

# SUSTAINABILITY REPORT

COMMUNICATION OF PROGRESS

2022/2023

2023/2024

CROP YEARS





# PUBLICATION

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We would like to thank managers  
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cooperation.

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Terezinha



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# WELCOME

## Welcome to our UST SUSTAINABILITY REPORT FOR THE 2022/2023 and 2023/2024 CROP YEARS!

### How to navigate this report?

You can navigate more quickly by using the Summary links located at the top of each page, clicking on the icons to navigate through the document.

This publication includes our ESG (Environmental, Social, and Governance) performance for the 2022/2023 and 2023/2024 crops, resulting in the 13th and 14th editions of the UST (Usina Santa Terezinha) Sustainability Report! The published issues, which are accessible to our stakeholders, are proof that we have built a long Sustainability Trail in our management and operations. Throughout the document, there is information addressing our management and accountability on economic-financial, environmental, social, and institutional topics, meeting global commitments such as the 2030 agenda of the SDGs (Sustainable Development Goals) and the UN Global Compact (United Nations), according to the commitment made by the company in 2012. The document refers to the period: 2022/2023 crop year (April 1, 2022 to March 31, 2023) and 2023/2024 crop year (April 1, 2023 to March 31, 2024). [\[GRI 2-3\]](#)

Once again, the document is being published in Portuguese and English, in separate files, to provide better access to our stakeholders. Both are available in PDF for download at [www.usacucar.com.br](http://www.usacucar.com.br). Any questions, comments, or suggestions related to this issue can be sent to [comunicacao@usacucar.com.br](mailto:comunicacao@usacucar.com.br). [\[GRI 2-3\]](#)



# A WORD FROM LEADERSHIP

[GRI 2-22]



At the beginning of 2024, the judicial reorganization of Usina Santa Terezinha was declared closed, ending a five-year cycle, with strict compliance with the obligations assumed, including the payment of more than R\$300 million to creditors in December 2023.

Focused on our financial responsibility, we invested more than R\$2 billion in sugarcane planting operations alone and continued to invest in innovation. An example of this is the production of our foliar fertilizer - USTFert and the production of more than 11 million sugarcane seedlings (MPBs - Pre-Broken Seedlings) in our biofactory, per crop year.

Also during this period, the Transforma Project, through which the company reorganized the management of the company's units into clusters, ensuring even more synergy in agro-industrial activities, gave way to the Performa Project, with a focus on delivering results and applying the best practices, protocols, and

procedures developed to ensure production efficiency.

Regarding changes in governance, we restructured our Board of Directors (CAD), including an external voting member. The three advisory committees to the CAD continue to carry out their steering duties: the Finance, Audit and Risks Committees, the Agroindustrial Efficiency and Innovation Committee, and the People Management and Remuneration Committee, led by an external Board Member or external Advisory Board Member.

We continue with our plans to invest in our operations, producing sugar, ethanol, and electricity sustainably from sugar cane processing, in line with our logistics, which is structured by our own terminals and warehouses in Maringá/PR and Paranaguá/PR, strengthened by our shareholding in CPA Armazéns Gerais in Sarandi/Marialva-PR and PASA - Paraná Operações Portuárias S/A, a

solids terminal located in Paranaguá-PR, which guarantees extremely efficient sugar exports, the company's main business.

And all this with the safety of people and operations as a value. We work hard to disseminate the safety culture, led by the SSMA (Health, Safety and Environment) team, promoting effective actions such as the Safety Moment; the leader's report on accident impacts; safety culture; the role of leadership as a protagonist in safety; Hardy Syndrome; enforcement of the UST Golden Rules; and the Integrated Management System: SALVO.

Our Sustainability/ESG (Environmental, Social and Governance) Track continues to advance in the search for better performance. We invested in a diagnosis for our GRI (Global Reporting Initiative) indicators, with interviews and alignments of nine strategic areas of the company, focusing on the transition to the GRI Standards, 2021 version (the latest on the market), and the development of future action plans. Based on this work, we decided to publish this document updated with ESG best practices and reporting on the period of two crop years: 22/23 and 23/24.

In addition, our Sustainability/ESG Master Plan is increasingly robust, serving our employees, their families and neighboring communities.

During the period, we launched two new projects: Conexão UST and MUST: Migrantes + Novas Oportunidades (Migrants + New Opportunities), linked to our mission and vision, enabling more people to be part of Usina Santa Terezinha and to be included in actions aligned




with the principles of the Global Compact.

In 2024, we are celebrating our 60th anniversary of operations! A milestone that we are celebrating with our more than 8,000 employees, as well as with our more than 2,000 agricultural partners, suppliers and the community. We would like to thank everyone who believes in our commitment and we invite you to read this document to find out about our performance, which makes us more competent and even more willing to join forces in the pursuit of excellence. From the founders of Usina Santa Terezinha, we seek the passion that transforms and will transform even more challenges into opportunities and, consequently, achievements!

**Paulo Meneguetti**  
**President, Usina Santa Terezinha**



**Usina Santa Terezinha 60 anos**

 **Usina Santa Terezinha**  
3,08 mil inscritos

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**Watch Usina Santa Terezinha's 60th-anniversary commemorative video on the UST -YouTube channel**





# COMMITMENT

The Usina Santa Terezinha Sustainability Report is voluntarily aligned with the GRI (Global Reporting Initiative) international organization standards. For the sixth time, the publication has been prepared according to the GRI Standards: Compliant Option, covering all production units and corporate and logistics terminals located in 12 municipalities in two Brazilian states. These standards are therefore referred to in the text by the acronym “GRI.” **[GRI 2-23, 3-1]**

## How do we identify the GRI?

Throughout the document, the GRI XXX-X symbol appears next to the content of the chapters in which the indicator is reported. In addition to that reference, you can also find a complete list of the indicators in the GRI content index on page 83, with a description of each indicator and a reference to the page to which it is reporting.

Since 2012, the report is also in line with the COP (Communication of Progress) requirements in the 10 Global Compact principles, a UN initiative. After the company became a signatory of the movement in 2011, corporate actions began to be strengthened

in four areas: Human Rights, Labor Relations, Environment, and the Fight against Corruption, which integrates the established criteria by the organization at the “Active” level. **[GRI 2-23 and 3-1]**

The Millennium Goals have integrated Usina Santa Terezinha’s eight-year strategic planning, per the UN’s SDG (Sustainable Development Goals) 2030 Agenda, directed to four dimensions: Economic, Environmental, Social, and Institutional, aligned with the materiality process.

The content is based on global methods of indicators, which reflect the ten most relevant topics for the company’s business and stakeholders, identified through queries with the stakeholders for building the Materiality Matrix. Among the 17 SDGs, seven were prioritized by high management, setting the 2016- 2030 agenda proposed by the UN according to the positive and negative impacts on the company’s operations. **[GRI 2-23 and 3-1]**

SDG 3 - Good health and well-being

SDG 6 - Clean water and sanitation

SDG 7 - Affordable and clean energy

SDG 8 - Decent work and economic growth

SDG 9 - Industry, innovation and infrastructure

SDG 15 - Life on land

SDG 16 - Peace, justice and strong institutions



The study on which topics are the most relevant to business management was conducted in 2015 and internally reviewed in 2017. That measure focused on the company’s activities in Paraná and Mato Grosso do Sul. During that process, two-way communication brought valuable insights and has guided all decision-making throughout the production, distribution, and market chain. **[GRI 2-14, 2-16 and 3-1]**

This is the sixth year in which the report’s non-financial information, referring to Usina de Açúcar Santa Terezinha Ltda., is being submitted to external verification by PwC, whose Assurance Report can be found on page 118. That practice is required by the company’s leadership, and is one of the annual goals of those responsible for developing the report. External and independent verification keeps Usina Santa Terezinha up to date with the best accountability practices in the market. **[GRI 2-5]**

Throughout the text, the audited financial indicators are also presented by PwC; they follow the Ifrs (International Financial Reporting Standards) and include, in addition to Usina Santa Terezinha Ltda. and its subsidiaries, the following companies: Usaciga Açúcar, Álcool e Energia Elétrica S/A, and Usina Rio Paraná S/A. **[GRI 2-1, 2-2 and 2-5]**

The content is oriented by national and global regulations, such as the ones related to labor and safety practices. Usina Santa Terezinha’s board has validated the chapters. **[GRI 2-14]**



Get to know the Sustainability / ESG Trail at Usina Santa Terezinha.





Every crop year, Usina Santa Terezinha’s Sustainability / ESG (Environmental, Social and Governance) Master Plan is updated, in line with the company’s strategic business scenario. The

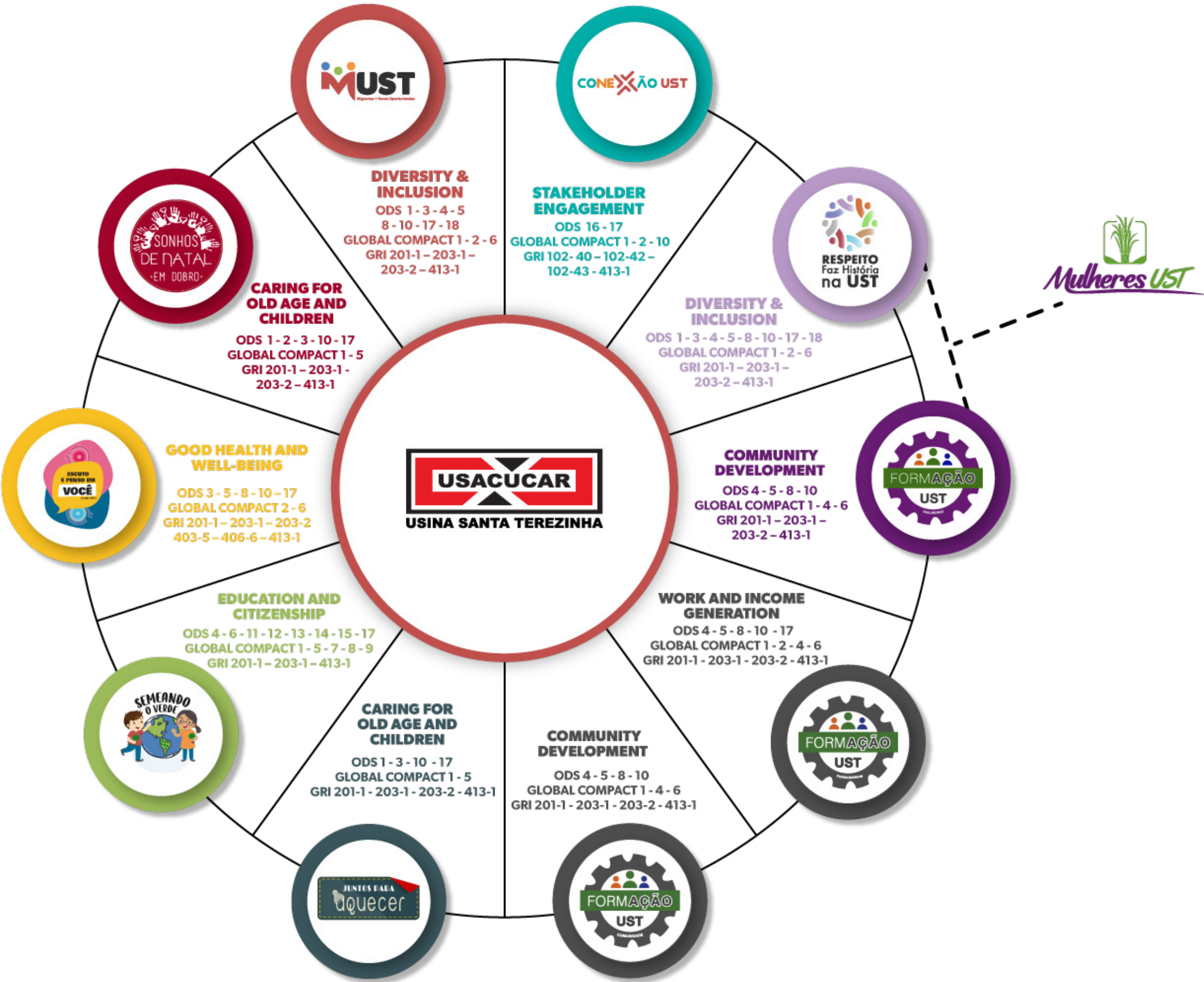
projects have been added and/or updated but never discontinued. Project formats are revised in line with the needs of the target audiences.

This document presents nine projects by category: start, definition, objective, period, audience, activities, scope, and results.

**The ESG/Sustainability Master Plan was shared at the events:**

**2022/2023 crop year**  
**II Environmental Psychology Symposium**, held by UniCV (Cidade Verde University Center), in Maringá/PR. With the theme “Industry and the Environment: the role of companies in promoting sustainable behavior,” the event brought together more than 100 undergraduate Psychology students. At the event, UST’s sustainability projects were presented in line with the indicators GRI (Global Reporting Initiative), SDG (Sustainable Development Goals), and the Global Compact.

**2023/2024 crop year**  
**16th National Bioenergy Congress**, held by UDOP - União Nacional da Bioenergia, in Araçatuba/SP. The event is the largest technical bioenergy congress and had 1,753 registrations. Professionals could participate in 10 thematic rooms, providing 70 panels led by 250 speakers, moderators, and debaters from research centers, universities, production units, and consultancies. On this occasion, the Sustainability/ESG Master Plan was presented in the Communication and Marketing thematic room.





# THE MATERIALITY PROCESS [GRI 3-1]

Usina Santa Terezinha conducted a consulting process with stakeholders in 2015 and 2016. For information on the complete Materiality Process, please see pages 14 to 17 in the 2015 Sustainability Report PDF using the link: [www.usacucar.com.br/wp-content/uploads/2022/08/Relatorio-de-Sustentabilidade-Exercicio-2015-Usina-Santa-Terezinha.pdf](http://www.usacucar.com.br/wp-content/uploads/2022/08/Relatorio-de-Sustentabilidade-Exercicio-2015-Usina-Santa-Terezinha.pdf). [GRI 2-29, 3-2 and 3-3]

The materiality construction for the reports has been conducted by internal work. It has been inspired by the AccountAbility (AA 1000), GRI, and the Business SDG Guide: Guidelines for implementing the SDGs in business strategy, developed by GRI, UN Global Compact, and Wbcsd (World Business Council for Sustainable Development). For that, an analysis and validation were conducted, and later on, in 2017, the stakeholders' review was defined. The mapping of stakeholders and priority themes was carried out through the Reports, Social Media, and the Ombudsman. [GRI 2-29]

The materiality matrix results guide the understanding of impacts, inside and outside operations, and the efforts to improve the range of positive impacts and mitigate negative

impacts. The chart below presents the ten most relevant topics, which have been integrated by including different stakeholders' expectations and approved by management and the Sustainability Committee. [GRI 2-14, 2-16, 2-23 and 2-29]

- 1- Identification: Identification of topics and stakeholders.
- 2- Prioritization: Evaluation of priority topics by the stakeholders.
- 3- Analysis and validation: Analysis and validation of priority topics by corporate strategy.





# USINA SANTA TEREZINHA'S STAKEHOLDERS [GRI 2-29]

## External audience



Local community



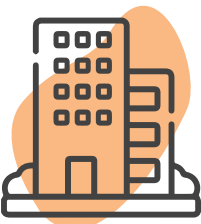
Press



Agricultural partners



Social and  
environmental  
associations



Institutions



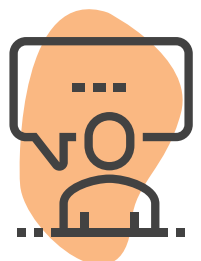
Scientific and academic  
community



Clients



Suppliers



Sectoral entities



Creditors

## Internal audience









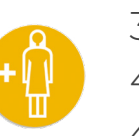



















Administrative  
board



Employees



















# THE 10 MATERIAL TOPICS AND THEIR RELATIONSHIP WITH PRIORITY SDGs, GLOBAL COMPACT PRINCIPLES AND GRI [GRI 3-1, 3-2]

Material topics	Sustainable Development Goals	Global Compact Principles	GRI Standards	Impacted	Report chapters
1. Ethics, transparency, and accountability.			3-3, 201- 1, 203-1, 203-2, 204-1, 205-1, 205-3, 301-1, 301-2, 302-1, 303-2, 303-3, 305-1, 306-3, 401-1, 401-2, 402-1, 403-2, 403-4, 404-1, 406-1 and 413-1.	Clients, employees, the Administrative board, agricultural partners, suppliers, social and environmental associations, scientific and academic communities, local community, press, institutional bodies, creditors, and sectoral entities.	Strategy.
2. Good health and worker safety throughout the productive chain.	 	  	3-3, 201- 1, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-9, and 404-1.	Administrative Board, employees, sectoral entities and press.	Stakeholders.
3. Work conditions and respect to human rights.	 	     	3-3, 201-1, 203-1, 203-2, 401-1, 401-2, 402-1, 404-1, 406-1 and 413-1.	Employees, Administrative Board, press, and sectoral entities.	Stakeholders.
4. Excellence in the process and product quality.	 		3-3, 201- 1, 203-1, 204-1, 413-1 and 416-1.	Clients, employees, the Administrative board, agricultural partners, suppliers, and the press.	Economic-financial management.
5. Water.	 	 	3-3, 303-2 and 303-3.	Employees, the Administrative Board, agricultural partners, social and environmental associations, the scientific and academic communities, local community, and institutional bodies.	Environmental Management.
6. Soil.	 	 	3-3 and 413-1.	Employees, the Administrative Board, agricultural partners, social and environmental associations, the scientific and academic communities, local community, and institutional bodies.	Environmental Management.



