and business opportunities, and fines and penalties.

### Communication and training in anti-corruption policies and procedures [GRI 205-2]

#### Members of the board of directors to whom the procedures and policies to fight corruption adopted by the company have been notified by **uisa**, discriminated by region<sup>1-2-3</sup>

|           | Total number of members | Total number of members notified | %    |
|-----------|-------------------------|----------------------------------|------|
| Southeast | 8                       | 8                                | 100% |

1. The members of **uisa**'s Board of Directors are concentrated in the Southeast region. 2. These are the same numbers of Board members who received training in combating corruption. 3. Training in corruption policies is carried out together with training on the Company's Code of Ethics and Conduct.

#### Employees<sup>1</sup> to whom the procedures and policies to fight corruption adopted by **uisa** have been notified, discriminated by functional category and region<sup>2-3</sup> [GRI 205-2]

| Functional category | North     |                |      | Central-west |                |       | Southeast |                |      |
|---------------------|-----------|----------------|------|--------------|----------------|-------|-----------|----------------|------|
|                     | Total No. | No. of reports | %    | Total No.    | No. of reports | %     | Total No. | No. of reports | %    |
| Director            | -         | -              | -    | 5            | 5              | 100%  | -         | -              | -    |
| Executive Manager   | -         | -              | -    | 1            | 1              | 100%  | 1         | 1              | 100% |
| Manager             | 3         | 3              | 100% | 18           | 18             | 100%  | 2         | 2              | 100% |
| Coordinator         | -         | -              | -    | 45           | 45             | 100%  | -         | -              | -    |
| Supervisor          | -         | -              | -    | 50           | 50             | 94%   | -         | -              | -    |
| Specialist          | -         | -              | -    | 48           | 48             | 100%  | 2         | 2              | 100% |
| Analyst/technician  | 7         | 7              | 100% | 403          | 403            | 100%  | 2         | 2              | 100% |
| Operational         | 7         | 7              | 100% | 2,538        | 2,360          | 92.9% | -         | -              | -    |

1. Employees hired as CLT employees. 2. These are the same numbers of employees who received training in combating corruption; 3. Training in corruption policies is carried out together with training on the Company's Code of Ethics and Conduct.

#### Business partners to whom the procedures and policies to fight corruption adopted by the company have been communicated by **uisa**, discriminated by type of business partners and region<sup>1</sup> [GRI 205-2]

| Type of business partners       | North     |      | Central-west |      | Southeast |      | North East |      | South     |      |
|---------------------------------|-----------|------|--------------|------|-----------|------|------------|------|-----------|------|
|                                 | Total No. | %    | Total No.    | %    | Total No. | %    | Total No.  | %    | Total No. | %    |
| Sugarcane suppliers             | -         | -    | 42           | 100% | -         | -    | -          | -    | -         | -    |
| Equipment and service suppliers | 47        | 100% | 323          | 100% | 338       | 100% | 12         | 100% | 74        | 100% |

1. Training in corruption policies is carried out together with training on the Company's Code of Ethics and Conduct for the Company's Partners and Suppliers.



# Responsible business behavior

**Having responsible business conduct means respecting applicable laws and internationally recognized standards, considering the relationship between business and society**

The objective is to avoid negative impacts and contribute to sustainable and inclusive development, acting with transparent corporate governance, focusing on labor rights, human rights, the environment, consumers and the fight against corruption.

## **Our Policy Commitments** [GRI 2-23]

The Company maps, identifies, and assesses the risks inherent to its activities, supply chain, and commercial relations and uses legal means to mitigate their impacts, also focusing on the precautionary principle. We establish policies in which we clearly explain our commitments and incorporate them into our

management systems. They comply with the Federal Constitution, the Universal Declaration of Human Rights (UN) and the Declaration of the International Labor Organization (ILO).

Carrying out due diligence on employees, suppliers, and business partners is part of our commitments, demanding ethical conduct in line with the guidelines of our commitments. Please see our Policies at the [Investor Relations website](#).

