

# CODE OF ETHICS AND CONDUCT



# SUMMARY

---

Message From The President .....	01
Presentation .....	02
<b>People Who Inspire And Transform</b>	
Human Rights .....	04
Our Commitments .....	05
Diversity, Equity, And Inclusion .....	06
Respect In All Relationships .....	08
Harassment and Sexual Harassment .....	08
Health And Safety .....	10
<b>Generating And Sharing Value</b>	
Combating Corruption And Improper Payments .....	12
Relationships With Public Officials .....	13
Combating Money Laundering And Terrorist Financing .....	14
Conflict of Interest .....	15
Gifts, Presents, Entertainment, And Hospitality .....	16
Governance And Relationships With Related Parties .....	18

# SUMMARY

---

Transparency.....	19
Accounting Books and Records .....	19
Use of Privileged Information .....	20
Competitive Ethics .....	20
<b>Sustainable Development</b>	
Compromissos para Renovar a Vida .....	23
Social And Environmental Investments, Donations, And Sponsorships ....	24
<b>Data, Asset, And Corporate Image Protection</b>	
Information Security .....	25
Privacy And Data Protection .....	26
Corporate Image .....	27
Management And Safeguarding Of Physical And Intellectual Property.....	27
<b>Gestão do Código de Ética e Conduta</b>	
Code Management .....	29
Violations And Consequences .....	29
Reporting Channel.....	31

# MESSAGE FROM THE PRESIDENT

---

At Suzano, we believe that every choice we make today shapes the future we want to build. Our purpose - **Renewing life from the tree** - reminds us every day that our role goes beyond production; it involves transforming realities, generating shared value, and leaving a positive legacy for future generations.

Suzano's **Code of Ethics and Conduct** is more than a document: it is a guide for living our principles on a daily basis. It reflects our culture: who we are and how we want to act — with integrity, courage, and genuine care for people, always aware that what is good for us is only good if it is good for the world.

Acting ethically is not just about following rules, but doing the right thing even when no one is looking. It is about cultivating diversity, promoting safety as a non-negotiable value, innovating responsibly, and building lasting relationships of trust. Each of us is a protagonist in this journey. The future we desire will only be possible if we walk together, inspiring and transforming by example, with consistency between words and actions.

I invite you to reflect on this Code and put it into practice in every decision, big or small. Because, ultimately, Suzano's strength lies in our collective ability to act ethically, renewing lives and caring for the world we live in.

**Beto Abreu**  
CEO of Suzano



# PRESENTATION

---

We are a Brazilian multinational company with over 100 years of history, which has learned from trees that life is constantly renewing itself. With them, we have discovered that it is possible to plant a more sustainable future for the planet and for people today. We believe that ethics is the basis of all our choices and, therefore, we are committed to acting with integrity, respect, and responsibility in every decision we make.

This Code of Ethics and Conduct establishes commitments for everyone who is part of Suzano's ecosystem—advisors, directors, administrators, managers, shareholders, collaborators, employees, outsourced service providers, suppliers, customers, and other stakeholders. Its purpose is to guide business conduct based on solid ethical principles and disseminate them throughout our entire network of relationships.

We are committed to always acting with transparency, fairness, corporate responsibility, accountability, and respect for human rights in our operations and throughout the value chain.





# PEOPLE WHO INSPIRE AND TRANSFORM



# HUMAN RIGHTS

---

Human Rights are universal principles that recognize and ensure the dignity, freedom, and equality of all people. They serve as a basis for guiding the actions of governments, companies, and society, ensuring fair living, working, and coexistence conditions, as well as protecting against any form of discrimination, violence, or exploitation.

At Suzano, this commitment guides our relationships and decisions, reinforcing our responsibility to promote a respectful, inclusive, and safe environment in all interactions. We operate in alignment with the Guiding Principles on Business and Human Rights (UN) and the Universal Declaration of Human Rights (UDHR), adopted by the United Nations (UN) in 1948.

Our commitment is to ensure relationships based on dignity, respect, equity, and safety—regardless of origin, race, gender, sexual orientation, age, religion, nationality, social status, culture, or profession.



## OUR COMMITMENTS

---

**Non-discrimination and equity:** recruitment, selection, and promotion processes based on skills, ensuring fair opportunities and valuing equity.

**Decent and safe work:** absolute prohibition of forced, compulsory, slave or slave-like labor, as well as the illegal exploitation of immigrant, refugee or child labor or any other form of violation of human dignity and labor legislation. We guarantee safe and healthy working conditions for everyone in our operations.

**Responsible value chain:** requirement for suppliers or service providers to respect human rights, with measures to prevent and respond to risks or violations.

**Communities and dialogue:** valuing the culture and traditions of neighboring communities, integrating their interests into business management and co-constructing territorial development, including through volunteer initiatives.

**Transparency and trust:** agile and transparent relationships with stakeholders, honoring commitments made.

## WHAT WE DO NOT ACCEPT

- ✘ Any form of harassment, aggression, violence, threat, or intimidation.
- ✘ Content and conduct that violates human dignity: pedophilia, hate speech, discrimination, defamation, and incitement to violence, among others.