# THE 10 MATERIAL TOPICS AND THEIR RELATIONSHIP WITH PRIORITY SDGs, GLOBAL COMPACT PRINCIPLES AND GRI

[GRI 3-1, 3-2]

Material topics	Sustainable Development Goals	Global Compact Principles	GRI Standards	Impacted	Report chapters
7. Air.		 	3-3 201-1, 301-1 and 305-1.	Employees, the Administrative Board, agricultural partners, social and environmental associations, the scientific and academic communities, local community, and institutional bodies.	Environmental Management.
8. Materials and waste.	  	  	3-3 201-1, 301-1 and 306-3.	Employees, the Administrative Board, agricultural partners, social and environmental associations, the scientific and academic communities, local community, and institutional bodies.	Environmental Management.
9. Energy.	 	  	3-3 301-2, 302-1 and 306-3.	Employees, the Administrative Board, agricultural partners, social and environmental associations, the scientific and academic communities, local community, and institutional bodies.	Environmental Management.
10. Anti-Corruption Practices.			3-3 205-1 and 205-3.	Clients, employees, the Administrative Board, agricultural partners, suppliers, social and environmental associations, the scientific and academic communities, local community, the press, institutional bodies, and sectoral entities.	Strategy.

The GRI aspects and their corresponding indicators, the ten principles of the Global Compact, and the SDGs (Sustainable Development Goals) can be found in the GRI Summary (see page 83\*) [\[GRI 2-23\]](#)



## SDG (SUSTAINABLE DEVELOPMENT GOALS) PROJECT SHOWCASE

In November 2022, Usina Santa Terezinha attended a project showcase, presenting its institutional projects:

- ▶ “Respeito Faz História na UST” (Respect Makes History at UST), complying with SDG 3, 5, and 8. – Category: Social.
- ▶ “Semeando o Verde com a Família” (Sowing the Green with the Family), according to SDG 4, 15, and 17 – Category: Environmental.

In November 2023, UST once again participated in the SDG Project Showcase, this time to present the following projects:

- ▶ “Formação UST – Mulheres” (UST Training - Women), complying with SDG 4, 5, 8, and 10 – Category: Innovation for Sustainability.
- ▶ “Semeando o Verde” (Sowing the Green), complying with SDG 4, 15, and 17 – Category: Environmental.

Both reaffirm Usina Santa Terezinha’s adherence to the SDGs signed in July 2016 in Maringá/Paraná. The projects were awarded the Selo Sesi ODS (Sesi SDG Badge) in 2022 and 2023, correspondingly. The badges were delivered at Congresso Sesi ODS: Celebrando Ações que Mudam o Mundo (SDG Sesi Congress: Celebrating Actions that Change the World) in Curitiba/PR.

## SELO SESI ODS (SESI SDG BADGE) 2022 AND 2023

For the sixth and seventh times, Usina Santa Terezinha has been recognized with the Prêmio Selo Sesi ODS (Sesi SDG Badge), which acknowledges companies located in Paraná for good practices related to the SDGs (Sustainable Development Goals). The certification is presented by FIEP (Federation of Industries

of the State of Paraná) through Sesi (Industry Social Service) at the Sesi SDG Congress. The event promotes sharing experiences among private companies, public institutions, civil society organizations, and educational institutions working towards the SDGs in Paraná.





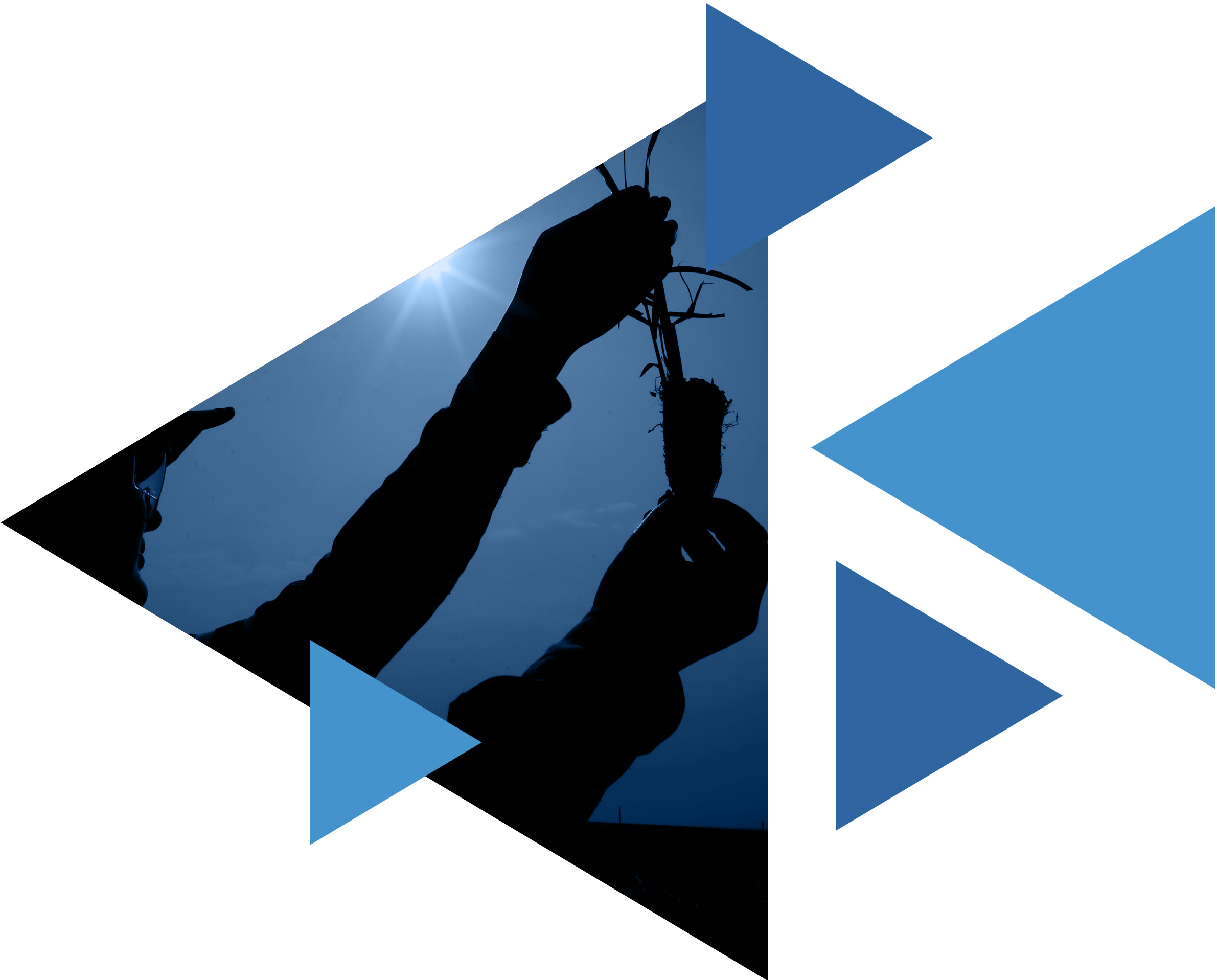
# PROFILE

Usina Santa Terezinha Ltda. is a privately held Brazilian sugar-energy company with units in Paraná and Mato Grosso do Sul. It was founded in 1964 in Maringá - PR, producing and trading VHP (Very High Polarization) sugar, ethanol (anhydrous and hydrous), and bioelectricity. [\[GRI 2-1\]](#)

For the 2022/2023 and 2023/2024 crop years, seven production units have performed agroindustrial activities, divided into three UST clusters (UST Norte, UST Centro, and UST Sul), generating a workforce of over 8,000 people in 12 towns in the two states. That has allowed the company to be rated as one of the largest companies in the agro-energy sector in the Southern Region of Brazil, according to the Forbes Agro 100 magazine, issue n. 92. [\[GRI 2-1, 2-6, and 301-2\]](#)

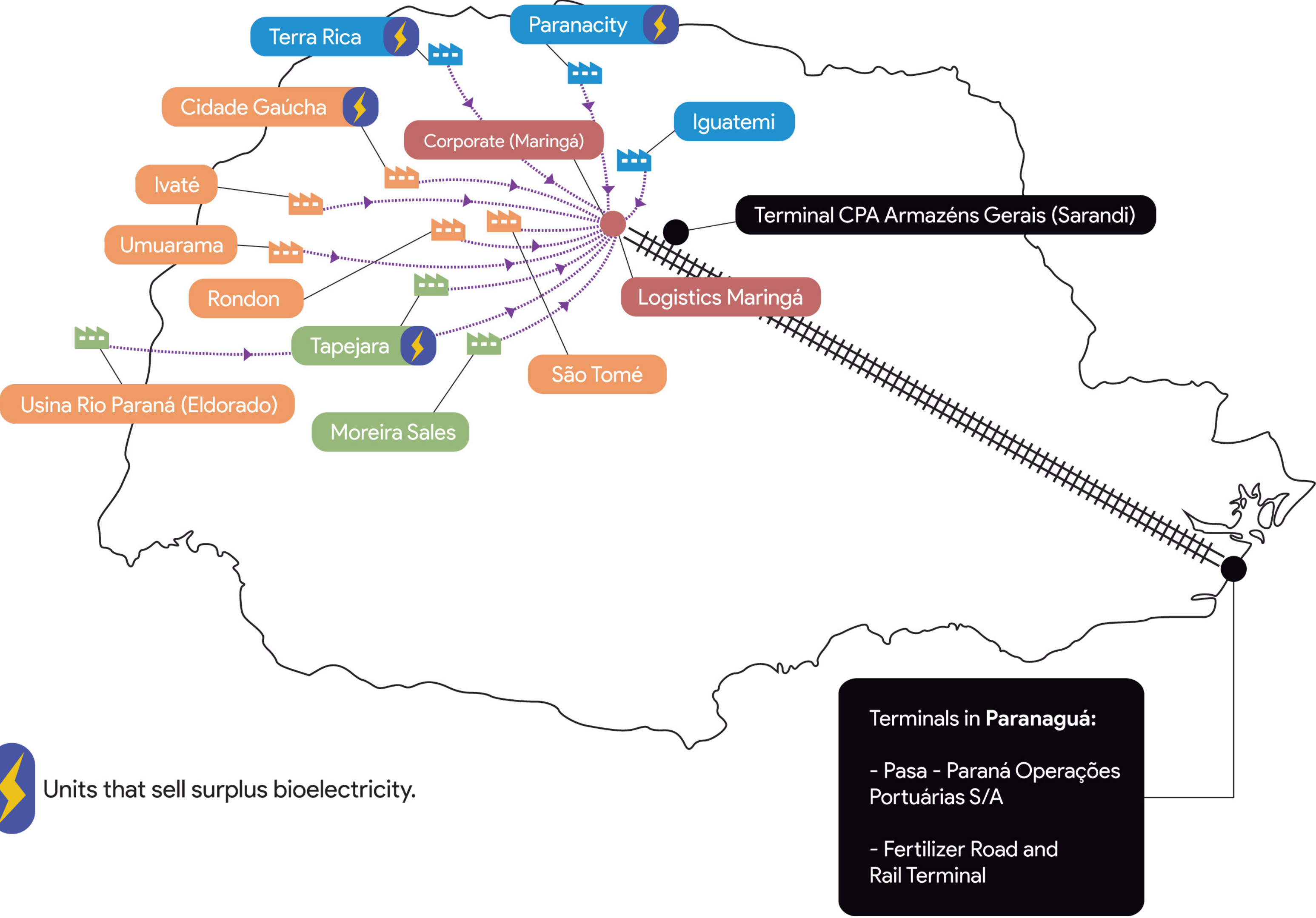
UST is the largest sugar exporter in the Southern Region of Brazil\*, has ten production units in the state of Paraná and a Greenfield project (Usina Rio Paraná S.A) in Mato Grosso do Sul, with corporate headquarters and a logistics terminal in Maringá, and a railway terminal in Paranaguá. [\[GRI 2-1\]](#)

\*Considering sugar export volume in net kilograms informed by Comex Stat.





# WHERE WE ARE [GRI 2-1]



**SÃO TOMÉ<sup>1</sup>:**  
Industrial activity was suspended in November 2016 and redirected to the following units: Tapejara and Rondon. In September 2019, the UST Sugarcane Seedling Production Center was launched in that town.

**UMUARAMA<sup>2</sup>:**  
Industrial activity was suspended in February 2018 and redirected to the Ivaté Unit.

**MOREIRA SALES<sup>3</sup>:**  
Industrial activity was suspended in December 2018 and redirected to the Tapejara Unit.



# PRODUCTION AT USINA SANTA TEREZINHA

[GRI 2-6, 301-1, 301-2 AND 302-1]

Activity	2022/2023 Crop Year	2023/2024 Crop Year
Own sugarcane planted areas*	27,428.82 hectares of land under management.	48,418.11 hectares of land under management.
Grinding	9,347,881 million tons of sugarcane processed.	11,561,660 million tons of sugarcane processed.
VHP Sugar	906,931 thousand tons.	1,151,618 thousand tons.
Ethanol	121,817.00 m³.	152,589.00 m³.
Anhydrous Ethanol	60,755.00 m³.	83,041.00 m³.
Bioelectricity (electric power produced from sugarcane bagasse)	269,945 megawatts/hour.	352,631 megawatts/hour.
Surplus electricity sold	111,477 megawatts/hour.	146,346 megawatts/hour.

\*The sugarcane planting data reported includes planting carried out with own and third party workforce.

Power generated during the harvest has been used to meet the company’s needs. At for the surplus, it was traded at the ACR (regulated contracting environment) and the ACL (free contracting environment). The power produced by the company comes 100% from sugarcane

biomass and contributes to the expansion of the presence of clean renewable sources of energy in the national energy matrix. [\[GRI 3-3 and 302-1\]](#)

Product*	Market	2022/2023 Crop Year	2023/2024 Crop Year
VHP Sugar	External	906 thousand tons.	1,151 thousand tons.
Hydrous ethanol	Internal	121,817 m³.	152,589 m³.
Anhydrous ethanol	Internal	60,755 m³.	83,041 m³.

\*Products were sold to companies in several industries, including food and automotive.





### Mission statement

To operate safely and profitably in the production of sugar cane, sugar, ethanol, electricity, and its derivatives. To serve national and international markets, with social and environmental responsibility and contributing to the sustainable development of the company and the community.



### Our vision

To remain in the sugar-energy market, always among the largest in the ranking, as a guarantee of return on shareholder capital.



### Values [GRI 2-6 and 2-23]

#### People

Recognizing the importance of people to business results. Appreciation of respect in relationships, human diversity, proactivity, and teamwork.

#### Ethics and Transparency

Acting with integrity, aligned with the norms, procedures, and legislation, ensuring the reliability of the information. Making decisions based on consistent data, preserving relationships and the organizational image.

#### Safety and the Environment

Ensuring operations with high standards of safety and environmental preservation. Through sustainable actions, preserving life and the environment, raising awareness, and training people to strengthen a safety culture.

#### Innovation and Results

Seeking viable and sustainable alternatives for the achievement of organizational results. Attention to innovation and continuous process improvement, aiming for high performance and productivity with adequate costs and remunerating shareholders.

