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Leadership Message GRI 2-22



We are more than 3,000 direct and indirect employees, focused on the mission of offering effective solutions in the sustainable processing of biomass, through the diversification of bioproducts and renewable energy. Since 2019, the year we became **uisa**, we have defined an expansion and growth project aimed at transforming ourselves into one of the largest biorefineries in Brazil.

In this report, we present the consolidation of exceptional work, developed during the 2022/23 harvest, one of the most challenging harvests in our history. We had a single purpose: make this cycle a year of records. And so we did! We achieved the goals and objectives we set for ourselves. We reached the range of our operational guidance, with a processing of 5.2 million tons of sugarcane. This was the result of the effort and dedication of a team with a lot of energy and committed to the productivity and transformation of our company.

We keep our agenda of sustainability in biomass production. Our daily routine of operation follows the guidelines aimed at maximizing sustainability and reducing carbon emissions, with activities developed in harmony and respecting our employees, customers, suppliers, communities, the environment, shareholders, and all our stakeholders .

In this cycle, we continue to emphasize our commitment to the pillars of ESG - Environmental, Social and Governance and we are proud to be recognized as the new signatory of the United Nations (UN) **Global Compact**, the world's

largest corporate sustainability network. By joining the Compact, we assume the responsibility of contributing to achieving the Sustainable Development Goals (SDGs). We are also committed to being Net Zero by 2035 and we are focused on achieving this objective to contribute to Brazil's and the world's energy matrix.

Alluding to our environmental agenda, we were the first company in Brazil to achieve Regenagri Certification for our sugarcane production. This achievement led us to be recognized for the development of good practices and the use of technology combined with responsible management, ensuring high crop productivity in harmony with the biomes in which we operate.

To our Stakeholders, our deepest gratitude for believing in **uisa**, its strength, and its purpose. We are committed to operating based on a safe and trusting relationship with our entire atmosphere; hence, we maintain open management, which facilitates dynamics and rapprochement within interested parties.

Florescer Ação Social, a Civil Society Organization (OSC) responsible for operating in the communities where **uisa** is located, develops impeccable work with the entire population of the communities of Nova Olímpia, Denise and specific actions in other municipalities.





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“Governance is the basis of all our actions, it is the guide that supports us and directs us to the best path.”

Internally, we took great steps in strengthening our organizational culture and invested heavily in the Diversity, Inclusion, and Well-being agenda. We announced our Diversity Manifesto to the market and created the “*Agro Mulher*” Affinity Group, an initiative implemented to contribute to our ambitious plan to reach, by 2030, the number of 30% women in our workforce.

We are embarking on a journey of cultural transformation in Workplace Health, Safety, and Wellbeing (HSW), with actions and goals defined for the next three years. At the end of this journey, we will reassess the progress made. Safety is, above all, about lives and, for **uisa**, a non-negotiable value. Therefore, we will continue to maintain absolute priority in the safety, health, and well-being of our people.

Governance is the basis of all our actions, it is the guide that supports us and directs us towards the best path. We have a strategic commitment to making our governance increasingly robust, providing increasingly more transparent information to the market. This harvest, we became signatories to the **Ethos Institute's** Business Pact for Integrity and Against Corruption and worked on implementing more consistent governance structures, which support the decision-making process. Our main highlight was the creation of the Board of Directors, made up of eight members, mostly independent.

As a biorefinery, we are looking for different alternatives to boost our innovation ecosystem, with disruptive technologies, unprecedented in the sector and capable of bringing simplicity to operations, process optimization, reliability and agility to decision-making. It was with this mission that we implemented Blockchain technology in the sugarcane production chain. An innovation where geolocation resources provide consumers with access to information about their entire production process. Initially, the implementation included our Demerara sugar production line. These and other initiatives made us recognized as the second most innovative company in Brazil, an award granted by IT Mídia.

In our expansion project, we are focused on investing in different lines of business and expanding our sources of revenue. With this objective, we remain focused on maintaining our product diversification agenda, ensuring stability in the face of more selective scenarios. In this cycle, our product portfolio achieved significant growth, with the launches of the Brown Sugar Itamarati and the 46% Hand Sanitizer. Through **uisa BioNutrition**, our new business unit, we mark our entry into the animal nutrition market. The new plant, which will begin operations in the 2023/24 harvest, will provide noble and functional products, based on



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“With each cycle, we are consolidating uisa’s position as one of the most integrated biorefineries in Brazil.”

the production of sugarcane yeast. Our growth plan has become even more complete with our Energy Substation, which will allow us to increase electrical energy exports from 13 MW to 20 MW.

In addition to the various investment projects we carried out throughout the 2022/23 harvest, we highlight the creation of the joint venture ([uisa_Geo_Biogas](#)) with Geo Bio Gas&Carbon, where the construction of an agro-industrial waste biodigestion unit is being built. The plant, with estimated investments of around R\$ 250 million, will produce approximately 11 million Nm3 of biomethane per year, which will be partially used to replace diesel in our agricultural fleet and the surplus will be sold. Besides biomethane, the plant will produce 5MW of energy that will be sold in the form of distributed generation. This is a strategic investment for **uisa**, which aims to reduce greenhouse gas emissions to contribute to a cleaner and more responsible energy matrix.

With each cycle, we are consolidating **uisa**’s positioning as one of the most integrated biorefineries in Brazil, maintaining a commitment to ethics, respect, socio-

environmental responsibility, and promotion of a plural, diverse, creative and, consequently, innovative environment. We will continue to follow our journey and reap the fruits we sowed. We have an extraordinary team and, with them, we will exceed our expectations, so that, together, we can transform our business.

JOSÉ FERNANDO MAZUCA FILHO
uisa’s CEO



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uisa

About the Report

4th edition of uisa's Sustainability Report



SÃO LOURENÇO DAM, IN UISA

On the following pages, you will find information about the highlights of the 2022/23 harvest year, our business model, our culture, commitments, and main advances and challenges in social, environmental, and governance (ESG) aspects.

Published annually, covering from April 1, 2022 to March 31, 2023, the same period covered by the financial report, **uisa's** Sustainability Report is prepared in accordance with the rules of the Global Reporting Initiative (GRI) – Standards 2021, which establishes internationally recognized standards for communicating aspects of corporate sustainability and transparency. **GRI 2-3**

The information contained in this publication refers to **uisa**, Usinas Itamarati S/A, a closed corporation **GRI 2-1**, and its controlled companies. All companies are part of the Company's consolidated financial statements. **GRI 2-2**

The GRI contents are highlighted throughout the text and on page 125 you will find the GRI Table of Contents with the description and location of each of them.

The content of this publication was evaluated by the Sustainability Committee and approved by the Company's leadership, who observes the strategies defined by the Board of Directors, confirming the veracity and reliability of the information presented. **GRI 2-14**

This document was submitted to independent external audit assurance, as directed by the Executive Board. **GRI 2-5**

For questions about this report, its content or suggestions, please contact esg@uisa.com.br **GRI 2-3**

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Highlights



2,958
DIRECT EMPLOYEES

90 thousand
hectares
OF OWN LAND

34 thousand
hectares OF NATIVE VEGETATION



+ than 700
children, young people, and adults

ENROLLED IN SOCIO-
EDUCATIONAL COURSES



100%
OF AGRICULTURAL AREAS
CONNECTED VIA 4G



5.2 MILLION



TONS OF CRUSHED
SUGARCANE

REGENAGRI

1ST COMPANY IN THE BRAZILIAN
SUGAR-ENERGY SECTOR TO
RECEIVE CERTIFICATION



+ 2,500
DEVICES AND EQUIPMENT
CONNECTED IN THE FIELD

12.2 thousand
hectares

OF SUGARCANE FIELD
EXPANSION AND RENOVATION

Highlights



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242 thousand
CBIOS SOLD DURING THE
HARVEST

R\$
1.5 BILLION
IN NET REVENUE

+ 9.5 thousand
TONS OF YEAST
ANNUAL PRODUCTION CAPACITY



80%
AUTOMATION OF THE
INDUSTRIAL PLANT



283
SPECIES OF WILD
ANIMALS IN OUR
FORESTS

+ than 1.3 MILLION
TONS OF BIOMASS

5.6 MILLION
BAGS OF SUGAR WERE PRODUCED
DURING THE HARVEST

233 THOUSAND
M³ OF ETHANOL WERE
PRODUCED IN THE HARVEST

Global Compact

WE BECAME SIGNATORIES TO THE
UN GLOBAL COMPACT



Pacto Global
Rede Brasil

What makes us unique

The **circularity** of our process is the key to taking care of the planet and people, while ensuring the business sustainability. Our bioproducts come from renewable and clean raw materials, and what would otherwise be waste is transformed into new products. Being a biorefinery is what makes us unique.

SINGLE SCALE

Largest bioenergy and sugar platform in the Midwest and one of the largest in Brazil.

PEOPLE

Valuing and empowering people inside and outside the Company.

STRONG BRAND

Our own brand, Itamarati sugar, has a strong presence in the market.

LOGISTICS

Expertise in multimodal logistics for the Midwest and North of the country.



ENVIRONMENT

Consolidated work in the environmental area.

GOVERNANCE

Respect for laws, ethics, integrity and business governance.

DIVERSIFICATION

We continually invest in new bioproducts, expanding our portfolio.

INNOVATION

Investment in digital transformation, research, and innovative solutions.



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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 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 where 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.

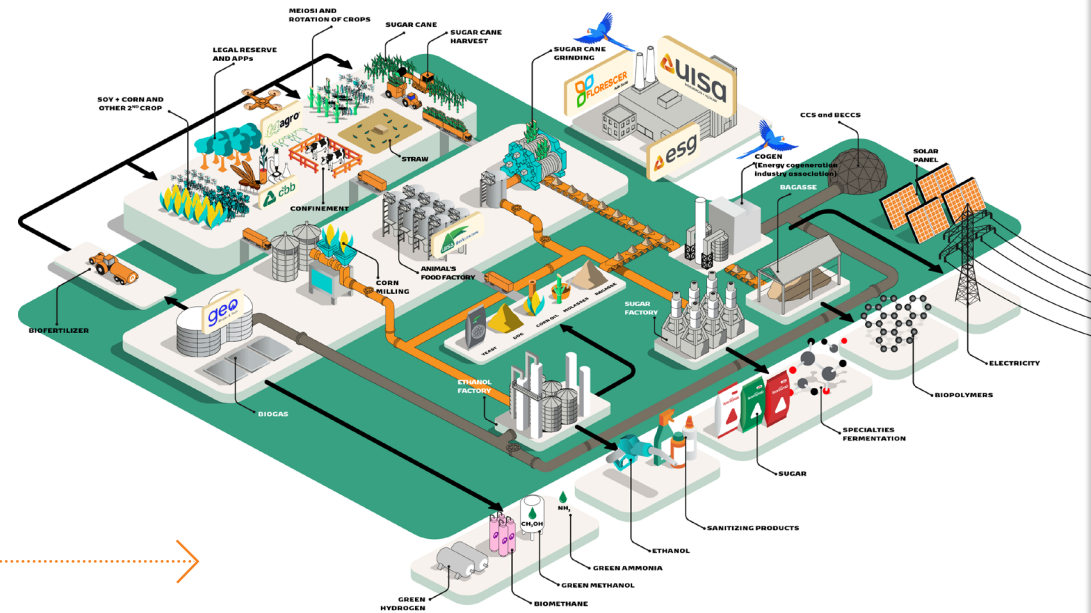
Ecosystem

The synergy of our operations optimizes costs and allows reuse of waste from our agro-industrial process, in a circularity movement with maximum use of our main raw material, sugarcane.

uisa positions itself beyond agriculture. Our ecosystem allows us to be a company driven by innovation and technology, with the prospect of constantly expanding our portfolio.



CURRENT ECOSYSTEM



PROJECTION OF EVOLUTION TO THE FULL BIREFINERY CYCLE

Evolution

In our project of expansion, we are focused on investing in the diversification of our products



UISA BIONUTRITION, CONSTRUCTION COMPLETED

uisa Bionutrition

In yet another stage, the Company completed, in this harvest, the construction of the yeast factory, **uisa BioNutrition**.

The new plant, which had a total investment of R\$ 53 million, with a production capacity of 9,500 tons per year, began operations in May 2023. It is part of the business strategy of diversifying the product portfolio. The factory will produce inactive dry yeast, premium autolyzed and hydrolyzed yeast, and super premium cell wall.

Yeast, surplus from ethanol production, starts to generate a new bioproduct for **uisa**, marking its entry into the animal nutrition segment. Yeast and its derivatives have functional properties that have a high impact on productivity and animal health. Its main use is as a nutritional additive in the production of feed for poultry, pigs, cattle, goats, fish, dogs, and cats.

9,500

TONS OF YEAST PER YEAR

uisa Geo Biogas

The construction of a biogas plant in the industrial complex is in full swing. Scheduled to open in the second half of 2025, **uisa Geo Biogas** is a joint venture between **uisa** and the company Geo Bio Gas&Carbon.

With a total expected investment of R\$ 250 million, the project obtained financing of R\$ 80 million from BNDES (Brazilian Development Bank), via the Climate Fund Program. The project highlights **uisa's** potential to make the most of synergies between processes through the reuse of raw materials and their waste, such as filter cake and vinasse.

The biogas produced by the Company will be used to generate electricity, produce biomethane, and biofertilizers with a high concentration of nutrients. It may, over time, incorporate other technologies, such as the production of methane, green ammonia, and green hydrogen. **uisa's** goal is to guarantee the sugarcane fleet's supply with biomethane by 2028.

R\$ 250

MILLION INVESTMENT



UISA GEO BIOGAS



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Value chain GRI 2-6

1 UPSTREAM (SUPPLIERS)

1,460 direct suppliers of services, materials, and equipment

41 sugarcane suppliers



2

u i s a

2,958 direct employees | **430** 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

4

DOWNSTREAM (CUSTOMERS)

1,732 customers from the wholesale, retail, food industry, electricity concessionaires, and biofuel distributors sectors

Regions: Midwest and North

3

DISTRIBUTION

Multimodal Logistics (river and road) for **4 Distribution Centers**



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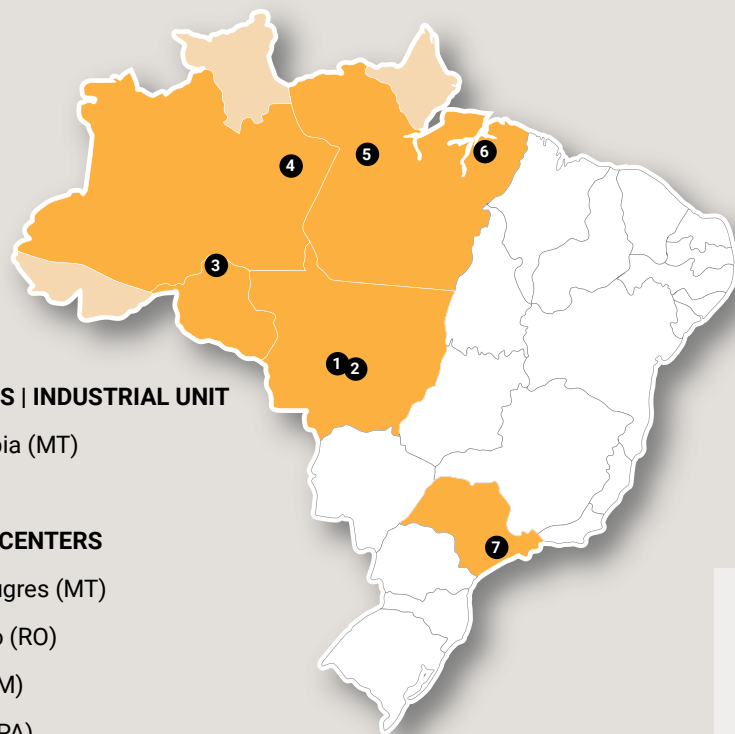
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Where we are GRI 2-1



HEADQUARTERS | INDUSTRIAL UNIT

1 Nova Olímpia (MT)

DISTRIBUTION CENTERS

2 Barra do Bugres (MT)

3 Porto Velho (RO)

4 Manaus (AM)

5 Santarém (PA)

6 Belém (PA)

CORPORATE OFFICE

7 São Paulo (SP)

EXPORT TO SOUTH AMERICA

uisa has a strategic location that makes exports to neighboring countries possible, leaving from Porto Velho (RO). Currently, the Company exports to **Peru** and **Bolivia**.



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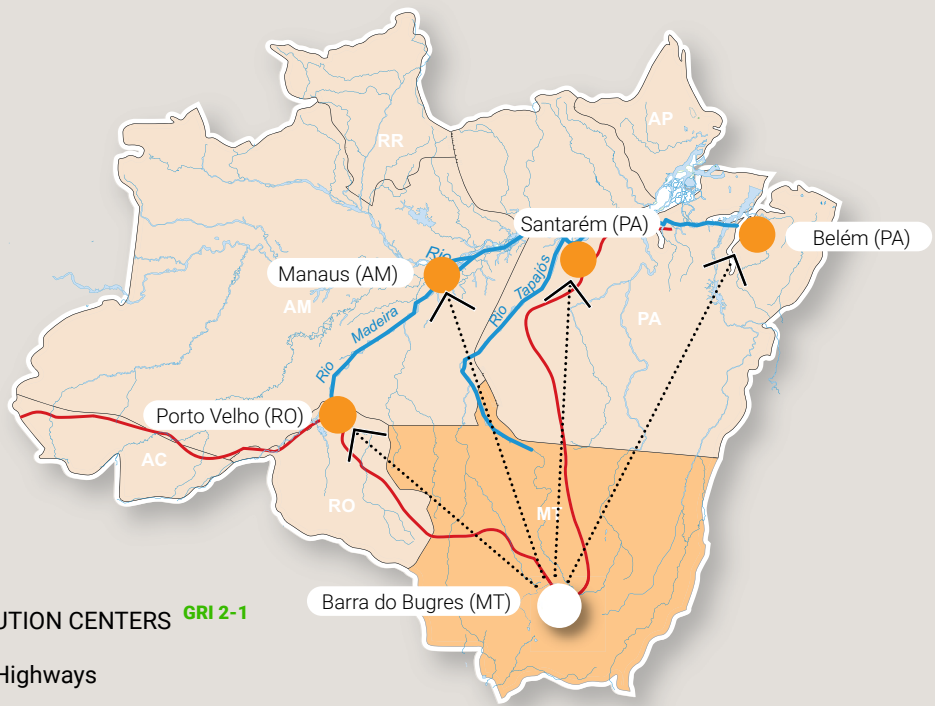
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DISTRIBUTION CENTERS **GRI 2-1**

- Highways
- Waterways

INNOVATION

Logistics network monitored in real time

In the 2022/23 harvest, we implemented 30% of the data **integration project for the Company's logistics network**, in partnership with Google, using AI (artificial intelligence).

The project involves its own and outsourced fleet, through rivers and roads, and when completed, **uisa** will monitor, via control tower, in real time, the vehicles on the routes. The route ranges from the Assari Packaging Unit, where sugar and sanitizing products are stored, to delivery to the end customer, involving its four Distribution Centers.

In study tests, the Company foresees around 13 million in cost reduction and optimization, ensuring greater efficiency and agility in the process.

30% OF THE PROJECT IMPLEMENTED

LOGISTICS

Expertise in multimodality: waterway and road transport.

Roads: to the states of Mato Grosso, Acre, and Rondônia (through the Distribution Centers of Barra do Bugres and Porto Velho).

Waterways: to the States of Amazonas and Pará (through the Distribution Centers of Manaus, Santarém, and Belém), through the rivers Madeira, Amazonas, and Tapajós.



Performance

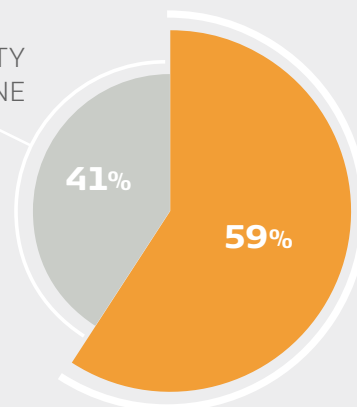
PRODUCTION <small>GRI 2-6</small>			
	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Processed sugarcane (tons)	5,012,063	4,837,799	5,173,873
Own sugarcane	2,940,775	2,888,140	3,050,864
Suppliers cane	2,071,288	1,949,659	2,123,009
Sugar (bags)	4,957,973	4,687,481	5,666,283
Sugar (tons)	247,899	234,374	283,314
Ethanol (m³)	244,756	257,861	233,251
Anhydrous	100,998	101,261	90,116
Hydrated	143,758	156,600	143,135
Exported energy (MWh)	27,438.54	52,328.28	43,552
Biomass (tons)	1,503,619	1,306,206	1,345,207
Alcohol gel and sanitizers (boxes)	-	147,877	54,588
Soy (one thousand bags)	-	101	129

NET REVENUE FROM OUR BIOPRODUCTS (MILLIONS OF R\$) <small>GRI 2-6</small>			
	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Total Net Revenue	908,052	1,464,214	1,494,787
Sugar	435,005	638,856	729,903
Retail	353,147	503,670	552,207
Industry	36,571	62,733	102,147
Exportation	45,287	72,543	75,549
Ethanol	453,317	783,227	700,515
Anhydrous	194,136	341,670	290,465
Hydrated	259,181	441,557	410,050
Exported Energy	11,789	12,738	6,098
Biomass	2,732	7,640	12,830
CBIOs	1,179	9,692	21,761
Alcohol gel and Sanitizers	-	5,516	2,447
Soy	-	-	20,153
Others	4,030	6,545	1,080

TONS OF GROUND CANE

20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
5,012,063	4,837,799	5.2 MILLION

THIRD PARTY SUGARCANE



OWN SUGARCANE

R\$ 1.5 BILLION

IN NET REVENUE

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Bioproducts GRI 2-6

Sanitizers and Personal Care Products

The line of alcohol sanitizers, under **uisa's** own brand **Álcool uisa**, is divided between domestic cleaning products and professional products, ranging from liquid alcohol gels to hospital disinfectants. The antiseptic gel and bactericidal gel are sold in packs of 60, 120, 400, and 440 grams (flip-top); and in packages of 500ml, 1, and 5 liters in the screw version. **In the 2022/23 harvest, the line at 46° INPM was launched.**

Electric power

Using sugarcane biomass, one of the main residues of the industrial process, we generate electrical energy that makes us self-sufficient. Since 2001, we have been selling surplus energy to concessionaires, through the National Integrated System – SIN.

Yeasts

In the 2022/23 harvest, the implementation of the yeast factory, **uisa BioNutrition**, was completed, focusing on the animal nutrition and health market. The Company will produce inactive dry, autolyzed, hydrolyzed, and cell wall yeasts, sold in 25-kg packages and 850-kg bags. Intended for the domestic market and exports, the bioproduct brings animal nutrition solutions, due to its high protein value, for the livestock sector – beef cattle, dairy cattle, pigs and poultry -, aquaculture and companion

animals. The process uses the surplus yeast generated during ethanol production, transforming it into a noble ingredient.

Biomass

The bagasse and straw, by-products of sugarcane processing and other biomasses, are used as raw material for the production of compounds that can be used to increase soil fertility, roughage for animal nutrition, or fuel for boilers and biodigestors. **uisa** has an average biomass production of 1.5 million tons per harvest.

CBios

These are decarbonization credits or carbon credits, an asset issued by licensed companies. To do this, they must be producers or importers of biofuels that work to reduce greenhouse gas emissions. **uisa** received the certificate for the commercialization of carbon offset credits in April 2020 and commercialization began in the 2020/21 harvest. This financial title is the result of the National Biofuels Policy (RenovaBio).



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Sugar

With its own brand, **itamarati**, **uisa** produces crystal, crushed, refined, and demerara sugars. Demerara sugar uses blockchain technology, which allows traceability of its entire production chain. The Company is implementing the technology across its entire line. **In the 2022/23 harvest we launched brown sugar.**

Ethanol

With a daily production capacity of 1,500 m³ of ethanol and storage of 165,000 m³, the Company produces biofuel in anhydrous and hydrated versions, being an important supplier for the states in the North region.

Soybean

This is our second harvest and we harvested soybeans with an average productivity of 63 bags/hectare. For the next harvest, 2,500 hectares are planned to be planted. Part of it will be via rotation between one sugarcane cycle and another, contributing to several benefits for the soil and greater sugarcane productivity.

BIOGAS

Scheduled to open in the second half of 2025, **uisa** is in the process of building an industrial plant that will convert liquid and solid waste (vinasse, filter cake, and straw) into biogas. **uisa Geo Biogas** is a joint venture between **uisa** and the company Geo Bio Gas&Carbon.

CORN ETHANOL


uisa plans to build a plant for the production of ethanol from corn, an abundant raw material in the Midwest region. At the same time, the Company will start manufacturing DDG (distillers grains), a protein concentrate that replaces soybean and corn meal in animal feed, a co-product originating in the processing of corn to obtain ethanol.

- [+ ACCESS SUGAR ITAMARATI](#)
- [ACCESS uisa BIONUTRITION](#)
- [ACCESS uisa ALCOHOL](#)

We breathe innovation

WE INVESTED

R\$ 16.3 million
IN TECHNOLOGY THIS HARVEST

65% 
OF ALL CLOUD SYSTEMS

Applied Innovation GRI 3-3

Innovation and transformation are part of **uisa's** business model and are at the essence of our core business. To manage this topic, in addition to the Technology and Innovation Board of Directors, there is a working group specially dedicated to the subject that involves the entire executive board and main managers, which maintains a bimonthly agenda of meetings. Weekly meetings are also held between teams from different areas to exchange ideas and projects, prospecting and measuring the Company's practices.

We also have **T4 Agro**, a **uisa** company, which focuses on searching for and accelerating startups. Through it, we prospect the market and the solutions we can develop. The consolidation of partnerships is also part of the strategy.

In the 2022/23 harvest, **uisa** established a global partnership with Google. The Company visited the company's headquarters in the United States, and Google professionals visited **uisa** to understand the challenges and jointly select projects for the first phase of development, including blockchain and tokenization. The partnership continues with new meetings to advance the innovation agenda. The objective is to co-create projects and innovate, generating value for the business.

Cloud and Bots Journey

uisa carried out the second wave of moving systems to the Cloud in partnership with Google. During the harvest, we reached the mark of 65% of all systems applied in the cloud, ensuring security, availability, and better performance in our operations.

Another front that the Company has invested heavily in is Robotic Process Automation - RPA. **We have achieved more than 100 automated processes in various areas.** The robots integrate with the WhatsApp interface, called Sugar. Through the tool, real-time indicators are sent to managers, ensuring information governance, agility and quality for decision making.

AWARD 100+

uisa was 2nd in the ranking of the 100 most innovative companies in Brazil in the use of information technology. The evaluation was made by IT Forum 2022. The list was determined based on the evaluation of a multidisciplinary jury, made up of technology experts, teachers, and journalists.



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AGRO 4.0

Full connectivity:

- **Connectivity:** 100% of agricultural areas are connected. During the harvest, the last stage was carried out, involving the coverage area of the Assari District, where the Packaging Unit is located;
- **IoT:** more than 2,500 devices, including agricultural machinery, equipment, and devices, are connected emitting data in real time;
- **COA:** Agricultural Operations Center, an environment that receives and monitors all field data uninterruptedly, generating information for decision making. As an immediate result of total connectivity and real-time monitoring, **uisa** had a 4% reduction in diesel oil consumption by the agricultural fleet during the harvest, in addition to greater assertiveness and agility in the entire process.

Pest detection with Google AI: images are recorded via cell phone after capturing pests in traps installed in the field. Using a smart app, the pest is identified, its incidence is estimated, and the approximate amount of product to be applied to fight it is calculated, sending these data in real time to the Agricultural Operations Center.

Climate Monitoring: through a partnership with Google and the use of APIs, historical data made available by research and government agencies are cross-referenced with information from **uisa** itself, generating analytical data on the climate with projections for the future, which allow for more assertiveness in decision-making.

4% REDUCTION IN DIESEL OIL CONSUMPTION IN THE AGRICULTURAL FLEET



CULTURE OF INNOVATION

uisa has advanced in the development of a culture of innovation. We created **uisa's Inova Program** that encourages employees to think creatively and innovatively to solve problems and leverage opportunities. Professionals from all areas of the company are encouraged to send suggestions and ideas, which are deposited in ballot boxes distributed throughout the Company or via the app. Ideas are scored and the best receive financial awards, regardless of whether they are implemented or not.



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INDUSTRY 4.0

We prepared the automation master plan and established a partnership with Siemens to continue with the standardization of the industrial plant. This harvest, we advanced another 40% in the level of automation with the insertion of advanced engineering SDCD PCS 7 (Digital Distributed Control System) and standardization of the entire instrumentation interface. We achieved 80% automation in the industrial plant.

Boilers:

- retrofit and technological update;
- automation of turbo pumps;
- automation of grilling, avoiding manual operations and operational risks for our employees.