## YOUR RESPONSIBILITY IS:

- ✔ Respect and protect human rights in all interactions, inside and outside Suzano.
- ✔ Act diligently and intentionally in prevention, awareness, risk identification, and not be complicit in situations that compromise integrity, compliance, and any other violations.

# DIVERSITY, EQUITY, AND INCLUSION

---

**At Suzano, we believe that respect and diversity are what make us unique and stronger.**

Our culture is based on respect, equity, and inclusion, which ensures that everyone feels safe to be who they are and has fair opportunities for development. We do not tolerate discriminatory behavior.

We respect the diversity of experiences, histories, identities, and ways of thinking. We seek to build an environment where all people—regardless of race, ethnicity, gender, sexual orientation, age, physical condition, origin, gender identity, political opinion, beliefs, or social context—feel respected, represented, and free to be who they are.

## WHAT WE DO NOT ACCEPT:

- ✘ Offensive, discriminatory, hostile, humiliating, or abusive behavior under any circumstances. This includes, but is not limited to, racism, sexism, LGBTphobia, ableism, bullying, intimidation, or any practices that violate human dignity.
- ✘ Jokes, comments, or attitudes that reinforce stereotypes or cause embarrassment.
- ✘ Sharing or exposing offensive content, including inappropriate images, audio, or text.

## YOUR RESPONSIBILITY IS TO:

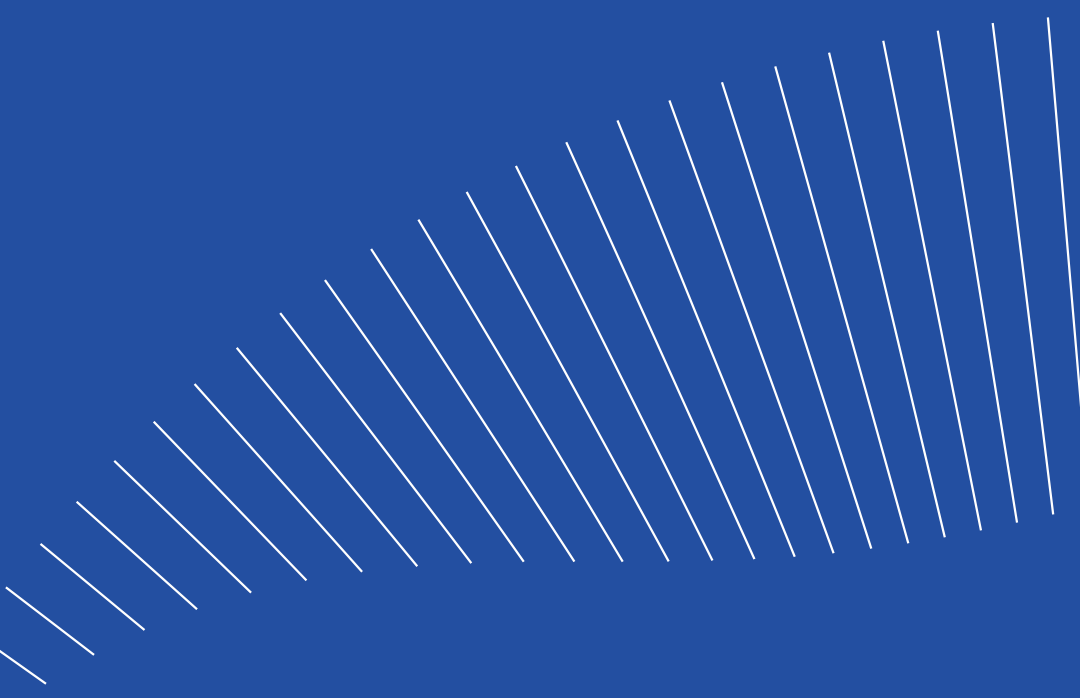
- ✔ Evaluate professional performance based on objective criteria, being mindful of unconscious biases.
- ✔ Respect and value differences, promoting an environment of cooperation and mutual learning.
- ✔ Support inclusive practices and question discriminatory attitudes.



# RESPECT IN ALL RELATIONSHIPS

At Suzano, we do not tolerate any form of bullying, sexual harassment, violence, discrimination, aggression, threats, intimidation, or disrespectful and inappropriate behavior between any individuals. We are committed to maintaining a safe and respectful environment.

To reinforce this commitment, below are definitions and examples of conduct that constitute moral and sexual harassment, so that everyone clearly understands what is not tolerated in our work environment.



# HARASSMENT AND SEXUAL HARASSMENT

---

## HARASSMENT

Conduct, whether through gestures, words, or behavior, that exposes a person to humiliating and embarrassing situations, capable of offending their dignity, degrading the work environment, and harming their physical or psychological health, on a recurring basis.

### **Examples of actions that, if performed repeatedly, may constitute moral harassment:**

- Raising your voice, using insults, or adopting derogatory language that affects a person's dignity;
- Ignoring someone's participation in relevant professional interactions, such as meetings, events, or team decisions;
- Overburdening a professional with excessive demands or, conversely, removing their responsibilities with the aim of disqualifying them;
- Spreading false or malicious information with the aim of damaging someone's image or reputation.