## LOGISTICS AND OPTIMIZED DELIVERY

Technology has driven improvements throughout Usina Santa Terezinha's logistics chain, especially making processes more efficient. Proof of this is the selection of sugarcane plots harvested using software. Our technology combines costs and needs, assisting the organization and optimizing work fronts so that the transportation team can perform their tasks safely, accurately, and effectively.

With the sugarcane transport equalized by fronts, the crops develop, and sugarcane products are produced in the plants. Thus, sugar, ethanol, and sugarcane bagasse (milling surplus) are transported to meet their respective distribution flows and destinations, all of which respect transport regulations.

By road, excess bagasse is transferred to the cogeneration power production units. That allows adequate stocks to be maintained so cogeneration is not interrupted by raw material fluctuations and/or occasional rainfall that disrupts the sugarcane milling process.

As for ethanol, delivery to the domestic market occurs through road transportation most of the time, and it can also be performed through an intermodal operation (highway and rail). In the export operations, using roads and railroads is the most common. The transshipment between trucks and wagons occurs in one of the Usina Santa Terezinha colligated companies (CPA Armazéns Gerais, located in Sarandi - PR).

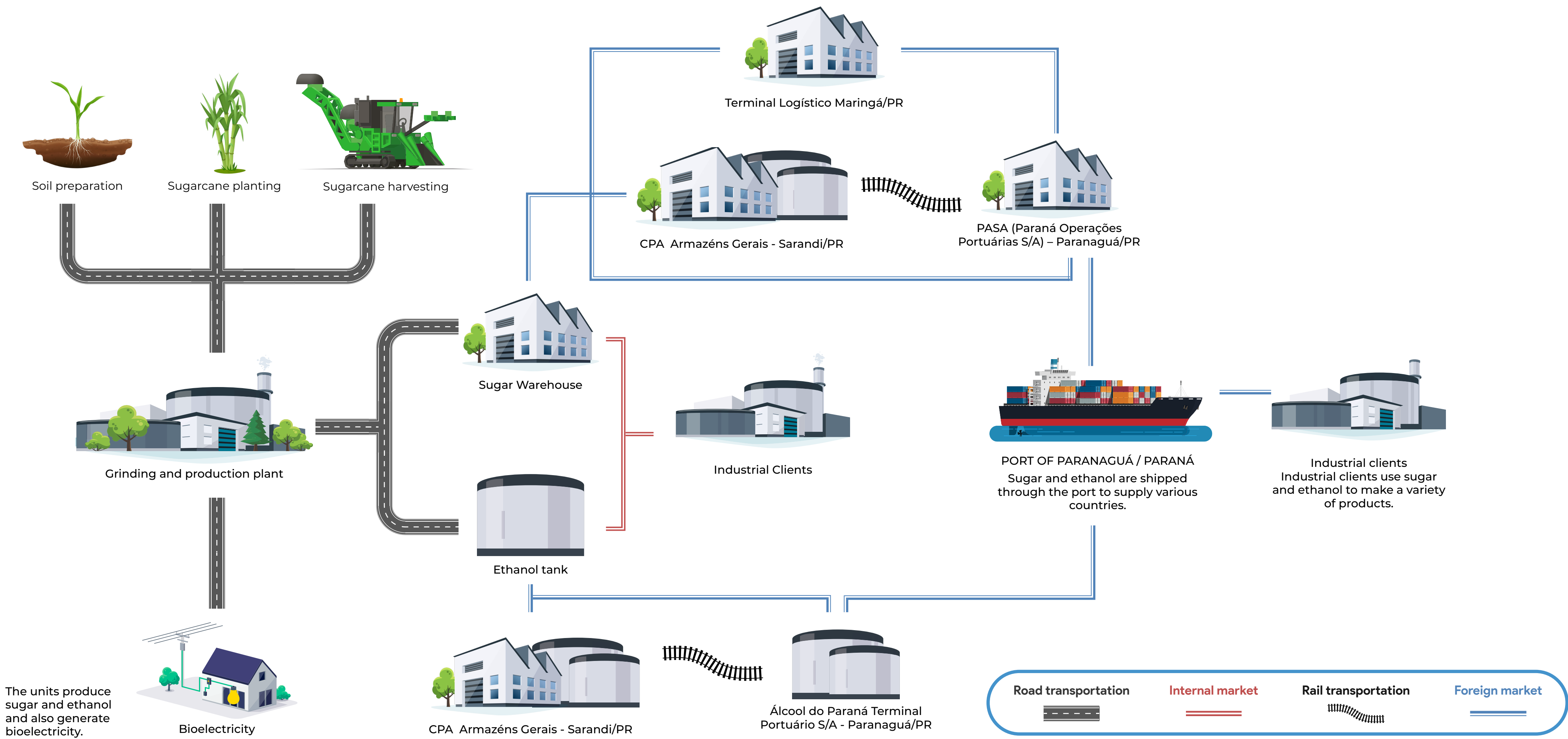
The loaded wagons take the rails to the Port of Paranaguá - PR (91 km from Curitiba), where the product is shipped to the final customers.

The units' VHP (Very High Polarization) sugar is 100% exported through the Port of Paranaguá. The daily sugar yield is transferred to the Usina Santa Terezinha Logistics Terminal in Maringá - PR by road, 24/7.

Usina Santa Terezinha's entire crop outlet is done by large trucks, such as road trains or triple-trailer trucks (with lengths between 30 and 40 meters in the transport fleet). With a higher load capacity, trucks allow faster transportation and reduce fuel consumption and CO2 emissions per ton of sugarcane transported.



# PRODUCTION, DISTRIBUTION, AND COMMERCIALIZATION CHAIN [GRI 2-6]



Usina Santa Terezinha’s logistics complexes for receiving, warehousing, and transshipment operations have been built both in Maringá - PR and the Port of Paranaguá - PR, aiming to minimize costs and time in the logistics chain, as well as providing better control and safety in product delivery for the final customers.

However, other companies operate in sugar and ethanol logistics besides Usina Santa Terezinha’s logistics and railroad terminals. Usina Santa Terezinha, along with different companies in the sugar-energy industry in Paraná, is a part of:

For over 20 years, the fertilizer used by Usina Santa Terezinha has been formulated internally. In 2002, it started being produced at the logistics terminal in Maringá - PR. The formulation aims to meet environmental, safety, and compliance standards in force and issued by

Since 2019, Usina has been integrated into the Ministry of Agriculture’s Sipeagro System (Integrated System for Agricultural Products and Establishments).

Company	Localization	Operation
CPA Armazéns Gerais, affiliated: CPA Trading and CPA Internacional	Paraná: Sarandi.	Owned ethanol and sugar storage terminal. Under a service agreement, trading ethanol from shareholders and some non-member companies.
Pasa (Paraná Operações Portuárias S/A)	Paraná: Port of Paranaguá.	Sugar storage and dispatch for exportation.
Álcool do Paraná Terminal Portuário S/A	Paraná: Port of Paranaguá.	Paranaguá Public Terminal operator company, which has ethanol exportation purposes.
CPLPAR (CPL Participações S/A)	Paraná.	A company incorporated to enable ethanol origination volumes necessary for its subsidiary, CPL Logistics, to build a pipeline connecting the CPA terminal in Sarandi to Araucária and from Araucária to the Port of Paranaguá.

Still at the Port of Paranaguá, Usina Santa Terezinha receives agricultural inputs (raw material for fertilizer making) used in the company’s mixer, which is installed at the logistics terminal in Maringá. After being withdrawn from the ship, raw material is transported by road to the Usina Santa Terezinha fertilizer terminal in Paranaguá, where inputs

are received and boarded in wagons addressed to the logistics terminal in Maringá. In Maringá, wagons are unloaded, and all products are stored in individualized boxes for product segregation according to raw material.

IAT (Water and Land Institute), the Social Security and Labor Special Secretariat, MAPA (Ministry of Agriculture, Livestock and Supply), and the Brazilian Army. [\[GRI 3,3 and 301-1\]](#)

Starting in 2018, Usina Santa Terezinha was authorized by Mapa to produce Class A Organomineral Fertilizer, besides NPK (Nitrogen, Phosphorus, and Potassium) Mineral Fertilizer, which was already being sent to the field by road modal. Since 2022, all the Mixer’s quarterly production information has been sent to Mapa by electronic petition (SEI).

Production	2022/2023 Crop Year	2023/2024 Crop Year
Mixed Fertilizers	32.5 thousand tons	27.8 thousand tons
Plain Fertilizers	21.7 thousand tons	27.8 thousand tons
Total of Fertilizers	54.2 thousand tons	55.6 thousand tons

## VHP SUGAR DESTINATIONS [GRI 2-6]

External Market	
Countries	2022/2023 Crop Year
Iraq	20.07%
Bangladesh	12.46%
Algeria	11.29%
Egypt	10.36%
Canada	8.05%
Malaysia	6.82%
Portugal	5.85%
China	4.78%
Latvia	3.19%
Mauritius	3.19%
Georgia	3.19%
Croatia	3.19%
Indonesia	2.92%



External Market

Countries2022/2023 Crop Year

Algeria	21.36%
Indonesia	16.11%
Malasia	15.11%
India	11.13%
Croatia	6.46%
Bangladesh	6.10%
Canada	5.91%
Lebanon	3.82%
Georgia	3.66%
Morocco	2.96%
Egypt	2.49%
Saudi Arabia	1.51%
United Arab Emirates	2.21%
Portugal	0.62%
Finland	0.55%

ANHYDROUS AND  
HYDROUS ETHANOL  
DESTINATIONS [GRI 2-6]

Internal market

Destinations2022/2023 Crop Year2023/2024 Crop Year

States	Anhydrous	Hydrous	Anhydrous	Hydrous
Paraná	46.69%	87.16%	77.77%	77.86%
Rio Grande do Sul	37.10%	1.51%	14.96%	0.81%
Santa Catarina	16.21%	4.46%	7.27%	2.56%
São Paulo	-	6.84%	-	18.76%
Mato Grosso do Sul	-	0.03%	-	0.01%

CERTIFICATIONS

Usina Santa Terezinha’s productive units go through renowned national and international certifications:

2022/2023 and 2023/2024 Crop Years

Clusters	Ethanol, sugar, and bioelectricity production units	Vive	RenovaBio	Sicasq	Comerc Energy
UST Norte	Iguatemi		X		X
	Paranacity	X	X		X
	Terra Rica	X	X		X
UST Centro	São Tomé				
	Rondon		X		X
	Cidade Gaúcha		X		X
	Ivaté		X		X
UST Sul	Umuarama				
	Tapejara	X	X		X
	Moreira Sales				X
Logistics Terminal – Maringá				X	X



**Sustainability Program: Vive** [GRI 416-1]  
[GRI 3-3 Excellence in the process and product quality]

A continuous improvement program for cane-derived sugar supply chains, enabling sustainability performance measurement and setting improvement goals and objectives for all supply chain stages. This sustainable sugar supply program is aligned with Bonsucro. The Vive Sustainability badge is awarded for the whole amount of sugar the three units

Crops	Participating Units	Indices Achieved	Sustainability Criteria
2022/2023	Paranacity, Terra Rica and Tapejara	95% to 97%	Governance, Company Facilities, Personnel, Environment, Traceability, Transportation, Handling, and Storage.
2023/2024	Paranacity, Terra Rica and Tapejara	94% to 92%	

produce. Therefore, those units have received the Vive Claim Award, which confirms that, in addition to meeting the goals set by Vive, they have successfully shown suitability for other sustainability programs, such as Bonsucro, SAI (Sustainable Agriculture Initiative Platform), Sagp (Sustainable Agriculture Guiding Principles), and SGP (Supplier Guiding Principles).

All the management of excellence in the process and product quality occurs through these certifications. It is monitored through the risk analysis of the pillars: people (human rights), the environment, agricultural cultivation, and industry. All risks are weighed and classified;

consequently, mitigating actions are planned to reduce their positive or negative impacts. All management is carried out by a multidisciplinary team from the company through a committee.



**RenovaBio**

Usina Santa Terezinha concluded the RenovaBio certification process in 2021. RenovaBio is a

National Biofuels Policy aiming to expand biofuel production in Brazil based on predictability and sustainability.

The advantage of the certification is that the company contributes to the investment in a renewable energy source, helping to reduce greenhouse gas emissions and encouraging biofuel consumption to make Brazil's transport matrix more sustainable. Thus, the company reinforces its commitment to sustainable operations.

**Sicasq (a registration system for agents in the vegetable productive chain, their products, by-products, and derivatives for safety and quality certification)**

In 2020, Usina Santa Terezinha renewed its accreditation in Sicasq (a registration system for agents in the vegetable productive chain, their products, by-products, and derivatives, for safety and quality certification), which is now hosted by CGC/MAPA (General Classification Registry of the Ministry of Agriculture, Livestock and Supply). Its validity is now extended until 10/08/2025.

One of the primary purposes is to ensure that soy and corn comply with trade and traceability requirements from China and Russia, from origination to trading to transshipment and shipping terminals. Registration is essential to Usina Santa Terezinha, as the company provides transshipment and storage services for soybean and corn producers at its logistics terminal in Maringá - PR.



**Comerc Energia - Sinerconsult Certificate for Renewable Energy**

In 2022, Usina Santa Terezinha received the Sinerconsult Certificate for Renewable Energy, awarded by Comerc Energia to the company for reducing the equivalent of 1,654.91 tons of carbon dioxide through the use of energy from renewable sources during the year 2020. That number is equivalent to 11,584 trees in a 30-year reforestation project.

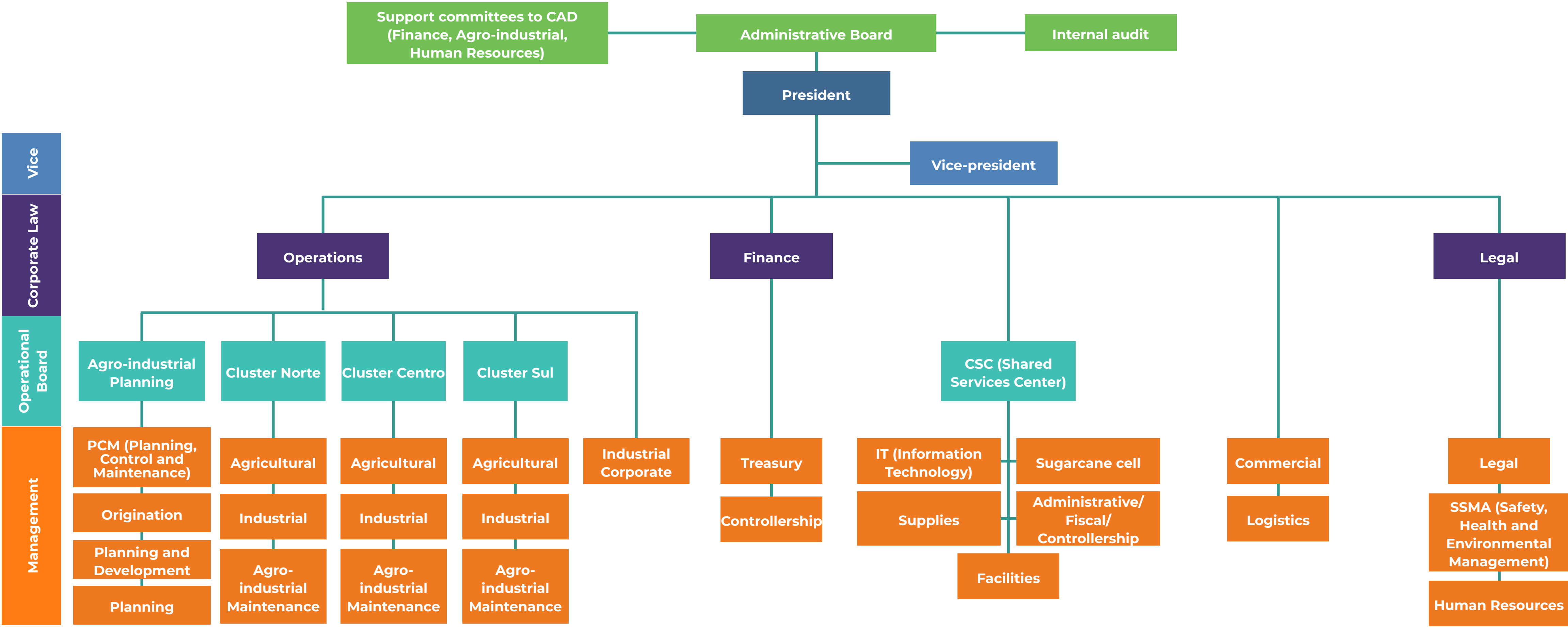
The certificate recognizes companies that consume energy from renewable sources, collaborating to reduce the emission of pollutant gases into the atmosphere. The procedure employed is based on the GHG Protocol Corporate Standard, using the WRI (World Resources Institute) calculation methodology - accepted and adopted worldwide by private organizations and/or public organizations and/or non-governmental organizations. In addition to quantifying clients' contribution to reducing GHG (Greenhouse Gases), the document encourages partners to engage with sustainable options in developing their businesses.