We are signatories of the UN Global Compact and have joined the Business Pact for Integrity and Against Corruption, from the Ethos Institute, which reinforces our work in defending human rights, labor rights, the environment, and fight against corruption. Our guidelines for defending human rights are set out in our Code of Ethics and Conduct, Code of Conduct for Partners and Suppliers, and in our Diversity and Inclusion Culture Policy.

Our specific human rights policy commitment address the protection and non-participation in their violation; support for freedom of association and collective bargaining; the elimination of slave labor; the effective abolition of child labor; the end of

discrimination in employment; a preventive approach to environmental challenges; the promotion of environmental responsibility; the encouragement of the diffusion of sustainable technologies; and the fight against corruption.

All policies implemented in the Company have been analyzed and approved by the Executive Board and the Board of Directors and apply to all our operations and subsidiaries.

## **Communicating our commitments**

[GRI 2-23]

All employees, when hired, regardless of their hierarchical level, are trained in our Code of Ethics and Conduct and must formalize their knowledge and agreement in a mandatory manner. This training is carried out annually and eventually renewed whenever the document undergoes revisions. Outsourced employees are subject to the same training and adherence.

When suppliers register on the Supplier Relationship Portal, they adhere to the Partner and Supplier Code of Conduct, which provides guidance on **uisa's** guidelines and values and on anti-bribery and anti-corruption practices. Institutional communications are also developed and disseminated reinforcing the Company's principles, ensuring that practically 100% of employees are reached with communications related to its policies and compliance practices.



**Incorporation of policy commitments into the Company** [GRI 2-24]

The Board of Directors analyzes and approves the policies and supports their effective implementation by the Executive Board, which, in turn, is also responsible for ensuring compliance and execution of the policies and processes. Managers, supervisors, coordinators and leaders must encourage and enhance awareness, involvement and participation. All employees, including the outsourced ones, and executives have the daily responsibility of

implementing and complying with the commitments established in each of the policies and operational procedures. Responsible business conduct is discussed at meetings of the Board of Directors, the Executive Board and advisory committees, focusing more frequently on issues such as environmental preservation, sustainable development, competitive fairness and corruption prevention.

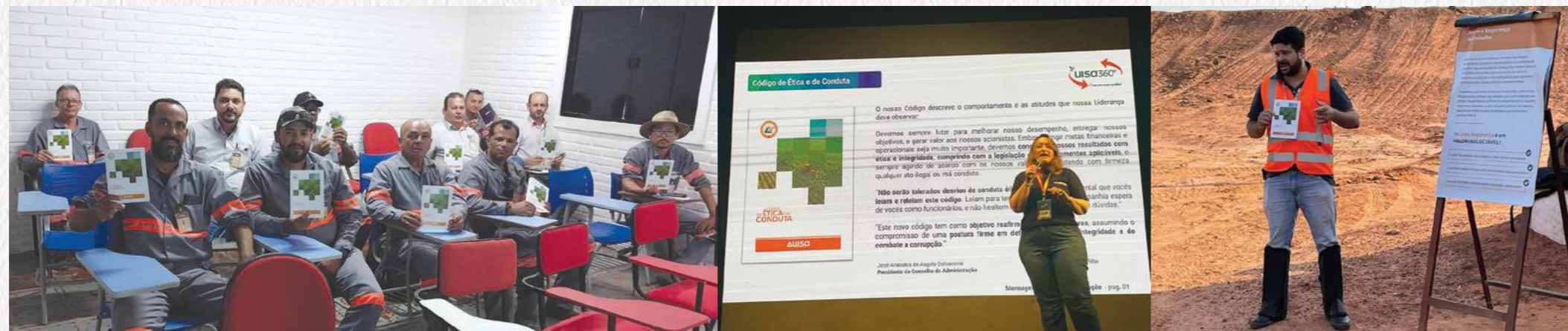
To align our policy commitments with risk management systems, we have a Risk Management Policy, which establishes principles, guidelines and responsibilities to be observed in the risk management process inherent to business activities and its sector of activity. It is strategic and aims to prepare the Company to face adversities, should they occur, fulfilling its business objectives and its environmental, social, and governance commitments. To monitor compliance

with policy commitments, **uisa** uses internal audits, internal controls and the Whistleblower Channel. In business relationships, **uisa** implements its commitments by informing partners of the Code of Conduct for Partners and Suppliers and of other Compliance policies, such as Conflict of Interest Policy, Anti-Corruption and Anti-Bribery Policy.