## SEXUAL HARASSMENT

Unwanted conduct of a sexual nature, practiced in the workplace or in connection with work, which causes embarrassment and violates a person's freedom, whether through words, gestures, physical contact, virtual communication, or inappropriate propositions.

### **Examples include, but are not limited to:**

- Sexual comments or jokes;
- Physical contact with sexual connotations without consent;
- Sending inappropriate messages or images;
- Offering benefits in exchange for sexual favors.

### **YOUR RESPONSIBILITY IS TO:**

- ✔ Treating all people with respect and dignity in any interaction, reinforcing a culture of active care and collaboration.
- ✔ Act responsibly in preventing abusive behavior, taking a stand against behaviors that may cause embarrassment, exclusion, or hostility in the workplace.
- ✔ Offer support to colleagues in vulnerable situations, promoting a safe, welcoming, and mutually trusting environment.
- ✔ Use the Reporting Channel to report violations or clarify doubts.
- ✔ Do not make jokes, humorous comments, or tease coworkers. What is acceptable to you may not be acceptable to others!
- ✔ Do not make comments about your colleagues' clothing, ideologies, food choices, or physical characteristics.
- ✔ Practice empathy.

## HEALTH AND SAFETY

---

**The health and physical and mental integrity of all people are priorities for Suzano, above any operational goal.**

Our premise is full compliance with all applicable health and safety standards. It is everyone's responsibility to know and comply with health and safety guidelines and practices, act preventively, and look after their own well-being and that of their colleagues.

### CARE AND PREVENTION

We adopt guidelines for health promotion and disease prevention based on Health and Labor Authorities, as well as international organizations (e.g., WHO), with reinforced measures during periods of epidemics and pandemics. It is mandatory to comply with medical and health determinations and the Company's internal standards to protect individual and collective health.

### ALCOHOL, DRUGS, AND WEAPONS

The use of alcoholic beverages and drugs in the workplace and access to the premises under the influence of substances is prohibited. It is also prohibited to carry weapons or objects that put people and operations at risk. Only formally authorized security professionals may carry or store weapons on Company premises.

### YOUR RESPONSIBILITY IS TO:

- ✔ To comply with health and safety policies, procedures, and controls.
- ✔ Collaborate in identifying, assessing, and controlling risks associated with your work; stop any activity that seems unsafe.
- ✔ Immediately report situations that pose a risk to safety, health, or the environment to your superiors.
- ✔ In emergencies, contact leadership/management and follow internal protocols. External communication is carried out only by official Company spokespersons.



# GENERATE AND SHARE VALUE



# COMBATING CORRUPTION AND IMPROPER PAYMENTS

---

## **Suzano has zero tolerance for any form of bribery or corruption.**

This includes offering, promising, giving, or receiving—directly or indirectly, whether from public or private agents—any benefit, advantage, or item of value with the aim of improperly influencing a decision or obtaining undue favor. Any practice of fraud in government bids and contracts is also prohibited.

## PROHIBITED CONDUCT

### **Practicing or accepting acts of bribery, corruption (active or passive), and facilitation payments.**

All employees and partners who represent or act in the interest or benefit of Suzano must reject these practices entirely.

## YOUR RESPONSIBILITY IS TO:

- ✔ Comply with national and international anti-corruption laws.
- ✔ Performing your duties with ethics and transparency, observing the Anti-Corruption Policy and related procedures.
- ✔ Never offer, solicit, promise, authorize, or accept undue advantage—either directly or through third parties.
- ✔ Consult before acting: if in doubt, contact the Compliance area; do not proceed without guidance.
- ✔ Complete mandatory anti-corruption training, with reinforcement for at-risk audiences.
- ✔ Immediately report any suspicious situations or misconduct, including irregular requests, possible violations, or warning signs.

# RELATIONSHIP WITH PUBLIC OFFICIALS

---

## **We maintain honest, transparent, and professional relationships with public officials.**

Interactions with public agencies and authorities must always be conducted with ethics, integrity, and transparency.

It is not permitted to promise, offer, or give any type of advantage or benefit to public officials, or to persons related to them, because of the position or function they hold, whether to obtain favors, expedite processes such as the granting of licenses, or to avoid penalties. If public officials request an undue advantage, the correct course of action is to refuse immediately and report the incident to the Whistleblower Channel or contact the Compliance area.

Suzano is a non-partisan company, with no political ties or positions, and complies with legal restrictions on donations to political parties.

## PROHIBITED CONDUCT WITH PUBLIC OFFICIALS

- Hindering investigations or inspections conducted by public agencies, entities, or officials, as well as interfering in any way with their activities.
- Promising, offering, or giving, directly or indirectly, payment or personal advantage (goods or services) in exchange for undue or illegal benefits.
- It is not permitted to make any payment to public officials to expedite or guarantee the performance of activities that are already their legal obligation, except for official fees provided for by law.
- It is prohibited to make political party contributions on behalf of Suzano and to use the Company's brand/facilities for political party purposes.