# STRATEGY AND GOVERNANCE

## CORPORATE STRUCTURE [GRI 2-6, 2-9 AND 2-11]



# SENIOR MANAGEMENT COMPOSITION [GRI 2-9 AND 3-3]

The company's new corporate structure continues to seek to optimize its agro-industrial performance and establish a multifunctional

team engaged with values permeating the company for decades. [GRI 2-6]

Santa Terezinha Participações S.A	
Santa Terezinha Participações S.A. Administrative Board	9 members elected and invested by the General Members Assembly, with a three-year term each, and eligible for reelection. <span>[GRI 2-9]</span> The president of the Administrative Board is not a member of the Board of Directors <span>[GRI 2-11]</span>
Board of Directors	2 members, one of them being designated the President for a three-year term, and reelection is allowed.
Agroindustrial Efficiency and Innovation Committee	Advisory Body to the Board of Directors, composed as follows: Alexandre Figliolino, João Batista Meneguetti, Julio Osvaldo Meneguetti, Moacir Meneguetti, and Julio Cesar Meneguetti.
Finance, Audit and Risk Committee	Advisory Body to the Board of Directors, composed as follows: Julio Cesar de Toledo Piza Neto, João Batista Meneguetti, Julio Meneguetti Neto, Moacir Meneguetti, and Claudio Meneguetti.
People Management and Remuneration Committee	Advisory Body to the Board of Directors, currently composed as follows: Julimar Clemente de Souza, João Batista Meneguetti, Julio Osvaldo Meneguetti, and Julio Cesar Meneguetti.
Usina De Açúcar Santa Terezinha Ltda.	
Board of Directors	9 members: President; Legal Director, SSMA (Health, Safety and Environment) and Human Resources; Finance Director; Agroindustrial Planning Director, CSC (Shared Services Center) Director, and 3 Agroindustrial Directors.



Santa Terezinha Participações S.a

Board of Directors

President	Paulo Meneguetti
Director	Sidney Samuel Meneguetti

Administrative Board

President	Sidney Meneguetti
Member	João Batista Meneguetti
Member	Julio Osvaldo Meneguetti
Member	Paulo Meneguetti
Member	Julio Meneguetti Neto
Member	Moacir Meneguetti
Member	Cláudio Meneguetti
Member	Júlio César Meneguetti
Member	Julimar Clemente de Souza

Advisory Board

Member	Alexandre Figliolino
Member	Julio Pizza

Usina De Açúcar Santa Terezinha Ltda.

Corporate Board

President	Paulo Meneguetti
Vice-President	Sidney Samuel Meneguetti
Finance/Sales/Logistics	Orlando Mansur Teixeira da Silva Antunes Pereira
Operations	Leonardo Nicula Cintra
CSC (Shared Services Center)	Sérgio Galinari

Operational Board

Agroindustrial Planning	Paulo Sergio Soares
UST Norte	Fernando Henrique Pereira
UST Centro	Toni Wesley Tavares dos Santos
UST Sul	Guilherme de Almeida Prado Rodrigues

At Usina Santa Terezinha, the highest governance level is the Administrative Board, which is responsible for setting the overall business orientation and monitoring its execution by the Board of Directors. Thus, members of the Administrative Board hold

weekly meetings to deliberate on matters relative to their duties. [\[GRI 2-18\]](#)

To assist managers in conducting business, relevant topics for the company are addressed through policies:

Updated Policies [\[GRI 3-3\]](#)

2022/2023 Crop Year    2023/2024 Crop Year

Health, Safety, and Environment Policy	10/21/2022
Good Labor Practices Policy	07/28/2023
Privacy and Data Processing Policy	08/03/2023
Consequences Policy	08/21/2023
Profit and Dividend Distribution Policy	09/14/2023
Donations, Contributions, and Sponsorship Policy	09/12/2023
Remuneration Policy	09/18/2023
Stop Work Policy	10/05/2023
Risk Management Policy	10/13/2023
Vehicle Concession Policy	02/26/2024

For the 2024/2025 crop, there is a plan to update the Recruitment and Hiring Policy.

Compensation for senior governance is defined according to industry standards. [\[GRI 2-19\]](#)

**Governance for sustainability** [\[GRI 2-9, 2-12, 2-13\]](#)

The Sustainability Committee comprises a senior leadership group that monitors corporate activities to ensure sustainability at Usina Santa Terezinha. The group consists of members of the Board of Directors and Management. [\[GRI 2-14\]](#)

Governance for Sustainability has been effective, based on internal standards and guidelines, such as the Sustainability Policy, Integrated Management Policy, and Anti-Corruption Policy. [\[GRI 3-2\]](#)

Dimension		Guidelines
Environment		Encouraging the preservation of biodiversity islands and ecological corridors in properties under direct company management and the conservation and protection of water sources and rivers.
		Optimizing processes to ensure energy efficiency.
		Promoting and enforcing a sustainability culture.
Engaging with stakeholders	Administrative Board	Establishing accountability mechanisms.
		Disseminating transparency regarding the company's governance, practices, and company performance among stakeholders.
	Public authority	Guaranteeing government economic-ecological zoning for agricultural production.
		Acting synergically with public policies.
		Seeking strategic partnerships among the government, private, and third sectors.
	Clients	Maintaining relationships based on transparency and trust on an ongoing basis.
		Encouraging sustainable practices and monitoring them.
		Effectively disseminating sustainability-aimed procedures and actions.
	Engaging with stakeholders	Internal audience
Providing adequate working conditions and occupational safety.		
Supporting and respecting the freedom of association and representativeness.		
Engaging employees' co-participation in voluntary programs that contribute to sustainable development.		
Community		Building a relationship that allows the development of projects, fostering education and culture.
		Collaborating with quality technical, vocational, and higher education programs towards employment and decent work.
		Contributing to improving the quality of life in neighboring communities.
Suppliers		Establishing selection criteria for suppliers that reflect their commitment.
		Avoiding any partnership/commercial relations with those included in the list of employers who have subjected workers to slave-like conditions and child labor.
	Building lasting relationships.	



**Risk management** [\[GRI 2-6, 2-23, 2-15, 2-17, 2-12 and 2-16\]](#)

At Usina Santa Terezinha, risk management is based on a Risk Management Policy. Launched in 2013, the policy aims to mitigate strategic, operational, and economic-financial risks and those linked to Environmental, Social, and Governance (ESG) issues.

Usina Santa Terezinha organizes its risk management based on principles that allow for proactive measures to identify, analyze, assess, and continuously monitor inherent risks to its operations to minimize threats and uncertainties, creating new opportunities and generating value for all stakeholders. In that sense, ESG factors identified as risks to the operation also bring business opportunities, enabling the company to constantly improve its efficiency and productivity, reducing costs, and differentiating it from the competition.

This management is constituted through a process led by the Administrative Board and Board of Directors, covering all the company's departments and disseminating its culture among the internal public. The risk management process comprises the following stages: effectiveness of the risk management policy; mapping and analysis of risks and control; implementation of the risk management structure; and regular monitoring and assessments.

The company also has the following active corporate committees in charge of preventive management: Ethics Committee, People Management and Compensation Committee, Audit and Risks Committee, Tax Committee, Finance Committee, Agroindustrial Efficiency

and Innovation Committee, and Origination Committee.

**Risk categories monitored by Usina Santa Terezinha**

**Strategic risks**

Represented by the possibility of damages to corporate identity, generating substantial losses in the company's economic value.

**Economic and financial risks**

Represented by uncertainty concerning unexpected changes in the economic segment in which it operates, such as cash flows; financial transactions; exchange rate and commodity price variations; and application and raising of funds in disagreement with established policies.

**Operational risks**

Represented by loss resulting from human failures; contractual specifications and documentation; technology; infrastructure and disasters; projects; external influences; and customer relations. That includes legal risks arising from losses due to inadequacy or inefficiency in contracts signed by the company and penalties due to the lack of compliance with legal provisions.

**ESG (Environmental, Social, and Governance) risks**

Represented by the possibility of environmental and social risks due to human interference in the environment and local communities. In addition to risk management, internal audits are responsible for reporting critical concerns to the governance.

**Ethical Behavior** [\[GRI 3-3 2-15, 2-17 and 2-23\]](#)

Usina Santa Terezinha does its best to fulfill its role before society. In doing so, the company adopts practices to restrain actions considered harmful to the national or foreign public administration through its internal policies and Code of Ethics, based on the Anti-corruption Law, known as the Clean Company Law (Law 12.846/2013).

This code defines the ethical standards that provide a clear understanding of the conduct that guides Usina Santa Terezinha's business and relationships in the day-to-day running of all operations, seeking commitment and respect with all stakeholders and in all circumstances.

**Internal and external mechanisms on ethical behavior** [\[GRI 2-26 and 205-1\]](#) [\[GRI 3-3 Ethics, Transparency and Accountability\]](#)

For contacting its stakeholders, Usina Santa Terezinha provides a channel on the company's website ([www.usacucar.com.br](http://www.usacucar.com.br)), aiming to receive and address claims regarding complaints, opinions, reports, suggestions, compliments, information requests, and actions, especially those related to the Code of Conduct (a document that has been updated on 07/04/2022).

All information received (identification is optional) is treated confidentially and impartially, then forwarded to those responsible for verifying and adopting the appropriate measures.

The Ethics and Anti-Corruption Policy Committee is responsible for evaluating/forwarding the claims received, whose resolutions are documented in drafts and/or annual reports, made available digitally to the Board of Directors and the Administrative Board. [\[GRI 2-12\]](#)

**Ombudsman** [\[GRI 3-3 and 406-1\]](#)

The Ombudsman channel has been created so anyone can send suggestions or report possible inconsistencies related to the company's activities. Information can be sent through the website [www.usacucar.com.br](http://www.usacucar.com.br), by e-mail to [ouvidoria@usacucar.com.br](mailto:ouvidoria@usacucar.com.br), by phone +55 44 3219-3637, or by mail to Internal Audit, to the following address: Avenida Marcelo Messias Busiquia, 847, Cx. Postal 415, Maringá, Paraná, CEP 87.065-006.

The identity and confidentiality of all communications are preserved.

Number of Reports		
Channels	2022/2023 Crop Year	2023/2024 Crop Year
Ombudsman (Phone number e Email)	198	247
Talk to Us (Institutional website)	12	0
Report it Here (Institutional website)	0	81
Total	210	328

The Ethics and Anti-Corruption Policy Committee duly analyzed all the reports, making recommendations for improvement and attention. The claims were held without audience identification, except when there was a complainant self-declaration, so non-identification is preserved and guaranteed. [\[GRI 2-16\]](#)

In the 2022/2023 and 2023/2024 crop years, there were no confirmed cases of corruption at Usina Santa Terezinha, and among the cases received by the Ombudsman, there were no complaints related to Human Rights violations or Cases of Discrimination, only subjective complaints or suggestions for improvement. [\[GRI 205-3 and 406-1\]](#)

**How am I driving?** [\[GRI 413-1\]](#)

The How Am I Driving? mechanism aims to record possible irregularities employees commit when driving Usina Santa Terezinha's fleet. Reports can be made by calling +55 44 3219-3636, advertised on stickers on all the company's vehicles.

Irregularities related to the fleet are forwarded to the respective unit/department, where investigations are requested and measures are taken.

Number of Reports		
Channel	2022/2023 Crop Year	2023/2024 Crop Year
How am I driving? (Telephone)	9	6
Total	9	6

The complaints received by the How am I driving? channel related to driving company vehicles, and after investigating the facts, the employees involved were informed of these complaints. For the confirmed cases, appropriate disciplinary measures were taken, such as a verbal warning under the Consequences Policy, and educational measures, such as daily safety talks and guidance on correcting behavior.

**Fale com o RH (Talk to HR)** [\[GRI 3-3\]](#)

Fale com o RH is a mechanism designed to receive information, suggestions, or complaints about employees' inappropriate behavior through phone calls to +55 44 3219- 3646 or e-mail falecomrh@usacucar.com.br.

During the 2022/2023 crop year, 566 comments were received, with significant participation from the external public. There was a predominance of requests for information about vacancies and questions about the benefits offered, which were promptly clarified.

In the 2023/2024 crop year, the external public intensively used the channel to send CVs and search for information on vacancies. This increase is primarily due to the Refer a Friend 2023 Campaign awards, reaching the mark of 1,001 demonstrations.

**Goals for the 2024/2025 crop: Whistleblowing Channel** [\[GRI 3-3\]](#)

To offer greater credibility and availability to its stakeholders, there is a plan to modernize Usina Santa Terezinha's Whistleblowing Channel, making it available full-time, 24 hours a day, 7 days a week, with humanized service provided by specialized professionals.

Since May 2024, the Whistleblowing Channel has been accessible on 0800-810-8255, where psychologists receive all calls from the company Contato Seguro and are recorded on a digital platform, ensuring anonymity and information confidentiality. The platform has restricted access to the company's Whistleblowing Committee, which deals with all the complaints received by

the Channel impartially and confidentially, and to the temporary users responsible for investigating the complaints.

The modernization of the Whistleblowing Channel provides greater trust for the public, creating a more robust culture of compliance, increasing people's awareness of the fight against fraud and corruption, and boosting respect in working relationships and with partner institutions.

**LGPD (General Personal Data Protection Law) Channel**

Requests and/or inquiries regarding data protected by the General Personal Data Protection Law can be made through lgpd@usacucar.com.br. It can also be accessed via www.usacucar.com.br. These two channels guarantee the confidentiality of the contact.





UST Code of Conduct [\[GRI 3-3\]](#)

In the 2022/2023 and 2023/2024 crop years, employees were trained on the Code of Conduct and received digital or printed versions of the guidelines.

It is a common practice at Usina Santa Terezinha to apply the Code of Conduct guidelines within the Integration Program for newly hired employees. In these two harvests, more than 10,000 employees were trained.

Cluster	Unit	2022/2023 Crop	2023/2024 Crop	Total
UST Norte	Iguatemi	787	260	1,047
	Paranacity	1,045	514	1,557
	Terra Rica	709	291	1,000
UST Centro	Cidade Gaúcha	941	254	1,195
	Rondon	876	298	1,174
	Ivaté	885	301	1,186
	São Tomé	34	11	45
	Usina Rio Paraná	59	70	129
UST Sul	Moreira Sales	321	93	414
	Tapejara	1,754	465	2,219
Corporate	Corporate	143	29	172
	Logistics - Maringá	95	17	112
Total		7,649	2,603	10,252

Engagement with stakeholders [\[GRI 2-29 and 413-1\]](#)

In the 2023/2024 crop year, Usina Santa Terezinha launched the UST Connection Program, which connects the company's values with its stakeholders through actions: Education events,

Employability fairs, Exhibitions, and Technical Visits. The program is an opportunity to bring professionals and future professionals closer to the company.

Actions	2022/2023 Crop Year		2023/2024 Crop Year	
	Number of Actions	Participants	Number of Actions	Participants
Education events	-	-	1	110
Employability fairs	4	91	17	137
Exhibitions	1	-	1	-
Technical visits to UST	2	47	-	66
Technical visits to educational institutions	-	-	5	202
Dinners with employees, families, and guests	-	-	8	895

Also in the 2023/2024 crop year, Usina Santa Terezinha launched its new website, with an exclusive section for the Sustainability Master Plan/ESG, reinforcing its value of Ethics and Transparency. In addition, new functionalities and a mobile format have been included. This update is in line with improvements in communication with stakeholders.

In the same period, our Information Technology team, responsible for the Meu GestoRH app, made further developments with more employee sections available. The main section, called Direct Channel, allows you to send questions on predetermined subjects or personalized questions, providing a quick exchange of information between company areas.