Sugar Factory and Distillery:

- automation of temperature control of all mixed broth, sugar, and ethanol heaters;
- automation of the entire supply to the decanters;
- automation of regenerators;
- vibration, temperature, and hour meter system with Artificial Intelligence (AI).

COI - Industrial Operations Center: the construction of a space next to the industrial plant to house the COI, which will work by integrating all the data generated by the industry, in real time, such as the COA - Agricultural Operations Center. Both will share the same physical structure, creating a large center for control and data generation.



80%



INDUSTRIAL PLANT
AUTOMATION



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TECHNOLOGICAL SOLUTIONS



- **Packaging Unit:** Implementation of 100% automated product scales;
- **Outbound and Inbound Logistics Processes:** automation of the entire process with robots to carry out billing and logistics activities;
- **Smart warehouse:** implementation of automation with AI and Machine Learning, integrating warehouses with the Advanced Fiscal Center – CAF, which resulted in greater agility, besides ensuring governance in the use of materials;
- **Legal Sector:** centralization of all legal services on a single platform;
- **Digitalization of the ESG area** – Paperwork was eliminated in procedures and easy-to-access and easy-to-use forms were developed. Technology allowed the creation of intuitive dashboards, streamlining the verification process and strengthening governance in compliance with legislation;
- **Automation of DCs:** the technology model used at uisa headquarters was replicated in the Distribution Centers. Through IoT and artificial intelligence, DCs gained greater reliability, agility, and efficiency in operations and processes;
- **CRM:** uisa implemented the Sales Force platform for all sales and trade marketing management. In parallel, management dashboards were created in the commercial area to speed up decision-making.

100%
AUTOMATED SCALES



BIOINNOVATIONS FOR AGRIBUSINESS



The [Biomass Biotechnology Center](#) - CBB is a research and development center, created by **uisa**, to generate innovations in the management of sugarcane cultivation, impacting the increase in productivity and the promotion of environmental balance. Among the actions are the use of macro and microorganisms, varietal adaptation, soil fertility management, and plant nutrition.

In the 2022/23 harvest, the Center's scope expanded, encompassing the development of research related to industrial innovations, with a focus on sustainability and the circular economy. It therefore starts to contribute to the strategic planning of new technologies based on the chemistry of agro-industrial waste, such as bagasse, vinasse, and straw from sugarcane and corn.



PRE-SPROUTED SEEDLINGS

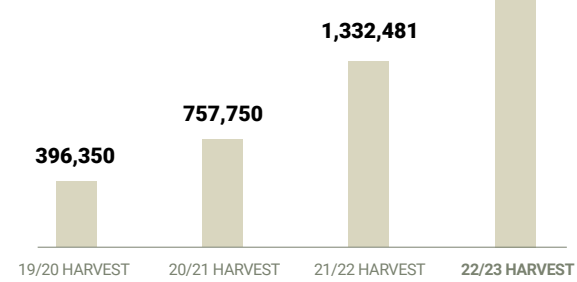


ENTOMOLOGY LABORATORY

PRODUCTION CAPACITY OF
5 MILLION
PRE-SPROUTED SEEDLINGS



3,018,399



PRODUCED PRE-SPROUTED SEEDLINGS (PSS)

PRE-SPROUTED SEEDLING BIOFACTORY (PSS)

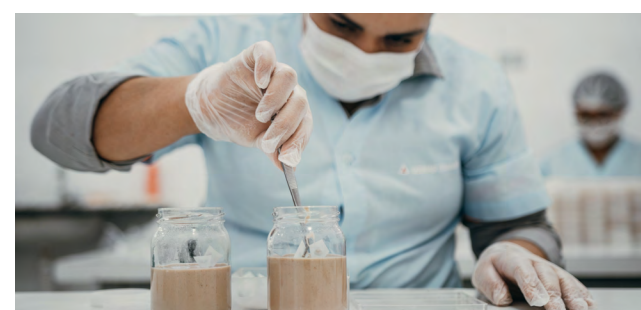
Production capacity of 5 million seedlings per year – of the 12,266 hectares planted in this harvest, 16% of the area used PSSs from our biofactory.

MICRO-ORGANISMS

In addition to adopting products already established on the market, CBB is prospecting new organizations for the in-house manufacturing of biotechnological tools adapted to the Brazilian Cerrado.

MACROBIOLOGICAL BIOFACTORY

Bioinputs are produced, such as the Cotesia Flavipes wasp, to control the sugarcane borer, used in 100% of **uisa**'s areas and supplied to partner producers.



PARTNERSHIPS

In the area of Varietal Research and Development, **uisa** maintains partnership contracts with the main research companies, such as the Campinas Agronomic Institute - IAC, Sugarcane Technology Center - CTC, Interuniversity Network for the Development of the Sugar-Energy Sector - RIDESA and GranBio.



Agrotechs

T4AGRO, created by **uisa**, acts as an incubator and accelerator, responsible for connecting the ecosystem of startups offering digital solutions to agribusiness projects, driving innovations quickly. The company focuses on startups that propose solutions in the areas of agriculture 4.0+IoT; financial solutions for rural producers; process improvement; increased agro-industrial performance; optimization, distribution, and logistics in the Agro sector; digitalization of fields and crops, biological innovations; new technologies in production and harvesting; platforms for small and medium producers; and, digital solutions in services.





OUR STRATEGY
COMMITMENTS | INITIATIVES
MATERIALITY
ENGAGEMENT WITH STAKEHOLDERS
CERTIFICATIONS

esg



OUR strategy

OUR STRATEGIC VIEW OF SUSTAINABILITY IS THE RESULT OF A CONTINUOUS PROCESS OF IDENTIFYING AND EVALUATING RISKS, OPPORTUNITIES AND CHALLENGES, AND OF DIALOGUE WITH OUR MAIN STAKEHOLDERS.

Our material themes and the process of defining them are described on page 30. These themes were grouped into 8 axes, aligned with the Sustainable Development Goals of the United Nations – UN: climate change, natural capital, circular economy, regenerative agriculture, our people, our atmosphere, well-being, and governance. From these axes, **11 commitments** guide the management of ESG risks and opportunities and the search for more sustainable performance.

The Company's Sustainability Committee is made up of the areas of Sustainability, Legal, Compliance and Corporate Governance, Communication, People and Culture, HSW – Workplace Health, Safety and Wellbeing, Social Action, Investor Relations, Technology and Innovation and members of the Executive Board. Its role is to discuss and define the Company's sustainability strategy and advise on decisions on the topic.

8

ESG AXES

- Climate change
- Natural capital
- Circular economy
- Regenerative agriculture
- Our people
- Our atmosphere
- Well-being
- Governance

11

COMMITMENTS
DEPLOYMENT OF
ESG PILLARS

+ [ACCESS THE](#)
SUSTAINABILITY POLICY



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ESG axes

COMMITMENTS TO GLOBAL CHALLENGES



CLIMATE CHANGE

Reach net zero by 2035 | Guarantee the supply of the sugarcane fleet with biomethane until 2028.



NATURAL CAPITAL

Reduce water collection by 12% by 2025.



CIRCULAR ECONOMY

Guarantee the recycling of 100% of the packaging that the company places on the market by 2025.



REGENERATIVE AGRICULTURE

Expand sustainability certification to 100% of sugarcane suppliers by 2025.



OUR PEOPLE

Increase the female presence in our operations to 30% by 2030 | Achieve excellent organizational climate by 2026.



OUR ATMOSPHERE

Invest R\$ 1 million/year to strengthen social actions within the community | Ensure that 100% of operations do not have conflicts with indigenous peoples.



WELL-BEING

Ensure that 100% of operations are certified to international occupational health and safety standards by 2028.



GOVERNANCE

Ensure that 100% of actions in the value chain are guided by transparency and ethical precepts.



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commitments initiatives



Pacto Global Rede Brasil

UN Global Compact. As a signatory, the Company is committed to the alignment of its strategies and operations with the Ten Universal Principles in the areas of Human Rights, Labor, Environment, and Anti-Corruption and to report the development of its actions in this regard annually.

By joining the Global Compact, we assume the responsibility of contributing to the achievement of the Sustainable Development Goals (SDGs).



CDP - Disclosure Insight Action. As a member, **uisa** is committed to reporting annually to the organization information about its environmental performance and how climate issues are addressed in its governance, strategy, risk management, metrics and goals.

The CDP climate change questionnaire is aligned with the recommendations of the TCFP – Task Force on Climate-related Financial Disclosures.



Business Pact for Integrity and Against Corruption – Instituto Ethos. By joining the initiative, **uisa** made a commitment to disseminate Brazilian anti-corruption legislation to its employees and stakeholders, so that it is fully complied with. The Company is committed to prohibiting any form of bribery and striving for transparent information and collaboration in investigations, when necessary.



Neutral Carbon Program – MT. The Program is an initiative of the Government of Mato Grosso and aims to reduce greenhouse gas emissions by 80% by 2030, with a projection to reach the neutralization target by 2035. By joining the Program, **uisa** undertakes to issue annual reports to the State Secretariat of the Environment (SEMA-MT), demonstrating progress in implementing its actions to achieve the goal.



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PACTO EM DEFESA DAS Cabeceiras do Pantanal

Pact in Defense of the Pantanal Headwaters. The Pact, an initiative of WWF-Brazil, aims to revitalize and preserve the springs of an area of approximately 25 thousand hectares in the Upper Paraguay Drainage Basin. uisa, through the Guanabara Water Program, is part of the Pact and invested in the planting of more than one million native tree seedlings and in the maintenance of 34 thousand hectares of Permanent Preservation Areas (APPs), today protecting 246 springs in the region of headwaters of the Pantanal.



CBH SEPUTUBA COMITÉ DE BACIA HIDROGRÁFICA DO RIO SEPUTUBA

Drainage Basin of River Sepotuba Committee. uisa has participated in the Committee as a full member, representing the water user sector, since 2010, when it was created. The Committee acts as a debate forum and regulatory body for the use of water resources in the Sepotuba River Drainage Basin, which has an area of around 984 thousand hectares. It is part of the Brazilian Water Resources Management System.

Materiality GRI 3-1

This harvest, through sectoral benchmarking and analysis of external reports, the relevance and timeliness of our already established material themes was observed and there was no change in the matrix, which includes the relevant risks and opportunities of the Company and the sugar-energy sector.

Our materiality was defined in 2021, involving all our stakeholders. We then identified the priority themes for the Company related to the environment, social, and governance (ESG).

Divided into **four stages**, the construction of material themes involved the analysis of sectoral studies and documents; sector benchmarking; consultation through interviews – with senior leadership, with experts, and with community members -, and an engagement panel with ten members of the management

board; and, online and physical surveys for the internal public without access to e-mail, with 859 participations. Employees, specialists, customers, government agencies, suppliers, NGOs, financial institutions, the community, and unions were listened. This process and the final result were validated by senior leadership. **GRI 2-14**

Based on materiality, the Company structured its sustainability strategies, defined its ESG pillars and established its commitments.

Materiality Process



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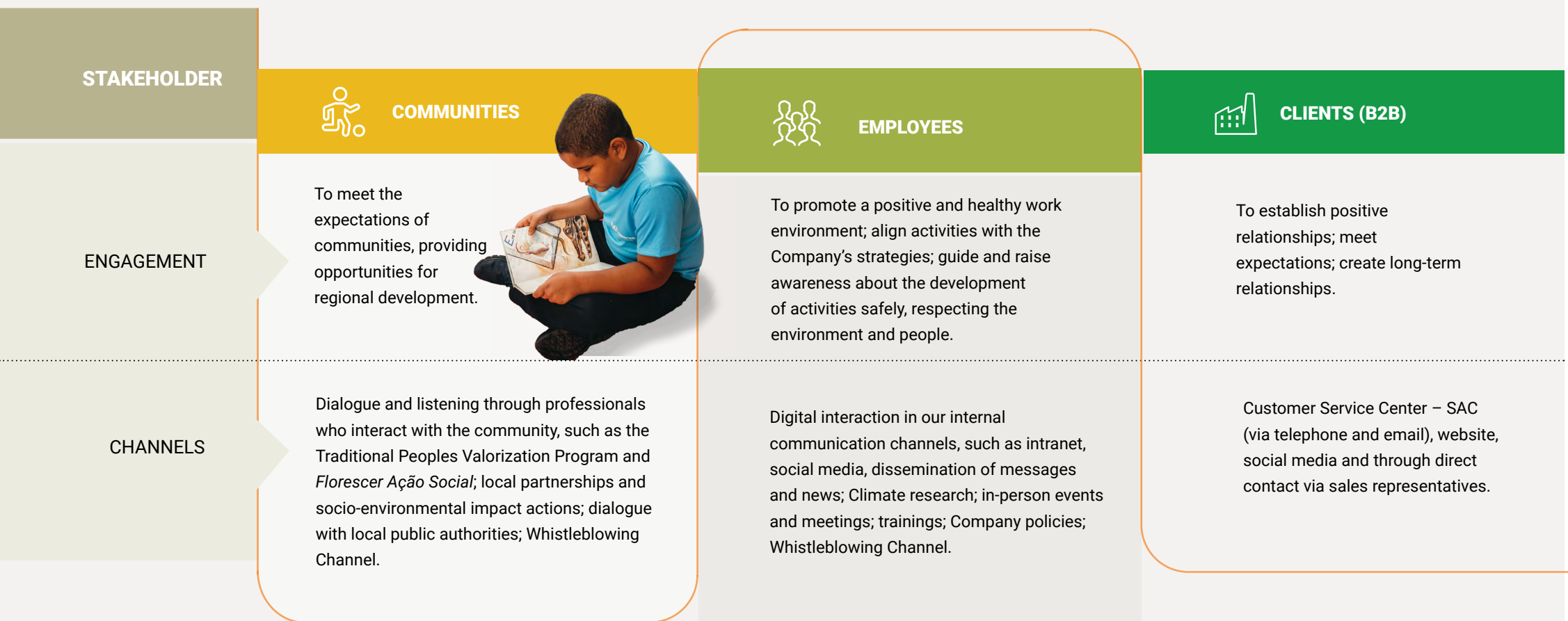
economy

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Environment, climate and circular economy	Valuing and developing people	Responsibility and social development	Governance, ethics and transparency	Applied innovation	Responsibility and excellence in the production chain
<p>GRI contents</p> <p>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</p>	<p>GRI contents</p> <p>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</p>	<p>GRI contents</p> <p>GRI 3-3, 202-1, 202-2, 203-2, 204-1, 406-1, 411-1, 413-1</p>	<p>GRI contents</p> <p>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</p>	<p>GRI contents</p> <p>GRI 3-3 Own indicators: investment in technology, partnerships, and projects with startups.</p>	<p>GRI contents</p> <p>GRI 3-3, 2-6, 308-1, 308-2, 408-1, 409-1, 414-1</p>
<p>Scope</p> <p>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.</p>	<p>Scope</p> <p>Attraction, retention, and personal and professional/ career development; internal valuation (performance evaluations); training and engagement; empowerment of minorities and appreciation of diversity; employees' health, well-being, and safety; compensation and benefits; respect for labor legislation and union relations.</p>	<p>Scope</p> <p>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.</p>	<p>Scope</p> <p>Governance and compliance structure (support councils and committees, policies, controls, audits), transparency in internal and external information; risk management; management of socio-environmental risks in the chain.</p>	<p>Scope</p> <p>Digital transformation (connectivity, asset management, KPI management); investment in technology to increase efficiency and integrate operations; agro-industrial modernization (precision agriculture); sustainable products and solutions; 4G and IoT in bioenergy production; partnerships with startups and research institutes; entrepreneurship.</p>	<p>Scope</p> <p>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.</p>
<p>ESG Axis</p> <p>Climate Change Natural capital Circular Economy Regenerative Agriculture</p>	<p>ESG Axis</p> <p>Our People Well-being</p>	<p>ESG Axis</p> <p>Our Atmosphere</p>	<p>ESG Axis</p> <p>Governance</p>	<p>ESG Axis</p> <p>Natural capital Climate Change Regenerative Agriculture</p>	<p>ESG Axis</p> <p>Our Atmosphere Governance Regenerative Agriculture Climate Change Natural capital</p>

Engagement with Stakeholders GRI 2-29

uisa maintains open channels of dialogue with its stakeholders because it believes that this is the path to positive impact and the construction of practices and results for a sustainable business. Stakeholders are groups of individuals and organizations that have common issues and needs of a political, economic, environmental, or cultural nature. They establish or can establish relationships with the Company, and are capable of influencing or being influenced by our activities, business, and reputation.



STAKEHOLDER



CONSUMER



SUPPLIERS



INVESTORS

ENGAGEMENT

To strengthen the brand Açúcar Itamarati and **uisa's** Sanitizing and Personal Care line; feedback on quality and expectations; disclose our institutional values.

To establish ethical and productive relationships; highlight our demand for agility in purchasing materials and services and for the correct selection of items; management of topics relating to health, safety and sustainability in our supply chain.

To reinforce our commitment to the Company's financial performance and the creation of value for shareholders.

CHANNELS

Advertising campaigns, product website and social media; Customer Service Center – SAC (via telephone and email); listening at points of sale through actions and contact with sales representatives.

Supplier Relationship Portal (IBID); telephone; email; Annual supplier meeting; Whistleblowing Channel.

Sugarcane suppliers: we have an intense relationship, based on the exchange of experiences, technical and socio-environmental guidance, through meetings, Field Days and audits.

Investor Relations Website (IR); periodic publication of results and bulletins; support via email and telephone; Annual meeting – **uisa's** Investor Day (aimed at investors and financial institutions).



STAKEHOLDER

 **PRESS**

ENGAGEMENT

To be accountable and transparent in relationships with stakeholders, as well as in image and reputation management.

CHANNELS

Relationship with media outlets; responding to requests for interviews with executives; sending releases; Company websites.

 **PARTNERS, ACADEMY, EXPERTS AND NGOs**

To establish partnerships and proximity with specialists from different areas and knowledge.

Meetings; events and projects together.

 **PUBLIC REGULATORY BODIES**

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

Meetings; licensing platforms.

uisa's MAIN INSTITUTIONAL CHANNELS

- <https://www.uisa.com.br>
- <https://esg.uisa.com.br>
- <https://ri.uisa.com.br>
- <https://www.facebook.com/uisabiorrefinaria>
- <https://www.instagram.com/uisabiorrefinaria>
- <https://www.linkedin.com/company/uisa>

CUSTOMER SERVICE (SAC): 0800 704 4006 – sac@uisa.com.br

SUPPLIER RELATIONSHIP PORTAL <https://www.uisa.com.br/fornecedores>

PRIVACY PORTAL: <https://privacidade.uisa.com.br>

WHISTLEBLOWING CHANNEL: <https://www.canalconfidencial.com.br/uisa>
0800 882 1111



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Certifications



Regenagri, since 2022

uisa is the first company in the Brazilian sugar-energy sector to receive certification. The Regenagri certification certifies that the Company's sugarcane production is the result of regenerative agriculture.



I-REC Standard, since 2022

Global certification system that certifies the contribution to the production of renewable energy. It highlights the commitment to reducing greenhouse gases and the impact generated by energy consumption.



LCFS-CARB, since 2021

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



RenovaBio, since 2020

The certification allows issuing and marketing Carbon offset Credits (CBios), a financial asset for biofuel producers. It encourages the presence of ethanol and other renewable biofuels in the Brazilian energy matrix.



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 used model to prove the production quality and origin of the product throughout its process.



Food Safety Management System, since 2012

The most comprehensive Food Safety certification program in the world, FSSC 22000 represents a new approach throughout 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 1st company in the sugar-energy sector in Mato Grosso to obtain ISO 14001 certification. It certifies compliance with the principles of environmental policy and that the Environmental Management System (SGA) is effectively implemented.



Kosher, since 2001

It proves that we produce and transport our sugar in accordance with the laws of the Orthodox Jewish religion. The global increase in the consumption of Kosher products stems from its association with quality products.



Quality Management System, since 2000

The ISO 9001 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.



- SUSTAINABLE MANAGEMENT
- HIGHLIGHTS
- CLIMATE CHANGES
- NATURAL CAPITAL
- CIRCULAR ECONOMY
- REGENERATIVE AGRICULTURE
- COMPLIANCE IN THE SUPPLIERS NETWORK

environmental

Sustainable management GRI 3-3

The material theme **Environment, Climate, and Circular Economy** involves 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. The topic is related to the following pillars of the **ESG axes: Climate Change, Natural Capital, Circular Economy, and Regenerative Agriculture.**

Each of these aspects has a specific action plan, connected to the Sustainable Development Goals - SDGs, and is governed by the Company's Strategic Sustainability Plan - PES. This is a macro document that establishes the Biodiversity Conservation, Climate Change, Regenerative Agriculture, Water Management and Circular Economy Plans.

The board of directors provides conditions for its development and all actions are discussed and periodically assisted by the Sustainability Committee, made up of the areas of Sustainability, Legal, Compliance and Corporate Governance, Communication, People and Culture, HSW – Workplace Health, Safety and Wellbeing, Social Action, Investor Relations, Technology and Innovation and members of the Executive Board.

CLIMATE CHANGE			
NATURAL CAPITAL			
CIRCULAR ECONOMY			
REGENERATIVE AGRICULTURE			

[ACCESS](#) THE SUSTAINABILITY POLICY



- message
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Anticipating risks

Identifying environmental risks in our operations is critical to control and prevent them. Using our own methodology, through the **Environmental Aspects Survey – LAA**, we map the risks and impacts arising from our activities. After that, we anticipate risks and play our role in harmony with the environment, the community, and all our stakeholders.

In the Company, 3,404 environmental aspects were identified to be permanently monitored, with 1,486 in agricultural activities and 993 in industrial operations. One of them refers to environmental noise, whose measurements are carried out periodically, in compliance with the Resolution of the National Environmental Council - CONAMA no. 1/1990. There are 15 sampling points monitored. The objective is to assess the potential risk to communities and fauna around the Company. The results of these measurements are in accordance with NBR 10.151:2019 (corrected version: 2020).

Our areas are free from conflicts with the local community, indigenous peoples, rural producers, or any other impasse. We are in compliance with current legislation, such as the Rural Environmental Registry (CAR), Provisional Authorization for the Operation of Rural Activities (APF), water resource grants, among other legal requirements.



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Highlights

34 THOUSAND

HECTARES OF NATIVE
VEGETATION



200 THOUSAND

SEEDLINGS IS THE PRODUCTION
CAPACITY OF OUR FOREST
NURSERY



+14.5 THOUSAND

NATIVE SEEDLINGS DONATED TO
THE COMMUNITY, PRODUCED IN
OUR FOREST NURSERY



283

SPECIES OF WILD
ANIMALS WERE
RECORDED

94%

OF WASTE IN **uisa** ARE REUSED
OR RECYCLED



246

PROTECTED SPRINGS IN
OUR APPS AREAS



+ 23 THOUSAND

hectares
FERTIRRIGATED

Regenagri

1st COMPANY IN THE BRAZILIAN
SUGAR-ENERGY SECTOR TO RECEIVE
CERTIFICATION



ZERO

COMPLAINTS FROM THE COMMUNITY
REGARDING ENVIRONMENTAL
ASPECTS



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Climate changes

uisa is consistently moving towards a low-carbon economy. Self-sufficient in electrical power since 1993, generated from a 100% renewable source, sugarcane biomass, we are committed to being net zero by 2035.

We focus on neutralization goals, through actions such as reforestation and the medium-term energy transition of the agricultural vehicle fleet to biomethane, which will become possible thanks to the construction of the **uisa Geo Biogas** joint venture in our industrial plant.

We have also influenced our sugarcane supply chain, through the **Program Nossa Cana**, developing actions that contribute to the goals of reducing greenhouse gas emissions.

We are diversifying our products and see great potential for monetizing green attributes in carbon capture through Carbon Capture Storage (CCS) and Biomass Energy with Carbon Capture and Storage (BECCS).



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Climate risk management GRI 201-2

The identification and analysis of climate change risks are part of the Company's corporate [risk management](#) process. We manage our risks and opportunities considering the guidelines of the Task Force on Climate-related Financial Disclosures – TCFD. For all potential risks, such as a gradual change in rainfall or even climate disasters, we provide action plans.

Among the risks for the Company, we can consider adverse weather conditions, such as drought, which represents a physical risk, and can directly influence the productivity and quality (sucrose content) of our sugarcane fields, impacting income generation and **uisa's** sustainability. If a harvest remains below the expected rates, the quantity of crushed sugarcane decreases and, consequently, the production of bioproducts, such as sugar, yeast, hand sanitizer, ethanol, and bioenergy.

To manage this risk, we implemented the pivot and drip irrigation system, which aims to increase the productivity of our sugarcane fields by ensuring ideal humidity conditions for the crop. In the 22/23 harvest, R\$ 11.8 million were invested in the system.

As an opportunity, of a regulatory nature, we can highlight the growing decarbonization market. **uisa** is certified by the RenovaBio Program, which allows the sale of credits (CBios), linked to the sale of ethanol. The financial implication of this opportunity is the generation of additional income for the Company, through the sale of credits.

The evaluation of greenhouse gas emissions in the fuel's life cycle shows that ethanol provides a reduction of up to 90% in GHG emissions compared to gasoline. This harvest, we sold 242 thousand CBios, equivalent to around R\$ 22 million.

uisa can also sell environmental assets through certification of the Low Carbon Fuel Standard Program – LCFS-CARB, in the California market (USA) and the International Renewable Energy Certificate – I-REC, for renewable energy generation.

As a new project, the Company has been preparing to become certified with the ISCC International Sustainability and Carbon Certification Corsia Plus and approve its ethanol for use in the production of Sustainable Aviation Fuel - SAF.



242
THOUSAND
CBIOS SOLD



Emissions GRI 305-1; 305-2; 305-3

We annually prepare an inventory of Greenhouse Gas (GHG) Emissions. The emission factors and global warming potential (GWP) rates used are sourced from the Brazilian GHG Protocol Program. We consider the use of analytical tools critical to measure impacts and determine reduction strategies for a carbon management system, accurately quantifying emissions related to our activities.

In this edition, the inventory was carried out by an independent third party using the GHG Protocol Brasil tool, tool_ghg_protocol_v2023.0.1. The base year of 2022 was chosen for carbon management, which becomes a reference for establishing and monitoring the progress of GHG emissions reductions in the Company and its ambition to be net zero by 2035.

The operational criterium was adopted to decide which sources of emissions would be included in the inventory, defining as geographic limits the sugarcane production farms, the sugar, ethanol and bioenergy production industry, and the Packaging and Manufacturing Unit of Hand and other Sanitizers. Of the gases regulated by the United Nations Framework Convention on Climate Change – UNFCCC, the following are present in **uisa** operations: CO₂, CH₄, N₂O and HFC.

DIRECT EMISSIONS OF GREENHOUSE GASES (SCOPE 1), IN TON OF CO₂ EQUIVALENT - tCO₂e GRI 305-1

	2022
Direct emissions (Scope 1)	283,553.06

Mobile combustion, stationary combustion, fugitive, and agricultural activities.

BIOGENIC EMISSIONS (SCOPE 1), IN TON OF CO₂ EQUIVALENT- tCO₂e GRI 305-1

	2022
Biogenic emissions (Scope 1)	1,271,065.49

Biogenic emissions are CO₂ emissions from renewable energy sources. In this case, biomass. It is understood that the carbon emitted into the atmosphere comes from a biological stock, removed from the atmosphere in a short space of time by photosynthesis, not generating additional impact on GHG concentrations in the atmosphere and, therefore, reported separately.

DIRECT EMISSIONS OF GREENHOUSE GASES (SCOPE 1), IN TON OF CO₂ EQUIVALENT - tCO₂e GRI 305-2

	2022
Indirect emissions (Scope 2)	248.03

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.

OTHER INDIRECT EMISSIONS OF GREENHOUSE GASES (SCOPE 3), IN TON OF CO₂ EQUIVALENT - tCO₂e GRI 305-3

	2022
Other indirect emissions (Scope 3)	15,979.44

Indirect emissions, a consequence of the Company's activities, which occur in sources that do not belong to or are not controlled by uisa. In the GHG Inventory, emissions from buses transporting employees, transporting raw materials, finished products were considered, as well as the emissions corresponding to the solid waste disposal site.