## YOUR RESPONSIBILITY IS:

- ✔ Never promise/offer/give/request/accept undue advantage.
- ✔ Plan, communicate, and record interactions with public officials.
- ✔ Immediately report any improper requests or questions about the legality/compliance of the interaction to the Compliance area.
- ✔ Record all interactions with public officials on the Compliance form.

# COMBATING MONEY LAUNDERING AND TERRORIST FINANCING

---

**A Suzano observa rigorosamente toda a legislação nacional e internacional relacionada à prevenção e ao combate à lavagem de dinheiro e ao financiamento do terrorismo.**

Suzano strictly complies with all national and international legislation related to the prevention and combating of money laundering and terrorist financing. To ensure the integrity of its operations, it adopts the necessary mechanisms to ensure that its business partners act legally and that the resources involved come from legitimate sources.

## YOUR RESPONSIBILITY IS TO:

- ✔ Ensuring compliance with national and international regulations and legislation to combat money laundering and terrorist financing.
- ✔ Do not deal with funds known to originate from criminal activities.



# CONFLICT OF INTEREST

---

A conflict of interest occurs when an employee's personal interests may directly or indirectly influence their impartiality in decision-making or in the performance of their duties, thereby undermining Suzano's objectives.

Suzano understands that conflicts of interest may arise. However, to protect its employees and ensure the best interests of the Company, it is essential that these situations be identified and mitigated immediately. Examples of conflicts of interest include:

## EXAMPLES OF CONFLICTS OF INTEREST INCLUDE:

- ✓ Hierarchical relationships between employees who are family members or have an emotional bond;
- ✓ Relevant financial transactions, such as payments for personal services, loans, business dealings, investments, or other significant operations, between employees and/or third parties with a direct or indirect reporting relationship, when such transactions may influence professional decisions or result in undue favoritism.
- ✓ Engaging in external activities that interfere with working hours or conflict with responsibilities at Suzano;
- ✓ Participation in decisions or management of contracts with third parties where family members or close associates are involved;
- ✓ Use of Company resources, information, and assets for personal purposes or for the benefit of third parties.

## YOUR RESPONSIBILITY IS TO:

- ✓ **To report any and all situations that may give rise to a conflict of interest to your manager, the People and Management area, and the Compliance team.** Filling out the electronic Conflict of Interest Declaration form, available on the Suzano system, is an essential part of this process and must be done whenever there is a potential conflict of interest.



For more information, contact the Compliance area by email at [compliance@suzano.com.br](mailto:compliance@suzano.com.br)

# GIFTS, PRESENTS, ENTERTAINMENT, AND HOSPITALITY

---

Gifts, presents, entertainment, and hospitality can strengthen business relationships, but they should never influence business decisions, create undue advantage, or cause embarrassment.

All offers or acceptances must consider the purpose, value, context, frequency, and internal rules of all parties, with complete transparency. The offering and receiving of gifts, presents, and hospitality must comply with applicable laws and deserve greater care when involving public officials.

## GENERAL RULES

- ✔ It is prohibited to offer/receive money or equivalents. Examples: gift cards, bank transfers, loans, luxury items.
- ✔ Do not offer/accept with the intention or expectation of obtaining an undue advantage, benefit, or exchange of favors.
- ✔ Do not send to the employee's residence or pay for it with personal funds.
- ✔ Do not offer/accept from third parties in competition, negotiation, or contract renewal.
- ✔ If there is a legal or image risk to Suzano, do not accept/offer.