Communication tools	Employees and Administrative Board <sup>1</sup>	Agricultural partners <sup>2</sup>	Local community <sup>3</sup> <small>[GRI 413-1]</small>	Press <sup>4</sup>	Suppliers <sup>5</sup>	Sectoral entities <sup>6</sup>	Institutional bodies <sup>7</sup>	Scientific and academic communities <sup>8</sup>	Social and environmental associations <sup>9</sup>	Clients <sup>10</sup>	Creditors <sup>11</sup>
Conexão UST.	X		X								
Usaçucar application, designed to update management information, such as planting and harvesting sugarcane.	X										
RH Comunica, leadership-themed newsletters.	X										
Code of Conduct.	X										
Meu GestoRH app, developed for the follow-up of registrations, incoming and outgoing logs, and messages via alerts.	X										
Top Cana application, designed to record field audits and prepare quality indicators.	X										
Lectures.	X	X	X		X			X			X
Periodic meetings and summits.	X	X	X		X	X	X	X	X	X	X
Bulletin board: Giro UST, digital and printed, for murals posted at several company locations and video conferences.	X										
Usina Santa Terezinha website (www.usacucar.com.br).	X	X	X	X	X	X	X	X	X	X	X
Campaigns.	X	X	X				X	X	X	X	
Ombudsman / Talk to HR and How Am I Driving? (available at www.usacucar.com.br).	X	X	X	X	X	X	X	X	X	X	X
Social media (Facebook, Twitter, Youtube, and LinkedIn).	X	X	X	X	X	X	X	X	X	X	X
E-mail: comunicacao@usacucar.com.br and phone numbers.	X	X	X	X	X	X	X	X	X	X	X



Communication tools	Employees and Administrative Board <sup>1</sup>	Agricultural partners <sup>2</sup>	Local community <sup>3</sup> <small>[GRI 413-1]</small>	Press <sup>4</sup>	Suppliers <sup>5</sup>	Sectoral entities <sup>6</sup>	Institutional bodies <sup>7</sup>	Scientific and academic communities <sup>8</sup>	Social and environmental associations <sup>9</sup>	Clients <sup>10</sup>	Creditors <sup>11</sup>
Usina Santa Terezinha Sustainability Report (available at <a href="http://www.usacucar.com.br">www.usacucar.com.br</a> , at the Bouletins page).	X	X	X	X	X	X	X	X	X	X	X
Corporate visits.		X	X	X	X	X	X	X	X	X	X
Participation in social, cultural, sports, educational, environmental, and health projects.	X		X	X			X	X	X		
External publication – news and stories in the press.	X	X	X	X	X	X	X	X	X	X	X
Communications department telephone number and e-mail.				X							
Press releases, notes, and meetings with journalists.				X							
Accounting reports.					X					X	X

1 - 2022/2023 Crop Year: 7,947 employees and apprentices. 2023/2024 Crop Year: 8,772 employees and apprentices. 9 Administrative Board members and 2 Advisory Board members.

2 - 2022/2023 Crop Year: Over 2,665 contracts with agricultural partners. 2023/2024 Crop Year: Over 2,593 contracts with agricultural partners.

3 - People served, aiming at well-being, promotion of citizenship, respect for diversity, and cultural diffusion.

4 - Media outlets in Paraná and Mato Grosso do Sul (Eldorado area) | Segmented communication outlets (sugar and energy sector, economy, agribusiness,

automotive, human resources etc.). – 2022/2023 Crop Year: 2,615 suppliers. 2023/2024 Crop Year: 2,830 suppliers.

5 - Sialpar (State of Paraná Alcohol Manufacturing Industry Union) | Siapar (Paraná State Sugar Industry Union) | Rural Labor Unions | Alcohol Manufacturing Labor Unions | Food Industry Labor Unions | Stiqfepar (Paraná State Chemical and Pharmaceutical Labor Union) | Fiep (Paraná State Federation of Industries) | Faep (Paraná State Federation of Agriculture) | Alcopar (Paraná State Bioenergy Producers Association). [\[GRI 2-28\]](#)

6 - Sesi (Industry Social Service) | Senai (National Industrial Apprenticeship Service) | Senat (National Transportation Apprenticeship Service) | IEL (Euvaldo

Lodi Institute) - Paraná | Senar (National Rural Apprenticeship Service) | Cpce (Paraná Business Citizenship Council) | IAT (Water and Land Institute).

7 - Training and Market Research Center of Acim (Commercial and Business Association of Maringá) | CTC (Sugarcane Technology Center) | Ridesa (Interuniversity Network for the Development of the Sugar and Alcohol Sector) | Ufrj (Federal Rural University of Rio de Janeiro).

8 - NGOs (Non-Governmental Organizations) | Adita (Association of Distributors of Agricultural Inputs and Technology) | Aranav (Association of Naviraí Pesticide Dealers) | IAT - Water and Land Institute | IDR-Paraná

(Paraná Rural Development Institute) - IAPAR-EMATER | Environmental Committees.

9 - National and international clients.

10 - The public was included due to the request for judicial reorganization on March 22, 2019.

# RESPONSIBILITY

[GRI 3-3 2-23, 2-28, 301-2 AND 306-3]

## Adita (Association Of Distributors Of Agricultural Inputs And Technology)

Usina Santa Terezinha is a member of Adita (Association of Agricultural Input and Technology Distributors) in Paraná, following Federal Law 7.802/1989. Empty pesticide containers are delivered to Adita and transformed into artifacts for the construction industry and other segments.

Around 103,628.16 kilos of agrochemical empty containers were collected at Usina Santa Terezinha in the 2022/2023 crop, while in the 2023/2024 crop, there were 132,272.41 kilos of empty containers.

Usina Santa Terezinha effectively controls the packages that leave for the fronts of the pesticide applications in the field and the respective return of the empty and triple-washed packages.

Year	Gallons (Units)	Bags (Units)	Total Of Packages (Units)
2019/2020	106,255	159,508	265,763
2020/2021	166,969	122,997	289,966
2021/2022	186,545	100,196	286,741
2022/2023	118,377	177,483	295,860
2023/2024	161,399	318,523	479,922

## Productive units

Clusters	Units	Gallons		Bags		Total
		2022/2023	2023/2024	2022/2023	2023/2024	
UST Norte	Iguatemi	10,223	14,946	12,517	40,171	77,857
	Paranacity	19,214	29,779	33,381	57,109	139,483
	Terra Rica	11,410	18,557	21,272	33,729	84,968
UST Centro	São Tomé	-	-	-	-	-
	Rondon*	27,149	30,182	39,437	44,018	140,786
	Cidade Gaúcha	20,226	28,357	24,089	37,212	109,884
	Ivaté	-	-	-	-	-
	Umuarama	-	-	-	-	-
UST Sul	Tapejara	30,155	39,578	46,787	106,284	222,804
	Moreira Sales	-	-	-	-	-
Total		118,377	161,399	177,483	318,523	775,782

\*As of June 2020, the empty agrochemical containers at the Rondon Unit started being sent to the Cidade Gaúcha Unit, with a single delivery from these units to Adita.

## Aranav (Naviraí Agrochemical Resellers Association)/ MS

The Usina Rio Paraná greenfield in Eldorado - MS belongs to the UST Sul cluster and is associated with Arananv (Naviraí Agrochemical Resellers Association). The association aims to provide a correct final destination for pesticide packaging.

In the 2022/2023 crop year, 1,449 rigid packaging units and 100 kg of pesticide bags were sent there, and in the 2023/2024 crop, 2,510 units of rigid packaging and 79 kg of bags.

## Meetings at the River Basin Committees (CBH)

[GRI 3-3 Water]

Usina Santa Terezinha attends the River Basin Committees (CBHs) and Technical Chambers meetings, which are forums created for groups to meet and discuss a common interest: water use in the basin. In Paraná, State Decree No. 9130/2010 regulates the establishment of the CBH and makes other provisions, such as the composition, competencies, and operation. At the federal level, there is integration between the Paraná and São Paulo states through the Parapanema CBH. UST's effective participation in the CBHs keeps the company updated

on environmental impacts related to water resources and the current climate scenarios facing each region, such as water crises. The CBHs can set up specific working groups to discuss several issues.



River Basins Committees [GRI 3-3 301-1, 303-2 and 413-1]

CBH	Scope	2022/2023 Crop Year   Activities	2023/2024 Crop Year   Activities
Lower Ivaí and Paraná 1 River Basin Committee	State Committee	<ul style="list-style-type: none"><li>- Revision of internal regulations;</li><li>- Approval of the Annual Activity Report 2021;</li><li>- Approval of the Work Plan for 2022;</li><li>- Induction of new members;</li><li>- New members training;</li><li>- Election of the Executive Board;</li><li>- Creation of the Technical Chamber for Management Instruments.</li></ul>	<ul style="list-style-type: none"><li>- Presentation and voting on the visual identity of the Committee;</li><li>- Approval of the Annual Activity Report 2023;</li><li>- Approval of the Work Plan for 2024;</li><li>- Considerations on EECOB/PR and ENCOB.</li></ul>
Pirapó, Paranapanema 3, and Paranapanema 4 River Basins Committee (CBH Piraponema)	State Committee	<ul style="list-style-type: none"><li>- Deliberation on the creation of the Technical Chamber;</li><li>- Start of Studies for Charging for Water Use;</li><li>- Procedures for Reviewing the Basin Plan;</li><li>- Revision of internal regulations;</li><li>- Member replacement;</li><li>- Members training.</li></ul>	<ul style="list-style-type: none"><li>- Request to re-evaluate the classification of the Bandeirantes do Norte stretch of the river;</li><li>- Approval of the revision of the Committee's Rules of Procedure;</li><li>- Approval of the CTINS Technical Opinion - regarding the 57th Framing of the Bandeirantes River stretch;</li><li>- Approval of the 2023 Activity Report and the 2024 Work Plan;</li><li>- A motion opposing the retention of articles 2 and 3 of Bill 2.918/2021;</li><li>- Presentation of the Basin Plan - Programs and Interventions.</li></ul>
Paranapanema River Basin Committee (CBH Paranapanema)	Interstate Committee	<ul style="list-style-type: none"><li>- Report on the Water Crisis;</li><li>- Presentation of the Work Plan and Agenda of the CBH Paranapanema bodies;</li><li>- Election of members for vacant seats on CBH bodies;</li><li>- Report on the Paranapanema Integrated Meeting and ENCOB 2022;</li><li>- Presentation of the Monitoring Report and the annual evaluation of the implementation of the PIRH Paranapanema;</li><li>- Presentation of the accounts of the Support Office for the financial year 2021;</li><li>- Presentation and Analysis of Draft Resolutions: Notice for the 1st Ed. of the #EusouParanapanema Award and Establishment of the CBH's Visual Identity;</li><li>- Presentation of the consolidation of the 2nd Cycle of implementation of the Integrated Water Resources Plan (PIRH);</li><li>- Approval of the 2nd Action Plan of the Technical Training Program;</li><li>- Creation of a technical chamber for groundwater integration;</li><li>- Approval of the CBH's annual work plan and agenda.</li></ul>	<ul style="list-style-type: none"><li>- Presentation of CTG Brasil's Environmental Programs linked to the Operating License for the reservoirs installed on the Paranapanema River;</li><li>- Presentation of the accountability of the Support Office - 2017/2023;</li><li>- Presentation and analysis of the draft resolutions: extends the duration of the Higher Education Institutions Working Groups; approves the 3rd Action Plan of the CBH Paranapanema Communication Plan; establishes the procedure for building the reserve register to fill remaining vacancies on the CBH Paranapanema Plenary Management 2021/2025;</li><li>- Approval of the Work Plan 14 and the Agenda of Meetings for 2024.</li></ul>

River Basin Committees [GRI 3-3 301-1, 303-2 and 413-1]

CBH	Scope	2022/2023 Crop Year   Activities	2023/2024 Crop Year   Activities
Piquiri and Paraná 2 River Basin Committee	State Committee	<ul style="list-style-type: none"><li>- Induction of new members;</li><li>- New members training;</li><li>- Discussion on the critical areas of the São Camilo River and Jesuítas River;</li><li>- Approval of the Annual Activity Report 2022;</li><li>- Approval of the 2023 Work Plan.</li></ul>	<ul style="list-style-type: none"><li>- Discussion on the need to draw up a Basin Plan;</li><li>- Discussion on the framing of the Açu River;</li><li>- Critical Area of the São Camilo River;</li><li>- Hong Kong Stream Critical Area;</li><li>- Presentation of the CBH logo.</li></ul>
Alto Ivaí River Basin Committee	State Committee	<ul style="list-style-type: none"><li>- Presentation of the 2021 Activity Report and the 2022 Work Plan,</li><li>- Construction of the PCH Saltinho;</li><li>- CBH Alto Ivaí basin plan;</li><li>- Induction of new members;</li><li>- Approval of the 2022 Annual Activity Report and the 2023 Work Plan;</li><li>- Discussion on the need to draw up a Basin Plan.</li></ul>	<ul style="list-style-type: none"><li>- Presentation of the CBH logo;</li><li>- Voting on the CBH's visual identity;</li><li>- Presentation of IAT work Erosion control;</li><li>- Presentation on the Basin Plan terms of reference;</li><li>- Deliberation on the composition of the Technical Chamber for Management Instruments;</li><li>- Discussion and approval of the 2023 Annual Activity Report;</li><li>- Discussion and approval of the 2024 Work Plan.</li></ul>



# STAKEHOLDERS

## EMPLOYEES

The 2022/2023 crop year ended with 7,947 employees, of which 6,724 are men and 1,223 are women. The increase in Usina Santa Terezinha's workforce was 1.25% compared to the 2021/2022 crop year. While the 2023/2024 crop year ended with 8,772 employees, of which 7,378 are men, and 1,394 are women, an increase of 10.38% in Usina Santa Terezinha's workforce compared to the 2022/2023 crop year, a considerable level concerning the company's operations, much of which was due to the company's operational planning. **[GRI 3-3]**



2022/2023 Crop Year													
Crop Year / Unit	Permanent			Temporary			Full-Time			Part-Time			Total
	♂	♀	Total	♂	♀	Total	♂	♀	Total	♂	♀	Total	
IGUATEMI	737	78	815	14	15	29	750	93	843	1	0	1	844
TERRA RICA	652	124	776	8	13	21	659	137	796	1	0	1	797
PARANACITY	895	144	1,039	43	27	70	835	170	1,105	3	1	4	1,109
RONDON	689	102	791	38	15	53	726	117	843	1	0	1	844
CIDADE GAÚCHA	803	143	946	21	17	38	823	160	983	1	0	1	984
IVATÉ	858	197	1,055	46	20	66	903	217	1,120	1	0	1	1,121
SÃO TOMÉ	34	11	45	6	4	10	40	15	55	0	0	0	55
UMUARAMA	15	0	15	4	6	10	19	6	25	0	0	0	25
USINA RIO PARANÁ	83	7	90	4	0	4	87	7	94	0	0	0	94
TAPEJARA	1,161	112	1,273	87	78	165	1,238	180	1,418	10	10	20	1,438
MOREIRA SALES	304	16	320	36	24	60	340	40	380	0	0	0	380
CORPORATE	75	52	127	2	3	5	75	52	127	2	3	5	132
LOGISTICS	89	14	103	2	1	3	89	14	103	2	1	3	106
PARANAGUÁ	18	0	18	0	0	0	18	0	18	0	0	0	18
TOTAL	6,413	1,000	7,413	311	223	534	6,702	1,208	7,910	22	15	37	7,947

Permanent Employees: These are active during harvest periods; Young Apprentices and Rural Employees are disregarded.

Temporary Employees: These are active employees in the respective harvest periods; only Young Apprentices and Rural Employees are considered.

Full-time Employees: These are employees who are active during the respective harvest periods; Young Apprentices and doctors are not taken into account.

Part-time Employees: These are employees who were active during the respective harvest periods; only Young Apprentices and doctors are considered.