BIOGENIC EMISSIONS (SCOPE 3), IN TON OF CO₂ EQUIVALENT - tCO₂e GRI 305-1

	2022
Biogenic emissions (Scope 3)	1,607.45



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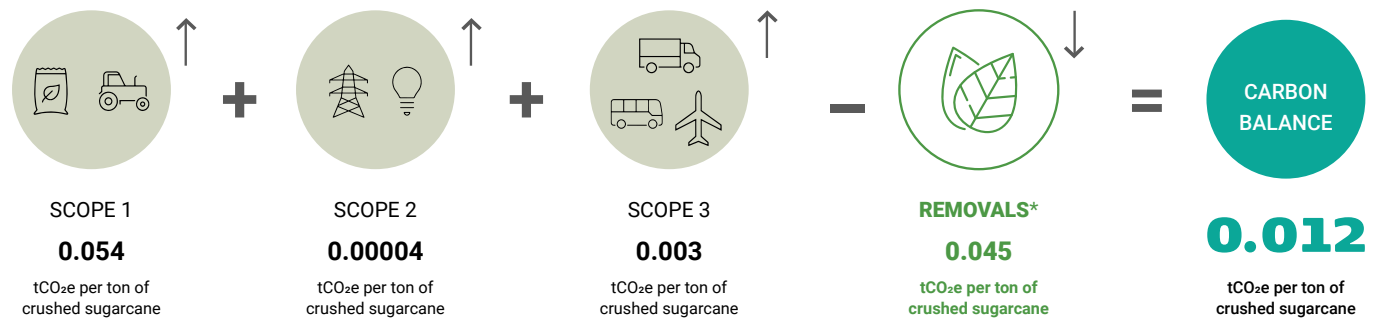
EMISSIONS INTENSITY

The metric unit used to calculate the intensity of GHG emissions was the total amount of sugarcane crushed during the harvest. The index is the sum of scopes 1 and 2 of the year inventoried in tons of tCO₂e, divided by the total sugarcane crushing in the same year.

GREENHOUSE GAS (GHG) EMISSION INTENSITY - IN TCO ₂ E PER TON OF CRUSHED SUGARCANE GRI 305-4	
22/23 HARVEST	
Intensity	0.0549



CARBON BALANCE



*Removals are related to carbon sequestration carried out by our Permanent Preservation Areas - APPs.

Emissions reduction

We have implemented the Climate Change Plan, which uses information on gas emissions inventoried at the Company to establish short-, medium- and long-term strategies aimed at gradually reducing our emissions.

One of our goals is the energy transition of our sugarcane fleet to biomethane fuel by 2028. Besides being 100% renewable, biomethane is around 90% less polluting compared to diesel. This project is already underway through the construction of the **Geo Biogas** plant in the Company's industrial complex, expected to be operational in the second half of 2025.

uisa will allocate industrial waste, such as vinasse and filter cake, to the new plant's production process. The biogas produced will have different destinations. Part of the volume will go to the generation of electricity, another to the production of biomethane and also to biofertilizers. By replacing diesel with biomethane and using biofertilizers in the field, we will significantly reduce our carbon footprint.

goal:
energy transition of our sugarcane fleet to biomethane fuel by 2028.



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REDUCTION OF EMISSIONS BY

90%

COMPARED TO DIESEL VEHICLES

INNOVATION

Gas-powered vehicle in the agricultural fleet

In June 2022, **uisa** incorporated a gas-powered truck into its agricultural fleet for monitoring over a 30-day period. The test was part of **uisa**'s project **Geo Biogas**. In a joint action between Scania and **uisa**'s Agricultural Operations Center (COA), the vehicle's consumption, performance, and autonomy were analyzed in relation to other trucks in the fleet.

Monitoring and follow-up was carried out using Scania Fit technology, a fleet intelligence tool. The pilot project proved to be viable, reducing operating costs, without loss of performance, and reducing emissions by 90% compared to diesel vehicles.

Technology reduces **uisa**'s carbon footprint

Connectivity in the field: We have 100% of our agricultural areas connected via 4G. This allows 2,500 devices including agricultural equipment, trucks and cell phones to send information in real time to **uisa**'s Agricultural Operations Center (COA), allowing assertive decision-making in the field, optimizing operations. This project was responsible for reducing diesel oil consumption by **4% in the agricultural fleet** during the harvest.

Control Towers: through artificial intelligence, in partnership with Google, **uisa** has already integrated 30% of its entire logistics network, involving its own and outsourced fleet, river and road, from the Packaging Unit to delivery to its customers, at the back end, passing through the Distribution Centers. This project will allow the Company to monitor the movement of its fleet across routes in real time. In addition to ensuring agility and optimization of logistics, it will reduce the use of fuel, which directly impacts the emission of greenhouse gases by **uisa**, reducing its carbon footprint.

→ 4%

REDUCTION IN DIESEL OIL CONSUMPTION IN THE AGRICULTURAL FLEET



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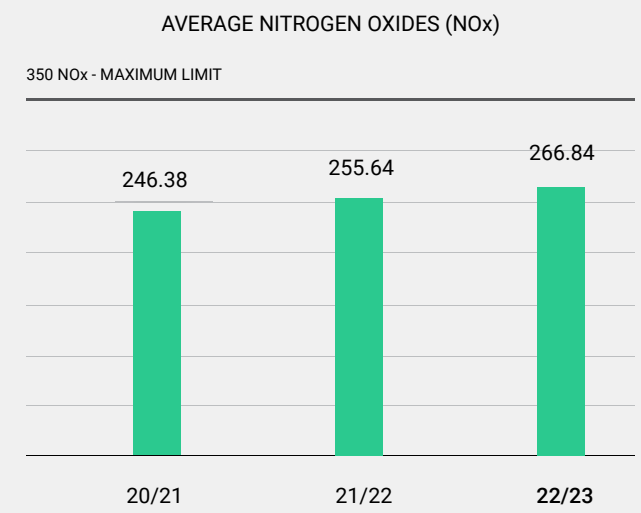
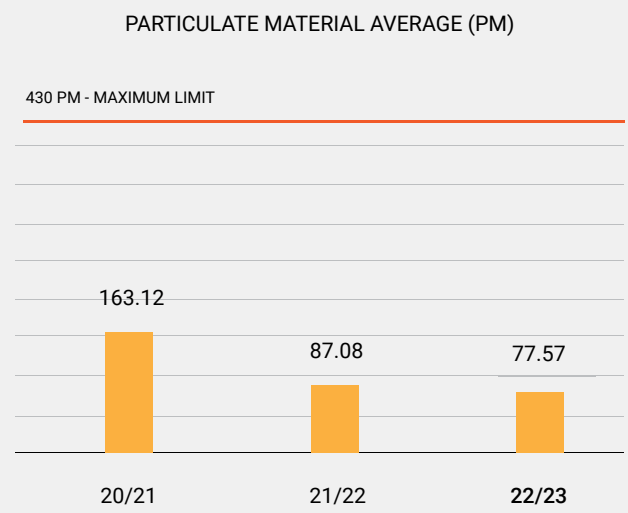
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EMISSIONS OF PARTICULATE MATERIAL - PM AND NITROGEN OXIDES - NOx (Mg/Nm³) GRI 305-7

Atmospheric emissions in our boilers

Industry boilers, used to generate steam and produce energy, are equipped with gas scrubbers that periodically have their emissions analyzed taking into account current environmental legislation. Gas washing is used to eliminate emissions of particulate matter and nitrogen oxides.



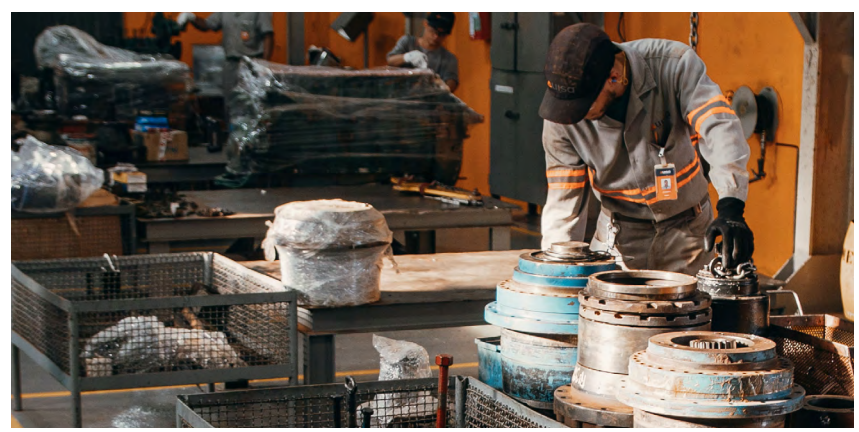
Sampling was carried out using the methods of the Environmental Protection Agency of the State of São Paulo - CETESB, equivalent to those standardized by the Brazilian Association of Technical Standards - ABNT and the United States Environmental Protection Agency - US EPA.

Fleet monitoring

We have an internal self-inspection and monitoring program for black smoke emissions from the entire diesel-powered fleet. Black smoke control is also required from suppliers who use diesel vehicles to provide their services. To register with the Company, the supplier, in addition to all the documents and licenses required for the exercise of its activities, has to confirm that has a monitoring program for the emission of black smoke in place.

100%

OF UISA'S MOBILE MACHINES GO THROUGH PREVENTIVE MAINTENANCE AND UNDERGO BLACK SMOKE TEST



Clean and renewable energy

Our company, besides being self-sufficient in energy generation and consumption, produced from sugarcane biomass, also exports to electricity concessionaires, in the Brazilian Integrated System (SIN). **uisa** has expertise in this area. Since 1993, it has produced bioenergy for its own consumption and since 2001 it has been selling the surplus.



SINCE

1993

WE HAVE BEEN SELF-SUFFICIENT IN BIOENERGY GENERATION

ENERGY CONSUMPTION WITHIN THE ORGANIZATION, IN GIGAJOULES - GJ* GRI 302-1

NON-RENEWABLE FUELS	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Diesel oil	256,608.98	341,804.98	394,711.06
RENEWABLE FUELS			
Ethanol	9,140.39	11,271.55	13,202.05
ELECTRIC POWER			
Autogenerated	298,200.56	292,074.16	264,650.15
Purchased from the network	9,940.86	8,499.71	46,827.79
Total electric power	308,141.42	300,573.87	311,477.94

ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION, IN GIGAJOULES - GJ* GRI 302-2

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Diesel oil	231,064.33	228,844.14	217,193.77

* Standards, methodologies, premises and/or calculation tools adopted: According to the greenhouse gas inventory, indicator GRI 305. The report compilation requirements were met. Source of conversion factors used: According to the greenhouse gas inventory, indicator GRI 305.



COMMERCIALIZATION OF RECS

As holders of the International REC Standard (I-REC) seal, which certifies the production of renewable energy, we negotiate REC certificates on the Electric Power Trading Chamber - CCEE platform.



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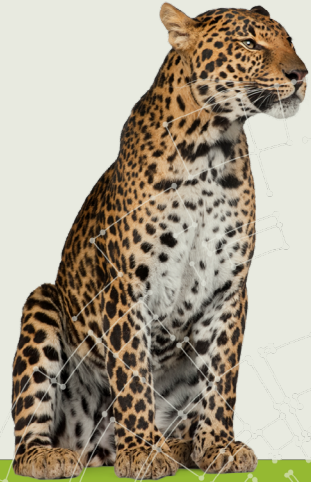
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Natural Capital



Monitor to protect!

Air, water, biodiversity, soil, minerals are interrelated and the sustainability of the planet depends on the balance of ecosystems. It is this vision that guides us in the development of our activities.

In the **Natural Capital** axis we will deal with our actions related to water and biodiversity. For each aspect of the environment, **uisa** has implemented an action plan and we have established the preservation of water sources as one of our priorities. Our Biodiversity Conservation Plan covers several fronts, one of which is the monitoring of fauna in our areas of influence.

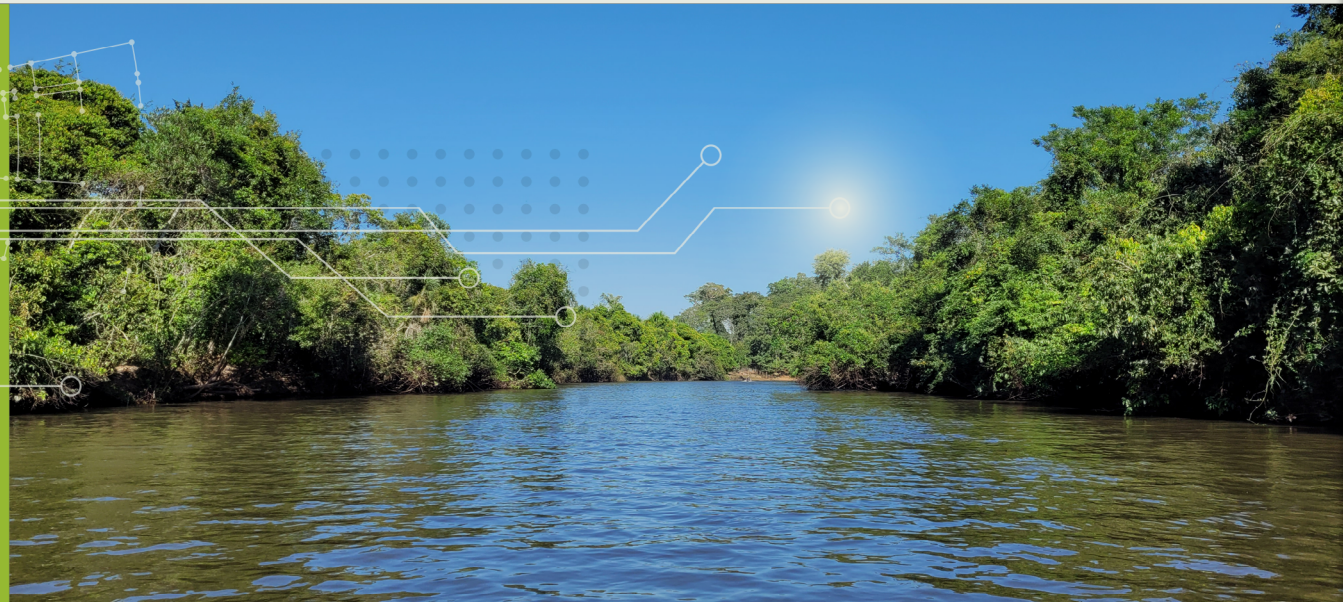
WE PRESERVE

**+ than
34 THOUSAND**

HECTARES OF NATIVE VEGETATION



JAGUAR AND BLACK-FRONTED NUNBIRD (MONASA NIGRIFRONS)



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Interactions with water GRI 303-1

The Company has a Water Management Plan, responsible for our management of water resources. We collect surface and underground water, all regulated via state grant provided by the State Secretariat for the Environment – SEMA-MT, respecting the limits established by law.

The Company does not release effluents into water bodies. The water collected is used in a closed circuit in the industrial complex. We are implementing our Gas Washing Water Treatment Plant - ETALG. This action is part of our commitment to reduce water collection by 12% by 2025.

uisa has participated in the Sepotuba River Drainage Basin Committee as a full member since its creation in 2011. The Committee includes representatives of water users, public authorities and communities, jointly managing the region's water resources.



SÃO LOURENÇO, IN THE AREA OF **uisa**

WATER COLLECTION – IN MEGALITERS (ML) GRI 303-3, 303-5			
	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Surface Collection	8,988.65	8,700.72	8,277/74
Underground Collection	6.23	6.99	6.86
Total	8,994.88	8,707.71	8,284.60

OUR OPERATIONS ARE **IN AREAS WITH LOW WATER STRESS**

Water collection (water intake) is carried out under strict engineering control and environmental monitoring. In terms of its availability, **uisa** periodically carries out water risk assessments, considering the Aqueduct Water Risk Atlas tool from the World Resources Institute - WRI. GRI 303-5

The Aqueduct tool is supported by the Aqueduct Alliance, a coalition of leading companies, governments, and foundations from around the world working with the World Resources Institute - WRI to improve sustainable water management.

4.86%

WAS THE **REDUCTION** IN TOTAL WATER CAPTURE FROM 2021/22 TO 22/23



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GOAL:
REDUCE WATER
COLLECTION BY

12%

BY 2025

WATER QUALITY

We continuously monitor the quality of surface water and groundwater in our areas of influence. For the evaluation of surface waters, we use chemical, physical, and biological parameters, samples for the analysis of rivers and streams samples. As for groundwater, the assessment is performed through monitoring wells. According to the Water Quality Index (WQI), the quality of our water resources is classified as good. Enhancing this work, we established regular communication with the Secretariat of State for the Environment - SEMA-MT, through annual reports.

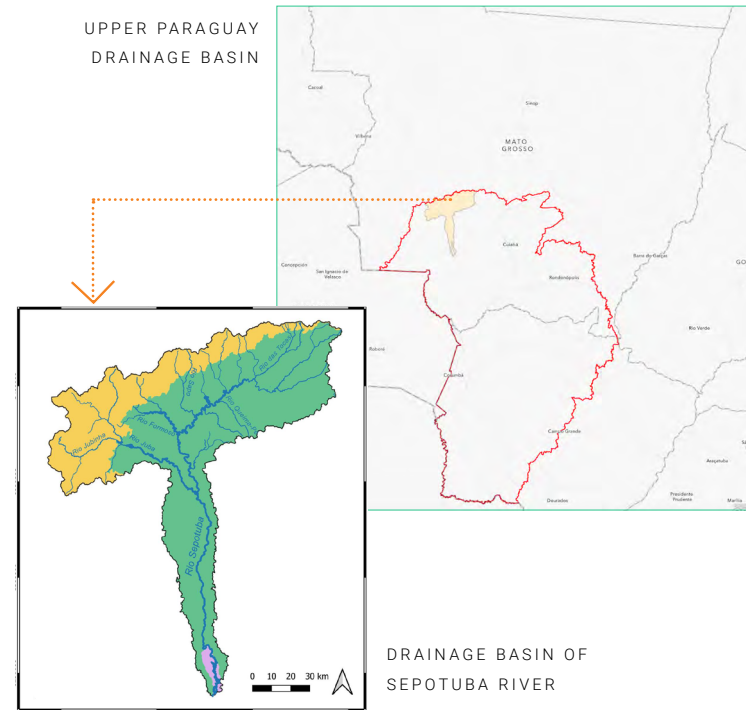
WATER QUALITY INDEX (WQI)*		
20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
71.62	72.45	72.46
GOOD	GOOD	GOOD

** The WQI was developed to evaluate the quality of raw water with a view to its use for public supply.*

Program *Águas da Guanabara*

Developed in the area covered by the Upper Paraguay Drainage Basin, the Program *Águas da Guanabara*, implemented in 2004, was created by **uisa** to revitalize and preserve the sources of the region's rivers. The Company has already invested in planting more than one million native tree seedlings and in maintaining our Permanent Preservation Areas (APPs), which today house 246 springs. Of these, 7 springs that had become extinct began to produce water again.

We are part of the Pact in Defense of the Pantanal Headwaters, a WWF-Brazil initiative developed to preserve and recover the area known as "headwaters" where the waters that allow flooding of almost 80% of the Pantanal originate. It is an area in the Upper Paraguay basin that is extremely important for preserving biodiversity and supplying several cities.



The Sepotuba River drainage basin covers an area of approximately 9,840 km² and makes up the Upper Paraguay basin, which feeds the entire Pantanal.

Award

The Program *Águas da Guanabara* won first place in the "Landscape Management" category of the UDOP/Embrapa Award of Good Environmental Practices, created by the National Bioenergy Union (UDOP) in partnership with Embrapa Meio Ambiente.



A sustainability Manager, Caetano Henrique Grossi, general head of Embrapa Meio Ambiente, Ana Paula Packer, and Sustainability coordinator, Luiz Carlos Machado Filho



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Biodiversity

There are more than 34 thousand hectares of native and permanent vegetation maintained by the Company. In a survey carried out by our Biodiversity Report, in 2021, this preserved ecosystem is home to 163 species of trees and 283 species of wild animals, 179 of which are birds, 41 are fish, 24 are mammals, 18 are amphibians, 13 are insects, and 9 are reptiles. According to the results of the vegetation dynamics carried out, our green areas have grown year after year.

We have positively impacted the region. In the area preserved by **uisa**, we maintain ecological corridors that conserve and integrate biodiversity. The corridors connect isolated areas, allowing the movement of animals and an increase in vegetation cover.

Through our Sighting Program and monitoring using trap cameras, we have recorded several species, including the jaguar (*Panthera onca*). The presence of this animal is an indicator of environmental quality in the habitat.

OUR ECOSYSTEM IS HOME TO

283 species

OF WILD ANIMALS

Impacts GRI 304-2

Operational logistics and the transportation of own or suppliers' sugarcane are activities that can have impacts on biodiversity, such as the possibility of animals being run over. To minimize this risk, **uisa** implemented the Sighting Program, installed suspension bridges for animal crossings and signaling along its internal roads.

The Sighting Program consists of photographic and video records taken by employees as soon as they find an animal in the **uisa** areas. This work helps to map the movement of wild animals and install signs in places where they are most likely to be moving, alerting drivers.

A wide variety of wildlife species occupy the Company's native vegetation areas. We have already had cases of wolves, capybaras, anteaters, monkeys, rheas, tapirs, armadillos, alligators, agoutis, and tayra affected by being run over.

The impacted areas are the Company's internal roads, approximately 90 kilometers long, used by employees and the local community. Therefore, we have carried out environmental education and awareness campaigns for both audiences. Since the first measurement of pedestrian collisions, in the 20/21 harvest, **uisa** has reduced the incidence on its roads by 55%.



SINCE THE 20/21 HARVEST,
WE HAVE REDUCED THE
INCIDENCE OF WILD
ANIMALS RUN-OVER BY

55%



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PROTECTED OR RESTORED HABITATS (IN HECTARES) GRI 304-3

Biome	Hectares
Cerrado	19,441.29
Amazon	14,749.42
Total	34,190.71

To guide habitat restoration actions, **uisa** carried out a biodiversity diagnosis in Permanent Preservation Areas – APPs, hiring a specialized company for this purpose. The restoration and conservation of the areas were conducted and carried out by **uisa** itself, without the participation of third parties. Following the legislation in force during the reporting period, the Company complied with all legal requirements and completed the restoration in all its areas. The updating of data from the Rural Environmental Registry - CAR is currently being approved by the State Secretariat for the Environment - SEMA-MT. GRI 304-3



OCELOT (IMAGE CAPTURED BY TRAP CAMERAS)



WE PRESERVE

**+ than
34 THOUSAND**

HECTARES OF NATIVE VEGETATION

The maintenance of this area contributes to the conservation of the Cerrado and Amazon biomes.

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Friend of the Pantanal Biosphere

This harvest, we received the **Friend of Pantanal Biosphere Reserve Initiative** seal, granted by the State Secretariat for the Environment – SEMA-MT, which identifies and recognizes actions for the sustainable use of the Pantanal biome. We are located in the headwater region of the rivers forming the Pantanal water system, in the Upper Paraguay basin, and we implemented day-to-day actions to preserve water sources and all biodiversity in our area of influence.

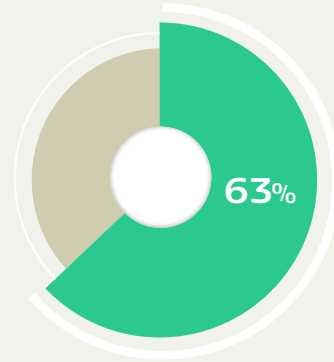
The Pantanal was declared a biosphere reserve in October 2000. The title is granted by the United Nations Educational, Scientific and Cultural Organization – UNESCO for territories with great ecological, economic, and social heritage. In the world, there are currently 686 biosphere reserves, 7 of which are in Brazil.

Fauna

Of the 283 species of wild animals recorded on **uisa** lands, 24 of them are mammals, which represent 63% of all regional mastofauna. Among the mammal species identified, six of them are in a vulnerable status, threatened with extinction.

24

SPECIES OF MAMMALS IDENTIFIED



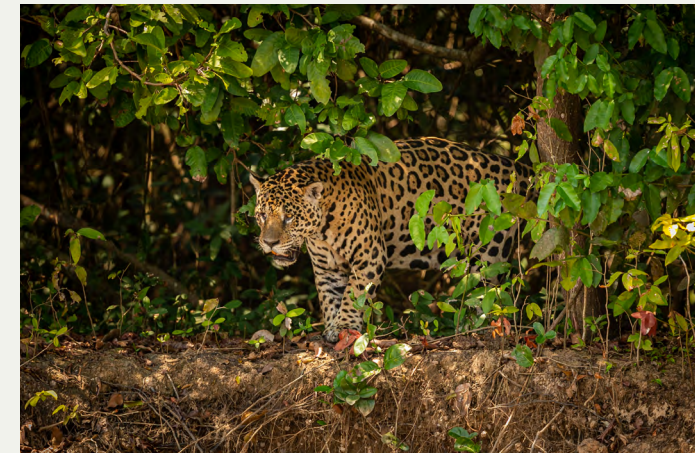
OF THE REGIONAL MASTOFAUNA

+ ACCESS [JAGUARS](#) AND [TAPIRS](#) ON **uisa**

+ [ACCESS](#) BIOSPHERE RESERVE



TAPIR (*TAPIRUS TERRESTRIS*)



JAGUAR (*PANTHERA ONCA*)



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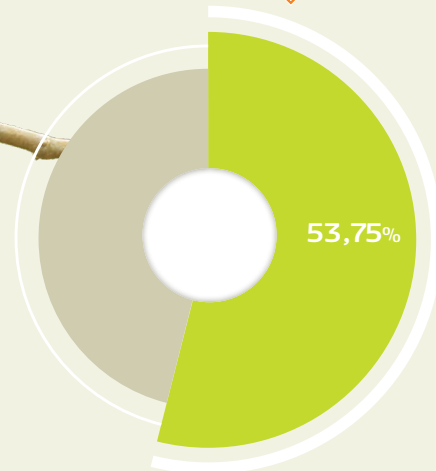
The 179 species of birds identified in the **uisa** areas represent 53.75% of the avifauna found in the Sepotuba River Basin, which covers an area of 9,840 km². In the inventory, **89 are considered to be of high environmental sensitivity and 3 are classified as near-threatened and vulnerable.**

179

BIRD SPECIES IDENTIFIED



BIRD RUFIOUS-TAILED JACAMAR



Ichthyofauna

We have the **Project Doce Peixe**, which releases fry of native species to repopulate the rivers in our area of influence. Around 5,000 fry are released annually into the São Lourenço dam, at **uisa** headquarters, respecting the physical and biological factors of the aquatic ecosystem. In the action, we carry out awareness-raising activities about the importance of preserving the environment with students from municipal elementary schools in the region who participate in the release of the fry.



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Forest nursery

We maintain a forest nursery with the capacity to produce 200,000 seedlings of fruit species native to the Amazon and Cerrado biomes annually.

Through the **Project Pensamos Verde** (We think Green), **uisa** promotes and encourages urban and rural afforestation initiatives, recovery of springs and Permanent Preservation Areas - APPs in surrounding communities. Around 14,500 seedlings of native and fruit trees were donated this harvest, serving residents of the municipalities of Nova Olímpia, Denise, Tangará da Serra, Nortelândia, Arenópolis, and the District of Assari.

The seedlings produced in the forest nursery are delivered directly to the population or through partnerships with institutions on commemorative dates related to the environment, as well as in water resource recovery projects, such as the reforestation of the headwaters of the Queima-Pé river, in Tangará da Serra, and of the spring of the Ponta de Cerne stream, in Denise (MT), in addition to schools in the region for environmental education actions, company employees, among others.



→ 14.5 thousand

SEEDLINGS DONATED IN THE HARVEST

53.7 thousand

SEEDLINGS PLANTED IN THE LAST FOUR YEARS ON 49.26 HECTARES IN OUR LAND

PLANTING OF SEEDLING BY uisa

	2019	2021*	2022
Seedlings	6,838	25,600	14,476
Hectares	7.18 ha	26.88 ha	15.20 ha

* Due to the pandemic, 2020 reforestation activities were resumed in 2021.

SEEDLING PRODUCTION – FOREST NURSERY

	2020	2021	2022
	41,068	43,541	61,804**

** Of the production in 2022, 32,828 seedlings were stored at the Forest Nursery.



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Donation of seedlings



PROGRAM MUDA MUNDO, IN BELÉM (PA)



“Muda Mundo” in Pará

Related to the planting of native and fruit seedlings, we also developed the Program *Muda Mundo*, which exchanges seedlings for plastic bottles collected by the community, in a joint action of selective collection and flora recovery. This harvest, we carried out the Program in Belém and Ananindeua (PA), the region of one of our Distribution Centers, with seedlings purchased from local nurseries.

Charitable event and sustainability

Organized by the Rotary Club, **uisa** participated in the 30th edition of *Búfalo Grill*, in Tangará da Serra (MT). Traditional in the municipality, the event was attended by around a thousand people, with the aim of raising funds for social, environmental, and humanitarian projects.

Besides contributing to the entity and participating, we bring information to the community about our socio-environmental projects. The event featured a performance by dance students from *Florescer Ação Social*.



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Preservation of Sepotuba River

uisa, in partnership with the Rotary Club of Tangará da Serra (MT), participated in the 17th Edition of the project Preserve Sepotuba River. The event brought together around 150 volunteers from the public, private, and community sectors. Forty vessels participated, putting Sepotuba River in motion, between Tangará da Serra and Barra do Bugres. In an action to raise awareness and clean up one of the main tributaries of the Upper Paraguay Drainage Basin, volunteers removed around two tons of waste from the banks. Throughout the year, we developed several actions to promote the recovery of degraded areas around the river.