## YOUR RESPONSIBILITY IS:

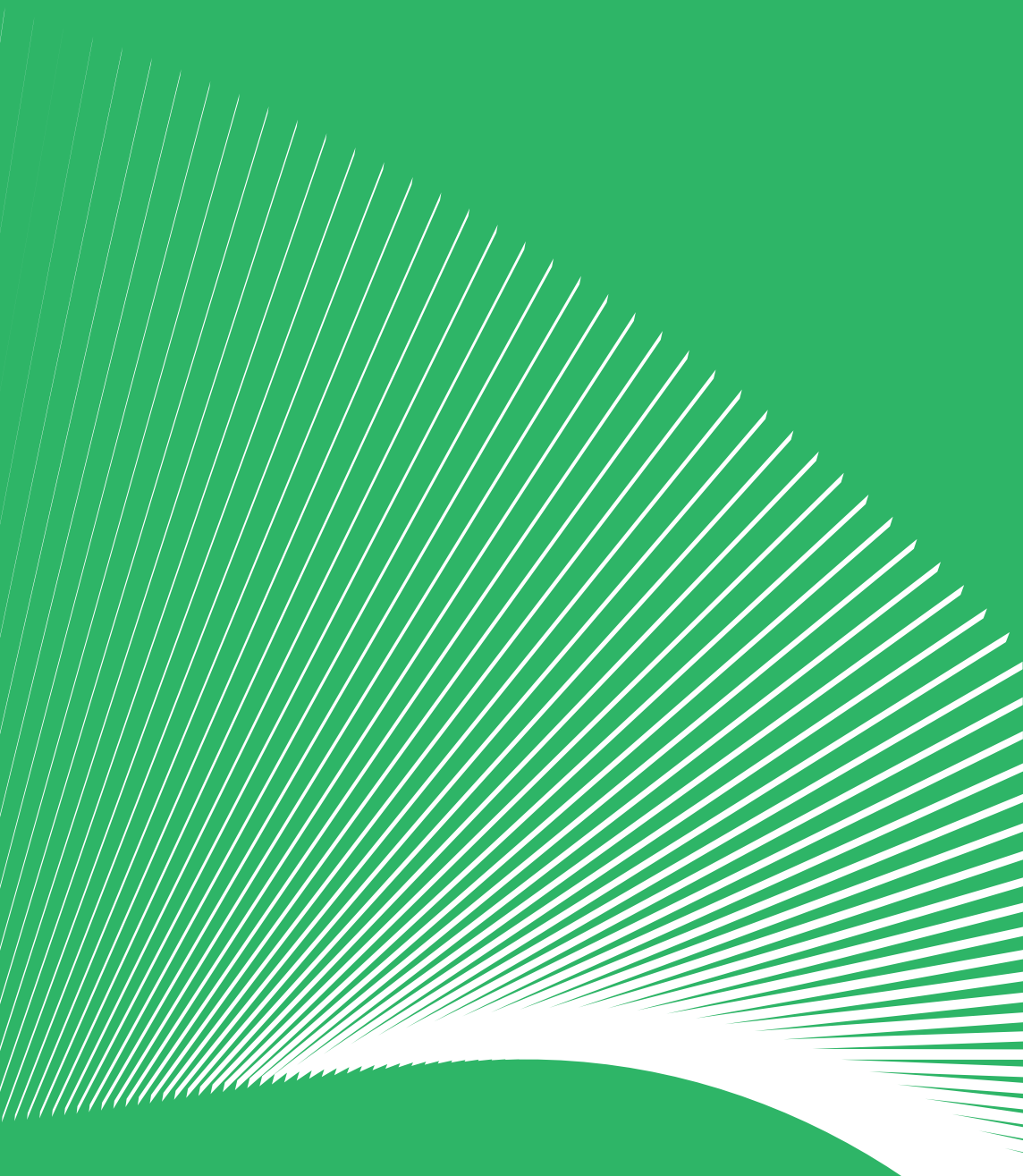
- ✔ Be familiar with the specific policy on the subject;
- ✔ Declare all offers or receipts of gifts, presents, and hospitality, when necessary, using the appropriate tool.



For more information, contact the Compliance area by email at [compliance@suzano.com.br](mailto:compliance@suzano.com.br)



IT'S ONLY GOOD  
FOR US IF IT'S  
GOOD FOR  
THE WORLD



# GOVERNANCE AND RELATIONSHIPS WITH RELATED PARTIES

---

The Company is managed professionally, in accordance with Suzano's organizational principles and good corporate governance(1), with the aim of increasing its value, facilitating its access to capital, providing guidance on laws and regulations, and contributing to its perpetuity.

## **(1) In 2017, Suzano S.A. joined the Novo Mercado listing segment of B3 S.A. - Brasil, Bolsa, Balcão ("Novo Mercado").**

With operations in Brazil and abroad, we are one of the largest publicly traded companies in the Brazilian market and are listed on the Novo Mercado, the highest corporate governance segment of B3 Brasil Bolsa e Balcão.

Ignorance of a legal or regulatory obligation cannot be used as a defense against the possible consequences of misconduct. Therefore, it is the responsibility of all audiences covered by this Code to know and ensure compliance with the laws and rules in force and applicable to the professional activities they perform, presenting conduct aligned with the highest standards of integrity.

## YOUR RESPONSIBILITY IS TO:

- ✔ Inform and keep up to date your declarations of potential related parties and conflicts of interest.
- ✔ Ensure that information reported to management and shareholders is accurate, complete, and communicated in a timely manner.
- ✔ In any sensitive interaction, follow corporate approval flows and records.
- ✔ Never seek, use, or share confidential or privileged information through improper means.