**Training for the implementation of commitments**

Employee training is provided through in-person or online lectures, approaching the topics covered in the Code of Ethics and Conduct point by point. The training content covers, among other topics, conflicts of interest, donations and sponsorships, anti-corruption and anti-money laundering practices, protection of personal data (General Personal Data Protection Law – LGPD), health and safety at work, respect for the environment, against harassment and discrimination, against child labor, against forced or slave-like labor, respect for diversity and respect for human rights.

Please see our Policies at the [Investor Relations website](#).



**Participation in Associations**

[GRI 2-28]

The Company is associated with the Bioenergy Industries of Mato Grosso (BioInd<sup>MT</sup>), the National Bioenergy Union (UDOP), the Brazilian Association of Publicly Held Companies (ABRASCA), and the Sugarcane and Bioenergy Industry Union (UNICA), and Brazilian Association of Biogás (ABiogás).

**uisa's** Chairman of the Board of Directors, José Arimatea de Angelo Calsaverini, holds the position of administrative director at BioInd<sup>MT</sup>.






GRI Table of Contents

# GRI Table of Contents<sup>1</sup>

**Usage statement:** uisa reported in accordance with the GRI Standards for the period from April 1, 2023 to March 31, 2024. | **GRI 1 used:** Fundamental 2021

TO ACCESS GRI CONTENT  
THROUGHOUT THE REPORT,  
CLICK ON THE NUMBER OF THE  
REFERENT PAGE IN THIS TABLE



| GRI Standards                       | Content   | Page or direct answer   |
|-------------------------------------|---|---|
| <b>General Contents</b>             |   |   |
| <b>GRI 2: General Contents 2021</b> | 2-1 Organization Details  | Pages <b>6, 17, 130</b>   |
|                                     | 2-2 Entities included in the organization's sustainability report | Page <b>6</b>   |
|                                     | 2-3 Reporting period, frequency and point of contact              | Pages <b>6, 7</b>   |
|                                     | 2-4 Information reformulations                                    | Page <b>73</b><br>Page <b>110</b> : Due to an error in the previous report, the information regarding GRI 401-1 (turnover rate) was reviewd, with the data for the 21/22 and 22/23 harvests being modified.<br>Page <b>112</b> : (table on sex): The basis for calculating the percentage of employees who received regular performance evaluations has changed. In the previous report, the number of employees considered was that from specialist positions. In this report, the divisor now considered is the total number of employees in the harvest, which changed the data for the 21/22 and 22/23 harvests.<br>Page <b>125</b> |

| GRI Standards                       | Content  | Page or direct answer                                |
|-------------------------------------|--|--|
| <b>General Contents</b>             |  |  |
| <b>GRI 2: General Contents 2021</b> | 2-5 External check   | Page <b>7</b><br>Assurance performed by SGS – Brazil |
|                                     | 2-6 Activities, value chain, and other business relationships                      | Pages <b>16, 18, 25, 26</b>                          |
|                                     | 2-7 Employees  | Page <b>103</b>                                      |
|                                     | 2-8 Workers who are not employees  | Page <b>111</b>                                      |
|                                     | 2-9 Governance Structure and its composition                                       | Pages <b>140, 141, 142, 147, 150</b>                 |
|                                     | 2-10 Appointment and selection to the highest governance agency                    | Page <b>145</b>                                      |
|                                     | 2-11 Chairman of the highest governance agency                                     | Page <b>142</b>                                      |
|                                     | 2-12 Role played by the highest governance agency in supervising impact management | Page <b>157</b>                                      |
|                                     | 2-13 Delegation of responsibility for impact management                            | Page <b>157</b>                                      |
|                                     | 2-14 Role played by the highest governance agency in sustainability reporting      | Page <b>6</b>  |

