

COMMITMENT TO LEGAL AND SOCIO-ENVIRONMENTAL RESPONSIBILITY STANDARDS

Aware of their commitment to the global trend of providing adequate conditions to employees at the workplace, as well as actions and attitudes that favor preservation of the environment, the signatories to this commitment undertake to observe and comply with the conditions established in it, employing all their efforts to promptly adapt to them. As such, we endorse our agreement to complying with the following legal and socio-environmental responsibility standards and undertake to pass forward these requirements to our respective suppliers:

LEGAL REGULARITY: the company guarantees that it is duly incorporated, has all the mandatory licenses/documents, certificates or permits, registrations or professional council memberships duly obtained from competent authorities to perform its functions and undertakes to immediately inform Suzano of any situation that may compromise its legal standing. Companies must act in accordance with applicable laws – municipal, state, federal or international – considering the labor, fiscal, tax, environmental, workplace safety and health, international trade, personal data protection, integrity and antitrust aspects, among others.

LABOR COMPLIANCE: the company guarantees that the supply of inputs, products and services to Suzano will involve only its regularly hired employees, in compliance with applicable standards and regulations, especially the Consolidation of Labor Laws (CLT).

LABOR AND SOCIAL SECURITY OBLIGATIONS: the company must guarantee full compliance with its labor and social security obligations laid down by law.

CONTROL OF THIRD PARTIES: the same rights and criteria described in this document apply to the management of outsourced labor or work subcontracted by suppliers.

ABUSE OF POWER AND HARASSMENT: All suppliers must ensure dignified treatment and respect for their employees. Suzano does not condone coercive practices to obtain benefits through the abuse of power, inhuman or degrading treatment, physical punishment or harassment, whether economic, moral, sexual, racial, political, religious or any other kind.

DISCIPLINARY PRACTICES: the company must forbid physical, mental punishment, physical coercion or verbal abuse of its employees. Suppliers must ensure their employees access to procedures and resources to guarantee their rights. Employees will be offered transparent, fair and confidential procedures that result in a prompt, impartial and fair resolution of difficulties that might arise as part of their work relationship.

PROHIBITION OF CHILD LABOR AND LEGAL CONDITIONS FOR HIRING YOUTH: the company must not get involved, allow or support any kind of work carried out by children and/or teenagers below the minimum age permitted by law, and shall meet all the conditions and premises established in the Federal Constitution, such as the prohibition of hiring persons aged below eighteen (18) for night shifts or in dangerous or hazardous activities, and the prohibition of hiring children aged below sixteen (16), except as apprentices from the age of fourteen (14).

PROHIBITION OF FORCED OR COMPULSORY LABOR: the company must not, in any way, be involved in, permit or support the use of forced or compulsory labor, as well as slave-like conditions, or withhold employees' documents or force them to make deposits as a condition for admission. As defined by the International Labour Organization (ILO), forced or compulsory labor is any forced or mandatory work demanded under the threat of penalty and for which the person did not freely and willingly agree offer to do the work, and includes work performed through control methods, such as retention of identification documents, passports, work permits, confinement, physical punishment, threat of violence and/or the collection of deposits as a condition of work.

SAFETY, HEALTH AND QUALITY OF LIFE: the company must have a policy or guidelines on safety, health and quality of life that are known to all employees, and provide an environment that meets the health and legal requirements related to workplace safety and health, in addition to providing quality of life for them, and must take measures to prevent accidents and damage to health, including, but not limited to, access to potable water, clean toilets, provision of meals in compliance with legal standards, ergonomic working conditions as required by NR-17 of the Ministry of Labor, training programs and control of utilization of personal and/or collective safety and protection equipment necessary for performing the functions, training programs for emergency situations, regular and adequate maintenance of used vehicles and equipment, among others.

Safety information regarding hazardous and intermediate hazardous materials must be available to educate, train and protect employees. Carrying out and updating the Occupational Health and Medical Control Program (PCMSO) is mandatory according to regulatory standard NR-7 of the Ministry of Labor. Employees must undergo admission, regular, and termination medical exams applicable to their functions, according to legislation and medical instructions. The company must also implement and apply the Environmental Risk Prevention Program (PPRA), Workplace Control and Environment Program, Respiratory Protection Program and Hearing Conservation Program, in addition to the Technical Report on Environmental Conditions (LTCAT), established in the Regulatory Standards of the Ministry of Labor. If pesticides, additives and related products are used, the company must have the required licenses and training programs in place to comply with NR-31.

DOCUMENTATION TO PROVE REGULARITY: Suppliers must keep all the updated documents required by law and/or Suzano pertaining to health and safety at the workplace.

WORKING HOURS: Work shifts and hours of employees of the Supplier, remuneration for work hours and overtime and compensatory time off must comply with the laws in force and the rules established in the category's collective labor agreement. Hours worked must be recorded in legible documents that specify regular hours, overtime, meal breaks, *in itinere* hours (if any), night shifts and weekly breaks. In case of young apprentices and interns, the working hours cannot exceed six hours a day and overtime is forbidden.