## TRANSPARENCY

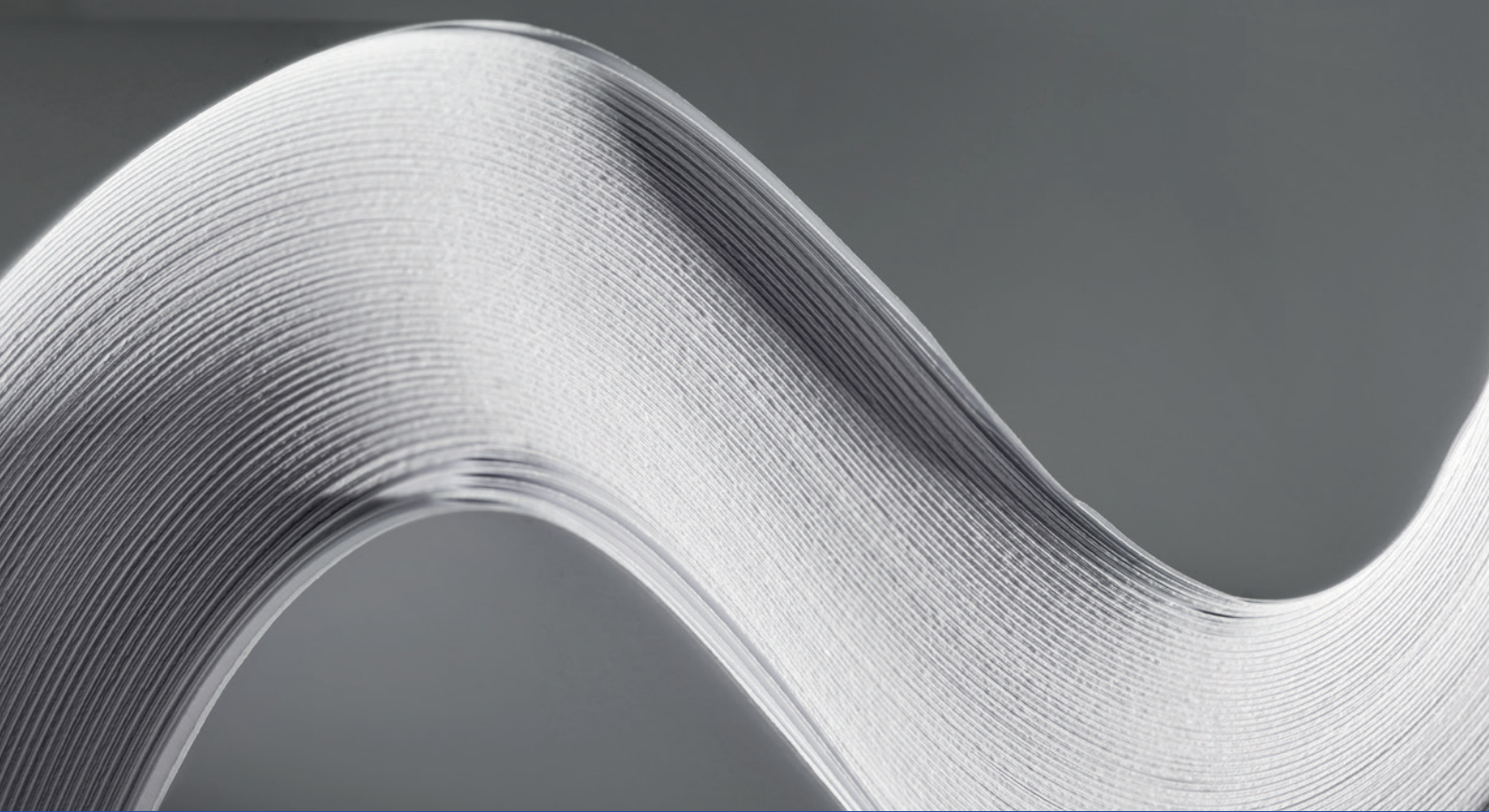
---

**At Suzano, transparency is a non-negotiable principle.**

Everyone—board members, directors, administrators, managers, shareholders, collaborators, and employees—is committed to recording information and financial statements correctly, consistently, accurately, and completely, without ambiguity. Internal and external auditors and competent authorities must have full and transparent access to Suzano's information.

### ACCOUNTING BOOKS AND RECORDS

Suzano maintains transparent, accurate, and complete accounting and financial records that reflect reality and comply with applicable laws, accounting standards, internal controls, and accounting policies. The manipulation of false, misleading, or incomplete records is strictly prohibited.



## USE OF PRIVILEGED INFORMATION

In the course of their activities at Suzano, employees may have access to confidential and non-public information that, if used or disclosed, could influence the decision to buy or sell securities. Any employee who possesses such information is prohibited from trading or using it to acquire or dispose of, for themselves or for third parties, Suzano shares, as well as any other securities whose price may be affected by this information.

## COMPETITIVE ETHICS

Suzano supports and encourages free competition, conducting its activities in accordance with applicable competition laws. Suzano repudiates practices that restrict competition, such as cartel formation, price manipulation, or market division.

## YOUR RESPONSIBILITY IS TO:

- ✔ To cooperate with independent audits and reviews with accuracy and transparency.
- ✔ Protect information that is not classified as public, sharing it only with authorization and through official channels.
- ✔ Not to trade securities of Suzano or any other companies based on insider information.
- ✔ Confidential and non-public information must be restricted to only those people who need it to perform their duties, remaining confidential until formally authorized for disclosure.
- ✔ Do not offer, request, or exchange information with a competitor about prices, proposals, market shares, or other relevant or commercially sensitive information.



# SUSTAINABLE DEVELOPMENT

We integrate environmental, social, and governance criteria into business decisions and set long-term public goals—our Commitments to Renew Life—to generate a positive impact on people and the planet.

We value responsible relationships with communities, suppliers, and customers, promoting diversity, equity, inclusion, human rights, conscious use of resources, and biodiversity conservation. We require ethical and socio-environmental standards in the chain, in accordance with our Supplier Code of Conduct.