1. There were no cases of OMISSION in this report

| GRI Standards                       | Content  | Page or direct answer  |
|-------------------------------------|--|--|
| <b>General Contents</b>             |  |  |
| <b>GRI 2: General Contents 2021</b> | <b>2-15</b> Conflicts of Interest                                      | Page <b>146</b>  |
|                                     | <b>2-16</b> Communicating Critical Concerns                            | Page <b>146</b>  |
|                                     | <b>2-17</b> Collective knowledge of the highest governance agency      | Page <b>142</b>  |
|                                     | <b>2-18</b> Assessment of performance of the highest governance agency | Page <b>142</b>  |
|                                     | <b>2-19</b> Compensation Policies                                      | Page <b>145</b>  |
|                                     | <b>2-20</b> Process for determining remuneration                       | Page <b>146</b>  |
|                                     | <b>2-21</b> Proportion of total annual remuneration                    | Ratio between the total annual remuneration of the highest-paid individual in the organization and the average total annual remuneration of all employees (excluding the highest-paid individual): 37.25. To calculate the ratio, all amounts received during the period for active employees were considered, excluding employees on leave, apprentices, freelancers, and outsourced ones. Ratio between the percentage increase in the total annual remuneration of the highest-paid individual in the organization and the average percentage increase in the total annual remuneration of all employees (excluding the highest-paid individual): -18,11. |
|                                     | <b>2-22</b> Declaration on sustainable development strategy            | Page <b>8</b>  |
|                                     | <b>2-23</b> Policy Commitments   | Pages <b>162, 163</b><br><a href="#">Click here</a> and access our Policies.   |

| GRI Standards                       | Content  | Page or direct answer   |                |
|-------------------------------------|--|---|----------------|
| <b>General Contents</b>             |  |   |                |
| <b>GRI 2: General Contents 2021</b> | <b>2-24</b> Incorporation of policy commitments            | Page <b>164</b>   |                |
|                                     | <b>2-25</b> Processes to repair negative impacts           | Page <b>160</b>   |                |
|                                     | <b>2-26</b> Mechanisms for counseling and concerns raising | Page <b>160</b>   |                |
|                                     | <b>2-27</b> Compliance with laws and regulations           | No fines were paid or sanctions applied in the 2023/24 harvest. Cases where the fine or sanction applied is material (relevant) and those that may directly impact the continuity of the Company's operations or that may cause damage to its image or relationship with its stakeholders are considered significant. |                |
|                                     | <b>2-28</b> Participation in associations                  | Page <b>165</b>   |                |
|                                     | <b>2-29</b> Approach to stakeholder engagement             | Page <b>42</b>  |                |
|                                     | <b>2-30</b> Collective bargaining agreements               | Page <b>115</b>   |                |
|                                     | <b>Material themes</b>                                     |   |                |
|                                     | <b>GRI 3: Material Themes 2021</b>                         | <b>3-1</b> Process of defining material themes  | Page <b>30</b> |
| <b>3-2</b> List of material themes  |  | Page <b>32</b>  |                |