2023/2024 Crop Year													
Crop Year / Unit	Permanent			Temporary			Full-Time			Part-Time			Total
	♂	♀	Total	♂	♀	Total	♂	♀	Total	♂	♀	Total	
IGUATEMI	780	84	864	17	19	36	796	102	898	1	1	2	900
TERRA RICA	719	142	861	7	12	19	725	154	879	1	0	1	880
PARANACITY	1,020	154	1,174	88	57	145	1,106	210	1,316	2	1	3	1,319
RONDON	757	110	867	39	20	59	795	130	925	1	0	1	926
CIDADE GAÚCHA	876	162	1,038	21	18	39	896	180	1,076	1	0	1	1,077
IVATÉ	911	218	1,129	51	39	90	961	257	1,218	1	0	1	1,219
SÃO TOMÉ	31	17	48	6	4	10	37	21	58	0	0	0	58
UMUARAMA	14	0	14	4	6	10	16	6	24	0	0	0	24
USINA RIO PARANÁ	93	5	98	2	0	2	92	5	1,00	0	0	0	100
TAPEJARA	1,189	114	1,303	144	88	232	1,323	194	1,517	10	8	18	1,535
MOREIRA SALES	388	21	409	29	19	48	417	40	457	0	0	0	457
CORPORATE	78	62	140	2	2	4	78	62	140	2	2	4	144
LOGISTICS	94	17	111	0	4	4	94	17	111	0	4	4	115
PARANAGUÁ	18	0	18	0	0	0	18	0	18	0	0	0	18
TOTAL	6,968	1,106	8,047	410	288	689	7,359	1,378	8,737	19	16	35	8,772

Permanent Employees: These are active during harvest periods; Young Apprentices and Rural Employees are disregarded.

Temporary Employees: These are active employees in the respective harvest periods; only Young Apprentices and Rural Employees are considered.

Full-time Employees: These are employees who are active during the respective harvest periods; Young Apprentices and doctors are not taken into account.

Part-time Employees: These are employees who were active during the respective harvest periods; only Young Apprentices and doctors are considered.

Non-Employee Staff Controlled by UST by Unit  
and Gender\* [GRI 2-7 and 2-8]

At Usina Santa Terezinha, there are employees of contracted companies responsible for food services in the restaurants (Apetit), employee transportation service (Limatur), and the company’s 24/7 cleaning/maintenance and reception service (Intersept).

2022/2023 Crop Year										
Unit	Limatur			Intercept			Apetit			Total
	♂	♀	Total	♂	♀	Total	♂	♀	Total	
IGUATEMI	13	2	15	18	9	27	0	8	8	50
TERRA RICA	15	1	16	15	13	28	0	8	8	52
PARANACITY	19	2	21	18	15	33	0	8	8	62
RONDON	48	7	55	17	10	27	0	7	7	89
CIDADE GAÚCHA	20	2	22	26	11	37	0	7	7	66
IVATÉ	19	4	23	20	13	33	0	9	9	65
SÃO TOMÉ	0	0	0	11	0	11	0	0	0	11
UMUARAMA	0	0	0	11	0	11	0	0	0	11
USINA RIO PARANÁ	0	0	0	11	0	11	0	0	0	11
TAPEJARA	29	6	35	27	7	34	0	9	9	78
MOREIRA SALES	0	0	0	12	0	12	0	0	0	12
CORPORATE	0	0	0	3	8	11	0	8	8	19
LOGISTICS	0	0	0	14	3	17	0	0	0	17
PARANAGUÁ	0	0	0	0	0	0	0	0	0	0
TOTAL	163	24	187	203	89	292	0	64	64	543



2023/2024 Crop Year

Unit	Limatur			Intercept			Apetit			Total
	♂	♀	Total	♂	♀	Total	♂	♀	Total	
IGUATEMI	14	4	18	26	26	52	0	9	9	79
TERRA RICA	15	2	17	14	25	39	0	8	8	64
PARANACITY	20	3	23	26	20	46	0	10	10	79
RONDON	52	7	59	20	19	39	0	8	8	106
CIDADE GAÚCHA	18	3	21	34	30	64	0	10	10	95
IVATÉ	25	4	29	27	20	47	0	10	10	86
SÃO TOMÉ	0	0	0	20	1	21	0	0	0	21
UMUARAMA	0	0	0	27	0	27	0	0	0	27
USINA RIO PARANÁ	0	0	0	10	1	11	0	0	0	11
TAPEJARA	34	8	42	35	24	59	0	11	11	112
MOREIRA SALES	0	0	0	16	1	17	0	0	0	17
CORPORATE	0	0	0	5	7	12	0	7	7	19
LOGISTICS	0	0	0	17	3	20	0	0	0	20
PARANAGUÁ	0	0	0	0	0	0	0	0	0	0
TOTAL	178	31	209	277	177	454	0	73	73	736

Employees by gender\* [GRI 2-7]

2022/2023 Crop Year

Administrative Unit

♂

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Total

CORPORATE	245	151	396
AGRICULTURAL	5,001	543	5,546
CORPORATE	75	52	127
INDUSTRIAL	983	238	1,221
LOGISTICS	107	14	121
RURAL	2	0	2

\* Considers only permanent employees.

2023/2024 Crop Year

Administrative Unit

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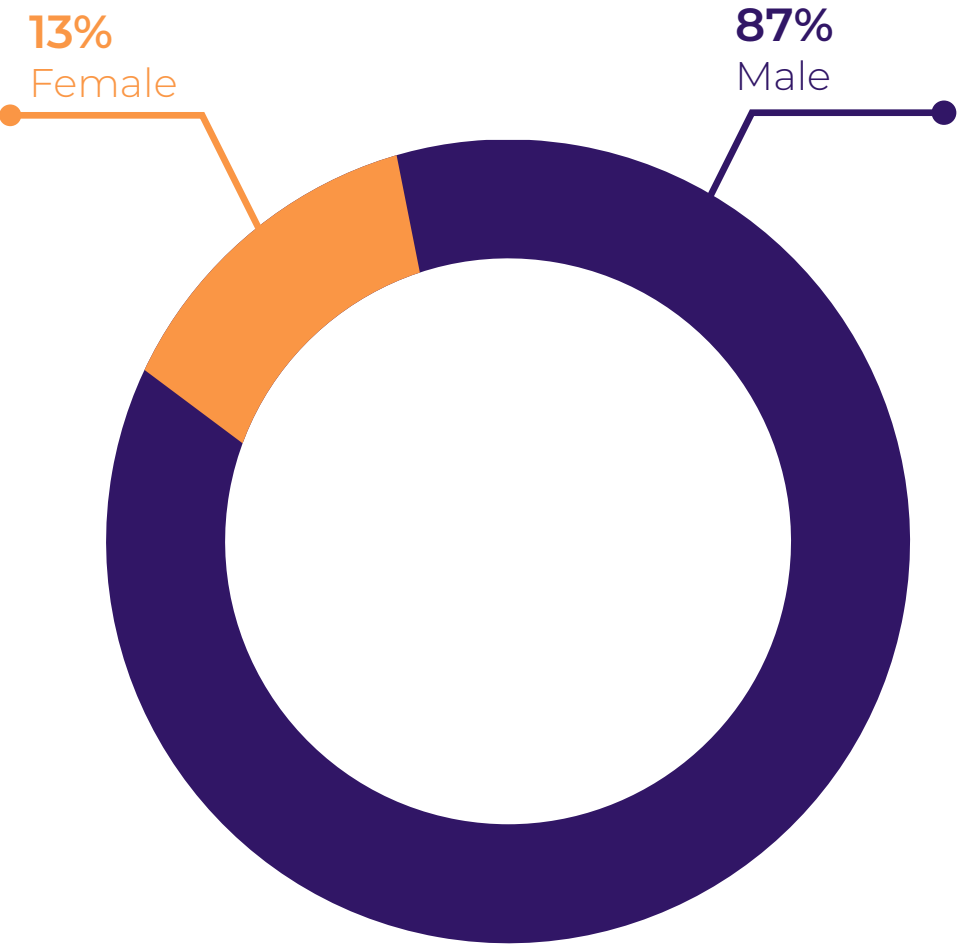
Total

CORPORATE	276	164	440
AGRICULTURAL	5,482	620	6,102
CORPORATE	78	62	140
INDUSTRIAL	1,018	243	1,261
LOGISTICS	112	17	129
RURAL	2	0	2

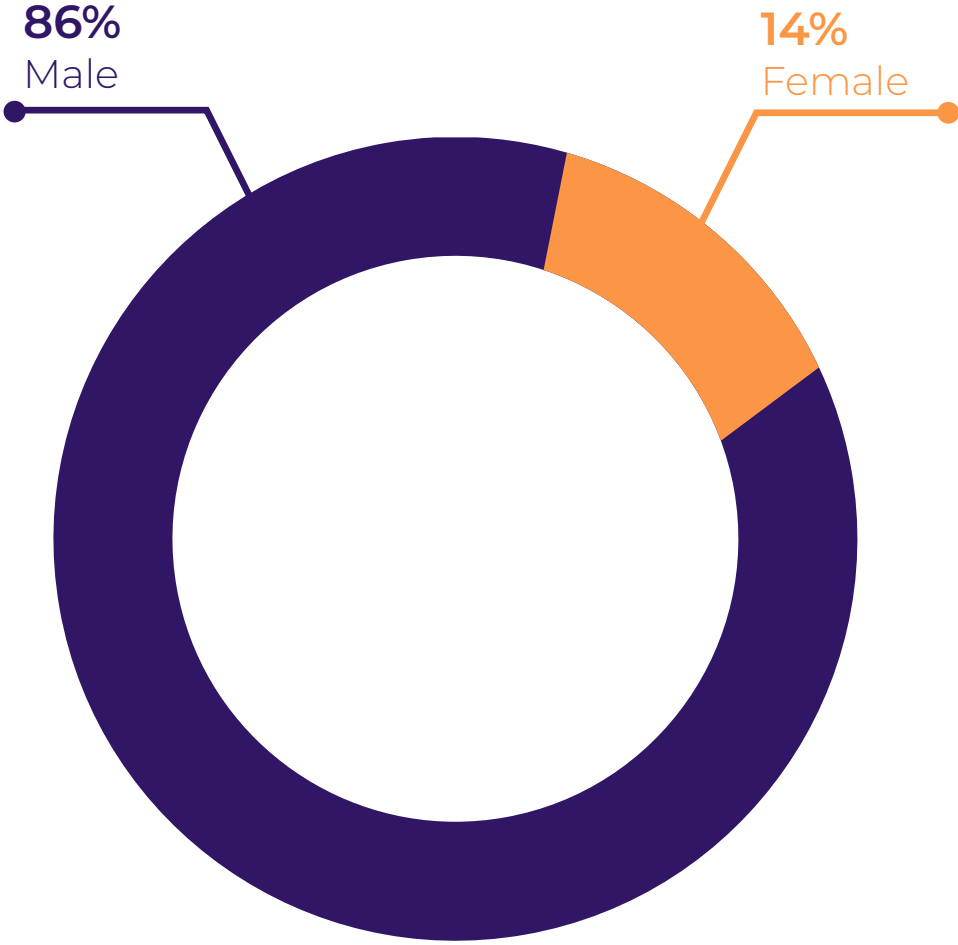
\* Considers only permanent employees.

Employees by gender\* [GRI 2-7]

2022/2023 Crop Year



2023/2024 Crop Year



\* Considers only permanent employees.

Employees by age group\* [GRI 2-7]

2022/2023 Crop Year

Cluster/Unit	0 to 17	18 to 29	30 to 39	40 to 49	50 to 59	60 to 69	70 to 99	Total
Iguatemi	0	146	184	227	205	47	6	815
Terra Rica	0	187	287	297	206	58	4	1,039
Paranacity	0	157	229	195	132	59	4	776
NORTE Total	0	490	700	719	543	164	14	2,630
Cidade Gaúcha	0	153	212	287	205	85	4	946
Ivaté	0	177	288	291	214	81	4	1,055
Rondon	0	169	164	180	196	76	6	791
São Tomé	0	4	5	11	15	10	0	45
Umuarama	0	0	3	3	5	4	0	15
Usina Rio Paraná	0	5	19	23	32	11	0	90
CENTRO Total	0	508	691	795	667	267	14	2,942
Moreira Sales	0	40	81	79	87	28	5	320
Tapejara	0	223	293	330	301	116	10	1,273
SUL Total	0	263	374	409	388	144	15	1,593
Corporate	0	20	41	43	17	5	1	127
Corporate Total	0	20	41	43	17	5	1	127
Logistics	0	6	23	22	29	19	4	103
Paranaguá	0	2	3	6	3	2	2	18
Logistics Total	0	8	26	28	32	21	6	121
Total	0	1,289	1,832	1,994	1,647	601	50	7,413

\* Considers only permanent employees.

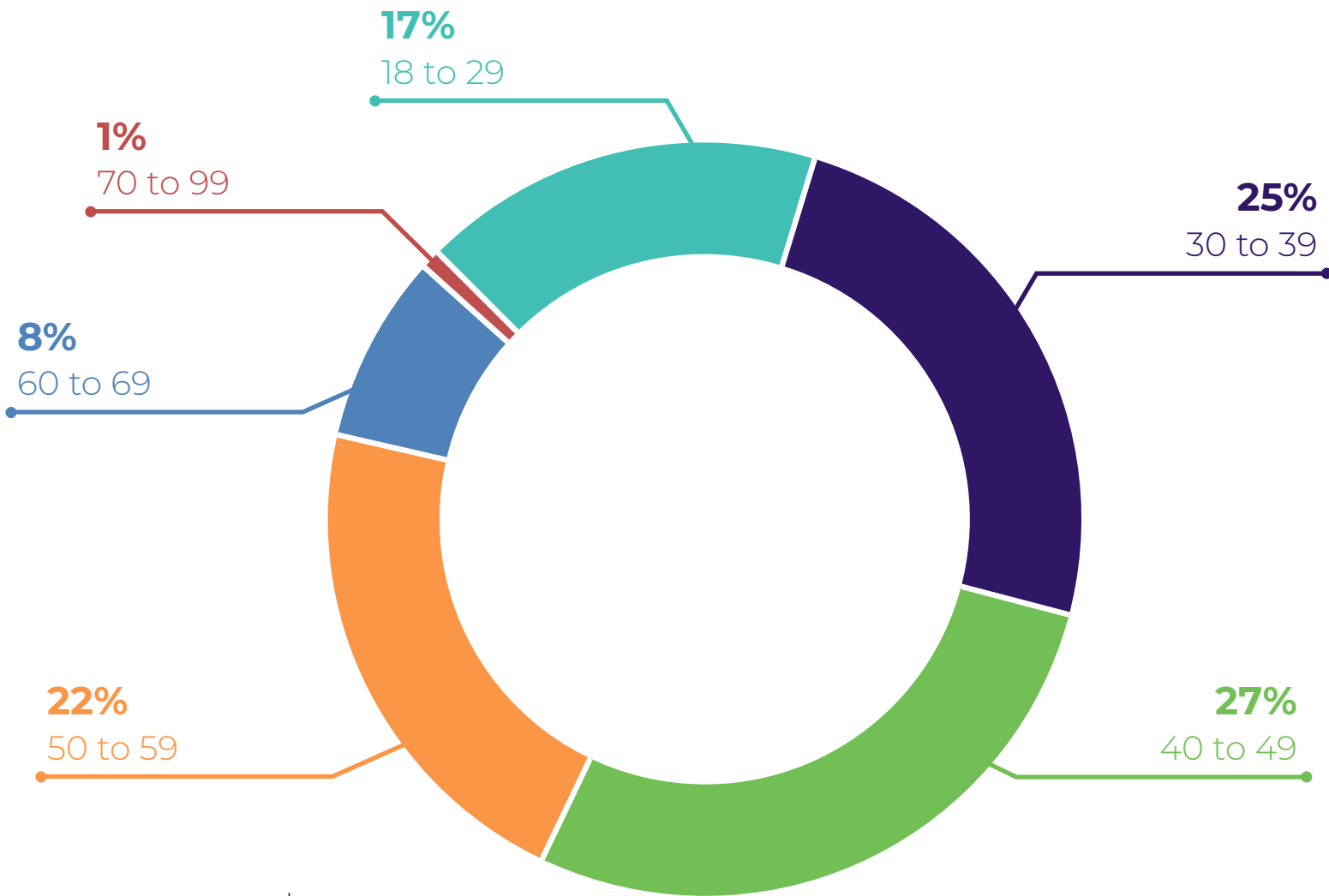


2023/2024 Crop Year

Cluster/Unit	0 to 17	18 to 29	30 to 39	40 to 49	50 to 59	60 to 69	70 to 99	Total
Iguatemi	0	159	211	234	28	46	6	864
Terra Rica	0	257	318	321	215	59	4	1,174
Paranacity	0	21	258	200	138	60	4	861
<b>NORTE Total</b>	<b>0</b>	<b>617</b>	<b>787</b>	<b>755</b>	<b>561</b>	<b>165</b>	<b>14</b>	<b>2,899</b>
Cidade Gaúcha	0	200	244	306	204	80	4	1,038
Ivaté	0	222	310	307	214	72	4	1,129
Rondon	0	205	180	203	200	74	5	867
São Tomé	0	5	7	11	15	10	0	48
Umuarama	0	0	3	3	5	3	0	14
Usina Rio Paraná	0	10	24	26	30	8	0	98
<b>CENTRO Total</b>	<b>0</b>	<b>642</b>	<b>768</b>	<b>856</b>	<b>668</b>	<b>247</b>	<b>13</b>	<b>3,194</b>
Moreira Sales	0	66	109	96	106	27	5	409
Tapejara	0	276	311	306	296	105	9	1,303
<b>SUL Total</b>	<b>0</b>	<b>342</b>	<b>420</b>	<b>402</b>	<b>402</b>	<b>132</b>	<b>14</b>	<b>1,712</b>
Corporate	0	31	43	47	16	3	0	140
<b>Corporate Total</b>	<b>0</b>	<b>31</b>	<b>43</b>	<b>47</b>	<b>16</b>	<b>3</b>	<b>0</b>	<b>140</b>
Logistics	0	15	21	26	27	18	4	111
Paranaguá	0	2	3	6	3	2	2	18
<b>Logistics Total</b>	<b>0</b>	<b>17</b>	<b>24</b>	<b>32</b>	<b>30</b>	<b>20</b>	<b>6</b>	<b>126</b>
<b>Total</b>	<b>0</b>	<b>1,649</b>	<b>2,042</b>	<b>2,092</b>	<b>1,677</b>	<b>567</b>	<b>47</b>	<b>8,074</b>