Investment in social, cultural, and environmental projects must be guided by the real demands of communities, in addition to being aligned with the Company's guidelines and internal policies, in order to serve with complete transparency projects that are effectively committed to promoting social inclusion, improving quality of life, and environmental conservation.

We continuously assess the social and environmental impacts of our activities and projects, which allows us to accurately measure risks and opportunities. This approach strengthens our commitment to sustainable development and responsible resource management.

We seek to adopt best practices in environmental management and the conscious use of natural resources and conservation of ecosystems in the regions where we operate.

We reserve the right to terminate business relationships with a customer, supplier, or any other interested party whenever there is damage to their interests or disregard for legal, social, tax, and integrity issues that may cause harm to the environment or endanger the health and safety of people.

We evaluate our suppliers and service providers based on criteria that consider environmental performance, respect for human rights, business ethics, and sustainable purchasing practices. This evaluation is part of our compliance audit and supply chain management process.

It is the responsibility of our suppliers and service providers to diligently and appropriately instruct their employees, agents, and subcontractors regarding the guidelines of this Code, as well as the Company's specific policies and standards, in order to prevent misconduct.

Through our actions, we preserve the environment, maintain the health of ecosystems and their services, and combat climate change. We support policies and practices that promote sustainable development and social well-being. We comply with applicable environmental standards and take additional measures to conserve and restore biodiversity, ensuring the protection of areas of high conservation value. Our plantations—and those of our suppliers—are located exclusively in previously anthropized areas, whose conversion did not occur under our direct or indirect responsibility, in line with our zero deforestation commitment.

### **YOUR RESPONSIBILITY IS TO:**

- ✔ Consider socio-environmental impacts in your decisions and propose continuous improvements.
- ✔ Respect and promote human rights and diversity, equity, and inclusion in labor relations and with the community.
- ✔ Engage suppliers, service providers, and business partners to follow our standards and immediately report any deviations.

## **SOCIAL AND ENVIRONMENTAL INVESTMENTS, DONATIONS, AND SPONSORSHIPS**

---

These are essential initiatives to generate a positive impact in the territories where Suzano operates and to strengthen relationships with communities through social, cultural, and environmental projects. They must be conducted with transparency and integrity, in line with corporate guidelines and in compliance with local legislation.

### **YOUR RESPONSIBILITY IS:**

- ✔ Never promise, offer, or accept donations/sponsorships with the expectation of receiving favors.
- ✔ All actions must be aligned with the Company's internal guidelines and in compliance with local legislation.



DATA,  
ASSET, AND  
CORPORATE  
IMAGE  
PROTECTION



# INFORMATION SECURITY

---

## **Information security is everyone's responsibility.**

We keep information and systems protected to ensure business continuity, stakeholder confidence, and the integrity of our records. All information must be classified and treated according to its sensitivity and criticality; content marked as confidential requires proportionate safeguards and can only be shared through authorized channels. Collaboration with audits and reviews is part of our commitment to ethics and transparency.

All information, whether corporate or not, contained in corporate email or other corporate resources may be accessed and used by the Company at any time and is the property of Suzano.

## **YOUR RESPONSIBILITY IS:**

- ✔ Provide complete, accurate, and sufficient information and classify the information.
- ✔ Consult the Legal team on official requests and before sending information to authorities.
- ✔ Use email, the internet, and other corporate resources for professional purposes only.
- ✔ Keep passwords confidential, strong, and non-transferable, and enable multi-factor authentication when available and applicable.
- ✔ The installation of software not approved by the Company is prohibited.
- ✔ Immediately report to the information security area when identifying: unauthorized access, phishing, information leaks, or other types of suspected or actual information security incidents, whether occurring at Suzano or at a supplier, partner, or service provider.

**Reminder:** all records can be audited and must remain intact and traceable.

# PRIVACY AND DATA PROTECTION

---

## **Privacy is a right and a value in our way of doing business.**

We treat personal data ethically, transparently, and securely throughout its entire life cycle—from collection to storage or disposal—by adopting technical and organizational controls and observing the principles of privacy protection and personal data protection, such as purpose, necessity, transparency, security, and prevention. We process and use personal data in compliance with applicable laws and regulations.

All employees, suppliers, and third parties are responsible for protecting the data to which they have access in order to perform their activities, and must adopt appropriate security measures and be familiar with the rules applicable to the processing carried out, being aware that misuse or inappropriate use of data may result in legal and administrative consequences.

## **FUNCTIONAL PERSONAL DATA PROCESSING OFFICER – DPO**

This is the person appointed by Suzano, as the controller, to act as a communication channel between the Company, the owners of personal data, and the Data Protection Authorities in the jurisdictions where we operate.

## **DATA SUBJECT RELATIONSHIP CHANNEL**

This is the channel provided by Suzano to respond to requests from Personal Data Subjects related to the exercise of their rights. It can be accessed through the **Suzano Portal ([www.suzano.com.br](http://www.suzano.com.br))**.