Children's Day

We participated, with the donation of seedlings, in the Special Children's Day, promoted by the Apolo Institute, in Tangará da Serra (MT). The institution offers sports activities for more than 400 children and teenagers in the city.

Tree Day

Every year, **uisa** donates seedlings to municipalities in the region. The action involved the cities of Nova Olímpia, Nortelândia, Arenápolis and Tangará da Serra (MT).

Solidarity Orchard

We started implementing the Solidarity Orchard, one next to our Forest Nursery and the other at *Florescer Ação Social*, in Denise (MT).



Circular economy

Our raw material, sugarcane, is 100% utilized. What would otherwise be waste, for us are new bioproducts. Nothing is discarded.

Our circularity

Sugarcane biomass is transformed into electric power and roughage for animal nutrition. Ash, filter cake, and vinasse, residues from the industrial sugar and ethanol process, are transformed into solid and liquid biofertilizers that return to the field, fertilizing the plantations.

Yeast, used to ferment sugarcane juice in the industrial ethanol process, is reused. Due to its high nutritional potential, it became another by-product sold by **uisa** and generated a new venture, **uisa Bionutrition**, a yeast factory that had its construction completed this harvest.

Moreover, the company **uisa Geo Biogas** is being built, and is scheduled to operate in the second half of 2025. The biogas to be produced by the joint venture will be used to produce electric power, biomethane, and biofertilizers. It is more bioenergy contributing to the transition of the Brazilian energy matrix and more biofertilizer returning to the crops.

We reuse and recycle 94% of the waste generated in our agricultural and industrial operations, adding value to our production chain.

SUGARCANE WASTE TURNING INTO BIOPRODUCTS AND BIOFERTILIZERS*

		20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Biomass	tonne	1,441,898.91	1,287,024.61	1,468,869.78
Filter cake	tonne	112,168.97	120,225.99	129,419.19
Vinasse	cubic meter	7,101,933.16	7,371,722.27	5,133,417.97
Ashes	tonne	29,511.00	29,047.42	31,162.23

* Vinasse and filter cake will also be used as raw materials in biogas production.



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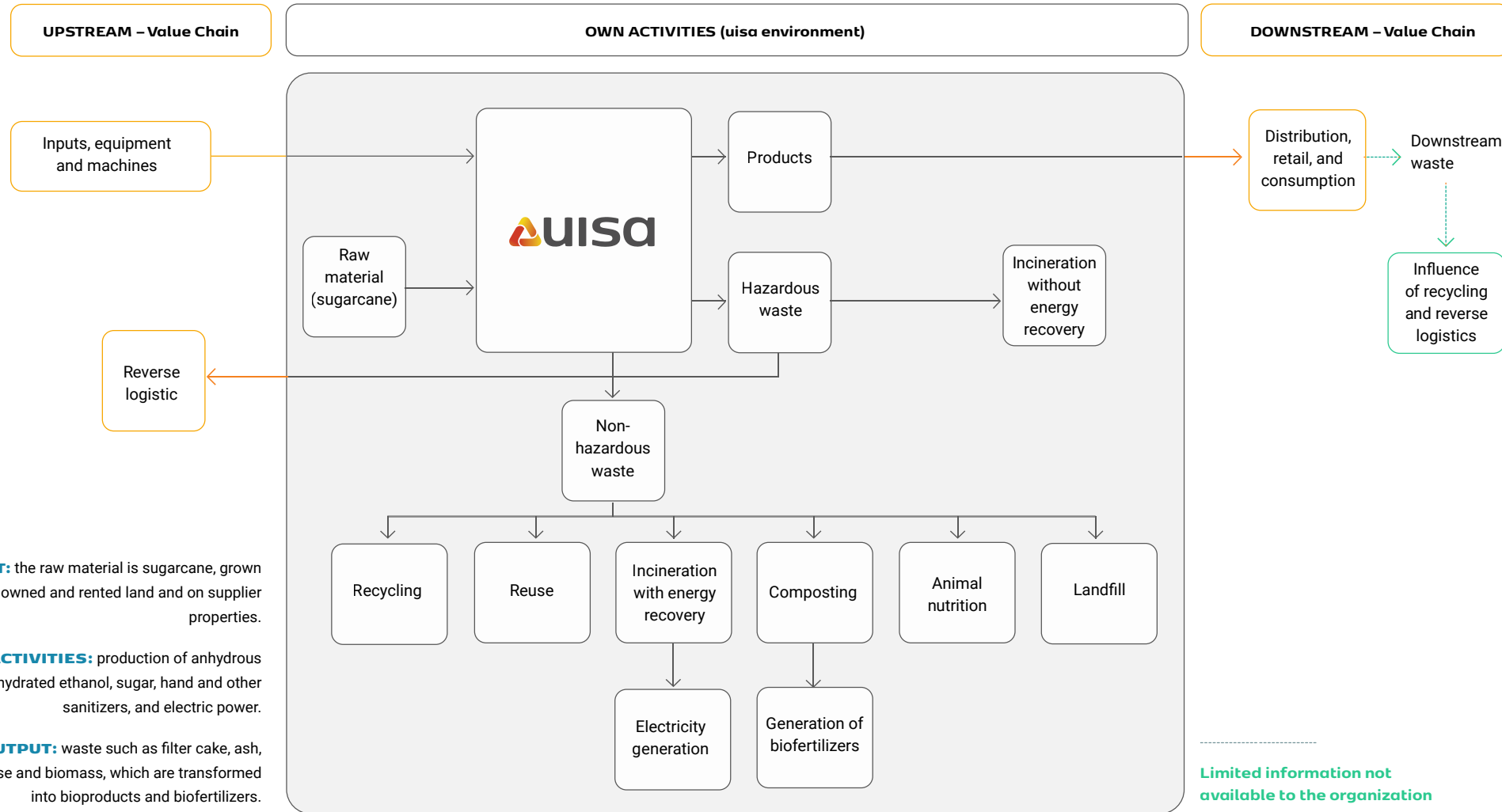
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Circularity in water management

We reuse 100% of the water used to clean boiler gases. We are implementing a Gas Cleaning Water Treatment Station – ETALG, which will allow the use and reuse of collected water, reducing the volume of water collection from water bodies in the region. In addition, it provides maximum reduction of the humidity of the filter cake, resulting from the process of sugarcane juice filtering in sugar manufacture, by recovering the water from the washers.

The greater dehydration of the cake allows full use of the residue, which is subsequently processed at the Composting Center to be used in the field as biofertilizer, rich in minerals such as phosphorus, nitrogen, calcium, potassium, and magnesium.



Composting Center

To produce quality solid biofertilizer, the filter cake and ash have to undergo a composting process, which is the controlled biological decomposition of organic waste. For about two months, the compost is turned by machines until becoming a stabilized material, ready to be applied in the field. Manure from poultry farms in the region is also mixed into the compost.

160
thousand
TONS OF FILTER CAKE + ASH



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Fertigation

In the distillation process, for each liter of ethanol produced, 10 to 12 liters of vinasse remain, which are transformed into biofertilizer. Through canals and pumping stations, the vinasse reaches **uisa** plantations. Then the application is carried out via spraying and localized application. Vinasse is made up of water, organic matter, and minerals, mainly potassium.



5.1 million

CUBIC METERS OF VINASSE RESULTED FROM THE ETHANOL PRODUCTION PROCESS

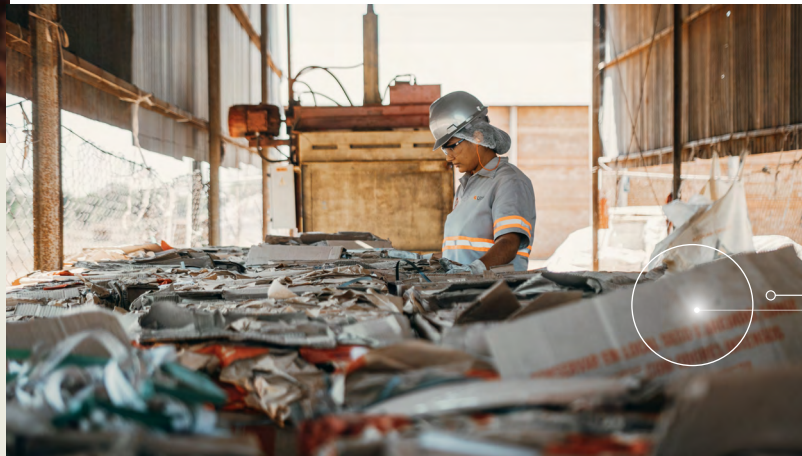
Recycling of inorganic waste **GRI 306-2**

We manage our own waste, in our Recycling Center. Plastics, paper, packaging, and other materials are sorted and collected by companies specialized in recycling as established in the Brazilian Solid Waste Policy. Hazardous materials, considered risky, are sent for specific treatment in accordance with current legislation.

Through our Solid Waste Plan – PGRS, we manage 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 providing services to the Company go through a qualification process in the IBID system and have their contracts approved by the Legal, Compliance, and Corporate Governance area.



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WASTE GENERATED IN TONS **GRI 306-3**

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST	Final Disposition
Plastic	74.80	89.49	148.37	Recycling
Paper/cardboard	48.13	64.02	43.18	Recycling
Glass	0.31	0.81	0.38	Recycling
Metal scrap	801.62	706.19	642.11	Recycling
Used light bulbs	0.18	0.13	0.18	Decontamination
Tires	63.54	37.91	124.80	Recycling
Automotive battery	13.80	17.08	0.69	Reverse logistic
Batteries	0.0005	0.0003	0.002	Reverse logistic
Pesticide packaging	29.91	28.80	50.95	Reverse logistic
Plastic cylinders/metal drums	8.56	15.40	11.74	Reverse logistic
Contaminated waste	92.43	91.50	116.03	Incineration (with energy recovery)
Used or contaminated oil	43.66	59.34	46.02	Re-refine
Health service waste	0.056	0.024	0.014	Incineration (without energy recovery)
Civil construction waste	11.15	9.54	11.73	Internal reuse
General waste*	60.31	48.57	61.68	Landfill
Electronic waste	0.005	1.03	-	Recycling
Filter cake	112,168.97	120,225.99	129,419.19	Internal reuse
Bagasse	1,441,898.91	1,287,024.61	1,468,869.78	Incineration (with energy recovery)
Ashes	29,511	29,047.72	31,162.23	Internal reuse

* **uisa** considers "General Waste" to be waste that cannot be recycled. | No hazardous waste is disposed of in landfills.

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COMPOSTING
CENTER



WASTE NOT INTENDED FOR FINAL DISPOSAL, IN TONS **GRI 306-4**

		20/21 HARVEST		21/22 HARVEST		22/23 HARVEST	
		Inside uisa	Out of uisa	Inside uisa	Out of uisa	Inside uisa	Out of uisa
NON-HAZARDOUS	Recycling	-	988.41	-	898.43	-	958.85
	Reverse logistic	-	8.56	-	15.40	-	11.75
	Internal reuse	141,691.12	-	149,283.25	-	160,593.15	-
	Totally non-hazardous	141,691.12	996.97	149,283.25	913.83	160,593.15	970.60
HAZARDOUS	Reverse logistic	-	43.71	-	46.91	-	51.64
	Re-refine	-	43.66	-	59.34	-	46.03
	Decontamination	-	0.18	-	0.13	-	0.18
	Totally hazardous	-	87.55	-	106.38	-	97.85
GRAND TOTAL		141,691.12	1,084.52	149,283.25	1,020.21	160,593.15	1,068.45

WASTE INTENDED FOR FINAL DISPOSAL, IN TONS **GRI 306-5**

		20/21 HARVEST		21/22 HARVEST		22/23 HARVEST	
		Inside uisa	Out of uisa	Inside uisa	Out of uisa	Inside uisa	Out of uisa
NON-HAZARDOUS	Landfill	-	60.31	-	48.57	-	61.68
	Incineration (with energy recovery)	1,441,898.91	-	1,287,024.61	-	1,468,869.78	-
	Totally non-hazardous	1,441,898.91	60.31	1,287,024.61	48.57	1,468,869.78	61.68
HAZARDOUS	Incineration (without energy recovery)	-	0.056	-	0.024	-	0.014
	Incineration (with energy recovery)	-	92.43	-	91.50	-	116.03
	Totally hazardous	-	92.48	-	91.52	-	116.04
GRAND TOTAL		1,441,898.91	152.79	1,287,024.61	140.09	1,468,869.78	177.72

WE REUSE
+ than 94%
 OF THE WASTE GENERATED IN
 OUR OPERATIONS

WE PERFORM
100%
 REVERSE LOGISTICS OF
 OUR SUGAR BAGS



Regenerative Agriculture

Recognized work

uisa is the first company in the Brazilian sugar-energy sector to receive Regenagri certification. The certification states that the Company's sugarcane production is the result of regenerative agriculture that increases soil organic matter, preserves biodiversity, uses water sustainably, reduces greenhouse gas (GHG) emissions, and sequesters CO₂.

The certification recognizes the good agricultural practices developed by **uisa**. The certified area has more than 50 thousand hectares, of which around 25 thousand are used for planting sugarcane and crop rotation, such as soybeans.



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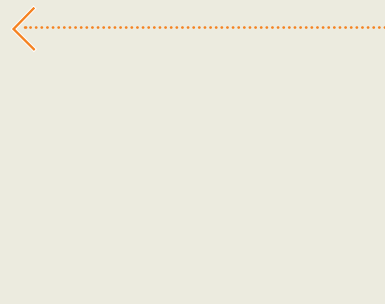
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100%

MECHANIZED HARVEST



SOYBEAN IN THE NO TILL PLANTING SYSTEM

Soil health

For the soil health, we developed, among other actions: plan with goals and indicators related to the minimization of erosion processes; maintenance of straw cover, fertility of production environments and of nutrients; and assurance of integrity of containment systems in industrial processes.

Waste from sugarcane processing is applied to plantations. Sugarcane straw, filter cake, ash, and vinasse return to crops in the form of biofertilizers, rich in nutrients and with high potential for soil conservation and regeneration, maintaining humidity in planting areas. For fertilization, the soil also receives manure from poultry farming.

Reducing soil compaction, planting is automated and 100% of the harvest is mechanized. In addition to sugarcane, we perform intercropping and crop rotation with species that biologically increase nitrogen fixation in the soil, such as soybeans and crotalaria.



Crop rotation

This harvest, 100% of the soybean areas were sown on sugarcane straw, in areas destined for sugarcane field renewal. Direct planting guarantees humidity, a reduction in weeds, and no inversion of the soil. This results in a reduction in the carbon footprint, lower consumption of herbicides, improvement in the physical, chemical, and biological structure of the soil, and a decrease in the soil

surface sealing caused by the impact of raindrops. A total of 12,266 hectares of sugarcane were planted, with the expansion of 5,429 ha and the renewal of 6,837 ha. In the areas destined for sugarcane field renewal, during this harvest, 2,045 hectares of soybeans and 1,017 hectares of *crotalaria spectabilis* were planted before sugarcane, in a rotation system, via direct planting.

EXPANSION AND RENEWAL OF SUGARCANE FIELDS IN HECTARES

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Expansion	2,259	3,341	5,429
Renewal	2,823	4,402	6,837

CROP ROTATION IN A SUGARCANE RENEWAL AREA IN HECTARES

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Sugarcane	5,082	7,743	12,266
Soybean	-	1,500	2,045
<i>Crotalaria Spectabilis</i>	1,476	1,658	1,017



CROTALARIA SPECTABILIS

Program Clean Machine

We have a system for daily checking of mobile machines, in which we classify their status of possible fluid loss. Leak can lead to soil pollution and a consequent increase in lubricating oil consumption. With the Program, uisa drastically reduces pollution, as well as the costs of disposing of this contaminated soil.

DIESEL CONSUMPTION IN THE HARVEST WAS

1.99l/t 

IN THE CUTTING, LOADING, AND
TRANSPORTATION OPERATION - CLT



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Biofertilizers for regeneration of planting areas

Sugarcane straw or leaves, filter cake, ash, and vinasse are natural fertilizers, rich in nutrients, which we return to the crop, closing the cycle of the production chain.

By using these residues as biofertilizers, we reduce dependence on synthetic fertilizers, as well as production costs, optimizing the system.

Natural fertilizers from sugarcane contribute to soil conservation and regeneration and maintain humidity in planting areas.

With investments in fertigation, it was possible to meet planting goals for this harvest. Throughout the year, we had dry periods and irrigation with vinasse in the field allowed the maintenance of humidity, and consequently the achievement of planting goals and the expansion of sugarcane fields with meiosi.

The Simultaneous Inter-Occupational Method, meiosi, has as its main objective to form the sugarcane seedling nursery in the renewal area itself. Immediately after harvesting, the land is prepared and rows of pre-sprouted seedlings are planted. These seedlings will be used to replant the entire area.



FERTIGATION APPLIED IN HECTARES

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Fertigated hectares	22,516	19,045	23,810



SOLID BIOFERTILIZER APPLIED IN HECTARES

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Hectares	2,989	3,073	2,952



Irrigation

The pivot and drip irrigation system was implemented at uisa. The use of controlled irrigation techniques aims at increasing productivity and ensuring ideal humidity conditions for the sugarcane crop.



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Bioinputs

In our sugarcane field management routine, we incorporate biological inputs such as micro and macro insecticides (fungi, bacteria, and parasitoid wasps) that provide natural pest and disease control. We invested in biological control alternatives to gradually replace synthetic control.



BIOMASS BIOTECHNOLOGY CENTER

CBB has been working on the research and development of new biological products (micro- and macro-organisms) in the classes of insecticides, nematicides, fungicides, and bio-stimulators. Furthermore, we have developed biotechnological research and experiments in the areas of flowering inhibitors, ripening agents, cover crops (green manure), and localized application of vinasse, focusing on productivity increase, biological pest control, and biofertilizers.



APPLICATION OF BIOLOGICAL INPUTS FOR THE MANAGEMENT OF MAIN PESTS PER HECTARE OF PLANTED AREA

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Sugarcane borer*	8,513	34,337	32,975
Sugarcane spittlebug*	0	5,875	27,145

*Sugarcane borer (*Diatraea saccharalis*) and sugarcane spittlebug (*Mahanarva fimbriolata*) BIOLOGICAL INPUTS USED: *Cotesia flavipes* and *Metarhizium anisopliae*, respectively.

➔ **+ 32 thousand**
hectares

WITH APPLICATION OF THE
WASP *COTESIA FLAVIPES*



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Program Nossa Cana

Accelerating sustainability in the production chain

The Program was implemented in 2021 in partnership with our sugarcane suppliers, through the Association of Sugarcane Suppliers of Vale do Rio Paraguai - Assovale.

The initiative reinforces the implementation of good practices in the Company's production chain, establishing environmental, social, and governance criteria.

We periodically carry out audits of our suppliers. Through the audit results of the Program *Nossa Cana*, suppliers will be able to be financially rewarded according to their progress in relation to RenovaBio certification.

The audit complies with the following methodology: initially, a meeting is held with the supplier to explain the criteria to be adopted; then, the schedule is sent detailing the audit dates for the current year. Finally, audits are conducted based on interviews, verification of processes, activities and documents, considering the 10 environmental, social, and governance criteria.

10 SUSTAINABILITY CRITERIA CONSIDERED IN AUDITS

1. Rural Environmental Registry (CAR);
2. Provisional Operating Authorization (APF);
3. Human and labor rights;
4. Control of water resources;
5. Organization and cleaning;
6. Waste control;
7. Control of chemical products;
8. Effluent control;
9. Control of atmospheric emissions;
10. Control of agronomic aspects.



programa
nossa cana

GOAL

It is part of the Company's goals **to expand sustainability certification to 100% of sugarcane suppliers by 2025**, an objective that has been worked on through the Program *Nossa Cana*.



MEETING WITH SUGARCANE SUPPLIERS

The Program foresees a collaborative relationship with suppliers. We offer support in the routine of good agronomic practices, assistance in managing legal requirements, guidance in the certification process in the Program RenovaBio, and encouragement of sustainable production. Through our Biomass Biotechnology Center – CBB, we share technology and innovation such as the development of new varieties, fertility, pest control, holding lectures, meetings, Field Days, and direct recommendations.

uisa's goal is to ensure that 100% of operations do not have conflicts with indigenous peoples, whether on our properties or those of our sugarcane suppliers. Thus, audits and frequent contacts with suppliers allow monitoring possible conflicts.



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Traditional Peoples Valorization Program



MEETING AT MASSEPÔ VILLAGE - IT Umutina

Looking at Sociobiodiversity

We implemented the Traditional Communities and Peoples area in the harvest. Its role is to carry out periodic visits to the communities surrounding the Company to strengthen dialogue with residents. In parallel, there was also the development of the Program Traditional Peoples Valorization, which was created with a focus on initiatives to support the sustainable activities of traditional indigenous and quilombola peoples who live in **uisa**'s area of influence.

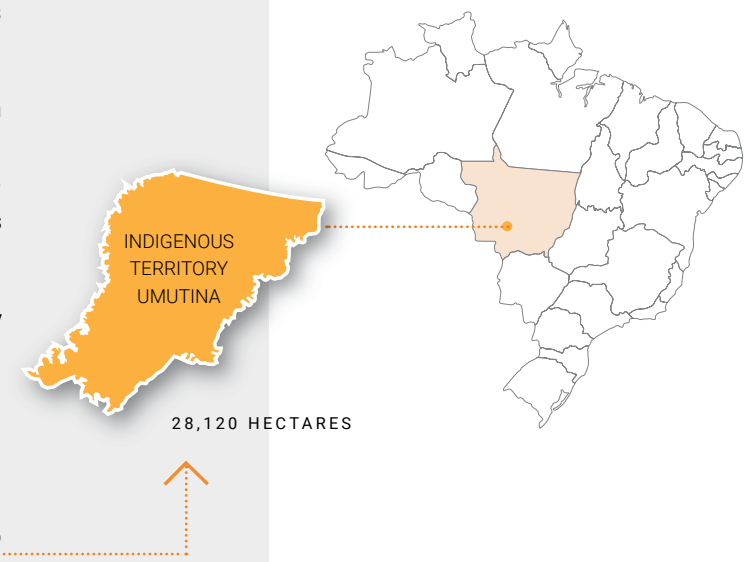
One of the first meetings was held in the **Massepô village**, in the Umutina Territory. The visit was attended by village leaders, professionals from **uisa** and *Florescer Ação Social*, with the participation of the Brazilian Foundation of Indigenous Peoples – FUNAI.

The objective of the Program is to dialogue with the community and add value by supporting sustainable development initiatives.

Umutina people

The Umutina territory, located 21km from **uisa**, in Barra do Bugres (MT), includes the villages Massepô, Bakalana, Vale do Rio Bugres, Águas Correntes, Adonai, Boropô, Katamã, Jukuíta, Cachoeirinha, São José, Barreiro, Acorizal, Amoroso, Umutina, and Uapo.

The community lives on activities such as family farming, raising of small animals, and handicrafts.



Customary use

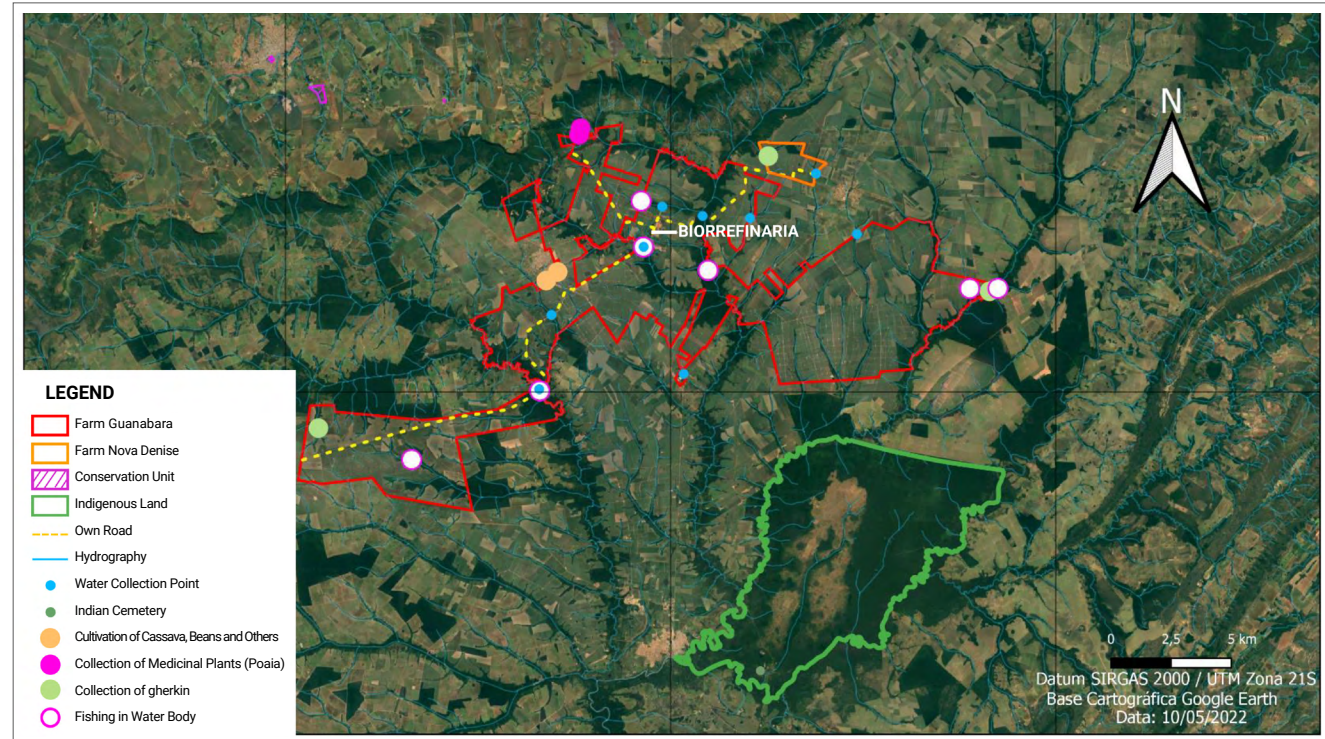
This harvest, our work with the Umutina community included partnership with materials used to fight fires in the forests of their territory and support in the management of family farming.

Besides these actions, **uisa** has a mapping in which, periodically, through consultations with local communities, geographic survey and traditional customs, it updates spaces used by the community, places of religious interest, use of public roads and natural resources in areas of influence of the Company. The objective is, through our regenerative agriculture practices, to respect these spaces of customary use.



CRAFTSMANSHIP

Common use map



MASSEPO VILLAGE - INDIGENOUS TERRITORY (IT) Umutina



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Compliance in the suppliers network

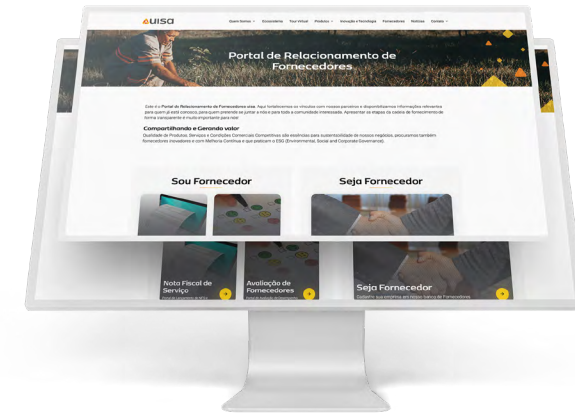
All **uisa** suppliers go through a due diligence process before the contract is signed. When registering on our Supplier Relationship Portal, the supplier must accept the guidelines of the Code of Conduct for Partners and Suppliers, which provides, among other criteria, environmental issues. In addition to the Code, the supplier undergoes evaluation of all documentation required to comply with the Company's standards.

We have a procedure in which specific licenses, declarations and environmental programs are required for each type of service and material, which are required for activities to be carried out with **uisa**. The documentation is approved by the Supply, Sustainability, and Compliance areas.

Throughout the contracting process, if there is any negative impact from the supplier of materials or services, the company is duly notified to prepare 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**

Of the 12,644 suppliers registered in the IBID system - Supplier Relationship Portal, 748 are considered critical*. Potential negative impacts are supplier irregularity with environmental requirements, accidents in the materials

and services chain, greenhouse gas emissions in transport and service provision activities, and inadequate disposal of waste and effluents. None of the critical suppliers needed to make adjustments to serve the Company (0%) and only 0.1% (02 suppliers) were blocked by the Compliance area for not meeting other established, non-environmental criteria. **GRI 308-2**



NEW SUPPLIERS SELECTED BASED ON ENVIRONMENTAL CRITERIA GRI 308-1	
	22/23 HARVEST
Total new suppliers	596
Number of suppliers selected based on environmental criteria	538
Percentage (%)	90.27%

SUPPLIERS EVALUATED IN RELATION TO ENVIRONMENTAL IMPACTS GRI 308-2	
	22/23 HARVEST
Total of registered suppliers	12,644
Critical Suppliers	748
Percentage (%)**	5.9%

Critical suppliers:** suppliers of items controlled for acquisition (inputs, raw materials and fixed services) with the potential to generate significant impacts on the capacity and quality of products, process performance, the safety and integrity of equipment, the environment, the employee's health and safety. *This percentage represents all critical suppliers and 100% of them undergo an approval process.**

**+12.6
thousand**

REGISTERED SUPPLIERS

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- gri



OUR ENERGY
HIGHLIGHTS
OUR PEOPLE
WELL-BEING
OUR ATMOSPHERE



social

Our energy

The energy of our people is what moves us. There are 2,958 direct employees and 430 outsourced parties, totaling 3,388 people who help achieve our purpose. In addition, there are the neighboring communities, our partners, and suppliers.