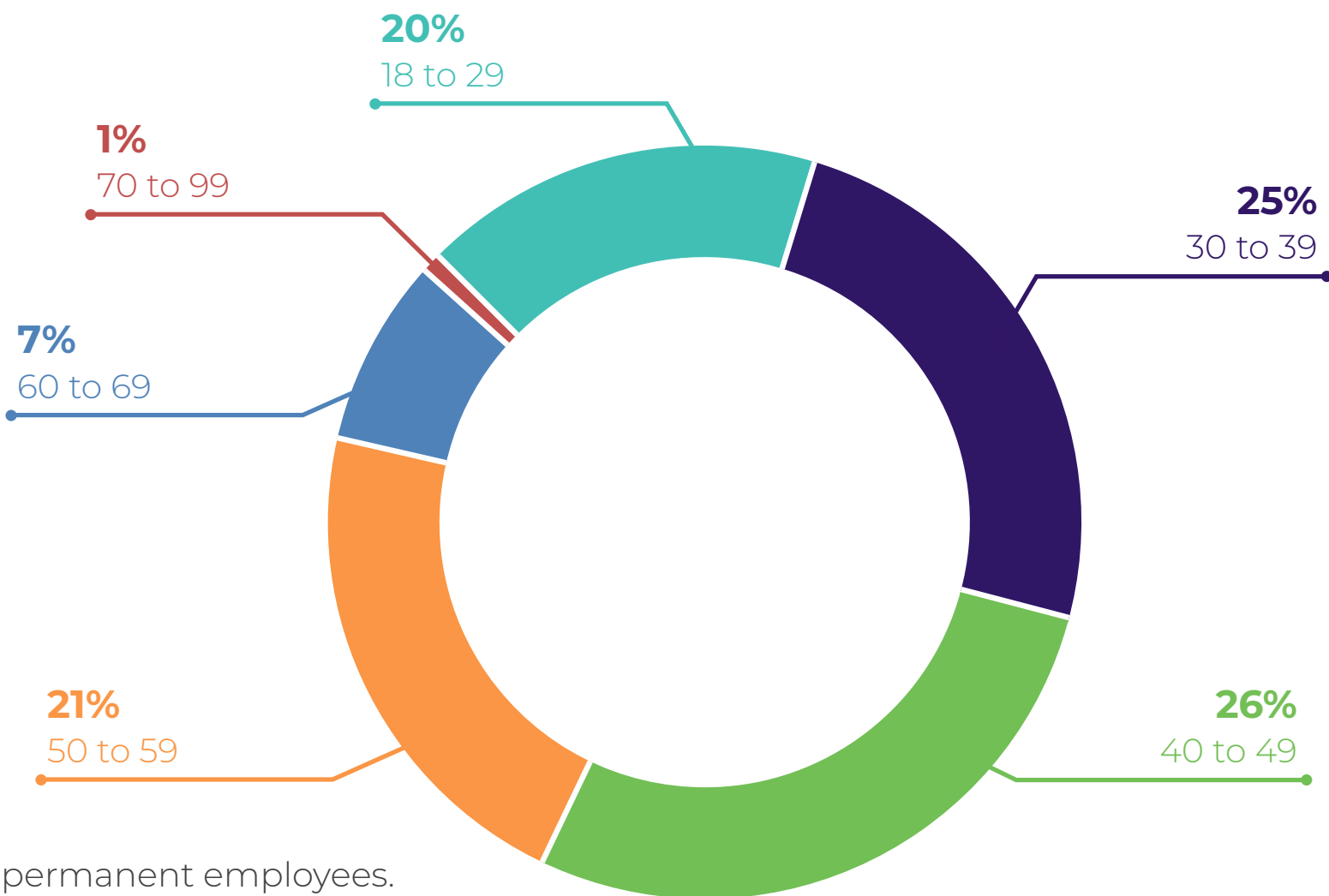
\* Considers only permanent employees.

Employees by age group\* - 2022/2023 Crop Year <sup>[GRI 2-7]</sup>



\* Considers only permanent employees.

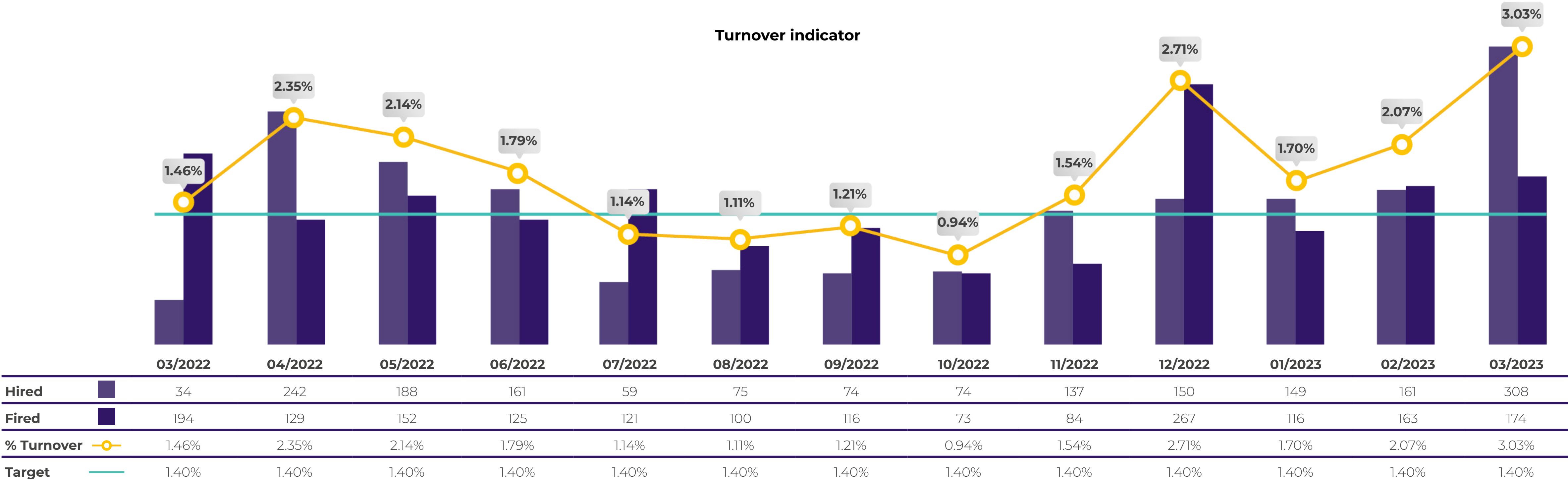
Employees by age group\* - 2023/2024 Crop Year <sup>[GRI 2-7]</sup>



\* Considers only permanent employees.

Employees by age group\* [GRI 2-7]

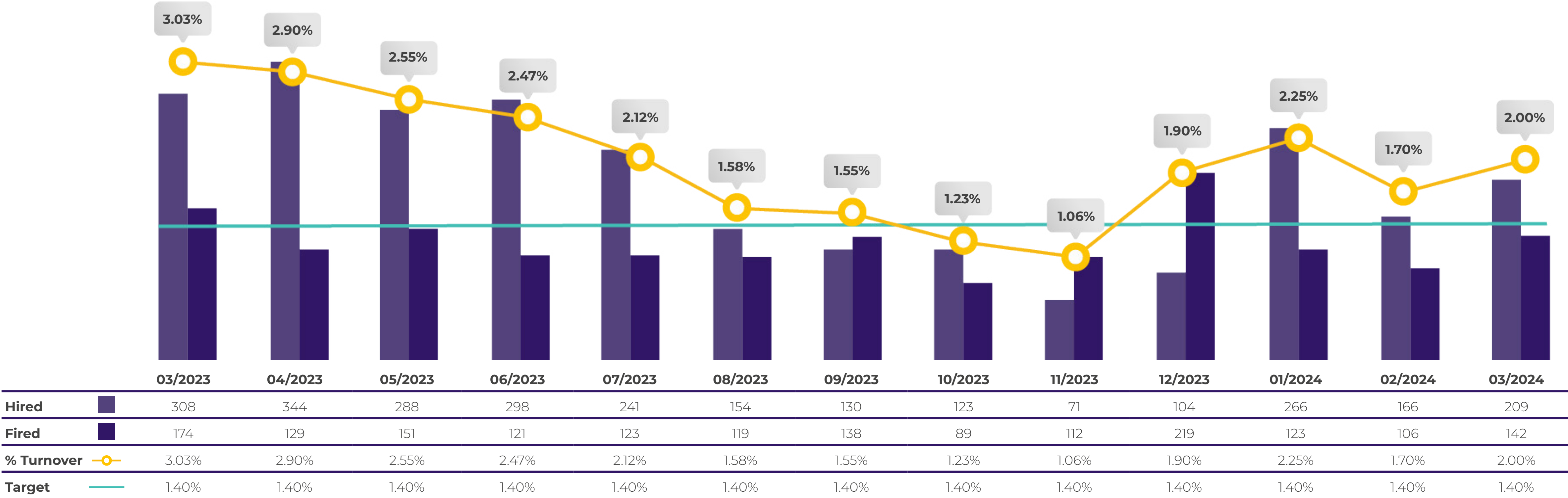
The turnover rates for the 2022/2023 and 2023/2024 crop years reflect the natural movement of hirings and layoffs, given the seasonal nature of the company's segment; they also reflect the organizational and operational restructuring.



\* The formula being used to calculate the turnover rate is (Hired/month + Fired/month) / 2 x 100/ Number of employees in the previous month. [GRI 401-1]



Turnover indicator



\* The formula being used to calculate the turnover rate is (Hired/month + Fired/month) / 2 x 100)/ Number of employees in the previous month. [GRI 401-1]

Collective negotiation agreements [GRI 2-30]

Unions assist 100% of employees in the category where they perform their activities, so the right to free association is always guaranteed. Every year, Collective Bargaining Agreements are signed with the respective unions representing the professional categories, which aim to provide employees with decent and fair working conditions and foresee salary adjustments and benefits that make it possible to live with dignity. Employment contracts are signed indefinitely and/or for a fixed time, following the CLT (the Brazilian labor law consolidation) and other labor laws.

The company bases its actions on respect for human diversity, promoting decent work principles, and non-discrimination. It also supports the eradication of child labor, slave labor, and/or degrading labor in the production chain.

Recruitment and hiring [GRI 3-3]

During the 2022/2023 and 2023/2024 crop years, UST recruitment and hiring process used and leveraged internal talent, creating conditions for those employees to develop new skills and competencies aligned with operations to occupy new positions and grow with the company.

2022/2023 Crop Year			
Cluster/Area	Promotion	Internal Recruitment	Total
NORTE	155	130	285
Agricultural	125	19	144
Industrial	10	101	111
Corporate	20	10	30
CENTRO	201	197	398
Agricultural	145	18	163
Industrial	38	140	178
Corporate	18	39	57
SUL	101	97	198
Agricultural	90	2	92
Industrial	9	86	95
Corporate	2	9	11
Corporate	8	8	16
Total Moved	465	432	897

2023/2024 Crop Year			
Cluster/Area	Promotion	Internal Recruitment	Total
NORTE	458	319	777
Agricultural	398	23	421
Industrial	31	273	304
Corporate	29	23	52
CENTRO	366	267	633
Agricultural	301	16	317
Industrial	49	214	263
Corporate	16	37	53
SUL	247	175	422
Agricultural	235	6	241
Industrial	6	163	169
Corporate	6	6	12
Corporate	27	14	41
Total Moved	1,098	775	1,873

The company also works in line with the wide dissemination of the labor recruitment processes. The practices adopted are unique to each production unit and may include ads in media outlets, social media posts, and partnerships with educational institutions. On the UST website, there is the Careers section, an online channel for registering CVs: [usinasantaterezinha.gupy.io](https://usinasantaterezinha.gupy.io).

Usina Santa Terezinha seeks professional evolution and the well-being of people, regardless of race, ethnicity, origin, age, disability, pregnancy, gender, gender identity, sexual orientation, religious belief, social class, or physical characteristics.

Compensation and benefits [GRI 2-19 and 401-2]  
[GRI 3-3 Working conditions and respect for human rights]

Employee earnings include salary and Variable Compensation Programs. Usina Santa Terezinha distinguishes paid wages according to performance, measured by individual and corporate achievement goals. The compensation package is complemented by benefits, aiming to provide greater satisfaction and welfare to employees and exceed legal requirements in the country.



Variable  
Compensation  
Programs

Employees contemplated

Productivity Bonus	Rural workers.
PPV (Variable Production Bonus)	Agricultural employees who work on soil preparation, planting, cultivation, harvesting, loading, and sugarcane transportation.
PPR (Results Participation Program)	Employees who work exclusively in mechanized activities in agricultural areas (planting, harvesting, loading, and sugarcane transportation).

In addition to benefits provided by law,  
employees also receive:

- Medical care, extensive to dependents;
- Dental assistance for employees who have  
opted in;
- Free transportation in the company's fleet,  
in industrial units. Transportation vouchers at  
corporate and logistics terminals;
- Group life insurance coverage;
- According to internal criteria, privately owned  
houses in 10 towns are provided by lease to  
employees who do not have homes.