| GRI Standards                                     | Content   | Page or direct answer   |
|---|---|---|
| <b>Environment, Climate, and Circular Economy</b> |   |   |
| <b>GRI 3: Material Themes 2021</b>                | <b>3-3</b> Management of material themes  | Page <b>50</b>  |
| <b>GRI 201: Economic performance 2016</b>         | <b>201-2</b> Financial implications and other risks and opportunities arising from climate change | Page <b>58</b><br>The financial implications of the risk are assessed, but they are not disclosed for reasons of confidentiality. |
| <b>GRI 302: Energy 2016</b>                       | <b>302-1</b> Energy consumption within the organization   | Page <b>61</b>  |
|   | <b>302-2</b> Energy consumption outside the organization  | Page <b>61</b>  |
| <b>GRI 303: Water and effluents 2018</b>          | <b>303-1</b> Interactions with water as a shared resource   | Page <b>70</b>  |
|   | <b>303-2</b> Management of impacts related to water disposal                                      | <b>uisa</b> does not dispose of treated effluents in water collection.  |
|   | <b>303-3</b> Water collection   | Page <b>73</b>  |
|   | <b>303-4</b> Water disposal   | Page <b>70</b><br>There is no disposal of treated effluents into water collection.  |
|   | <b>303-5</b> Water consumption  | Page <b>73</b>  |
| <b>GRI 304: Biodiversity 2016</b>                 | <b>304-2</b> Significant impacts of activities, products, and services on biodiversity            | Page <b>69</b>  |
|   | <b>304-3</b> Protected or restored habitats   | Page <b>64</b>  |
| <b>GRI 305: 2016 emissions</b>                    | <b>305-1</b> Direct emissions (Scope 1) of greenhouse gases (GHG)                                 | Pages <b>53, 55</b>   |
|   | <b>305-2</b> Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy acquisition       | Pages <b>53, 55</b>   |
|   | <b>305-3</b> Other indirect emissions (Scope 3) of greenhouse gases (GHG)                         | Pages <b>53, 55</b>   |
|   | <b>305-4</b> Intensity of greenhouse gases (GHG) emissions  | Page <b>57</b>  |
|   | <b>305-5</b> Reduction of greenhouse gases (GHG) emissions  | Page <b>57</b>  |

| GRI Standards                                       | Content   | Page or direct answer  |
|---|---|--|
|   | <b>305-7</b> Emissions of NOX, SOX and other significant atmospheric emissions                                | Page <b>56</b>   |
| <b>GRI 306: Waste 2020</b>                          | <b>306-1</b> Waste generation and significant waste-related impacts   | Page <b>83</b>   |
|   | <b>306-2</b> Management of significant impacts related to waste   | Page <b>87</b>   |
|   | <b>306-3</b> Waste generated  | Page <b>85</b>   |
|   | <b>306-4</b> Waste not intended for final disposal  | Page <b>86</b>   |
|   | <b>306-5</b> Waste intended for final disposal  | Page <b>86</b>   |
| <b>Valuing and Developing People</b>                |   |  |
| <b>GRI 3: Material Themes 2021</b>                  | <b>3-3</b> Management of material themes  | Page <b>99</b>   |
| <b>GRI 401: Employment 2016</b>                     | <b>401-1</b> New Hiring and Employee Turnover   | Pages <b>108, 109, 110</b>   |
|   | <b>401-2</b> Benefits offered to full-time employees that are not offered to temporary or part-time employees | Page <b>115</b>  |
| <b>GRI 402: Labor relationships 2016</b>            | <b>402-1</b> Minimum notice period for operational changes  | <b>uisa</b> has no specific policy stipulating a minimum notice period for significant operational changes at the Company. However, in general, all changes that may directly impact employees are preceded by negotiations with the unions. |
| <b>GRI 403: Occupational Health and Safety 2018</b> | <b>403-1</b> Occupational health and safety management system   | Page <b>120</b>  |
|   | <b>403-2</b> Hazard identification, risk assessment, and incident investigation                               | Page <b>121</b>  |
|   | <b>403-3</b> Occupational health services   | Page <b>122</b>  |