One of our pillars is our commitment to our professionals. And it is with our people in mind that we are committed to promoting a diverse and egalitarian environment, always based on respect and trust.

The actions that contribute to our growth also positively impact the communities around us. This movement strengthens citizenship, generates income, jobs and creates opportunities. We believe that the sustainability cycle must be shared by our entire ecosystem, which is why, to partners and suppliers, we boost the economy, share technologies, innovations, and encourage good socio-environmental practices.

+ ACCESS THE SUSTAINABILITY POLICY



3,388

DIRECT EMPLOYEES AND PARTNERS (THIRD PARTIES)

In this chapter, which represents the Social pillar of our [ESG strategy](#), we will address the 3 axes of the area: **Our People, Well-being, and Our Atmosphere.**



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Highlights

2,958

Direct employees



16

young people
selected to work as
trainees



90 residents

of the **District of Assari**
participated in **free-of-charge** professional
training courses



430

OUTSOURCED
EMPLOYEES

100%

of direct employees
and partners
covered by
health and safety
management

+600

COMMUNITY FAMILIES SERVED BY
FLORESCER AÇÃO SOCIAL IN 2022



292

employees make
up the emergency
brigades

FOUR LOCATIONS BENEFITED
BY THE 4G SIGNAL OPEN
BY **uisa**: MUNICIPALITIES OF
DENISE AND NOVA OLÍMPIA;
DISTRICTS OF **ASSARI AND
NOVA FERNANDÓPOLIS**

FLORESCER
Ação Social



+35,000

PEOPLE SERVED BY
FLORESCER AÇÃO SOCIAL
SINCE 2006



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Our people

Valuing and developing people **GRI 3-3**

The material theme of **People Valuation and Development**, related to the **ESG** Our People and Well-being axes, corresponds to how we attract, retain and develop our employees. It involves training and engagement, valuing of diversity, health, well-being, and safety of our professionals, remuneration and benefits, union relations, and respect for labor legislation.

To manage these issues, we have the People and Culture Department, the People and Remuneration Management Committee, and the Sustainability Committee, providing advice to the Board on human relations and processes related to people management and organizational culture.



During this harvest, our **Code of Ethics and Conduct** was updated, reaffirming our commitment to a firm stance in defense of ethics, integrity, and the fight against corruption. We remain committed to promoting a more ethical, honest and safe environment, reinforcing our commitment to combating any type of discrimination, violence and injustice.

+ ACCESS OUR CODE OF ETHICS AND CONDUCT

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- environmental
- social <**
- governance
- economy
- gri



Diversity and inclusion

We are transforming our organizational culture. We remain committed to promoting a diverse, inclusive, and responsible environment, with equal opportunities for all people.

Implemented during the harvest, the Diversity and Inclusion Culture Policy establishes commitments beyond our internal environment.

It proposes the appreciation, promotion, and protection of human rights and fundamental freedom in all our business relationships, following the Principles of the Universal Declaration of Human Rights and the **United Nations Global Compact**, which provide guidelines related to Human Rights, Work, Environment, and Anti-Corruption.

We created **Affirmative Talent Banks**, aimed at black people, LGBTQIAP+, women, people with disabilities and people 50+. Internally, we allocate resources and structure to gradually implement an increasingly inclusive culture.



Pacto Global
Rede Brasil

INCLUSION OF PEOPLE WITH DISABILITIES IN THE JOB MARKET

uisa joined the initiative of the Brazilian Industrial Learning Service of Mato Grosso - SENAI-MT, Ministry of Labor and BioIndMT – Bioenergy Industries of Mato Grosso, which aims to train People with Disabilities (PwDs) and promote their integration into the job market. It is the Program **Mais Possibilidades** (More Possibilities), an initiative launched at the beginning of 2023, with the aim of recruiting people in the state to develop them during the course period, which has an estimated duration of one year

+ **ACCESS** THE DIVERSITY AND INCLUSION CULTURE POLICY

ACCESS THE POLICY AGAINST HARASSMENT AND DISCRIMINATION



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Profile of Direct Employees

NUMBER OF EMPLOYEES, BY TYPE OF EMPLOYMENT AGREEMENT AND SEX* GRI 2-7

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST	
	TOTAL AGREEMENTS**	TOTAL AGREEMENTS**	PERMANENT AGREEMENT	TEMPORARY AGREEMENT
Man	1,928	2,275	2,411	182
Woman	203	299	321	44
TOTAL	2,131	2,574	2,732	226

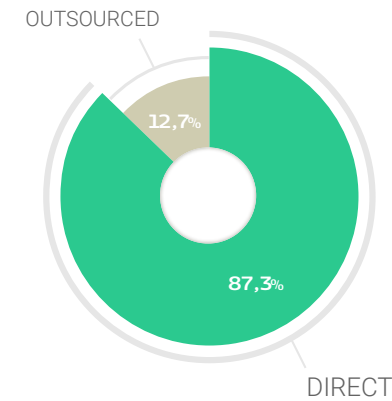
NUMBER OF EMPLOYEES, BY TYPE OF AGREEMENT AND REGION* GRI 2-7

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST	
	TOTAL AGREEMENTS**	TOTAL AGREEMENTS**	PERMANENT AGREEMENT	TEMPORARY AGREEMENT
North	26	24	20	-
Midwest	2,099	2,542	2,706	226
Southeast	6	8	6	-
TOTAL	2,131	2,574	2,732	226

*Data was compiled by total employees, at the end of the reporting period. 100% of agreements are full-time, with no part-time agreements. ** The total number of agreements is the sum of permanent and temporary agreements.

TOTAL NUMBER OF DIRECT EMPLOYEES*

20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
2,131	2,574	2,958



3,388 EMPLOYEES IN THE HARVEST

TOTAL NUMBER OF OUTSOURCED PARTIES* GRI 2-8

20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
140	191	430

The increase in outsourced employees in the 22/23 harvest, compared to previous harvests, is due to the Company's expansion projects, with a significant increase in the engineering area.



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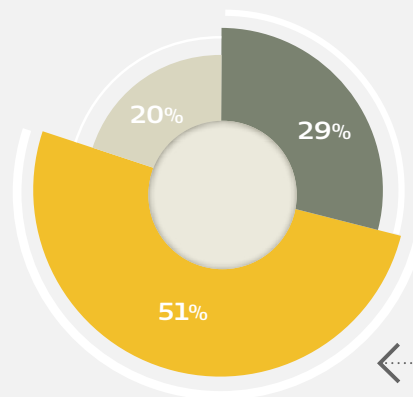
gri

Profile of Direct Employees

PARTNER EMPLOYEES (THIRD PARTIES)

Companies that provide **uisa** services operate in the areas of technical assistance and industrial machinery installations; disinfection and sanitization of environments and surfaces; property security; transport of people; industrial and agricultural maintenance; corporate food; property cleaning; land preparation, cultivation and harvesting services; occupational medical consultations. **GRI 2-8**

In addition to the requirement to present all legal documentation before hiring, our third-party management area monitors and checks the labor charges of employees of service providers on a monthly basis, making sure that professionals receive the due social protection. In case of irregularity, the company is notified extrajudicially until regularization is made.



NUMBER AND PERCENTAGE OF EMPLOYEES BY AGE GROUP GRI 405-1						
	20/21 HARVEST		21/22 HARVEST		22/23 HARVEST	
	Nº	%	Nº	%	Nº	%
Below 30 years	566	26	787	35	869	29
From 30 to 50 years old	1,210	57	1,407	50	1,514	51
Over 50 years	355	17	379	15	575	20
TOTAL	2,131	100.00	2,574	100.00	2,958	100.00

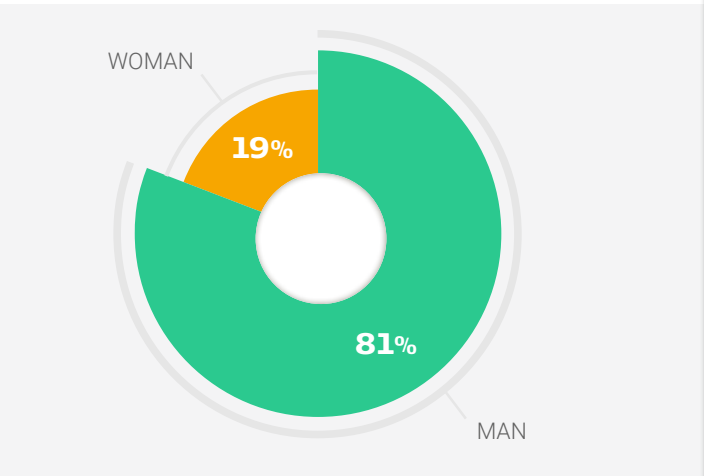
■ Below 30 years
 ■ From 30 to 50 years old
 ■ Over 50 years

NUMBER AND PERCENTAGE OF EMPLOYEES, BY FUNCTIONAL CATEGORY GRI 405-1						
	20/21 HARVEST		21/22 HARVEST		22/23 HARVEST	
	Nº	%	Nº	%	Nº	%
Director	6	0.28	6	0.23	6	0.20
Executive manager	3	0.14	2	0.08	2	0.07
Manager	19	0.89	27	1.05	26	0.88
Coordinator	34	1.60	44	1.71	46	1.56
Supervisor	18	0.84	34	1.32	36	1.22
Specialist	7	0.33	34	1.32	33	1.12
Analyst/technician	283	13.28	238	9.25	249	8.42
Operational	1,761	82.64	2,189	85.04	2,560	86.54
TOTAL	2,131	100.00	2,574	100.00	2,958	100.00



PERCENTAGE OF EMPLOYEES BY FUNCTIONAL CATEGORY AND SEX (%) GRI 405-1

	20/21 HARVEST		21/22 HARVEST		22/23 HARVEST	
	MAN	WOMAN	MAN	WOMAN	MAN	WOMAN
Director	100.00	-	100.00	-	100.00	-
Executive manager	100.00	-	66.67	33.33	50.00	50.00
Manager	78.95	21.05	77.78	22.22	77.00	23.00
Coordinator	85.29	14.71	86.37	13.63	89.00	11.00
Supervisor	94.40	5.56	91.42	8.58	90.00	10.00
Specialist	85.71	14.29	79.41	20.59	82.00	18.00
Analyst/technician	85.87	14.13	71.00	29.00	71.00	29.00
Operational	91.37	8.63	90.67	9.33	89.00	11.00
Total	90.20	9.80	90.43	9.57	81.00	19.00



PERCENTAGE OF EMPLOYEES BY FUNCTIONAL CATEGORY AND AGE RANGE (%) GRI 405-1

	20/21 HARVEST			21/22 HARVEST			22/23 HARVEST		
	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	-	66.67	33.33	-	60.00	40.00	-	100.00	-
Executive manager	-	66.67	33.33	-	66.67	33.33	-	50.00	50.00
Manager	-	79.00	21.05	-	80.80	19.23	-	80.76	19.23
Coordinator	2.94	85.30	11.76	7.69	75.01	17.30	2.17	78.26	19.56
Supervisor	-	61.11	38.89	2.94	67.65	29.41	-	69.44	30.55
Specialist	-	85.71	14.29	1.54	78.94	10.52	3.03	84.84	12.12
Analyst/technician	25.44	61.48	13.07	51.81	44.24	3.95	40.96	52.61	6.42
Operational	28.00	55.00	16.98	29.37	40.87	29.76	29.78	49.53	20.59
Total	7.05	70.12	22.83	11.77	64.30	23.93	9.50	70.70	19.80



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TOTAL NUMBER OF EMPLOYEES HIRED, BY AGE GROUP GRI 401-1			
	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Below 30 years	425	288	379
From 30 to 50 years old	569	310	412
Over 50 years	80	55	52
Total	1,074	653	843

TOTAL NUMBER OF EMPLOYEES HIRED, BY SEX* GRI 401-1			
	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Man	988	560	695
Woman	86	93	148
Total	1,074	653	843

TOTAL NUMBER OF EMPLOYEES HIRED, BY REGION* GRI 401-1			
	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
North	-	7	2
Midwest	1,074	602	841
Southeast	-	44	-
Total	1,074	653	843

TOTAL NUMBER OF EMPLOYEES WHO LEFT THE COMPANY, BY AGE GROUP GRI 401-1			
	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Below 30 years	191	207	298
From 30 to 50 years old	275	337	343
Over 50 years	61	85	71
Total	527	629	712

TOTAL NUMBER OF EMPLOYEES WHO LEFT THE COMPANY, BY SEX GRI 401-1			
	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Man	455	583	606
Woman	72	46	106
Total	527	629	712

TOTAL NUMBER OF EMPLOYEES WHO LEFT THE COMPANY, BY REGION GRI 401-1			
	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
North	2	1	1
Midwest	524	627	710
Southeast	1	1	1
Total	527	629	712



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HIRING RATE, BY AGE GROUP GRI 401-1

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Below 30 years	1.66	0.93	1.07
From 30 to 50 years old	2.23	1.00	1.16
Over 50 years	0.31	0.18	0.15

HIRING RATE, BY SEX GRI 401-1

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Man	3.86	1.81	1.96
Woman	0.34	0.30	0.42

HIRING RATE, BY REGION GRI 401-1

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
North	-	0.02	0.01
Midwest	4.20	1.95	2.37
Southeast	-	0.14	-

TURNOVER RATE, BY AGE GROUP GRI 401-1

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Below 30 years	1.20	0.80	0.95
From 30 to 50 years old	1.65	1.05	1.06
Over 50 years	0.28	0.23	0.17

TURNOVER RATE, BY SEX GRI 401-1

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Man	2.82	1.85	1.83
Woman	0.31	0.20	0.36

TURNOVER RATE, BY REGION GRI 401-1

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
North	0.00	0.01	0.00
Midwest	3.12	1.99	2.18
Southeast	0.00	0.07	0.00

Remuneration

Our Remuneration Management standard has the principle of adequately remunerating each role according to the responsibilities, complexities, and impacts on deliveries, in addition to the qualifications necessary to perform each role, following market practices.

Salaries are based on national and regional market standards and specific labor demands, to keep the staff complete and motivated. We annually carry out remuneration surveys, conducted by a specialized consultancy company, to update our salary tables. The purpose is for **uisa** to guarantee competitiveness with the market, allowing the company to attract and retain professionals.

For career development to occur naturally within our teams, motivating employees, all open positions at the Company are first recruited internally. This policy helps employees transition, encouraging career growth and the dissemination of organizational values and culture.

We also offer the Program of Profit and Results Sharing (PLR). The goals are drawn up annually and the PLR is distributed depending on the results obtained.

The Company respects free union association and recognizes unions as legal representatives of employees. This commitment is even set out in the [Code of Ethics and Conduct](#) and is addressed in periodic training aimed at professionals. **uisa** maintains free access for unions to contact and publicize their union campaigns and always supports and forwards communications when requested.

The 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).

At **uisa**, collective bargaining labor agreements and the base salary defined for the professional categories are respected, with no variation between employees of different sexes in the same function. If there is a difference, it comes from seniority or maturity in carrying out activities.

100% of our employees are covered by collective bargaining agreements GRI 2-30

PROPORTION BETWEEN THE LOWEST WAGE IN **uisa** AND THE LOCAL MINIMUM WAGE, WITH DISCRIMINATION BY SEX (R\$) GRI 202-1

	20/21 HARVEST		21/22 HARVEST		22/23 HARVEST	
	MAN	WOMAN	MAN	WOMAN	MAN	WOMAN
Lowest salary paid by the organization	1,120.00	1,120.00	1,198.50	1,198.50	1,319.00	1,319.00
Minimum wage determined by legislation or union	1,120.00	1,120.00	1,198.50	1,198.50	1,319.00	1,319.00
Percentage ratio	100%	100%	100%	100%	100%	100%



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BENEFITS

- Restaurants on company premises;
- Food voucher;
- Meal voucher for employees who do not have access to restaurants;
- Pharmacy Card;
- Childcare assistance;
- Christmas kit;
- Free transport to surrounding cities;
- Life insurance;
- Regional Health Plan on a co-participation basis, extended to dependents;
- National dental plan extended to dependents;
- Optical store benefit.

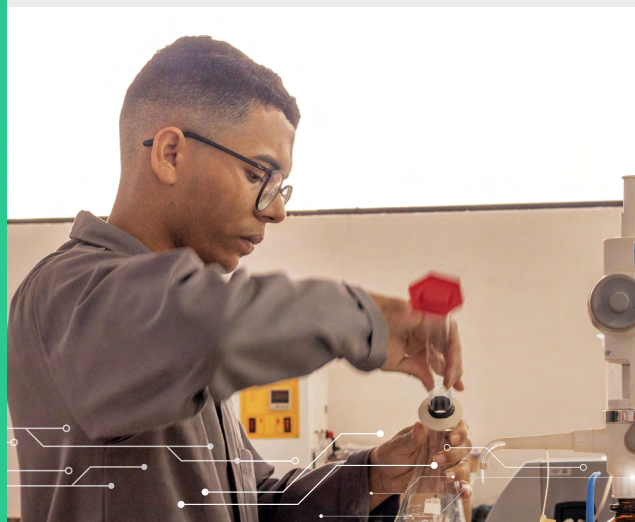
Benefits offered to employees with permanent agreements, which do not apply to fixed-term agreements: **GRI 401-2**

- Payroll loans.

Performance **GRI 404-2**

In 2021, through the Rota Program - Redesign, Organize, Transform and Adapt -, we went through a profound process of positions redesign, compensation strategies, performance management system and career path, aligning ourselves with the market. In this work, a broad analysis of the skills and performance of our employees was carried out.

As a result of the Rota Program, the Company aligns itself with best practices by periodically carrying out salary surveys and performance assessment policies, both sectoral and market-wide.



PERCENTAGE OF EMPLOYEES WHO RECEIVED REGULAR PERFORMANCE* AND CAREER DEVELOPMENT EVALUATIONS, SEPARATED BY FUNCTIONAL CATEGORY (%) **GRI 404-3**

	21/22 HARVEST		22/23 HARVEST	
	TOTAL N°	%	TOTAL N°	%
Director	5	83	5	83
Executive manager	2	100	2	100
Manager	25	93	23	88
Coordinator	40	86	41	89
Supervisor	33	97	34	92
Specialist	35	100	29	85

PERCENTAGE OF EMPLOYEES WHO RECEIVED REGULAR PERFORMANCE* AND CAREER DEVELOPMENT EVALUATIONS, SEPARATED BY SEX (%) **GRI 404-3**

	21/22 HARVEST		22/23 HARVEST	
	TOTAL N°	%	TOTAL N°	%
Man	122	98.39	109	80.74
Woman	18	66.67	23	88.46

* The company carries out performance evaluation starting from the specialist level.



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Trainings | Qualification

Training management for our employees is the responsibility of the Human Development sector, with formal and technical education programs that range from the integration of new employees to behavioral, health and safety, corporate environment and qualification actions.

It is part of the scope to guide our professionals on topics such as sustainability, good health and safety practices, diversity, inclusion, human rights, policies against harassment and discrimination, all of which are present in our Code of Ethics and Conduct. This training is carried out upon admission, renewed annually and in case of review. It is taught to all employees, including senior management, involving members of the Executive Board and Board of Directors. **GRI 2-17**



AVERAGE HOURS OF EMPLOYEE TRAINING, BY FUNCTIONAL CATEGORY **GRI 404-1**

	20/21 HARVEST	21/22 HARVEST*	22/23 HARVEST
Director	5.00	15.00	8.35
Executive manager	4.76	24.53	4.15
Manager	4.63	38.83	9.97
Coordinator	6.94	37.31	15.48
Supervisor	15.40	63.25	28.17
Specialist	31.36	22.03	20.04
Analyst/technician	12.61	8.31	22
Operational	14.85	6.28	34.15

AVERAGE HOURS OF EMPLOYEE TRAINING, BY SEX **GRI 404-1**

	20/21 HARVEST	21/22 HARVEST*	22/23 HARVEST
Man	8.47	22.00	34.49
Woman	14.97	21.30	17.41

AVERAGE HOURS OF EMPLOYEE TRAINING **GRI 404-1**

	20/21 HARVEST	21/22 HARVEST*	22/23 HARVEST
	14.85	21.91	32.39

*Data for the 2021/22 and 22/23 harvests were altered due to the change in the calculation basis. The new methodology used considers the division by the total number of employees and no longer by the number of participations.



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Highlights

uisa Maintenance School

The objective of the learning program is to prepare 250 professionals who work in Automotive Maintenance Management (GMA) by improving their technical skills, offering opportunities for growth, professional development, and assertiveness in operations.

uisa Trainee Program

The 2022-2023 Trainee Program received around 1,500 applications from young people across the country. Sixteen recent graduates from different Brazilian states were selected, who went on to work in the Agricultural, Commercial, Biomass Biotechnology Center - CBB, Technology and Innovation, Supplies, Industrial Production Process, Industrial Maintenance, and in the Company's Engineering and Projects area. The program trains new leaders to work in our business based on accelerated career development.



Young Apprentice Program

Seventy-two young people from the communities of Nova Olímpia and Denise (MT), included in the Young Apprentice Program in 2022, completed the learning cycle in various areas of the Company, such as logistics, industrial automation, agricultural maintenance, information, and communication technology.

New proposal: this harvest, **uisa**, the Brazilian Rural Learning Service - SENAR, the Brazilian Industrial Learning Service - SENAI and the City of Nova Olímpia re-elaborated the Program to be implemented in 2023. The focus will be Technical Learning in Maintenance of Heavy Machinery and the period has been extended to 2 years.



UISA'S LEADERS MEETING 360° - ENERGY TO EXCEED EXPECTATIONS

It is one of our Company's largest strategic meetings, held to allow immersion in the content, discussion of the company's plans and goals, exchange of experiences and strengthening of the relationship among areas. More than 70 administrators, including directors, managers and coordinators, participated in this edition, which took place in the Pantanal.

UISA 360°

uisa's 360° program is carried out quarterly with all employees. At the meetings, our CEO presents an overview of the Company, its processes, and results. The purpose is to provide transparency and alignment to information, in a clear, cohesive, and trustworthy management model.



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Well-being

Health and safety
for all!

Respect for life is our fundamental value and our goal is for each employee to return safe and healthy to their family at the end of work. **uisa** has structured programs and systems to disseminate the health and safety culture throughout the Company, with our direct employees, all subcontractors, and all service providers at **uisa** being covered by our Health, Safety and Wellbeing Management System. **GRI 403-8**



CEO ADDRESSES THE ISSUE OF HEALTH AND SAFETY AT **uisa** 360°

SSBET Management System **GRI 403-1**

The Occupational Health, Safety and Welfare Management System – SSBET covers all **uisa** locations and operations: Industry, Agricultural, Packaging and Sanitizing Production Unit, Administrative and Supply Station.

Our management program consolidates guidelines aimed at developing a culture of prevention that covers fundamental issues for employees' health and safety. It is structured into 15 guidelines, organized into stages, providing clarity regarding the focus of SSBET in the Company, allowing the development of systemic actions and processes.

15 GUIDELINES

1. Responsibility of **uisa**'s leadership and employee;
2. Compliance with legal requirements and commitments;
3. Risk and impact management;
4. SSBET standards and procedures;
5. Standards for agricultural activities;
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. Communication and relationship with interested parties;
11. Management of changes, projects and investments;
12. Reliability and integrity management of facilities and equipment;
13. Crisis and emergency management;
14. Analysis and communication of deviations, incidents and accidents;
15. Assessment of SSBET results.



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AREAS AND EMPLOYEES COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM* **GRI 403-8**

	20/21 HARVEST		21/22 HARVEST		22/23 HARVEST	
	NUMBER	%	NUMBER	%	NUMBER	%
Direct employees covered	2,131	100%	2,574	100%	2,958	100%
Outsourced employees covered	140	100%	191	100%	430	100%
uisa areas covered by the SSBET system (%)	100%		100%		100%	
Areas in which the SSBET system is internally audited (%)	100%		100%		100%	
Areas in which the SSBET system undergoes external audit (%)	100%		100%		100%	

100%

OF DIRECT AND INDIRECT EMPLOYEES ARE COVERED BY THE SSBET MANAGEMENT SYSTEM



uisa carries out technical inspections of its outsourced service providers and issues an opinion. Every service provision contract has clauses with health and safety requirements that must be met by the employees of the contracted companies, together with the Occupational Health and Safety Manual for Partners and Service Providers, presenting the SSBET guidelines to be followed by companies. Before starting activities at the Company, everyone must complete integration training for partners or service providers. **GRI 403-7**

SSBET STRUCTURE

The SSBET team is made up of professionals with training in occupational health and safety, with active registration with their respective professional councils. The area structure consists of: 1 manager; 2 engineers; 2 occupational physicians; 1 nurse; 15 security technicians; 6 Occupational Nursing technicians; 3 emergency vehicles; 1 Occupational Health Space; 1 Espaço Cuidar, in partnership with the health plan Unimed; 1 Occupational Health, Safety and Welfare analyst; 1 Wellbeing analyst.

Active participation GRI 403-4

Employees receive operational training related to regulations and management programs, in addition to information on prevention in the Company's media and internal campaigns to develop and reinforce the health and safety culture. To measure the effectiveness of the normative training applied, evaluations of the content provided and the reaction to the training are carried out, following the standards of each contracted institution. GRI 403-5

Dialogue channels are part of the routine, such as the Daily Safety Dialogue – DDS, weekly meetings, use of the alert card and technical inspections. In addition, in compliance with standards NR 05 and NR 31, uisa has Internal Accident Prevention Committees – CIPA and CIPATR.

The role of the Committees is to support management in developing actions that promote the health and safety of employees. CIPA holds monthly meetings and CIPATR holds bi-monthly meetings. Each of them is made up of six elected employees and six indicated by the Company and their terms of office are annual and biannual, respectively.

Danger, risk assessment, and investigation GRI 403-2

Routine and non-routine tools are used to assess risks, and quantitative and qualitative measures are considered in the Risk Management Program - PGR. Routine tools are preliminary risk analysis procedures; safety operational instructions; point-to-point lesson; alert card; planned inspection (qualimetry); preliminary risk analysis; application of the 05 Golden Rules; digital work permit; Internal Week for the Prevention of Accidents at Work - SIPAT/SIPATR; periodic campaigns. These processes are based on diagnoses to implement ISO 45001 and the Heart and Minds metric to measure crop maturity.

As non-routine tools, **uisa** has the procedure for communication, analysis and investigation of occurrences - applied to each occurrence (accident or near-accident) -, and the management of breaches of golden rules, monitored by an action plan and consequence management. The results are monitored weekly at a SSBET critical analysis meeting. Employees undergo periodic medical examinations and regulatory training annually, and PPE is provided according to the role performed.

Employees who want to remove themselves from situations that they believe could cause them an accident at work use the alert card and the "Refusal to Work" tool, in which they can record, identified or not, the reason for refusal. They are proactive tools that support the identification of unsafe conditions and behaviors and reinforce the right **uisa's** employees have of refusing.

AIMING AT ISO 45001

The structure of our SSBET Management Program covers all federal and state legal and regulatory aspects, and is being channeled into the process of obtaining ISO 45001 certification. This is one of the Company's ESG goals, which aims to ensure that 100% of **uisa's** operations are certified to international occupational health and safety standards by 2028.



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Accidents at Work GRI 403-9

ACCIDENTS AT WORK – DIRECT EMPLOYEES				
	19/20 HARVEST	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Total hours worked	4,678,721.62	5,794,064.82	5,299,805.96	6,072,965.00
Number of deaths resulting from work accidents	-	-	-	-
Rate of deaths resulting from work accidents	-	-	-	-
Number of work accidents with serious consequences	20	23	27	16
Rate of work accidents with serious consequences	4.27	3.97	5.09	2.63
Number of mandatory reporting workplace accidents	20	23	27	16
Rate of mandatory reporting workplace accidents	4.3	3.97	5.09	2.63

uisa's accident rates were calculated based on 1,000,000 hours worked.