FREEDOM OF ASSOCIATION AND RIGHTS TO COLLECTIVE NEGOTIATION: the company must respect the rights of workers to form and join trade unions, as well as to negotiate collectively, ensuring that there are no reprisals. The company must keep updated copies of the Collective Bargaining Agreement or the Collective Work Agreement of applicable categories. The documents are an extension of labor laws and so it is essential that suppliers keep themselves informed of the respective requirements.

DOCUMENTATION OF ACTIVITY: the company must keep all the updated documentation related to its process and/or service including, but not limited to, material safety data sheets (MSDS) used in its operations, meeting the legal requirements for handling, transportation and storage. In case of process changes (changes in the execution of practices), the company must record and validate such changes with Suzano.

NON-DISCRIMINATION, DIVERSITY AND INCLUSION: the company must promote diversity by upholding ethical commitments and curbing harassment and intimidation, and must not engage in or support discrimination based on race, color, ethnicity, social class, nationality, religion, physical or mental disability, medical conditions, gender, sexual orientation, political association or affiliation, and position. It must also have the tools or mechanisms to receive and handle anonymous complaints and reports related to such practices.

ANTI-CORRUPTION: the company must be fully aware of all the provisions of Brazilian laws on anti-corruption, including Law No. 12,846/13, and must adopt procedures that prevent the practice of any and all misconduct and/or actions that may result in violation of said legislation, especially aimed at combating any form of bribery, extortion, graft or illegal and/or fraudulent practices.

RELEVANT RELATIONSHIPS: the company undertakes to inform Suzano, when participating in bidding processes, of any shareholding interest held by itself and/or its partners in Suzano Group companies and the presence of family members of its partners and/or legal representatives in Suzano.

ENVIRONMENT: the company must promote environmental conservation, complying with all legal procedures applicable to its operations, especially regarding the assessment of associated environmental risks, ensuring that the waste storage site complies with applicable technical standards, periodically carrying out simulation exercises to respond to environmental accidents and critical events, if applicable. The company must also establish control measures considering the environmental aspects and impacts of the process, monitor the use of toxic substances, waste control and treatment, maintain an efficient wastewater treatment system, prevention and control of pollutant gases, water and electricity consumption, recycling and proper disposal of packaging and other relevant items.

MINERALS FROM CONFLICT ZONES: the company guarantees that its portfolio does not include inputs (i.e., tin, tantalum, tungsten and gold) sourced from mines in conflict zones and/or those that have undergone foundry processes.

FIREFIGHTING: companies must have the necessary structure and resources to prevent and fight fires in their area of operation and conduct regular inspections. This structure includes adequate access to medical facilities, emergency fire exits, and safety and firefighting equipment.

TECHNICAL CAPACITY: the company must guarantee that it has adequate technical and operational conditions to perform its functions (machinery, equipment, software, personnel, etc.), ensuring the delivery of the contracted services and/or materials within the criteria, specifications and deadlines agreed upon.

COMPETENCE AND TRAINING: the company must ensure its employees have the necessary technical conditions to perform their functions, ensuring their activities are not hindered and establishing due control in the execution of operations that impact the environment and safety. The company must keep updated records proving the execution of such training activities.

CODE OF CONDUCT: The company must be aware of Suzano's Code of Conduct, available at <http://www.suzano.com.br>, which commits Suzano's administrators, managers, employees and suppliers to the ethical principles that guide our business conduct and to comply with them wherever appropriate.

SOCIAL RESPONSIBILITY: the company must draft the Social Responsibility Policy and procedures that enable it to constantly adapt to the social management requirements established by Suzano, monitoring and recording the continuous improvement of the system in order to identify, prevent, minimize and compensate the negative social and economic impacts on affected communities.

SAFETY POLICY: the company must draft a Safety Policy that is known to all employees.

COMPLIANCE AUDITS: the company undertakes to allow compliance assessment visits, provided these are agreed upon in advance, providing all the records and information requested. It also undertakes to promptly evaluate the reports of these audits and employ efforts to fulfill the action plans that may be presented.

CONFIDENTIAL INFORMATION: the Company guarantees that it will not disclose any of Suzano's data, confidential information and/or documents to third parties, or indulge in improper or unauthorized use of Suzano's materials, components, tools or equipment that it may have access to or receive, directly or indirectly, regardless of the source and/or reason.

SUZANO'S INTELLECTUAL PROPERTY: the company guarantees that it will not use Suzano's trademark and/or logo, for any reason whatsoever, without prior, formal and specific authorization from Suzano.

COMPLAINTS AND CHANNELS: We have channels available for dialogue with our stakeholders. Suzano Responde – designed to clear doubts and receive suggestions and complaints, it can be accessed by telephone at 0800 022 1727 or by e-mail at suzanoresponde@suzano.com.br External Ombudsman – This confidential channel for providing clarifications and receiving complaints about unethical conduct can be reached at 0800 771 4060 or ouvidoriaexterna@austernet.com.br