| GRI Standards   | Content  | Page or direct answer   |
|---|--|---|
| <b>GRI 403:</b><br>Occupational Health and Safety 2018                      | <b>403-4</b> Workers' participation, consultation and communication to workers regarding occupational health and safety        | Page <b>123</b>   |
|   | <b>403-5</b> Training of workers in occupational health and safety   | Page <b>123</b>   |
|   | <b>403-6</b> Promotion of workers' health  | Page <b>123</b>   |
|   | <b>403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked to business relationships     | Page <b>123</b>   |
|   | <b>403-8</b> Workers covered by an occupational health and safety management system  | Page <b>120</b>   |
| <b>GRI 404:</b> Training and Education 2016                                 | <b>403-9</b> Accidents at Work   | Pages <b>124, 125</b>   |
|   | <b>403-10</b> Occupational diseases  | There are no occurrences of occupational diseases in the Company  |
|   | <b>404-1</b> Average hours of training per year, per employee  | Pages <b>116, 117</b>   |
| <b>GRI 404:</b> Training and Education 2016                                 | <b>404-2</b> Programs for improving employee skills and career transition assistance   | a- Page <b>116</b><br>b- The Company does not have any assistance programs for career transition or end-of-career management. |
|   | <b>404-3</b> Percentage of employees who receive regular performance and career development reviews                            | Page <b>112</b>   |
| <b>GRI 405:</b> Diversity and Equal Opportunities 2016                      | <b>405-1</b> Diversity in governance agencies and employees  | Pages <b>104, 141, 147</b>  |
| <b>GRI 407:</b> Freedom of Union Association and Collective Bargaining 2016 | <b>407-1</b> Operations and suppliers where the right to freedom of union association and collective bargaining may be at risk | Page <b>129</b>   |

| GRI Standards                                     | Content   | Page or direct answer  |
|---|---|--|
| <b>GRI 408:</b> Child Labor 2016                  | <b>408-1</b> Operations and suppliers with significant risk of child labor incidents                              | Page <b>129</b>  |
| <b>GRI 409:</b> Forced or Slave-like Labor 2016   | <b>409-1</b> Operations and suppliers with significant risk of cases of forced or slave-like labor                | Page <b>129</b>  |
| <b>Responsibility and Social Development</b>      |   |  |
| <b>GRI 3:</b> Material Themes 2021                | <b>3-3</b> Management of material themes  | Page <b>133</b>  |
| <b>GRI 202:</b> Market Presence 2016              | <b>202-1</b> Proportion between the lowest wage and the local minimum wage, divided by sex                        | Page <b>114</b>  |
|   | <b>202-2</b> Proportion of board members hired from the local community   | Page <b>147</b>  |
| <b>GRI 203:</b> Indirect Economic Impacts 2016    | <b>203-2</b> Significant indirect economic impacts  | Page <b>128</b>  |
| <b>GRI 204:</b> Purchasing Practices 2016         | <b>204-1</b> Proportion of expenses on local suppliers  | Page <b>130</b>  |
| <b>GRI 406:</b> Non-Discrimination 2016           | <b>406-1</b> Cases of discrimination and corrective measures taken  | Page <b>160</b>  |
| <b>GRI 411:</b> Rights of Indigenous Peoples 2016 | <b>411-1</b> Cases of violation of rights of indigenous peoples   | There were no cases of violation of indigenous rights in the reporting period. |
| <b>GRI 413:</b> Local Communities 2016            | <b>413-1</b> Operations with engagement, impact assessments and development programs aimed at the local community | The Company did not develop a community impact assessment.                     |