ACCIDENTS AT WORK – OUTSOURCED EMPLOYEES				
	19/20 HARVEST	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Total hours worked	1,197,366.26	1,202,556.26	1,461,457.74	598,827.60
Number of deaths resulting from work accidents	-	-	-	-
Rate of deaths resulting from work accidents	-	-	-	-
Number of work accidents with serious consequences	5	-	-	7
Rate of work accidents with serious consequences	4.18	-	-	11.69
Number of mandatory reporting workplace accidents	5.0	0	0	7
Rate of mandatory reporting workplace accidents	4.2	-	-	11.69

uisa's accident rates were calculated based on 1,000,000 hours worked.



Accidents at Work GRI 403-9

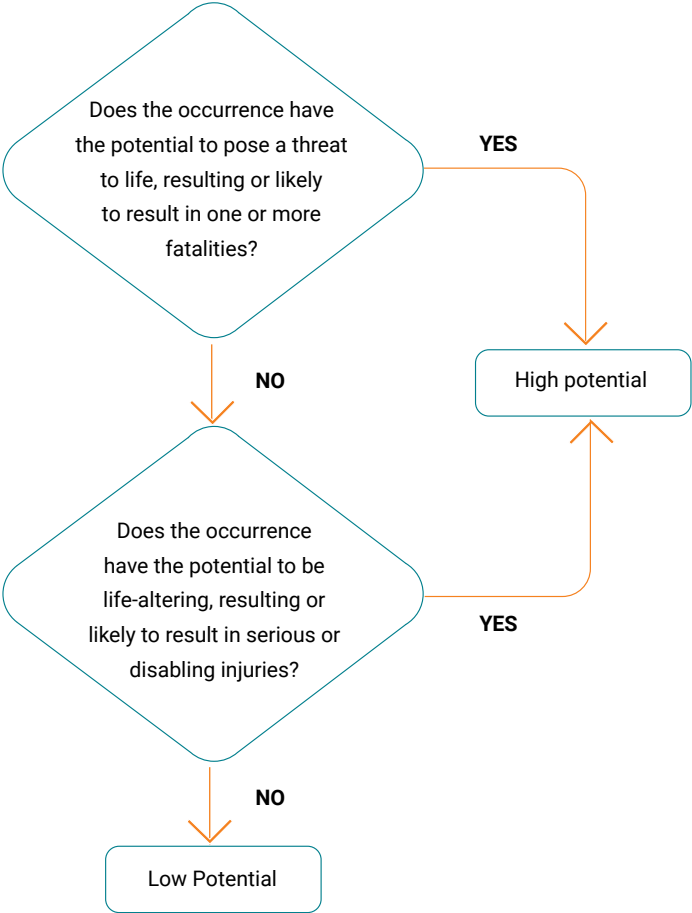
This harvest, the occurrences involving leave from work or temporary restrictions on work were related to unsafe behavior or acts. The dangers were related to non-use or incorrect use of PPE, failure to issue a work permit and Preliminary Risk Analysis - APR. The main types of accidents were blunt cuts, fractures, and burns, classified as Without Work Leave – SAF or With Work Leave – CAF.

We report accidents using CAT - Occupational Accident Communication, for incidents involving a leave and/or work restrictions in accordance with ABNT 14280. We follow the International Labor Organization Code of Practice – ILO on the communication and notification of work accidents and occupational diseases.

The hazards that pose a potential risk of work accidents with serious consequences are working at heights, confined spaces, hot work, chemicals, and hazardous energy. However, **uisa** adopts all appropriate measures to minimize these risks.

Hazards are identified through the Risk Management Program – PGR based on the Preliminary Risk Analysis – APR, Work Permit – PT and Entry and Work Permit – PET of each activity.

Potential Flow



To eliminate or minimize risks, using the hierarchy of controls, with regard to processes, we apply engineering and administrative measures with investment for structural adaptation and improvement in unsafe conditions, in addition to structuring Operational Instructions – IO and Procedure Standards – MP at the operational areas.

uisa considers serious accidents to be those that pose a threat or change to life according to the **potential flow**.

To eliminate dangerousness and minimize risks, investments were made in regulatory training, presence in the field of leadership and safety technicians, and suspension of activities with high risk potential.



Worker's health services **GRI 403-3**

uisa has two health care centers for its employees, the Occupational Health space and the *Espaço Cuidar* (Care Space). "Occupational Health" is made up of two physicians, a nurse and six nursing technicians and fully complies with standards NR 04, 07 and 09. The service is provided 24 hours a day and occupational exams are carried out for admission, dismissal, periodic review and change of risk, as well as all assistance to incidents involving work accidents.

"Espaço Cuidar", a partnership with the Unimed health plan, intended for assistance services, consists of a nurse and consultation with a family doctor through telemedicine. The space operates within the **uisa** structure and close to "Occupational Health".

We have the following health programs offered to employees: fighting smoking, chemical dependency, alcoholism, sedentary lifestyle, nutritional counseling, and monitoring of pregnant women. This harvest, a program for workers' psychological embracement and stress reduction was implemented, providing care to 183 people in weekly sessions. **GRI 403-6**

ESPAÇO CUIDAR

In addition to the structure available within **uisa**, *Espaço Cuidar* was also implemented in the municipalities of Nova Olímpia and Denise (MT), bringing and facilitating the service of employees and their family members.



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Emergency brigade

uisa has an emergency response plan with brigades formed in three different locations:

Farm Guanabara – which involves the agricultural, administrative and Supply Station areas -, Industry and Packaging Unit.

In the training, carried out by external institutions, all normative content of NTCB 34 of the state of Mato Grosso, firefighting, rescue and rescue techniques are applied. We also carry out routine simulations to measure emergency response time and the aptitude of firefighters.

The Emergency Response Plan - PAE is made up of a coordinator from the Industrial Brigade, the head of the Guanabara Brigade and Supply Station and the head of the Assari Packaging Unit, as well as employees designated as brigade members: 86 in the industry, 30 in the Packaging Unit, 37 in the administrative sector, 8 at the gas station, and 131 in the agricultural area, **totaling 292 people.**



+ ACCESS THE EMERGENCY BRIGADE SIMULATION

INNOVATION

FIRE MONITORING WITH ARTIFICIAL INTELLIGENCE

Monitoring is done through a set of cameras and artificial intelligence (AI) applications that detect, through algorithms, whether the smoke comes from fires. If so, the system itself sends the information to the Agricultural Operations Center - COA, which contacts the nearest emergency brigade.



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Highlights GRI 403-5

PARL

The Leadership Assessment and Recognition Program (PARL) reinforces safe behavior, disseminating the culture of health and safety, contributing to the reduction of accidents. Managers and teams who carry out their activities complying with good security practices are awarded every month. The evaluation takes place through measurement of the performance of areas and sectors, providing feedback, managing deviations, and recognizing the team and leader with greater adherence to the Program.



Safe Off-Season Campaign

The Campaign “Safe off-season starts with your attitude” was developed. The actions reinforced the safe procedures developed by **uisa** and **encouraged employees to be multipliers of the culture of prevention and safety.**



SIPAT/SIPATR

The 18th edition of the Internal Accident Prevention Week at Work addressed the theme “**Choose safety, take an attitude**”. The actions were carried out in all areas of the Company and had the themes of Active Care, Energy Blocking, Safe Behavior, and Well-being at Work. Group and individual dynamics, lectures, Daily Safety Dialogues – DDS and competitions were held, with the aim of raising awareness about self-care and mutual care.



2nd SSBET Workshop

“Educate, support and inspire people. Promoting care through teamwork!” This was the guiding principle of the workshop held with the uisa SSBET team, to promote discussion about the area and integrate professionals.



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Our atmosphere

Synergy with what surrounds us

Boosting the economy, strengthening relationships with partners and suppliers, and supporting communities are part of our growth purpose, improving the living conditions of everyone around us, creating more opportunities and more income.

We can cite as an example of this the fact that in our constant process of evolution and expansion new jobs are generated with the implementation of the yeast factory in the industrial complex, **uisa Bionutrition**, which began production in the first half of 2023, and the company **uisa Geo Biogas**, which is being built. With new businesses and projects, **uisa** directly and indirectly impacts the supply chain and communities. With this, **uisa** generates new demand for employees, new suppliers and also reaches different customer segments. This movement generates real positive impacts on the stakeholders involved.

GRI 203-2

Principles of Private Social Investment

The principles of Private Social Investment guide our social contributions, targeting actions in health, education, sport, culture and income generation, in accordance with local needs identified in our dialogue process with the community.

The investment fronts are:

- **OWN PROJECTS:** initiatives created by us;
- **PARTNERSHIP PROJECTS:** developed by third parties, with our support;
- **OWN AND PARTNER EVENTS:** carried out by us or with our support;
- **DONATIONS OF GOODS AND PRODUCTS:** intended for individuals or legal entities, always with a social purpose;
- **VOLUNTEER PROGRAM:** we encourage our professionals to act as volunteers and we are partners in all projects developed by *Florescer Ação Social*, made up of our employees and the community.



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DONATIONS

We donate sugar and hand sanitizer to the *Casa do Idoso* (Older People's Center), hand sanitizer to the Association of Parents and Friends of the Handicapped – *APAE* and to the *Casa da Criança e do Adolescente* (Child and Adolescent Center), entities in Tangará da Serra (MT); we donate sugar to the Senar Project; and hydrated ethanol for Expresso Itamarati. This harvest we implemented the Donations and Sponsorship Policy, establishing guidelines for the area, ensuring that contributions are made with transparency and integrity.



For the end of violence against women

The Campaign, held in August, was developed to raise awareness among employees and the community about the issue of violence against women. “The carnation fought with the rose, report it!” was an action launched in 2021 by the **uisa**'s “*Agro Mulher*” Affinity Group in partnership with *Florescer Ação Social* and support from the Social Assistance Secretariats and public agencies in the municipalities of Denise and Nova Olímpia (MT). In 2022, the initiative received the MasterCana Social award in the “Community” category.

In the last cycle, **uisa** included the agenda of fighting violence against women in its calendar, promoting information-educational content weekly on its internal and external dissemination channels.

+ [ACCESS](#) THE DONATIONS AND SPONSORSHIP POLICY

Project Canguru (Kangaroo)



The project consists of visiting employees during the postpartum period to find out about their postpartum recovery conditions and the baby's health in the first days of life. The visit is carried out by a representative from the Climate and Culture area, who delivers a personalized Kangaroo Project kit, containing hygiene and health products, clothes, diapers, and the baby's first **uisa** badge. The project was awarded by MasterCana Social in the “Quality of Life and Community” category.

MASTERCANA SOCIAL AWARD

Promoted by the Study Group on Human Resources in Agroindustry – GERHAI in partnership with ProCana Brasil, the award chooses companies that are references in social responsibility practices that contribute to the promotion of well-being and sustainable development.



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Community GRI 3-3

The material theme [Social Responsibility and Development](#), from the [ESG axis](#) “Our Atmosphere”, corresponds to the socioeconomic impact on communities and the implementation of our local development and social inclusion programs.

For 42 years we have played a predominant role in generating jobs for the region’s municipalities, allowing their development.

And in 2006, based on the initiative of a group of volunteers, which culminated in the formal institution of *Florescer Ação Social* years later, we began work to generate income, reduce social inequalities, and strengthen citizenship for children, young people, and adults.

Florescer reinforces its approach to people, dialoguing and getting to know their needs up close. This harvest, with the implementation of the Traditional Peoples Valorization Program, the Company enhanced this work, also reaching the indigenous community. The company plans to carry out a socio-environmental impact assessment with communities. However, although this study has not yet been developed, through *Florescer* and the Program for the Valorization

INNOVATION

UISA’S 4G SIGNAL OPEN TO THE COMMUNITY

By implementing connectivity on its own lands, **uisa** benefited the community of Nova Olímpia, as well as the municipality of Denise and the districts of Nova Fernandópolis and Assari in Barra do Bugres- MT, with internet signal.

By opening the signal to these communities, bringing internet to where there was none and improving the signal in places with access, the company contributed to improving the lives of residents and the local economy.

of Traditional Peoples, **uisa** establishes a channel of communication with the community by monitoring its impacts. [GRI 413-1](#)

In addition to the socio-environmental projects developed, which allow daily contact with communities, we also provide the Whistleblowing Channel so that people can report ethical non-compliance, and, occasionally, make complaints about impacts that **uisa** is causing or may cause in their daily lives.



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Florescer Ação Social was born in 2006, from the initiative of **uisa**'s professionals who wanted to carry out voluntary work in neighboring communities. Since then, it has developed activities and projects in the areas of education, culture, sport, qualification, and income generation in the cities of Nova Olímpia and Denise, and with specific actions in the District of Assari and Tangará da Serra (MT). *Florescer* promotes human development free of charge to the population and its activities have already reached more than 35 thousand people.

Currently, workshops are maintained, having provided assistance to 765 children, young people, and adults. Free of charge, the population has access to workshops such as handicrafts, choral singing, dance, ballet, guitar, judo, reading circle, school tutoring, and IT.

The institutional structure of *Florescer* is based on four programs:

SEMEIA (SOW) – focused on programs in the area of education;

SEMENTE (SEED) – in the sports area;

FLORESCE (FLOURISHES) – intended for culture;

GERAR (GENERATE) – dedicated to professional qualification and income generation.



[ACCESS THE WEBSITE](#)

Numbers in 2022

+700 students
ENROLLED

24 socio-educational
WORKSHOPS

619
FAMILIES SERVED

85
VOLUNTEERS



ACHIEVEMENT

Florescer Ação Social won the Salvador Arena Award, which highlights the best Management projects in the 3rd sector.

Indirect economic impacts GRI 203-2

uisa's activities generate significant indirect economic impacts on society, related not only to changes in the productivity of organizations, sectors or the economy, but also to the development of individuals' capabilities in surrounding municipalities.

Through its relationship with local suppliers, the Company indirectly generates new jobs and promotes regional economic growth. And, specifically, the relationship with sugarcane suppliers provides for technical guidance and exchange of experiences, transmitting knowledge in technology and innovation.

Through the [Program Nossa Cana](#), **uisa** encourages the improvement of its sugarcane suppliers, setting socio-environmental goals for a gradual increase in payment for the raw material purchased. This work drives excellence in the supply chain, contributes to the environment and people's living conditions.

On the other hand, through *Florescer Ação Social*, the Company promotes professional qualification and income generation in communities, through training courses provided.

uisa, directly or in partnership with *Florescer Ação Social*, developed several professional qualification and income generation courses throughout the harvest:

Training on Food Safety and Handling for School Lunches

Training was carried out in partnership with the Secretariat of Education of Nova Olímpia (MT) and was part of the Continuing Training Meeting for professionals from the municipality's education network. **uisa's** employees provided training on "Good Practices for Food Handlers" and "Prevention of Hazards and Risks in Kitchens" for lunch ladies, kitchen assistants, and support staff who serve more than two thousand students in six school units in Nova Olímpia. This integration with the community is part of **uisa's** Food Safety Culture Program.



Courses in the Assari District

In partnership with the Rural Union of Barra do Bugres – SIRUB and SENAR-MT, **uisa** provided free courses on Agricultural Tractor Maintenance, Remotely Piloted Aircraft Operation – Drone, Agricultural Tractor Operation, Forklift Operation and Precision Technology in Agricultural Machines, for 90 residents of the Assari District community. The implementation of the courses was a request from the Barra do Bugres Rural Union to train and provide job opportunities for the community.



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Program *Embaixadores da Florescer*

It consists of subjects with comprehensive training taught to young people aged 14 to 17 to prepare them for the job market. There are classes of informatics, robotics, sports, culture, recreational activities, baking, personal and professional development.

Sociodigital Course

A partnership between the Technology, Automation and Innovation team – TAI, from **uisa**, and *Florescer Ação Social*, the course promotes the digital inclusion of young people in the community, qualifying them. The menu includes everything from basic computer concepts to tools such as SAP. So far, **uisa** has hired 5 of these young people to join the team in the technology area.

Production Controller and Programmer Course

Held in Denise (MT) for young people over 16 years old, it offers 220 hours of training. The course explores the areas of management, business, technology, and logistics and is taught free of charge to 25 students. At the end, students leave with a Brazilian Classification of Occupations – CBO of Production Planning Technician.

Bringing users closer to the community

The Company participated in the 1st Mato Grosso Bioenergy Meeting. Held at the National Learning Service - SENAI unit, in Barra do Bugres (MT), the event was an initiative of the Agroligadas movement – Núcleo Barra do Bugres, **uisa**, Barralcool, and Grupo RLS Paisagismo. Involving the community, students from the region's education system, teachers, academics and suppliers, the meeting shared information about sugarcane cultivation, its benefits, bioproducts and its socio-environmental and economic contributions. It was attended by 700 people and had the support of the National Rural Learning Service – SENAR-MT, National Industrial Learning Service – SENAI-MT, Bioenergy Industries of the State of Mato Grosso – BioInd^{MT}, Rural Union of Barra do Bugres – SIRUB, State University of Mato Grosso – Unemat, University of Northern Paraná - Unopar and Florindo Agro.



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Suppliers GRI 3-3

As an indirect impact of our purchase of goods and services, our suppliers open new sources of income generation, hiring new inputs, new suppliers and labor, boosting the economy. Our businesses reach the entire production chain, generating income and employment.

Our material theme [Responsibility and Excellence in the Production Chain](#) is comprehensive and involves virtually all axes of our [ESG strategy](#): “Governance”, “Our Atmosphere”, “Regenerative Agriculture”, “Climate Change” and “Natural Capital”. The topic concerns, among other aspects, how we manage our supply chain, disseminating good practices, developing, qualifying and evaluating their socio-environmental performance.

All **uisa**'s suppliers, when registering on the Supplier Relationship Portal, even before agreement, must adhere to the Code of Conduct for Partners and Suppliers, signing a formal commitment to comply with its guidelines.

The Code of Conduct for Partners and Suppliers establishes the principles of a transparent and ethical relationship, with respect for the environment, diversity and inclusion, and human rights. Suppliers commit themselves to compliance with labor legislation and not to use child, forced, or slave-like

labor. The Code also establishes as a guideline the guarantee of freedom of association and free collective bargaining. [GRI 407-1](#)

In **uisa**'s production chain, the provision of rural work services is the type of supplier that represents the greatest risk of occurrences of child labor or young workers exposed to dangerous

work, in the area of agricultural operations, in the Brazilian Midwest region. The same can happen with the likelihood of cases of forced or slave-like labor. To prevent these risks, **uisa** has a Contract Administration area that is responsible for the integration of all partners and suppliers that access the Company's agricultural and industrial areas. [GRI 408-1; 409-1](#)

Everyone must send to the area, in advance, a list of documents related to labor, health, and occupational safety, which allow the verification of labor and social security legal compliance of employees of partners and service providers. Furthermore, all signed supply and service contracts establish integrity clauses and contractual obligations to be observed with regard to labor and social security compliance, and **uisa**'s ethical and integrity standards. [GRI 408-1; 409-1](#)

Before hiring, all suppliers, regardless of their area of activity, go through a due diligence process, in which all documentation and licenses required by law are analyzed. Supplier approval is carried

PARTNERSHIP, IN THIS HARVEST, WITH

1,460

SERVICE, EQUIPMENT AND
MACHINERY SUPPLIERS

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SUGARCANE
SUPPLIERS



[ACCESS THE PARTNER AND SUPPLIER
CODE OF CONDUCT](#)

[ACCESS THE SUPPLIER RELATIONSHIP
PORTAL](#)

[ACCESS THE COMPLIANCE POLICY](#)



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out jointly in the Procurement, Sustainability and Compliance areas. In addition to the Code of Conduct for Partners and Suppliers, suppliers also sign the Conflict of Interest Form and the Form of Acceptance of the Anti-Corruption and Anti-Bribery Policy for Partners and Suppliers, validated by the Compliance area. Critical suppliers undergo periodic assessment and non-critical suppliers undergo quarterly assessment on the Supplier Relationship Portal. One hundred percent of suppliers are evaluated. **GRI 414-1**

In the 2022/23 harvest, we worked with 1,460 service, equipment and machinery suppliers from all over Brazil, 29% of which make up the local economy. Besides them, **uisa** has 41 sugarcane suppliers, from the municipalities of Barra do Bugres, Nova Olímpia, Denise and Arenópolis, in the Company surroundings.

For the sugarcane supply chain, we maintain the **Program Nossa Cana**, which promotes the improvement of sustainability practices, through which we provide technical guidance, access to new technologies and support in the management of legal requirements. One of the goals of the Company's ESG strategy, in the Regenerative Agriculture axis, is to expand sustainability certification to 100% of sugarcane suppliers by 2025.

**GOAL: TO EXPAND
SUSTAINABILITY
CERTIFICATION TO**

100%

**OF SUGARCANE
SUPPLIERS BY 2025**



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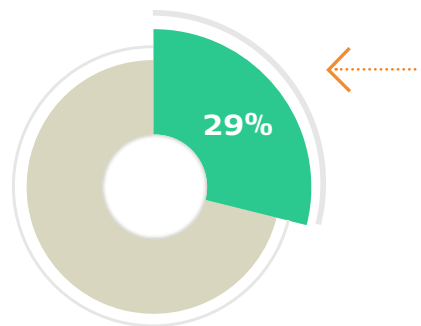
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Spending on local suppliers GRI 204-1

PROPORTION OF EXPENSES ON SERVICE, MACHINERY AND EQUIPMENT SUPPLIERS (R\$ MILLION)*			
	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Total spent with suppliers	543,303,341.77	711,646,940.20	875,088,243.92
Total spent with local suppliers	267,304,916.18	214,216,031.04	255,208,611.01
% Spent with local suppliers	49%	30%	29%

* Net values. As local, we consider suppliers located in the state of Mato Grosso.



EXPENDITURE WITH SUGARCANE SUPPLIERS (R\$ MILLION)**

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Total spent with sugarcane suppliers	196,238,378.06	267,202,536.62	298,208,187.88

** Net value. 100% of sugarcane suppliers are local, located in the municipalities surrounding **uisa**: Barra do Bugres, Nova Olímpia, Denise and Arenápolis (MT).

Profile GRI 2-1

SUPPLIERS' PROFILE			
	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Service providers	775	669	709
Equipment suppliers	63	126	95
Material suppliers	799	694	656
Total suppliers	1,637	1,489	1,460

TOTAL SUPPLIERS BY REGION			
	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Midwest	549	562	572
North East	9	4	12
North	139	5	12
Southeast	842	812	756
South	98	106	108
Total	1,637	1,489	1,460

SUGARCANE SUPPLIERS			
	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Total number of sugarcane suppliers	53	52	41



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Strengthening relationships



SUPPLIERS MEETING

To strengthen relationships in the supply chain, we held a meeting with about 50 representatives from companies in Goiás, Mato Grosso, Minas Gerais, Rondônia and São Paulo. On that occasion, the Sustainable Idea Award was given to 10 suppliers who presented initiatives in the area of sustainability, bringing topics such as reverse logistics, environmental programs, environmental management and social projects.



SUPPLIERS MEETING

MEETING WITH SUGARCANE SUPPLIERS

Eighty people participated, in an agenda developed in partnership with the Association of Sugarcane Suppliers of Vale do Rio Paraguai - Assovale, Rural Union of Barra do Bugres - SIRUB and National Rural Learning Service - SENAR. The event presented a little more about **uisa**, its results, future projects and the main differences in the Company's operations, technologies and planting methodologies.

SUGARCANE TECHNOLOGY DIFFUSION MEETINGS

Promoted by the Biomass Biotechnology Center – CBB of **uisa**, the meetings bring together experts and partner companies with the Company's sugarcane suppliers. The objective is to share knowledge, new research and technologies. The meetings take place every four months and the topics discussed seek to encourage discussions capable of assisting suppliers in their decision-making, besides presenting cases of experiments carried out at **uisa**. In the 22/23 harvest, the meeting reached its 5th edition with the theme “Productivity and Useful Life”, which addressed the use of plant hormones and mycorrhizal fungi as tools to increase the productivity and longevity of crops.



5TH TECHNOLOGICAL DISSEMINATION MEETING



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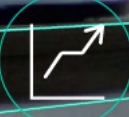
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- INTEGRITY AND TRANSPARENCY
- GOVERNANCE STRUCTURE
- SOCIETAL STRUCTURE
- COMPLIANCE PROGRAM
- RISK MANAGEMENT
- RESPONSIBLE BUSINESS BEHAVIOR
- DIGITAL TRANSFORMATION

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Integrity and transparency GRI 3-3

**We carry out our activities
in compliance with laws and
good practices in our corporate
governance.**

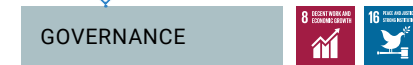
This attitude strengthens the Company, consolidating ethical and transparent actions in our business.

The material topic [Governance, Ethics and Transparency](#) concerns our governance and compliance structure, transparency in internal and external information, and risk management in our value chain. This chapter refers to the **Governance** pillar of our [ESG strategy](#).

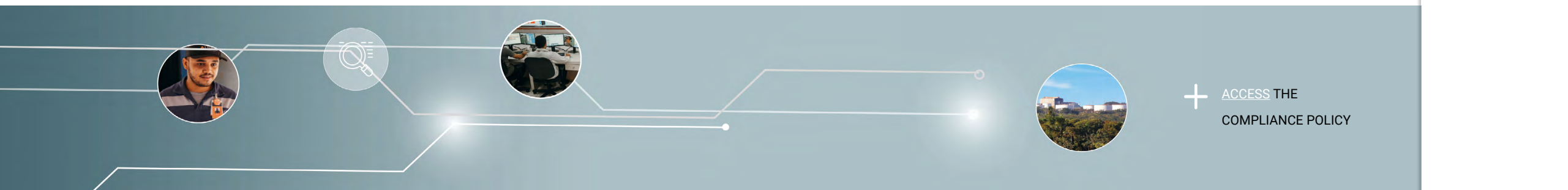
We have advanced in maturing our governance and integrity structure. This harvest, we invested in reviews and improvements to institutional policies and the Compliance Program. Our accelerated journey towards [digital transformation](#) allows us to implement systems that guarantee data safety and even greater transparency when dealing with information.

Through [risk management](#), we have worked to prevent and mitigate our impacts. Just as we have expanded due

diligence processes, reaching partners, suppliers and the Company's senior management, for the integrity of our value chain and strong governance.

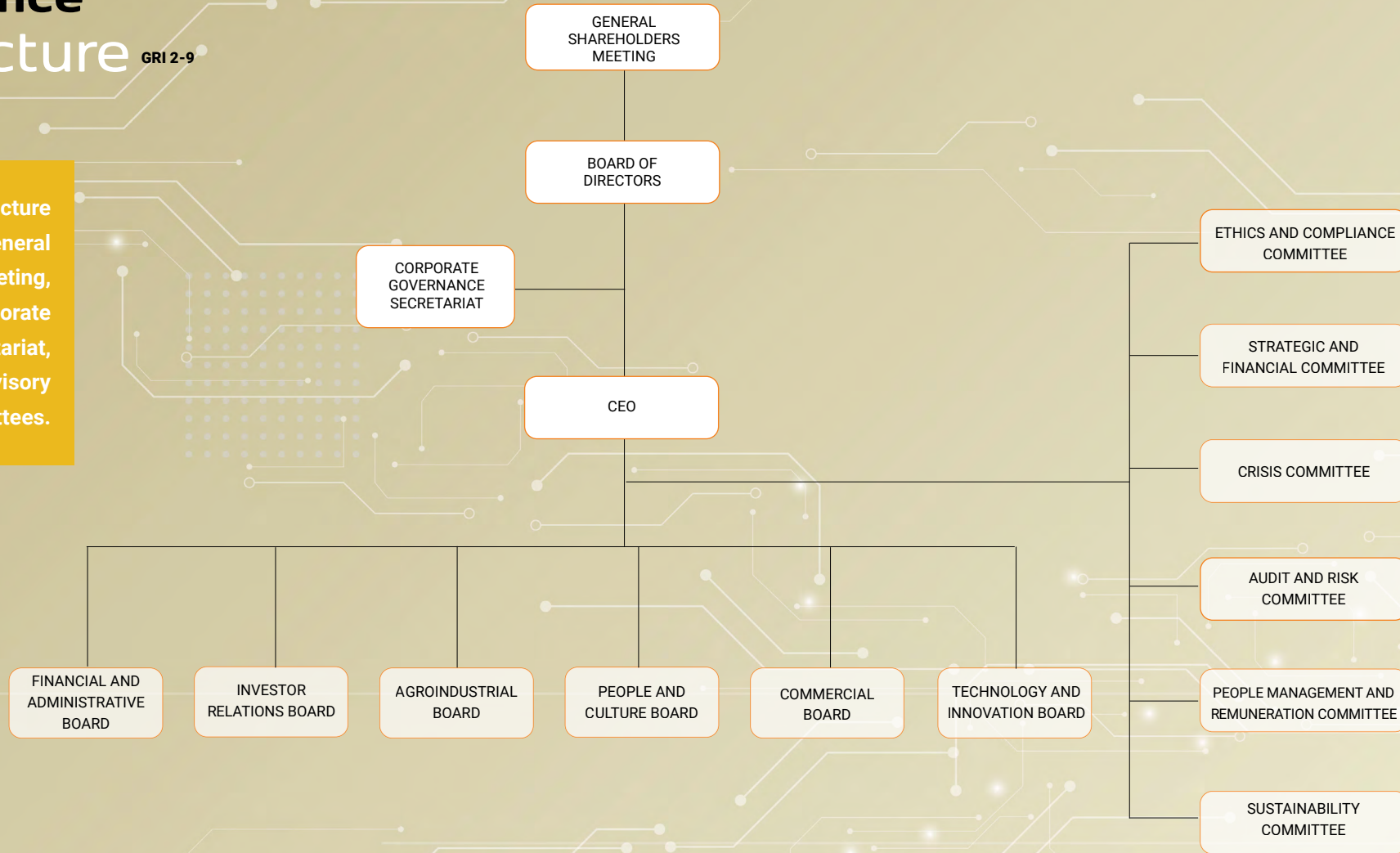


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Governance structure GRI 2-9

The governance structure is made up of a General Shareholders' Meeting, Board of Directors, Corporate Governance Secretariat, Executive Board and Advisory Committees.