## CORPORATE IMAGE

---

**The construction and strengthening of Suzano's image and reputation also occur through our dialogue and behavior towards the audiences with whom we interact.**

To this end, our actions inside and outside the Company must always be in line with Suzano's principles and values. Our reputation is a strategic asset. We act with caution when disclosing information, preserve our institutional positioning, and engage in open, loyal, and constructive dialogue with our stakeholders. Communication with the press and external stakeholders is conducted by designated spokespersons and guided by the Communication and Brand area.

Be careful when using Suzano's name or image on social media. Such use must always respect our values and principles, preserving our reputation.

**Remember that only Suzano's Communications department has the prerogative to issue statements on behalf of the Company.**

Be careful and ensure that your posts on social media do not involve conduct and behavior repudiated by the Company, and do not contain any type of information classified as restricted or confidential.

### YOUR RESPONSIBILITY IS TO:

- ✔ Forward press inquiries to spokespersons and the Communications department. Do not speak on behalf of Suzano without authorization.
- ✔ Do not associate the brand with content that contradicts our values. Do not disclose information classified as confidential on social media.

# MANAGEMENT AND SAFEGUARDING OF PHYSICAL AND INTELLECTUAL PROPERTY

---

**We take care of physical and intangible assets. The use of facilities, equipment, and systems is exclusive to Suzano activities and requires care, registration, and authorization when applicable.**

Strategic information and intellectual property must be protected against unauthorized use or disclosure; we also fully respect copyrights and third-party rights.

Intellectual property is a strategic asset for Suzano. It includes patents, trademarks, know-how, technical data, process and market information, among other items that would benefit a competitor if they were known to them. The results of intellectual and scientific work and strategic information generated within the Company are the exclusive property of Suzano.

## YOUR RESPONSIBILITY IS TO:

- ✔ Use the Company's assets only for work purposes and with due care and responsibility.
- ✔ Keep and not share strategic information without express authorization. Observe confidentiality obligations in relation to information obtained by virtue of your work.
- ✔ Not to copy protected materials, not to use unapproved and pirated software, and to respect the image and copyright rights of third parties.
- ✔ Report losses, damages, misuse, or suspected intellectual property violations immediately to the Reporting Channel.



# CODE OF ETHICS AND CONDUCT MANAGEMENT



## CODE MANAGEMENT

---

### **The management of Suzano's Code of Ethics and Conduct seeks to:**

- Ensure understanding of the Company's ethical principles and values.
- Promote wide dissemination of the document to employees, suppliers, and service providers.
- To deal appropriately with ethical conflicts and misconduct.

The Code is updated every two years, under the responsibility of the Conduct Management Committee and the Internal Audit and Compliance Department, and its approval is the prerogative of Suzano's Board of Directors.

Training on the Code is mandatory and accompanies the update cycle of this document.

It is up to leadership to encourage compliance, ensure the application of ethical standards, and guide their teams on a daily basis.

## VIOLATIONS AND CONSEQUENCES

---

### **Compliance with the Code of Ethics and Conduct is an individual and collective responsibility.**

It is essential that all persons subject to this Code understand its content and participate in mandatory training, as this ensures clarity about the principles that guide our decisions and strengthens integrity and responsible behavior on a daily basis.

Any violation can compromise the trust, integrity, and safety of our work environment, in addition to exposing Suzano and its professionals to ethical, legal, and reputational risks.

Therefore, we treat misconduct seriously, ensuring that all cases are analyzed confidentially, seriously, and proportionally, and are investigated fairly, confidentially, and impartially.

The consequences applied take into account the severity of the violation and aim not only to correct the misconduct, but also to reinforce our culture of ethics, respect, and transparency.

## EXAMPLES OF CONDUCT CONSIDERED TO BE VIOLATIONS OF THE CODE:

- Failure to comply with the rules of the Code, internal policies, or applicable laws.
- Failing to act on irregularities by not reporting situations of misconduct.
- Manipulating or falsifying information to conceal transgressions.
- Misusing Suzano's assets, information, or resources.

## IF THE VIOLATION IS CONFIRMED, PENALTIES MAY BE APPLIED, SUCH AS:

- Warning
- Suspension
- Termination (including for cause)
- Termination of the contractual relationship (in the case of suppliers and service providers).

**Disciplinary measures are educational in nature, in addition to preserving an environment of integrity and health.**

# REPORTING CHANNEL

Suzano maintains an independent and confidential channel for reporting, ensuring anonymity for the whistleblower. Reports are processed by a contracted company and forwarded to the Screening Committee.

Available channels:

Website: [www.suzano.com.br](http://www.suzano.com.br) "Ombudsman"

**Zero Tolerance for Retaliation: any form of retaliation against those who report in good faith or collaborate in investigations is prohibited.**

In cases of civil, administrative, or criminal violations, Suzano may refer the matter to the competent authorities, reinforcing its commitment to ethics and transparency.

This Code of Ethics and Conduct was approved by the Board of Directors on december/2025 and made available on Suzano's website.

<https://www.suzano.com.br/suzano/transparencia/compliance>





SUZANO