| GRI Standards  | Content  | Page or direct answer   |
|--|--|---|
| <b>Governance, Ethics and Transparency</b>                   |  |   |
| <b>GRI 3:</b> Material Themes 2021                           | <b>3-3</b> Management of material themes   | Page <b>139</b>   |
| <b>GRI 201:</b> Economic Performance 2016                    | <b>201-1</b> Direct economic value generated and distributed                           | Page <b>27</b>  |
|  | <b>201-4</b> Financial support received from the government                            | Page <b>27</b>  |
| <b>GRI 205:</b> Fighting Corruption 2016                     | <b>205-1</b> Operations assessed for risks related to corruption                       | Page <b>160</b>   |
|  | <b>205-2</b> Communication and training in policies and procedures to fight corruption | Page <b>161</b>   |
|  | <b>205-3</b> Confirmed cases of corruption and measures taken                          | There were no cases of corruption.  |
| <b>GRI 206-1:</b> Unfair Competition 2021                    | <b>206-1</b> Lawsuits for unfair competition, trust and monopoly practices             | There were no lawsuits regarding unfair competition, corporate trust practices, and monopoly.   |
| <b>GRI 415:</b> Public Policies 2016                         | <b>415-1</b> Political Contributions   | As provided for in the Donations and Sponsorships Policy, <b>uisa</b> prohibits political and partisan contributions. <a href="#">See our Policy.</a> |
| <b>Applied innovation</b>                                    |  |   |
| <b>GRI 3:</b> Material Themes 2021                           | <b>3-3</b> Management of material themes   | Page <b>20</b>  |
| <b>Responsibility and Excellence in the Production Chain</b> |  |   |
| <b>GRI 3:</b> Material Themes 2021                           | <b>3-3</b> Management of material themes   | Page <b>127</b>   |

| GRI Standards  | Content  | Page or direct answer   |
|--|--|---|
| <b>GRI 308-1:</b> Environmental Assessment of Suppliers 2016 | <b>308-1</b> New suppliers selected based on environmental criteria                                | Page <b>93</b>  |
|  | <b>308-2</b> Negative environmental impacts of the supply chain and measures taken                 | Page <b>93</b><br>No suppliers with whom improvements were agreed as a result of the assessment carried out were identified as causing negative – real or potential – environmental impacts, nor has <b>uisa</b> terminated any business relations due to such impacts. |
| <b>GRI 408:</b> Child Labor 2016                             | <b>408-1</b> Operations and suppliers with significant risk of child labor incidents               | Page <b>129</b>   |
| <b>GRI 409:</b> Forced or Slave-like Labor 2016              | <b>409-1</b> Operations and suppliers with significant risk of cases of forced or slave-like labor | Page <b>129</b>   |
| <b>GRI 414:</b> Social Supplier Assessment 2016              | <b>414-1</b> New suppliers selected based on social criteria                                       | Page <b>129</b>   |





## Assurance Statement

### STATEMENT BY SGS DO BRASIL LTDA. (SGS) REGARDING THE SUSTAINABILITY ACTIVITIES PROVIDED IN “SUSTAINABILITY REPORT 2023 - 2024” FROM USINAS ITAMARATI S/A

#### Nature and Scope of Assurance

The SGS was hired by USINAS ITAMARATI S/A to carry out the third-party assurance of its Sustainability Report, which provides information for the years 2023 and 2024 and that follows international guidelines for monitoring and reporting sustainability information, including the Global Reporting Initiative (GRI). The scope of assurance, based on the methodology for assurance sustainability reports from SGS, included the text and data related to GRI Standards 2021, current version of GRI.

The information provided in “SUSTAINABILITY REPORT 2023 – 2024” and its presentation is a sole responsibility of USINAS ITAMARATI S/A management structure. The SGS is not involved in the preparation of any material, including the in the said report, such as risk analysis, materiality tests and other critical issues that may affect severally the USINAS ITAMARATI S/A business. We are liable for giving our opinion of the GRI disclosures and their texting, data, charts, and statement within the assurance scope in order to keep the USINAS ITAMARATI S/A stakeholders informed.

The SGS Group has developed a set of assurance protocols for Sustainability Communication based on the best practices provided in GRI Sustainability Reporting Standards, in its most up-to-date version of 2021, and the assurance standard [International Standard on Assurance Engagements - ISAE3000](#). Such protocols offer different assurance levels depending on context and capacity of organization.

This report was assured considering our protocols to assess the content authenticity and its alignment with the requirements

of GRI Sustainability Reporting Standards 2021, Universal Standards (*GRI 1\_ Foundation 2021, GRI 2\_ General Disclosures 2021, GRI 3\_ Material Topics 2021*) and the requirements of Topic Standards (GRI 200, GRI 300 and GRI 400) according to the material topics identified by USINAS ITAMARATI S/A through the process described in this report.