Board of Directors GRI 2-9

The Company's Board of Directors is made up of a minimum of three and a maximum of nine members, shareholders or not, all elected and subject to dismissal by the General Assembly, with a term of office of 2 years, with re-election permitted. As provided for in the Bylaws, the Board of Directors must meet, ordinarily, every three months and, extraordinarily, whenever necessary. The Board President is elected at the General Assembly.

At least 20% of the members of the Board of Directors must be independent directors, with directors elected through the power provided for in article 141, paragraphs 4 and 5 and 239 of the Corporation Law also being considered independent. The committees responsible for supervising the management of **uisa**'s impacts on the

economy, environment, and people are the Strategic and Financial Committee, Sustainability Committee, and People Management and Remuneration Committee.

To compose the Board of Directors, the following skills are considered: 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.

To select and appoint Committee members, **uisa** considers the opinion of its shareholders, the criteria of independence and competencies relevant to the impacts on the organization. However, they do not have established

selection criteria related to the diversity of their members. The selection and nomination of candidates for the Board of Directors is made by the Company's shareholders, respecting the criteria established in applicable regulations and legislation. Such nominations will be approved by the Company's General Meeting. GRI 2-10

In the process of electing members of the Board of Directors, the Compliance area is responsible for prior verification of the professional's reputational risk, through integrity due diligence. The same applies to the process of appointing members of the Executive Board. GRI 2-10

POSITION	NAME	EXECUTIVE/NON-EXECUTIVE	INDEPENDENT	ELECTION	TERM OF OFFICE	INDICATION
President	José Arimatea de Angelo Calsaverini	Non-executive	-	25/05/2022	24/05/2024	FIP uisa
Advisors	Bernardo Parnes	Non-executive	-	25/05/2022	24/05/2024	FIP uisa
	Paulo Piratiny Abbott Caldeira	Non-executive	-	25/05/2022	24/05/2024	FIP uisa
	Sérgio Spinelli Silva Junior	Non-executive	-	25/05/2022	24/05/2024	FIP uisa
	Jacyr da Silva Costa Filho	Non-executive	Independent	25/05/2022	24/05/2024	FIP uisa
	José Roberto Mendonça de Barros	Non-executive	Independent	25/05/2022	24/05/2024	FIP uisa
	Marcelo Reschini Abud	Non-executive	Independent	25/05/2022	24/05/2024	FIP uisa
	Vitor Montenegro Wanderley Junior	Non-executive	Independent	25/05/2022	24/05/2024	FIP uisa

* FIP **uisa** (*uisa's Fund for Investment in Participations*) is the Company's controlling fund, which represents its shareholders.

EXPERIENCE OF THE MEMBERS OF THE BOARD OF DIRECTORS **GRI 2-9**

José Arimatea de Angelo Calsaverini

President of **uisa**'s Board of Directors. With an undergraduate course in marketing from ESPM-SP and a graduate course from EPGE-FGV, he was **uisa**'s CEO from October 2016 to March 2021. During his management, he began the financial restructuring process and the Agricultural and Industrial Turnaround 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 areas. He began his career in the fuel sector while working at Cia. Atlantic de Petróleo. He is a member of the Advisory Board of FEA-RP USP and administrative director of Biond^{MT}.

*He is a member of the following **uisa**'s committees: Ethics and Compliance; Crisis; Audit and Risk; Strategic and Financial; and, People Management and Remuneration.*

Paulo Piratiny Abbott Caldeira

Advisor of **uisa**'s Board of Directors. He is CVCP's general partner, 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 a 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 USA and Europe and, previously, at Petrobrás in Brazil. He has 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 **uisa**'s committees: Ethics and Compliance; Sustainability; Strategic and Financial; and People Management and Remuneration.*

Bernardo Parnes

Advisor of **uisa**'s Board of Directors. 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 Brasil from 2008 to 2016. At Deutsche Bank, he was also a member of the Americas Board of Directors, the Regional Management Board of Directors and the Latin American Advisory Council. 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 – *Museu de Arte de São Paulo* 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**'s committees: Strategic and Financial and People Management and Remuneration.*

Sérgio Spinelli Silva Junior

Advisor of **uisa**'s Board of Directors. 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. Its operations, in Brazil and abroad, include public offerings of shares, structured financial operations, private equity transactions and M&A. He has a Bachelor's degree in Law from the Pontifical Catholic University of São Paulo (PUC-SP), was an Independent member of the Acquisitions and Mergers 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**'s committees: Strategic and Financial and People Management and Remuneration.*



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Jacyr da Silva Costa Filho

Independent Advisor of **uisa's** Board of Directors. 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 more than 30 years of experience in the sugar-energy sector, having managed companies such as *Açúcar Guarani*, *Brasil Álcool* and the trading company SCA. He was a member of the Global Board of Directors of the Tereos group, responsible for Brazilian operations for the last 14 years.

He is currently a partner at the consultancy specialized in agribusiness Agroadvice and acts as a business advisor. He is an active participant in several sector entities. He serves as director of FIESP where, in September 2016, he assumed the presidency of the Superior Council for 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

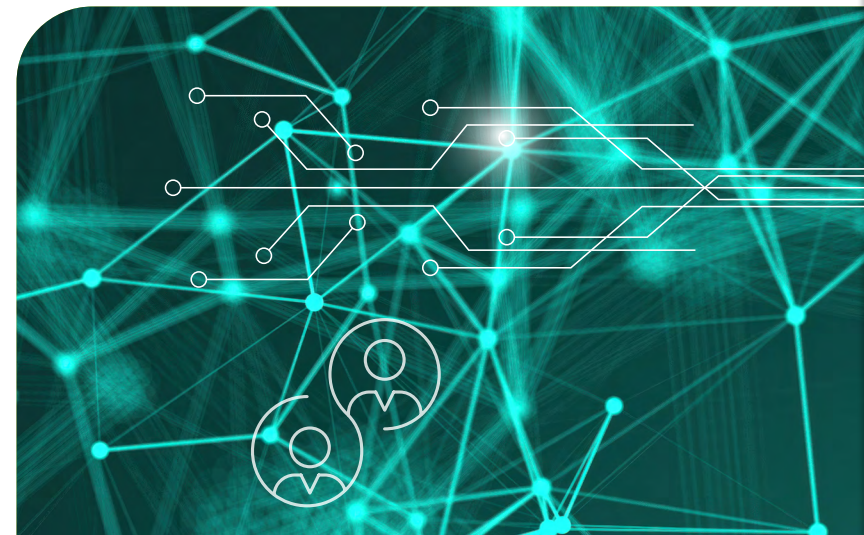
Independent Advisor of **uisa's** Board of Directors. Founding partner of MB Associados, an economic consultancy company. He is a member of the Board of Scotiabank, of the Associação Sociedade de Cultura Artística, and of the Board of Directors of Scicrop – a solutions company for agribusiness, specialized in Analytics and Data Integration. He was CEO of the Adib Jatene Foundation. He participated in several Administration and Advisory Boards, such as FEBRABAN, BM&F BOVESPA, Frigorífico Minerva, Banco Santander (Brazil), Grupo 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 Novo Mercado Project for BOVESPA. In 2019, he received the Ney Bittencourt de Araújo – Agribusiness Personality award. In 1998, he received the "Economist of the Year" award. He is a columnist for the newspaper O Estado de São Paulo and a columnist for Rádio 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

Independent Advisor of **uisa's** Board of Directors. 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 Board of Directors 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

Independent Advisor of **uisa's** Board of Directors. Responsible for the global assembly of Camaçari Agroindustrial. President of the Sugar and Alcohol Producers Association of the State of Alagoas. He is currently a director and shareholder at Usina Coruripe Açúcar e Álcool, director at Coruripe Holding and director at GTW, and managing partner of 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).



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The roles of chairman of the Board of Directors and president of **uisa** cannot be performed by the same person, respecting the best corporate governance practices. **GRI 2-11**

As soon as they are admitted and then annually, the members of the Board of Directors and Executive Board receive training on the Company's Code of Ethics and Conduct. **GRI 2-17**

Among other duties, the Board of Directors is responsible for defining the Company's strategy and general guidance, and is also responsible for approving the declaration of values, strategies, policies and objectives relating to sustainable development. **uisa's** strategy is monitored through reports from the Executive Board and monitoring of the progression of initiatives that contribute to achieving the established objectives. The Board of Directors is also responsible for monitoring risk and impact mitigation plans. The duties of the Board of Directors are established in the **Bylaws**. The Board of Directors meets ordinarily at least 4 times a year, and extraordinarily whenever necessary and convened in accordance with the Company's Bylaws. **GRI 2-12**

The decision-making process on topics related to business sustainability involves the Executive Board advised by committees. The Company has a Risk Management Policy approved by the Board of Directors and an area dedicated

to Risk Management that directs efforts to maximize opportunities and reduce negative impacts that may impact the Company's strategic objectives. The chairman of the Board of Directors himself makes up the Company's Audit and Risk Committee. According to the Risk Management Policy, risks are periodically evaluated by the Executive


Board and the Board of Directors, and are classified taking into account the potential impact and the probability of their materialization. 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. **GRI 2-13**

COMPOSITION OF THE BOARD OF DIRECTORS, BY AGE GROUP (%) **GRI 405-1; 2-9**

21/22 HARVEST*			22/23 HARVEST		
Below 30 years	From 30 to 50 years old	Over 50 years	Below 30 years	From 30 to 50 years old	Over 50 years
-	12.5%	87.5%	-	12.5%	87.5%

COMPOSITION OF THE BOARD OF DIRECTORS, BY SEX (%)** **GRI 405-1; 2-9**

21/22 HARVEST*		22/23 HARVEST	
Man	Woman	Man	Woman
100%	-	100%	-



* Advisory Board, transformed into the Board of Directors in June 2022. **For the selection of members of the Board of Directors, criteria such as diversity or underrepresented groups are not considered.

Conflict of Interest in Senior Management **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. The member who, for any reason, has a particular or conflicting interest with **uisa**, in deliberation, must immediately communicate the fact and abstain, including physically, from participating in discussions and deliberations, and his abstention must be recorded in the minutes.

The Compliance area must be consulted whenever situations arise with real, potential or apparent conflict of interests. All administrators, employees and business partners must complete the Conflict of Interest and Related Party declaration. If a hypothesis of conflict of interest is identified, the Compliance area will submit a proposal for dealing with the identified conflict to the Ethics and Compliance Committee for analysis.

Remuneration of the Board of Directors **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 performance analysis or the Company's performance.

In the short term, we seek to obtain 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, the competence and professional reputation and the value of the services of each member in the market.

The process to determine the remuneration of the Board of Directors is carried out by the People and Culture (Human Resources) area, with market research. The global annual remuneration value 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. **GRI 2-20**

From 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 contribute to the provision of assistance to the Company's practices. Board members may be covered by an Indemnity Contract or by an Administrators Civil Liability Insurance policy (Insurance D&O), at the discretion of the Company.



+ [ACCESS](#) THE CONFLICT OF INTEREST POLICY
[ACCESS](#) THE RELATED PARTY TRANSACTIONS
POLICY



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Executive Board GRI 2-9

All of the Company's directors follow the strategic guidelines defined by the Board of Directors. The term of office is three years, re-election permitted, and extends until the respective successors take office. It is the responsibility of the Board of Directors to elect or dismiss them.



JOSÉ FERNANDO MAZUCA FILHO

PRESIDENT DIRECTOR



ANDERSON ANGELO DE SOUZA

FINANCIAL AND ADMINISTRATIVE BOARD



JARI DE SOUZA

INVESTOR RELATIONS BOARD OF DIRECTORS



MARCELO MANIERO SPELTZ

PEOPLE AND CULTURE BOARD



PAULO CÉSAR LEITE

COMMERCIAL BOARD



RODRIGO RIBEIRO GONÇALVES

TECHNOLOGY AND INNOVATION BOARD



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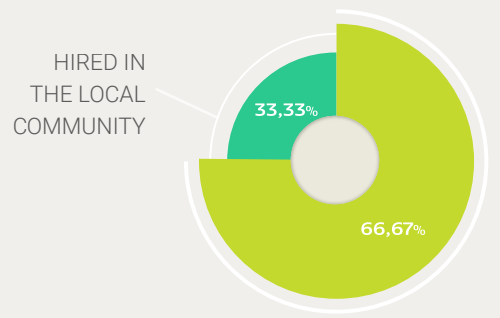
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MEMBERS OF THE EXECUTIVE BOARD BY AGE GROUP (%) GRI 405-1

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Below 30 years	-	-	-
From 30 to 50 years old	66.67	60.00	100.00
Over 50 years	33.33	40.00	-

MEMBERS OF THE EXECUTIVE BOARD BY SEX (%) GRI 405-1

20/21 HARVEST		21/22 HARVEST		22/23 HARVEST	
Man	Woman	Man	Woman	Man	Woman
100	-	100	-	100	-



PROPORTION OF EXECUTIVE BOARD MEMBERS HIRED FROM THE LOCAL COMMUNITY* GRI 302-2

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Total Board members	6	6	6
Hired in the local community	2	2	2
PROPORTION	33.33%	33.33%	33.33%

* Municipalities in the region, surrounding **uisa**, are considered local communities.

Executive Board Remuneration GRI 2-19

Directors receive a fixed monthly salary, defined according to individual negotiation, fixed annually by the Board of Directors, as well as 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 made through the payment of bonuses, profit sharing or exceptional bonuses, which are freely granted by the Company, under the terms

and conditions of the internal policies determined by the Board of Directors.

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

Performance evaluation GRI 2-18

The Executive Board, with the exception of the CEO, and the Company's other management positions go through a performance evaluation process in which the strategic and operational goals agreed for each harvest are analyzed and generate individual and/or collective development plans. The result of goals establishment is also part of the analysis of the bonus offered to executive directors at a meeting of the Remuneration and People and Culture Committee, with the participation of members of the Board of Directors and CEO. For the Board of Directors, there is no formally constituted performance evaluation process.



Committees GRI 2-9

The CEO, to better perform his duties, is responsible for creating non-statutory committees, with no deliberative powers, which act as advisory bodies. Members must have notable experience and technical capacity in relation to the matters under the responsibility of the committee in which they participate.

There are 6 committees established by the Company



Ethics and Compliance Committee - advises the CEO and the Compliance area with recommendations and guidance related to ethical issues and the Compliance Program. 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 the organization may face.

Audit and Risk Committee - advises the CEO in monitoring actions related to mapped risks,

implementation and review of internal and external controls, and implementation of internal audit, focusing on practices to serve the New Market.

Strategic and Financial Committee - advises the CEO and the Board of Directors in carrying out the strategic or business plan approved by the Board of Directors, as well as supporting executive financial decision-making. It studies matters within its competence and prepares proposals to be taken by the CEO and Directors to the Board of Directors for examination and deliberation, according to the scope and competences defined in the Company's Bylaws.

People Management and Remuneration Committee - advises the CEO and the Board of Directors on matters relating to human and organizational development and processes relating to people management and corporate culture. It studies matters within its competence and prepares proposals to be taken by the CEO and Directors to the Board of Directors for examination and deliberation, according to the scope and competences defined in the Company's Bylaws.



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COMPOSITION | COMMITTEES

	Position	Name	Executive/ Non-executive	Term of office
Audit and Risk Committee	President of uisa 's Board of Directors	José Arimatea de Angelo Calsaverini	Non-executive	Undetermined
	CEO	Paulo Piratiny Abbott Caldeira	Executive	
	Financial and Administrative Director	José Fernando Mazuca Filho	Executive	
	Independent Member	Marcelo Maniero Speltz	Executive	
	Legal, Compliance and Corporate Governance Executive Manager	Aline Mello Brandao Feltrin	Executive	
	Secretary: Internal Control and Compliance Coordinator	José Luiz Queiroz da Costa	Executive	
Sustainability Committee	Member of the Board of Directors	Paulo Piratiny Abbott Caldeira	Non-executive	Undetermined
	CEO	José Fernando Mazuca Filho	Executive	
	People and Culture Director	Marcelo Maniero Speltz	Executive	
	Sustainability Manager	Caetano Henrique Grossi	Executive	
	Financial and Investor Relations Manager	Renata Mendes Salvato Nogueira	Executive	
	Legal, Compliance and Corporate Governance Executive Manager	Aline Mello Brandao Feltrin	Executive	
	Communication Coordinator	Bernardo Guimaraes Mendes	Executive	
	Internal Control and Compliance Coordinator	José Luiz Queiroz da Costa	Executive	
Secretary: Sustainability Coordinator	Luiz Carlos Machado Filho	Executive		
Crisis Committee	President of uisa 's Board of Directors	José Arimatea de Angelo Calsaverini	Non-executive	Undetermined
	CEO	José Fernando Mazuca Filho	Executive	
	People and Culture Director	Marcelo Maniero Speltz	Executive	
	Investor Relations Director	Anderson Angelo de Souza	Executive	
	Secretary: Legal, Compliance and Corporate Governance Executive Manager	Aline Mello Brandao Feltrin	Executive	



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COMPOSITION | COMMITTEES

	Position	Name	Executive/ Non-executive	Term of office
Audit and Risk Committee	President of uisa 's Board of Directors	José Arimatea de Angelo Calsaverini	Non-executive	Undetermined
	CEO	José Fernando Mazuca Filho	Executive	
	Financial and Administrative Director	Anderson Angelo de Souza	Executive	
	Independent Member	Em processo de contratação	Executive	
	Legal, Compliance and Corporate Governance Executive Manager	Aline Mello Brandao Feltrin	Executive	
	Secretary: Internal Control and Compliance Coordinator	José Luiz Queiroz da Costa	Executive	
Strategic and Financial Committee	President of uisa 's Board of Directors	José Arimatea de Angelo Calsaverini	Non-executive	Undetermined
	Members of the Board of Directors	Bernardo Parnes	Non-executive	
		Sérgio Spinelli Silva Junior		
		Paulo Piratiny Abbott Caldeira		
	CEO	José Fernando Mazuca Filho	Executive	
	Financial and Administrative Director	Anderson Angelo de Souza	Executive	
	Secretary: Legal, Compliance and Corporate Governance Executive Manager	Aline Mello Brandao Feltrin	Executive	
People and Remuneration Management Committee	President of uisa 's Board of Directors	José Arimatea de Angelo Calsaverini	Non-executive	Undetermined
	Members of the Board of Directors	Bernardo Parnes	Non-executive	
		Sérgio Spinelli Silva Junior		
		Paulo Piratiny Abbott Caldeira		
	CEO	José Fernando Mazuca Filho	Executive	
	People and Culture Director	Marcelo Maniero Speltz	Executive	
	Secretary: Legal, Compliance and Corporate Governance Executive Manager	Aline Mello Brandao Feltrin	Executive	



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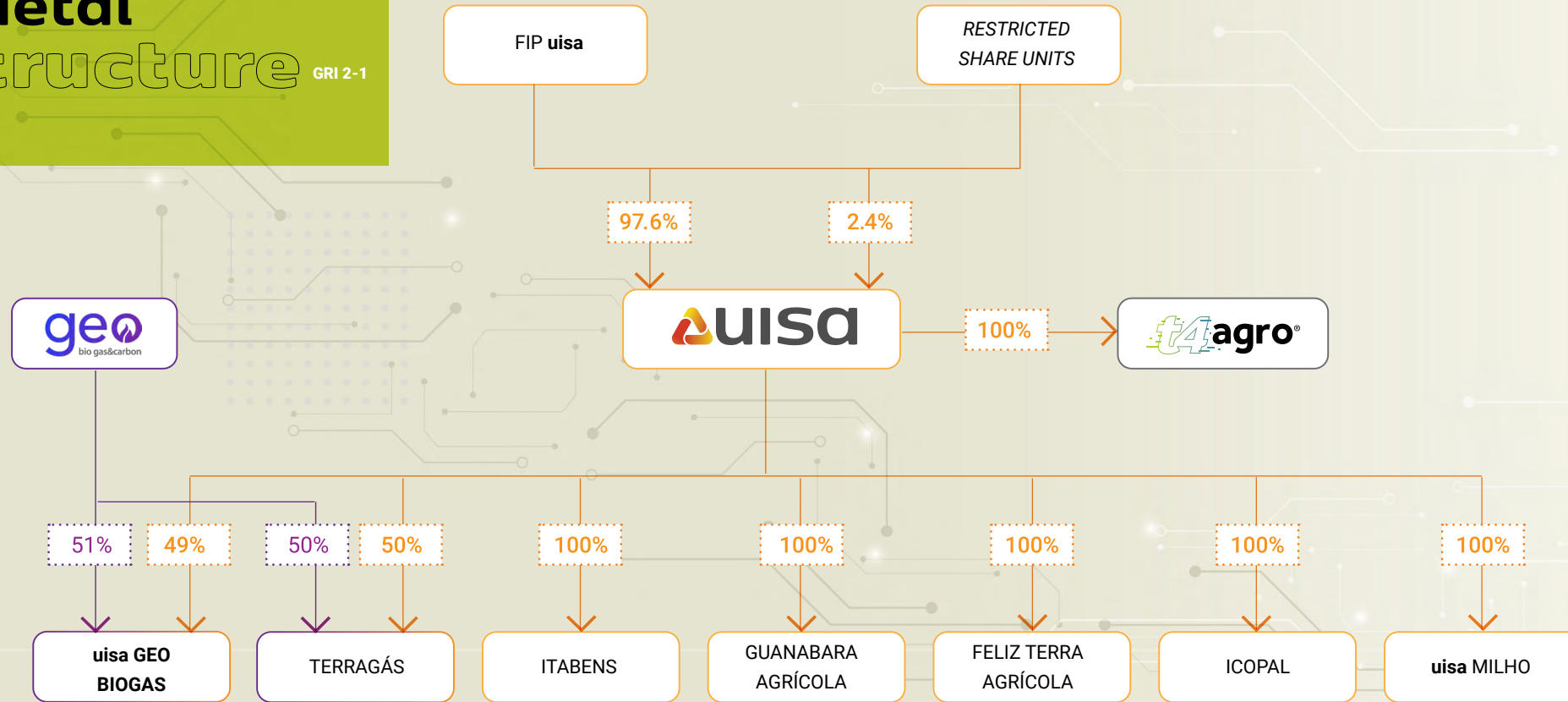
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Societal structure GRI 2-1



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Compliance Program GRI 3-3

Our Program is the set of mechanisms designed to prevent, detect, mitigate, and remedy misconduct and harmful acts committed against the Company.

The Legal, Compliance, and Corporate Governance Executive Management is responsible for our Compliance Program, together with the Ethics and Compliance Committee. The area has an interface with several others to promote the effectiveness of the Program and, in particular, with the Financial, Legal, People and Culture, Communication and Supplies areas. The Program is based on three pillars of action: preventing, detecting, and monitoring.

Preventing

Based on the risk assessment and the [Code of Ethics and Conduct](#), policies, standards, and procedures are created or revised. Subsequently, communication campaigns and periodic training ensure the alignment of the culture of compliance with stakeholders, such as employees, suppliers, senior management, clients, investors, partners and everyone who relates to or represents **uisa**'s interests in its business relationships.

Detecting

The Company provides and publicizes the [Whistleblowing Channel](#) prepared to receive reports and information from stakeholders about any irregularities related to non-compliance with the guidelines of the Code of Ethics and Conduct, the [Code of Conduct for Partners and Suppliers](#), and internal laws and regulations. All reports are analyzed and may occasionally require an internal investigation.

If appropriate, the Ethics and Compliance Committee evaluates and applies the appropriate disciplinary measures. Integrity due diligence in the process of hiring senior management and contracting partners and suppliers is part of this pillar of the Program.



Monitoring

Through auditing and internal controls, the Compliance area continuously monitors whether the most relevant risks, initially identified, have materialized or whether new risks have emerged.

+ [ACCESS](#) THE CODE OF CONDUCT FOR PARTNERS AND SUPPLIERS

+ [ACCESS](#) THE CODE OF ETHICS AND CONDUCT



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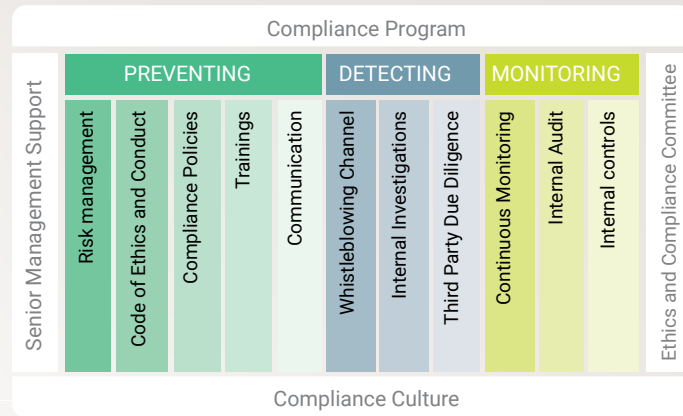
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COMPLIANCE PROGRAM STRUCTURE



preventing

- Risk management
- Code of Ethics and Conduct and policies, standards, and procedures
- Communication and Training
 - Communication Plan
 - Training plan

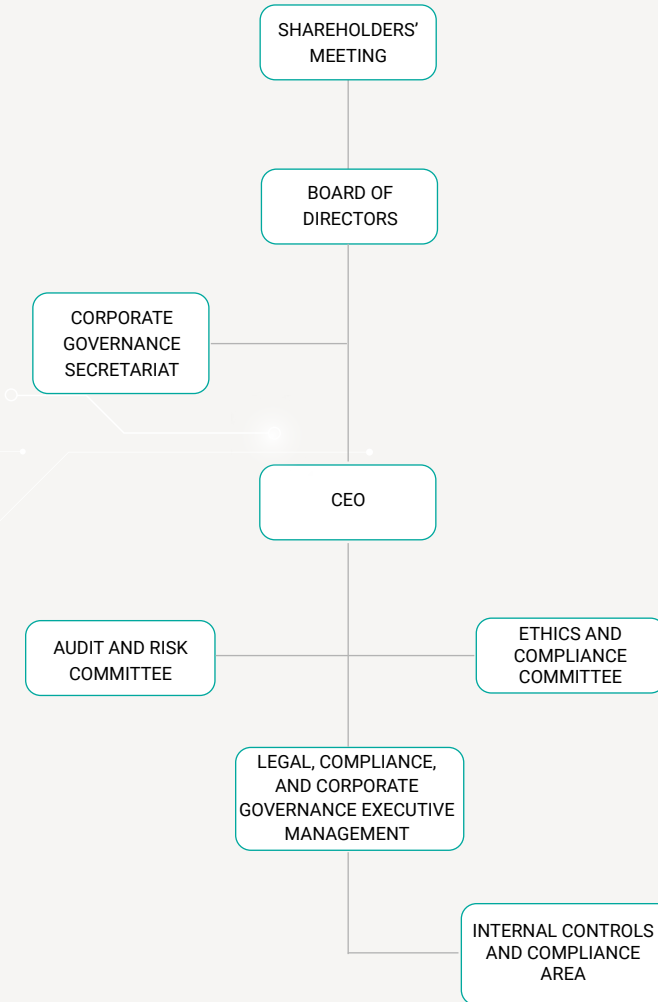
detecting

- Whistleblowing Channel and Internal Investigations
 - Whistleblowing Channel
 - Internal Investigations
 - Disciplinary measures
- Due diligence in the senior management hiring process
- Hiring and due diligence of partners and suppliers

monitoring

- Auditing and monitoring

ORGANIZATION CHART OF THE COMPLIANCE AREA



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Ethics and Conduct

Approved by the Board of Directors and Executive Board, the [Code of Ethics and Conduct](#) is the instrument that explains the ethical behavior to be followed and guides the integrity and transparency of our actions and our relationship with all interested parties, providing clear and non-negotiable instructions.

All administrators and employees must formally adhere to the terms of the Code of Ethics and Conduct when hired and confirm adherence to the document if it is changed, as well as participate in all mandatory periodic training offered on it, **uisa's** policies, and related standards.

The Code provides guidance, among other topics, on conflicts of interest, donations and sponsorships, practices against corruption and money laundering, personal data protection (General Personal Data Protection Law – LGPD), health and safety at work, respect for environment, against harassment and discrimination, against child labor, against forced or slave-like labor, respect for diversity, and respect for human rights.

Whistleblowing Channel **GRI 2-26**

The Whistleblowing Channel is the means through which stakeholders – such as employees, partners, suppliers, and the community – report concerns about the Company's negative impacts related to violations of the Code of Ethics

and Conduct, **uisa's** policies and standards, as well as any information about possible non-compliance with applicable legal and regulatory provisions.

Communication of these issues is therefore reported to the Compliance Area and, in the case of possible operational or community complaints, to the Sustainability Committee or the Executive Board. **GRI 2-16**

The Channel can be accessed 24 hours a day by phone or via the website. Complaints are received by an external and independent company, generating a protocol number for monitoring, with a guarantee of confidentiality and non-retaliation against the complainant. If the complainant

wishes, their contact details can be kept anonymous. **GRI 2-25**

WHISTLEBLOWING CHANNEL: <https://www.canalconfidencial.com.br/uisa> - 0800 882 1111 – channels available 24 hours and 7 days a week.

Directly to a representative from the Compliance area – weekdays, from 8:30 am to 5:30 pm.

If you have any questions regarding the Whistleblowing Channel or the Compliance Program, you can send an email to compliance@uisa.com.br



	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Reports received	80	100	128
Web	Not informed	79	107
0800	Not informed	0	18
In-person	Not informed	21	03
Operational reports	03	15	10
Reports being investigated	0	3	10
Completed reports	77	82	118
Inconclusive/ Operational	40	16	26
Unfounded	26	43	51
Partially founded	9	3	8
Founded	2	20	33



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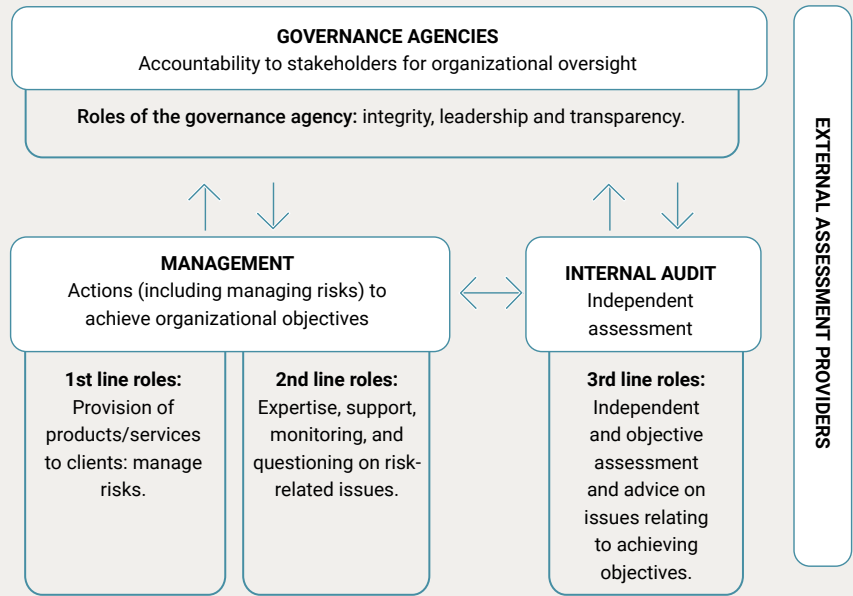
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Risk management



↑ Accountability, reporting

↓ Delegate, guide, resources, supervision

↔ Alignment, communication, coordination, collaboration

Model of the three lines of defense of the Institute of Internal Auditors – IIA 2020

uisa's Risk Management Policy, approved by the Board of Directors, establishes principles, guidelines, and responsibilities to be observed in the risk management process inherent to the business activities and its sector of activity. It 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.

Risk management is a continuous, transparent process and the responsibility of all professionals in the organization, at all levels. In **uisa**, the process follows the concept of the **Three Lines of Defense**.

The first line of defense is made up of the Company's business areas, including its affiliates and subsidiaries, responsible for the risks and opportunities they manage. The second line of defense is made up of the control structures, which shall equip first-line managers for the correct management of risks and opportunities. The third line of defense consists of the Internal Audit, acting with an independent look to verify the model effectiveness.

Risk Management Methodology

The risk management methodology adopted by the Company is based on internationally recognized standards and frameworks, 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, or a combination of both, to measure the impact and probability of the event materializing, in order to determine the Company's level of exposure to risk.

3 lines of defense



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Types of risks managed

Strategic risks - arising from adverse changes in the business environment or the use of inappropriate 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 does not use 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. The 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 - associated with non-compliance with laws and regulations issued by central and local governments, as well as regulations issued by regulatory bodies or even of internal nature. They are associated with money laundering prevention, integrity, etc.

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 non-authorized stakeholders' information or personal data, internal or external, which may threaten the business or harm the Company's image.



Responsible Business Behavior GRI 2-23

uisa contributes to sustainable development and inclusive growth, working to defend the environment and respect human rights.



We act in accordance with the Federal Constitution, the Universal Declaration of Human Rights (UN), and the Declaration of the International Labor Organization (ILO). Our commitments also cover business practices to combat corruption, disseminating them throughout the value chain, raising awareness and demanding ethical conduct from our senior management, our employees, partners and suppliers.

These commitments are included in a set of policies that establish their guidelines: Code of Ethics and Conduct, Code of Conduct for Partners and Suppliers, Sustainability Policy, Culture of Diversity and Inclusion Policy, Policy against Harassment and Discrimination, Privacy Policy.

Regarding **anti-corruption practices**, **uisa** has the following policies: Anti-Corruption and Anti-Bribery Policy, Public Agent Relationship Policy, Gifts, Presents, Entertainment and Hospitality Policy, Prevention and Fight against Money Laundering and Terrorist Financing Policy, Conflict of Interest Policy and Transactions with Stakeholders Policy. Moreover, for an **ethical relationship with competitors**, in compliance with the Competition Law and the Antitrust Law, we apply the Policy Against Anticompetitive Practices. All policies mentioned were approved by the Board of Directors and apply to all Company operations.

Regarding corruption, **uisa**, through its Compliance area, monitors risks through the following controls: integrity assessment of each of the suppliers and business partners; reports received by the Whistleblowing Channel; annual declaration of conflict of interests for senior management and administrative employees; evaluation of donations and sponsorships; as well as monitoring of compliance with the previously mentioned policies relating to the topic. As provided for in the Donations and Sponsorship Policy, **uisa** prohibits political and partisan contributions. **GRI 415-1**

uisa's commitments are communicated to employees through the Code of Ethics and Conduct, which addresses all topics. All employees, at all hierarchical levels, must adhere to the document, as well as receive periodic training. Outsourced employees receive the same training as direct employees. As for suppliers, **uisa** adopts the Code of Conduct for Partners and Suppliers, who adhere to the document even before signing the contract. **GRI 2-24**

To implement commitments in the Company and in the value chain, each hierarchical level assumes responsibilities. The Board of Directors analyzes and approves policies and supports their effective implementation. The Executive Board is responsible for complying with, executing the rites of policies and processes for monitoring and compliance. Managers, supervisors, coordinators, and leaders must encourage and enhance awareness, involvement and participation. The People and Culture and Compliance areas



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are responsible for developing training and implementing it. All are subject to due compliance. **GRI 2-24**

In 2022, **uisa** became a signatory to the **UN Global Compact**, reinforcing its commitments to human rights, labor, the environment, and anti-corruption. The Company also adhered to the **Business Pact for Integrity and Against Corruption** – Instituto Ethos.



PARTICIPATION IN ASSOCIATIONS **GRI 2-28**

uisa is associated with BioInd^{MT} - Bioenergy Industries of Mato Grosso, UDOP - National Bioenergy Union, ABRASCA - Brazilian Association of Public Companies and UNICA - Sugarcane and Bioenergy Industry Union. The president of **uisa**'s Board of Directors, José Arimatea de Angelo Calsaverini, holds the position of administrative director at BioInd^{MT}.



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Communication and training in policies and procedures to fight corruption **GRI 205-2**

MEMBERS OF THE BOARD OF DIRECTORS TO WHOM THE PROCEDURES AND POLICIES TO FIGHT CORRUPTION WERE COMMUNICATED, DIVIDED BY REGION	22/23 HARVEST	
	Total number	%
North	-	-
Midwest	-	-
Southeast	8	100

MEMBERS OF THE BOARD OF DIRECTORS WHO RECEIVED TRAINING IN CORRUPTION FIGHTING, DIVIDED BY REGION	22/23 HARVEST	
	Total number	%
North	-	-
Midwest	-	-
Southeast	8	100

EMPLOYEES TO WHOM THE PROCEDURES AND POLICIES TO FIGHT CORRUPTION WERE COMMUNICATED, DIVIDED BY FUNCTIONAL CATEGORY AND REGION

	22/23 HARVEST					
	North		Midwest		Southeast	
	Total number	%	Total number	%	Total number	%
Director	-	-	6	100	-	-
Executive manager	-	-	2	100	-	-
Manager	4	100	19	100	3	100
Coordinator	-	-	46	100	-	-
Supervisor	-	-	36	100	-	-
Specialist	-	-	32	100	1	100
Analyst/technician	4	100	243	100	2	100
Operational	12	100	2548	100	-	-

EMPLOYEES WHO RECEIVED TRAINING IN CORRUPTION FIGHTING, DIVIDED BY FUNCTIONAL CATEGORY AND REGION

	22/23 HARVEST					
	North		Midwest		Southeast	
	Total number	%	Total number	%	Total number	%
Director	-	-	6	100	-	-
Executive manager	-	-	2	100	-	-
Manager	4	100	19	100	3	100
Coordinator	-	-	46	100	-	-
Supervisor	-	-	36	100	-	-
Specialist	-	-	32	100	1	100
Analyst/technician	4	100	243	100	2	100
Operational	11	92	2341	92	-	-

BUSINESS PARTNERS TO WHOM THE PROCEDURES AND POLICIES TO FIGHT CORRUPTION WERE COMMUNICATED, DIVIDED BY REGION	22/23 HARVEST									
	Midwest		North East		North		Southeast		South	
	Total number	%	Total number	%	Total number	%	Total number	%	Total number	%
Sugarcane suppliers	41	100	-	-	-	-	-	-	-	-
Other partners and suppliers	572	100	12	100	12	100	756	100	108	100



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Digital transformation

Transparency and safety

SOC

SECURITY OPERATION CENTER
IMPLEMENTED IN BRAZILIAN
AGRIBUSINESS FOR THE FIRST TIME

uisa has rapidly advanced in digital transformation, which guarantees reliability and accuracy of the information generated, essential for decision-making and process transparency. At the same time, we have invested heavily in our data safety, one of our strategic assets, creating preventive mechanisms.

SOC – We innovated by implementing the Security Operation Center for the first time in Brazilian agribusiness, which acts preventively against cyber attacks. The center has the support of a team, based in France, which monitors the environment 24 hours a day, without interruption, protecting against attacks that could affect our operations. By implementing the system, the Company shows the high value it gives to its data processing;

CYBER SECURITY – we updated all our cyber security policies, and provided training and qualification throughout the company with Phishing tests. We also periodically carry out recovery tests throughout our environment and put our Crisis Committee into practice in cases of cyber attacks, successfully conducting attack simulations and tests;

DATA GOVERNANCE AT uisa - We advanced with Data Governance in a global partnership with Google, enhancing the project with mathematical models, dataQuery and datalake, adding greater transparency to the process by generating real-time information for decision making. Data

were integrated into our WhatsApp interface called Sugar, which sends performance indicators to all managers;



“THE BOOK” – project developed to strategically make the Company’s data available in a single source. The platform fetches data from the various **uisa** systems, crossing information from business areas in real time, which allows assertive decision-making at all levels of administration. Technologies such as machine learning, predictive analysis, and artificial intelligence (AI) are used, making employees’ daily lives increasingly strategic. Currently, “The Book” generates more than 600 indicators developed for the most diverse areas of **uisa**.



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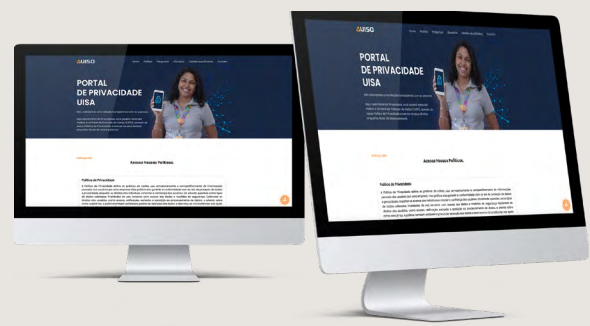
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Privacy portal

Privacy and data safety are critical and we are committed to protecting the personal data we have access to or that are collected in the course of our activities.

Implemented in 2022, **uisa's** Privacy Policy defines the guidelines to ensure that the requirements of the General Data Protection Law (LGPD) are fully complied with. In parallel, we developed the [Privacy Portal](#), an online environment with the main questions on the topic and guidance on how the data holders can exercise their rights.

For questions and clarifications, the Company provides the email contato.privacidade@uisa.com.br



- + [ACCESS THE PRIVACY POLICY](#)
- + [ACCESS THE PRIVACY PORTAL](#)



HIGHLIGHTS

CHALLENGES, OPPORTUNITIES

economic performance

highlights



R\$
1.5 BILLION

IN NET REVENUE

R\$ **570 million**

NET PROFIT

R\$ **745.5 million**

ADJUSTED EBITDA

R\$ **249 million**

INVESTED IN MODERNIZATION AND EXPANSION



R\$ **198 million**

INVESTED IN SUGARCANE PLANTING



1.6x

CAPEX - HARVEST 22/23



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Challenges, opportunities

New challenges and opportunities become energy and motivation for our team. Our focus on operational excellence, through investments made by the Company over the last few years, combined with the favorable weather conditions during the harvest contributed to the evolution of our indicators. Crushing reached 5.2 million tons of sugarcane, a volume 6.9% higher than the previous harvest, with own cane crushing increased by 5.6% and outsourced crushing by 8.9%.

The total productivity of the 2022/23 harvest (TCH) was 91.1 tons per hectare, an increase of 11.4%. This result made us reach **6th place** in the survey carried out by the Canavieira Technology Center – CTC, in which 168 plants in the country were analyzed.

We achieved net revenue of R\$ 1.5 billion, 2.1% higher than the 2021/22 harvest. Our Adjusted EBITDA was R\$ 745.48 million and our net profit was R\$ 569.85 million. And we invested R\$ 689.9 million in the Company.

In operational improvements, the main investments were concentrated in industry, with emphasis on boilers, juice

treatment, mills, packaging, and adjustments to Regulatory Standards. Part of the investments were allocated to off-season maintenance, sugarcane planting, and crop treatments, in addition to modernization and expansion, with focus on the Digital Transformation Journey, the construction of the yeast factory, **uisa Bionutrition**, the cogeneration of electric power, and the pivot and drip irrigation system.

Among the strategic projects, we highlight the creation of **uisa Geo Biogas**, a joint venture between **uisa** and Geo Bio Gas&Carbon

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6th place
in productivity

AMONG 168 PLANTS IN THE COUNTRY



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MONETARY VALUE OF ASSISTANCE RECEIVED FROM THE GOVERNMENT (R\$) ^{GRI 201-4}

Type of Assistance	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
Benefits and tax credits	15,317,022.00	98,600,000.00	84,043,815.00

WE HAD

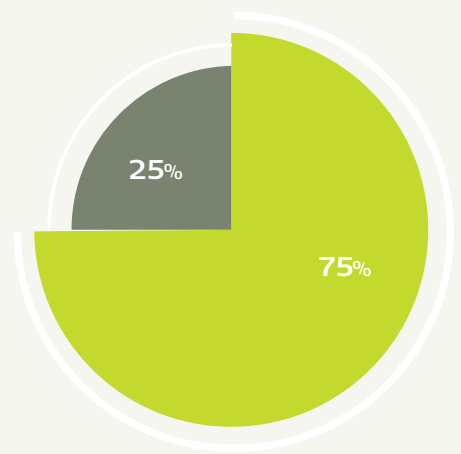
R\$ 689.9 million

IN INVESTMENTS

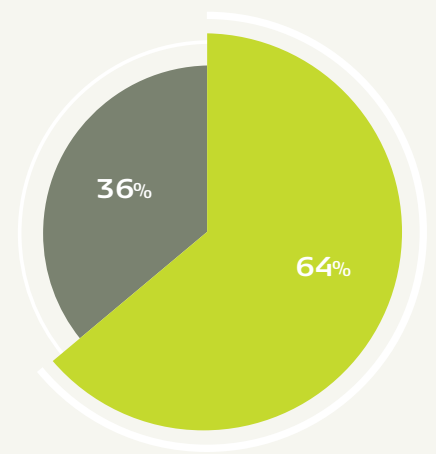
ECONOMIC VALUE GENERATED AND DISTRIBUTED (R\$) ^{GRI 201-1}

	20/21 HARVEST	21/22 HARVEST	22/23 HARVEST
(I) GENERATED	908,052,000.00	1,464,214,000.00	1,494,787,000.00
Revenues	908,052,000.00	1,464,214,000.00	1,494,787,000.00
(II) ECONOMIC VALUE DISTRIBUTED	865,718,623.00	1,204,750,000.00	857,573,944.95
Operational costs	621,413,000.00	626,395,000.00	568,960,576.73
Employee wages and benefits	158,015,985.00	314,252,000.00	260,463,802.29
Government payments	86,289,638.00	264,103,000.00	28,149,565.93
(III) ECONOMIC VALUE RETAINED	42,333,377	259,464,000.00	637,213,055.05

21/22 Harvest



22/23 Harvest



■ Maintenance ■ Modernization/Expansion

INVESTMENTS (CAPEX) - R\$ MILLION

	21/22 HARVEST	22/23 HARVEST
Maintenance	308,148	440,797
Crop Formation - Planting	125,464	197,894
Off-season Maintenance	75,211	119,718
Formation of Biological Assets (crop treatments)	107,473	123,185
Modernization/Expansion	103,726	249,156
Lands	8,500	8,500
Equipment/Replacements	79,750	140,028
Projects	15,476	100,628
Total	411,874	689,953

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gri table of contents

GRI Table of Contents

Usage statement: uisa reported in accordance with the GRI Standards for the period from April 1, 2022 to March 31, 2023.

GRI 1 used: GRI 1: Fundamental 2021

GRI Standards	Content	Location	Omission		
			Requirement omitted	Reason	Explanation
GENERAL CONTENTS					
GRI 2: General Contents 2021	2-1 Organization Details	Pages 7 , 15 , 16 , 104 and 119			
	2-2 Entities included in the organization's sustainability report	Page 7			
	2-3 Reporting period, frequency and point of contact	Page 7			
	2-4 Information reformulations	<p>Page 47: Due to an error in the previous report, the information referring to GRI 302-1 and 302-2 was reviewed, with data for the 20/21 and 21/22 harvests being modified.</p> <p>Page 49: In the previous report there was a review error in the data relating to water collection for the 20/21 and 21/22 harvests. The correct value is 1.73% lower in the 20/21 harvest and 11.62% higher in the 21/22 harvest, compared to previously reported.</p> <p>Page 86: The basis for calculating training hours has been changed. The total number of hours worked began to be divided by the total number of employees and no longer by the total number of participants. This methodology changed the data for the 20/21 and 21/22 harvests.</p>			



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GRI Standards	Content	Location	Omission		
			Requirement omitted	Reason	Explanation

GENERAL CONTENTS

GRI 2: General Contents 2021

2-5 External check	Page 7 LETTER OF ASSURANCE: ACCESS			
2-6 Activities, value chain, and other business relationships	Pages 14, 17 and 18			
2-7 Employees	Page 79			
2-8 Workers who are not employees	Pages 79 and 80			
2-9 Governance Structure and its composition	Pages 108 - 112; 114; and 116 - 118			
2-10 Appointment and selection to the highest governance agency	Pages 109			
2-11 Chairman of the highest governance agency	Page 112			
2-12 Role played by the highest governance agency in supervising impact management	Page 112			
2-13 Delegation of responsibility for impact management	Page 112			
2-14 Role played by the highest governance agency in sustainability reporting	Pages 7 and 30			
2-15 Conflicts of Interest	Page 113			
2-16 Communicating Critical Concerns	Page 122			
2-17 Collective knowledge of the highest governance agency	Pages 86 and 112			
2-18 Assessment of performance of the highest governance agency	Page 115. Currently, there is no defined evaluation process for the Board of Directors. The Company is studying the possibility of implementing it in the future.			
2-19 Compensation Policies	Pages 113 and 115			



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GRI Standards	Content	Location	Omission		
			Requirement omitted	Reason	Explanation

GENERAL CONTENTS

GRI 2: General Contents 2021

2-20	Process for determining remuneration	Page 113			
2-21	Proportion of total annual remuneration	<p>Proportion 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): 89.06.</p> <p>To calculate the proportion, all funds received throughout the period calculated for active employees were considered, excluding those on leave, apprentices, freelancers, and outsourced employees.</p> <p>Proportion 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 compensation of all employees (excluding the highest paid): 17.4.</p>			
2-22	Declaration on sustainable development strategy	Page 3			
2-23	Policy Commitments	Page 125			
2-24	Incorporation of policy commitments	Pages 125 and 126			
2-25	Processes to repair negative impacts	Page 122			
2-26	Mechanisms for counseling and concerns raising	Page 122			



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GRI Standards	Content	Location	Omission		
			Requirement omitted	Reason	Explanation

GENERAL CONTENTS

GRI 2: General Contents 2021	2-27 Compliance with laws and regulations	No fines were paid or sanctions applied in the 22/23 harvest. Cases in which 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.			
	2-28 Participation in associations	Page 126			
	2-29 Approach to stakeholder engagement	Page 32			
	2-30 Collective bargaining agreements	Page 84			

MATERIAL THEMES

GRI 3: Material Themes 2021	3-1 Process of defining material themes	Page 30			
	3-2 List of material themes	Page 31			

Environment, Climate, and Circular Economy

GRI 3: Material Themes 2021	3-3 Management of material themes	Page 37			
GRI 201: Economic performance 2016	201-2 Financial implications and other risks and opportunities arising from climate change	Page 41			



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GRI Standards	Content	Location	Omission		
			Requirement omitted	Reason	Explanation
MATERIAL THEMES					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 47			
	302-2 Energy consumption outside the organization	Page 47			
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	Page 49			
	303-2 Management of impacts related to water disposal	uisa does not dispose of treated effluent in water collection			
	303-3 Water collection	Page 49			
	303-4 Water disposal	There is no disposal of treated effluent in water collection			
	303-5 Water consumption	Page 49			
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	Page 52			
	304-3 Protected or restored habitats	Page 53 a - There was no independent specialized external approval at the end of the reforestation process			
GRI 305: 2016 emissions	305-1 Direct emissions (Scope 1) of greenhouse gases (GHG)	Page 42			
	305-2 Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy acquisition	Page 42			
	305-3 Other indirect emissions (Scope 3) of greenhouse gases (GHG)	Page 42			



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GRI Standards	Content	Location	Omission		
			Requirement omitted	Reason	Explanation
MATERIAL THEMES					
GRI 305: 2016 emissions	305-4 Intensity of greenhouse gases (GHG) emissions	Page 43			
	305-7 Emissions of NOX, SOX and other significant atmospheric emissions	Page 46			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 60			
	306-2 Management of significant impacts related to waste	Page 62			
	306-3 Waste generated	Page 63			
	306-4 Waste not intended for final disposal	Page 64			
	306-5 Waste intended for final disposal	Page 64			
Valuing and developing people					
GRI 3: Material Themes 2021	3-3 Management of material themes	Page 77			
GRI 401: Employment 2016	401-1 New Hiring and Employee Turnover	Page 82 and 83			
	401-2 Benefits offered to full-time employees that are not offered to temporary or part-time employees	Page 85			



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GRI Standards	Content	Location	Omission		
			Requirement omitted	Reason	Explanation
MATERIAL THEMES					
GRI 402: Labor relationships 2016	402-1 Minimum notice period for operational changes	There is no specific uisa's policy that stipulates a minimum notice period regarding significant operational changes at the Company. However, in general, all changes that may directly impact employees are preceded by negotiations with unions.			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 88			
	403-2 Hazard identification, risk assessment, and incident investigation	Page 90			
	403-3 Occupational health services	Page 93			
	403-4 Workers' participation, consultation and communication to workers regarding occupational health and safety	Page 90			
	403-5 Training of workers in occupational health and safety	Page 90 and 95			
	403-6 Promotion of workers' health	Page 93			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Page 89			
	403-8 Workers covered by an occupational health and safety management system	Pages 88 and 89			
	403-9 Accidents at Work	Page 91 and 92			
	403-10 Occupational diseases	There are no occurrences of occupational diseases in uisa .			



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GRI Standards	Content	Location	Omission		
			Requirement omitted	Reason	Explanation
MATERIAL THEMES					
GRI 404: Training and Education 2016	404-1 Average hours of training per year, per employee	Page 86			
	404-2 Programs for improving employee skills and career transition assistance	a. Page 85 b. uisa does not have assistance programs for career transition or end-of-career management			
	404-3 Percentage of employees who receive regular performance and career development reviews	Page 85			
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity in governance agencies and employees	Pages 80, 81, 112 and 115			
GRI 407: Freedom of Union Association and Collective Bargaining 2016	407-1 Operations and suppliers where the right to freedom of union association and collective bargaining may be at risk	Page 102			
GRI 408: Child Labor 2016	408-1 Operations and suppliers with significant risk of child labor incidents	Page 102			
GRI 409: Forced or Slave-like Labor 2016	409-1 Operations and suppliers with significant risk of cases of forced or slave-like labor	Page 102			



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GRI Standards	Content	Location	Omission		
			Requirement omitted	Reason	Explanation
MATERIAL THEMES					
Responsibility and Social Development					
GRI 3: Material Themes 2021	3-3 Management of material themes	Page 98			
GRI 202: Market Presence 2016	202-1 Proportion between the lowest wage and the local minimum wage, divided by sex	Page 84			
	202-2 Proportion of board members hired from the local community	Page 115			
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Pages 96 and 100			
GRI 204: Purchasing Practices 2016	204-1 Proportion of expenses on local suppliers	Page 104			
GRI 406: Non-Discrimination 2016	406-1 Cases of discrimination and corrective measures taken	During the reporting period there were no recorded cases of discrimination at the Company.			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Cases of violation of rights of indigenous peoples	There were no cases of violation of indigenous rights in the reporting period.			



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GRI Standards	Content	Location	Omission		
			Requirement omitted	Reason	Explanation
MATERIAL THEMES					
GRI 413: Local Communities 2016	413-1 Operations with engagement, impact assessments and development programs aimed at the local community	Page 98 uisa did not develop an assessment of socio-environmental impacts on the community			
Governance, Ethics and Transparency					
GRI 3: Material Themes 2021	3-3 Management of material themes	Page 107 and 120			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 133			
	201-4 Financial support received from the government	Page 133			
GRI 205: Fighting Corruption 2016	205-1 Operations assessed for risks related to corruption	There were no assessments regarding corruption risk.			
	205-2 Communication and training in policies and procedures to fight corruption	Page 127			
	205-3 Confirmed cases of corruption and measures taken	There were no cases of corruption.			
GRI 206-1: Unfair Competition 2021	206-1 Lawsuits for unfair competition, trust and monopoly practices	There were no lawsuits regarding unfair competition, trust and monopoly practices.			
GRI 415: Public Policies 2016	415-1 Political Contributions	Page 125			



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GRI Standards	Content	Location	Omission		
			Requirement omitted	Reason	Explanation
MATERIAL THEMES					
Applied innovation					
GRI 3: Material Themes 2021	3-3 Management of material themes	Page 20			
Responsibility and Excellence in the Production Chain					
GRI 3: Material Themes 2021	3-3 Management of material themes	Page 102			
GRI 308-1: Environmental Assessment of Suppliers 2016	308-1 New suppliers selected based on environmental criteria	Page 73			
	308-2 Negative environmental impacts of the supply chain and measures taken	Page 73 No suppliers (0%) with whom improvements were agreed were found to have caused negative - real and potential - environmental impacts as a result of the assessment carried out. No suppliers (0%) with whom the organization terminated business relationships were found to have caused significant negative - real and potential - environmental impacts.			



GRI Standards	Content	Location	Omission		
			Requirement omitted	Reason	Explanation
MATERIAL THEMES					
GRI 408: Child Labor 2016	408-1 Operations and suppliers with significant risk of child labor incidents	Page 102			
GRI 409: Forced or Slave-like Labor 2016	409-1 Operations and suppliers with significant risk of cases of forced or slave-like labor	Page 102			
GRI 414: Social Supplier Assessment 2016	414-1 New suppliers selected based on social criteria	Page 103			

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