The assurance process comprised (i) interviews with strategic employees involved in the process of compilation and preparation of the report, where disclosures, data and processes related to sustainability management and the collection of GRI disclosures were reviewed, (ii) review of the documentation presented by USINAS ITAMARATI S/A and comparison with the information entered by the company in the report and (iii) evaluation of versions of this report for alignment with GRI standards and (iv) analysis of engagement activities with defined parties (stakeholders) and assessment of the form of sustainability as defined materials were and inserted in the context of the organization and in the content of this sustainability report. The accounting information of USINAS ITAMARATI S/A contained and referenced in the “SUSTAINABILITY REPORT 2023 – 2024” was not evaluated as part of this assurance process, but in a separate audit process. The information related to the inventory of greenhouse gases was verified and went through a specific audit process.

#### Impartiality and Competence Statement

The SGS Group is global lead in inspection, analysis and verifications services, operating in more than 140 countries and rendering services that includes management system certification,

audits and trainings on quality, environmental, social and ethic segments, sustainability assurance reports and greenhouse gases verification. The SGS attests your independence against USINAS ITAMARATI S/A stating that is exempt from interest conflict with the organization, to their subsidiary and stakeholders.

The assurance team was composed according to members' expertise, experience and competence for this activity, the team is composed of:

- An Audit Lead on Assurance of Sustainability Report, a Lead auditor on Socioenvironmental programs, Lead Auditor in Integrated Management Systems, Lead Assessor of Greenhouse Gases (GHG) and Lead

#### Assurance Opinion

Regarding the verification carried out in the methodology, processes and data presented by USINAS ITAMARATI S/A, we are confident that the information and data contained in the “SUSTAINABILITY REPORT 2023 – 2024” are reliable and a balanced representation of the sustainability activities developed by USINAS ITAMARATI S/A in the crop years 2023 and 2024. The SGS has the opinion that the report can be used by the company's stakeholders as part of its company evaluation processes.

In our opinion, based on what was verified and on the materials presented by USINAS ITAMARATI S/A, the content of the report fully meets the requirements



of the GRI Standards, which are: apply the reporting principles, report the disclosures in GRI 2: General Disclosures 2021, determine material topics, report the disclosures in GRI 3: Material Topics 2021, report disclosures from the GRI Topic Standards for each material topic, provide reasons for omission for disclosures and requirements that the organization cannot comply with, publish a GRI content index, provide a statement of use and after publication notify GRI.

**Recommendations, Findings and Conclusions of Assurance**

- The Report of USINAS ITAMARATI S/A, "SUSTAINABILITY REPORT 2023 - 2024" is aligned with GRI Standards 2021, and also with the requirements of the Topic-specific Standards (GRI 200, GRI 300 and GRI 400).
- USINAS ITAMARATI S/A presents its Report with 06 material topics: 1. Environment, Climate and Circular Economy; 2. Valuing and Developing People; 3. Social Responsibility and Development; 4. Governance, Ethics and Transparency; 5. Applied Innovation; and 6. Responsibility and Excellence in the Production Chain. In our view, the material topics reflect the impacts of USINAS ITAMARATI S/A activities in a balanced manner, and the report covers

information on all topics considered as materials for the sector and stakeholders, according to GRI 3: Material Topics 2021.

Finally, SGS believes in the importance of transparency and congratulates the company for the initiative of ensuring its report, as well as promoting sustainability in its actions and disseminating its code of conduct and compliance at all levels of the organization.

November 22nd, 2024

Executed by and on behalf of SGS.

**Gustavo Venda**  
Business Manager - Sustainability

**Mariana de Oliveira Klein**  
Lead Auditor for Sustainability Report





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*We would like to thank everyone involved in preparing uisa's 2023/24 Harvest Sustainability Report.*

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Investor Relations: [www.ri.uisa.com.br](http://www.ri.uisa.com.br)

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