2022/2023 Crop Year

Clusters	Units	Municipalities	Habitational Complexes	Number of Homes	Total
UST NORTE	IGUATEMI	MANDAGUAÇU	HIRO VIEIRA	6	220
			TANCREDO NEVES	1	
			SÃO FRANCISCO	66	
			JOÃO PAULO I	51	
			VILA NOVA	51	
			MARAJOARA	35	
			CENTRO	10	
	PARANACITY	PARANACITY	MILTON PRANDI	40	762
			SÃO JOSÉ	40	
			JOÃO LOPES	560	
JOSÉ SANCHES			112		
CENTRO			10		
TERRA RICA	TERRA RICA	JARDIM SHIMADA	507	507	
UST CENTRO	RONDON	RONDON	SANTA MÔNICA	79	663
	SÃO TOMÉ	SÃO TOMÉ	CENTRO	7	
			TESOLIN	95	
	IVATÉ	ICARAÍMA	DONA ANGELINA II	48	
			SANTA TEREZINHA	250	
	IVATÉ	IVATÉ	DONA ANGELINA I	102	
			DONA ANGELINAI	80	
	UST SUL	TAPEJARA	TAPEJARA	CENTRO	
CENTRO				5	
TUNEIRAS DO OESTE			RESIDENCIAL JULINA I	314	
			RESIDENCIAL JULINA II	100	
TOTAL				2,571	

2023/2024 Crop Year

Clusters	Units	Municipalities	Habitational Complexes	Number of Homes	Total			
UST NORTE	IGUATEMI	MANDAGUAÇU	HIRO VIEIRA	6	197			
			FAZENDA GUERRA	1				
			TANCREDO NEVES	1				
		MARINGÁ (IGUATEMI)	SÃO FRANCISCO	66				
			JOÃO PAULO I	51				
			VILA NOVA	49				
			MARAJOARA	11				
			CENTRO	12				
			PARANACITY	PARANACITY		MILTON PRANDI	40	762
						SÃO JOSÉ	40	
	JOÃO LOPES	560						
	JOSÉ SANCHES	112						
	CENTRO	10						
TERRA RICA	TERRA RICA	JARDIM SHIMADA	508	508				
UST CENTRO	RONDON	RONDON	SANTA MÔNICA	79	663			
	SÃO TOMÉ	SÃO TOMÉ	CENTRO	7				
			TESOLIN	95				
			DONA ANGELINA II	48				
			SANTA TEREZINHA	250				
	IVATÉ	IVATÉ	DONA ANGELINA I	102				
			DONA ANGELINAI	80				
			CENTRO	2				
			CENTRO	5				
	UST SUL	TAPEJARA	TAPEJARA	RESIDENCIAL JULINA I		314	419	
TUNEIRAS DO OESTE			RESIDENCIAL JULINA II	100				
TOTAL			2,549					

Most houses were built in partnership with the Paraná Housing Bureau, Cohapar (Paraná Housing Company), and BNDES (National Bank for Economic and Social Development);

- ▶ Food in in-house restaurants located in the Corporate plants and production units: Maringá (and Iguatemi), Paranacity, Cidade Gaúcha, Rondon, Tapejara, and Ivaté. In 2021, Usina Santa Terezinha renewed the catering contract with the third-party company to improve the diversity of menus, services, and facilities;
- ▶ Access to recreational associations with leisure facilities, social events, and social gatherings;
- ▶ Learning incentive program;
- ▶ In 2021, the food voucher benefit was implemented. It benefits 100% of Usina Santa Terezinha's employees and is destined to acquire food products, and adjustments will be made according to percentages defined by the unions.



Highlights [GRI 201-1, 203-1, 203-2 and 413-1]



Project	
Start	2019.
Definition	Welcoming the employees' uniqueness, valuing that everyone can work together with equal opportunities, and recognizing the differences and similarities of each one to make the environment safe for the whole in achieving a common goal.
Goal	Promote the continuous improvement of employees' physical, mental, and social well-being fairly, reinforcing the commitment to respect and recognize differences at UST.
Time frame	April to December, 2023.
Audience	100% of UST employees.
Activities	Explanatory posts about the project, videos with employees' testimonies covering the 4 affinity groups (gender, black people, people with disabilities, and LGBTQIA people), and conversation circles with women employees in all UST Units.
Scope	Conversation circles were held face-to-face in 11 Paraná and Mato Grosso do Sul towns. The playlist with the 4 Project 2023 videos is available on Youtube - UST: <a href="https://youtube.com/playlist?list=PLLPMQ3dSjLELmNaZvTzxP4cpTBuVbbDKo&amp;si=GTgXJbFzgAjMFpZr">https://youtube.com/playlist?list=PLLPMQ3dSjLELmNaZvTzxP4cpTBuVbbDKo&amp;si=GTgXJbFzgAjMFpZr</a>
Outcomes in the 2023/2024 crop year	Employees received information about the project via corporate email and on the murals in UST's internal areas. The UST website and electronic equipment, such as computers and tablets, were customized with the project's wallpaper. In the media, the videos reached a considerable audience, with an average of 3,500 impressions on YouTube; 4,908 views on Facebook; 8,105 accounts reached on Instagram. In the face-to-face roundtables, the topics covered were Women and Careers & UST Women. In all, 503 women were involved.

In the 2022/2023 crop year, Usina Santa Terezinha was present at the 15<sup>th</sup> National Bioenergy Congress, held by UDOP - União Nacional da Bioenergia, in Araçatuba/SP. The event was attended by more than 1,000 people who took part in 12 themed rooms and a Great

Panel focused on discussions about the sugar-energy sector. Respect Makes History at UST was presented in the Communications and Marketing theme room on this occasion.

Continuing Education and Training

[GRI 3-3 403-5 and 404-1] [GRI 3-3 Working conditions and respect for human rights]

Training within the company is focused on developing the potential of employees and leaders. Qualifications are combined with management needs, thus improving knowledge and the culture of health and safety for workers. Several training programs are offered continuously to help employability and contribute to professional, social, and economic advancement. Newly hired employees also participate effectively in Institutional and Functional Integration.

2022/2023 Crop Year

Clusters	Unit	Training	Hours	Participants
UST Norte	Iguatemi	924	35,309	10,015
	Paranacity	1,057	45,846	9,339
	Terra Rica	857	25,279	8,771
UST Centro	Cidade Gaúcha	1,163	32,740	11,191
	Ivaté	932	37,094	9,408
	Rondon	1,112	31,496	9,215
	São Tomé	64	693	311
	Umuarama	11	166	13
	Rio Paraná	94	1,068	609
UST Sul	Moreira Sales	509	10,725	3,543
	Tapejara	1,391	77,372	21,459
Corporate	Corporate	361	3,626	1,809
Logistics	Logistics	177	2,851	825
	Paranaguá	12	221	87

2023/2024 Crop Year

Clusters	Unit	Training	Hours	Participants
UST Norte	Iguatemi	142	55,412	14,641
	Paranacity	1,710	76,846	24,970
	Terra Rica	1,470	54,841	18,456
UST Centro	Cidade Gaúcha	1,532	71,578	28,236
	Ivaté	1,505	64,930	22,384
	Rondon	1,480	52,045	15,740
	São Tomé	92	799	358
	Rio Paraná	234	3,941	1,990
UST Sul	Moreira Sales	746	17,380	5,218
	Tapejara	1,509	80,668	24,770
Corporate	Corporate	453	5,862	2,620
Logistics	Logistics	208	3,206	1,173
	Paranaguá	18	278	133

2022/2023 Crop Year

Cluster / Unit	Female			Male			Total		
	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Média (Horas)	Qty Trained	Total Workload	Média (Horas)
NORTE	3,659	11,980	3	24,466	94,454	4	28,125	106,434	4
Iguatemi	990	2,335	2	9,025	32,975	4	10,015	35,309	4
Paranacity	1,390	6,310	5	7,949	39,536	5	9,339	45,846	5
Terra Rica	1,279	3,335	3	7,492	21,944	3	8,771	25,279	3
Centro	4,618	15,704	3	26,129	87,554	3	30,747	103,258	3
Cidade Gaúcha	1,508	4,555	3	9,683	28,185	3	11,191	32,740	3
Ivaté	1,728	6,374	4	7,680	30,719	4	9,408	37,094	4
Rondon	1,251	4,471	4	7,964	27,025	3	9,215	31,496	3
São Tomé	97	213	2	214	480	2	311	693	2
Umuarama	0	0	0	13	166	13	13	166	13
Usina Rio Paraná	34	90	3	575	979	2	609	1,068	2
Sul	2,390	7,469	3	22,612	80,627	4	25,002	88,096	4
Moreira Sales	256	632	2	3,287	10,093	3	3,543	10,725	3
Tapejara	2,134	6,838	3	19,325	70,534	4	21,459	77,372	4
Corporate	808	1,443	2	1,001	2,183	2	1,809	3,629	2
Corporate	808	1,443	2	1,001	2,183	2	1,809	3,626	2
Logistics	150	333	2	762	2,739	4	912	3,072	3
Logistics	150	333	2	762	2,739	4	912	3,072	3
Paranaguá	0	0	0	87	221	3	87	221	3
Grand Total	11,625	36,928	3	74,970	267,558	4	86,595	304,486	4



2023/2024 Crop Year

Cluster / Unit	Female			Male			Total		
	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)
NORTE	8,538	22,565	3	49,529	164,534	3	58,067	187,099	3
Iguatemi	1,559	4,501	3	13,082	50,911	4	14,641	55,412	4
Paranacity	4,080	10,765	3	20,890	66,082	3	24,970	76,846	3
Terra Rica	2,899	7,300	3	15,557	47,541	3	18,456	54,841	3
Centro	12,069	32,750	3	56,639	160,543	3	68,708	193,293	3
Cidade Gaúcha	4,548	11,620	3	23,688	59,958	3	28,236	71,578	3
Ivaté	4,704	12,922	3	17,680	52,008	3	22,384	64,930	3
Rondon	2,535	7,644	3	13,205	44,401	3	15,740	52,045	3
São Tomé	169	388	2	189	411	2	358	799	2
Usina Rio Paraná	113	176	2	1,877	3,765	2	1,990	3,941	2
Sul	3,129	9,266	3	26,859	88,781	3	29,988	98,047	3
Moreira Sales	388	1,246	3	4,830	16,133	3	5,218	17,380	3
Tapejara	2,741	8,020	3	22,029	72,648	3	24,770	80,668	3
Corporate	1,214	2,590	2	1,406	3,272	2	2,620	5,862	2
Corporate	1,214	2,590	2	1,406	3,272	2	2,620	5,862	2
Logistics	197	398	2	1,109	3,086	3	1,306	3,485	3
Logistics	197	398	2	1,109	3,086	3	1,306	3,485	3
Paranaguá	0	0	0	133	278	0	133	278	0
Grand Total	25,147	67,569	3	135,542	420,217	3	160,689	487,786	3

2022/2023 Crop Year

Line Labels	Director			Manager			Supervisor			Coordinator			In charge			Operational			Total		
	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)
NORTE	-	-	0	169	564	3	765	2,620	3	1,472	5,061	3	3,024	11,782	4	22,695	86,407	4	28,125	106,434	4
Iguatemi	-	-	0	66	255	4	317	1169	4	438	1,902	4	1,122	4,945	4	8,072	27,039	3	10,015	35,309	4
Paranacity	-	-	0	67	204	3	229	727	3	480	1,637	3	1,007	4,390	4	7,556	38,888	5	9,339	45,846	5
Terra Rica	-	-	0	36	105	3	219	724	3	554	1,523	3	895	2,446	3	7,067	20,481	3	8,771	25,279	3
Centro	-	-	0	202	361	2	1,002	3,229	3	1,859	4,550	2	2,640	8,583	3	25,044	86,535	3	30,707	103,258	3
Cidade Gaúcha	-	-	0	11	214	2	419	1,160	3	572	1,242	2	877	2,267	3	9,212	27,857	3	11,191	32,740	3
Ivaté	-	-	0	45	98	2	319	1,327	4	653	1,872	3	850	3,024	4	7,541	30,772	4	9,408	37,094	4
Rondon	-	-	0	46	48	1	259	736	3	572	1,341	2	785	2,960	4	7,553	26,411	3	9,215	31,496	3
São Tomé	-	-	0	0	0	0	0	0	0	22	22	1	14	36	3	275	635	2	311	693	2
Umuarama	-	-	0	0	0	0	0	0	0	0	0	0	1	16	16	12	150,3	13	13	166,3	13
Usina Rio Paraná	-	-	0	0	0	0	5	6	1	40	73	2	113	281	2	451	709	2	609	1,068	2
Sul	-	-	0	135	219	2	522	1,688	3	968	2,792	3	2,144	7,418	3	21,233	75,908	4	25,002	88,096	4
Moreira Sales	-	-	0	4	18	5	32	119	4	125	346	3	261	896	3	3,121	9,345	3	3,543	10,725	3
Tapejara	-	-	0	131	273	2	490	1,569	3	843	2,445	3	1,883	6,523	3	18,112	66,562	4	21,459	77,372	4
Corporate	58	119	2	181	548	3	366	909	2	0	0	0	25	27	1	11,79	2,024	2	1,809	3,626	2
Corporate	58	119	2	181	548	3	366	909	2	0	0	0	25	27	1	11,79	2,024	2	1,809	3,626	2
Logistics	-	-	0	6	28	5	57	322	6	25	149	6	105	504	5	719	2,069	3	912	3,072	3
Logistics	-	-	0	6	28	5	57	322	6	25	149	6	105	504	5	719	2,069	3	912	3,072	3
Paranaguá	-	-	0	0	0	0	1	4	4	0	0	0	0	0	0	86	217	3	87	221	3
Grand Total	58	119	2	693	1,790	3	2,712	8,767	3	4,324	12,553	3	7,938	28,314	4	70,870	252,943	4	86,595	304,486	4



2023/2024 Crop Year

Line Labels	Director			Manager			Supervisor			Coordinator			In charge			Operational			Total		
	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)	Qty Trained	Total Workload	Average (Hours)
NORTE	-	-	0	258	715	3	1,076	3,551	3	1,862	7,380	4	4,513	19,534	4	50,358	155,920	3	58,067	187099	3
Iguatemi	-	-	0	120	286	2	358	945	3	537	2,892	5	1,430	8,907	6	12,196	42,381	3	14,641	55,412	4
Paranacity	-	-	0	92	275	3	388	1,264	3	643	2,225	3	1,723	5,844	3	22,124	67,238	3	24,970	76,846	3
Terra Rica	-	-	0	46	154	3	330	1,341	4	682	2,262	3	1,360	4,783	4	16,038	46,300	3	18,456	54,841	3
Centro	-	-	0	259	707	3	1,329	3,828	3	2,356	7,596	3	4,047	12,569	3	60,717	168,593	3	68,708	19,3293	3
Cidade Gaúcha	-	-	0	155	440	3	650	1,670	3	976	2,474	3	1,559	4,344	3	24,956	62,650	3	28,236	71,578	3
Ivaté	-	-	0	67	185	3	374	1,326	4	729	2,396	3	1,275	4,519	4	19,939	56,504	3	22,384	64,930	3
Rondon	-	-	0	37	82	2	246	745	3	693	2,666	4	852	3,339	4	13,812	45,212	3	15,740	52,045	3
São Tomé	-	-	0	-	-	0	-	-	0	6	18	3	14	19	1	338	763	2	358	799	2
Usina Rio Paraná	-	-	0	0	0	0	59	87	1	12	42	4	247	348	1	1,672	3,463	2	1,990	3,941	2
Sul	-	-	0	222	504	2	579	1,816	3	961	3,709	4	2,251	9,136	4	25,975	82,883	3	29,988	98,047	3
Moreira Sales	-	-	0	39	84	2	72	163	2	196	766	4	429	1,685	4	4,482	14,681	3	5,218	17,380	3
Tapejara	-	-	0	183	419	2	507	1,652	3	765	2,943	4	1,822	7,450	4	21,493	68,203	3	24,770	80,668	3
Corporate	85	271	3	330	972	3	519	1,335	3	-	-	0	15	24	2	1,671	3,259	2	2,620	5,862	2
Corporate	85	271	3	330	972	3	519	1,335	3	-	-	0	15	24	2	1,671	3,259	2	2,620	5,862	2
Logistics	-	-	0	17	66	4	75	208	3	35	255	7	155	669	4	1,024	2,286	2	1,306	3,485	3
Logistics	-	-	0	17	66	4	75	208	3	35	255	7	155	669	4	1,024	2,286	2	1,306	3,485	3
Paranaguá	-	-	0	-	-	0	10	32	3	-	-	0	-	-	0	123	246	2	133	278	2
Grand Total	85	271	3	1,086	2,964	3	3,578	10,738	3	5,214	18,940	4	10,981	41,932	4	139,745	412,941	3	160,689	487,786	3

### Leadership Training Program - A Team that Transforms and A Team that Performs

For the 2022/2023 crop year, leaders kept attending the Leadership Training Program – A Team that Transforms. As for the 2023/2024 crop year, they participated in the Leadership Training Program – A Team that Performs. They are both aimed at developing management skills.

Training for Directors, Managers, Supervisors, Coordinators, and In-charge Employees was carried out in a hybrid format, in addition to behavioral mapping with individual feedback, resulting in the preparation of IDPs (Individual Development Plans) and Feedback x Behavioral Profiles.

Topics addressed to Managers and Directors:

- Self-knowledge;
- Communication styles;
- Feedback;
- Best practices in management;
- Developing and situational leader;
- Leadership styles;
- High-performance teams;
- Conflict management;
- Trust;
- Values and Succession.

Program Themes for Supervisors:

- Self-leadership and self-knowledge;
- Talents and skills;
- Hard and soft skills;
- Current and desired status;
- Recognizing leadership styles;
- Behavioral skills;
- Active listening and feedback;
- Expanding the development of those you lead;
- Individual Development Plan;
- Values and Succession.

Directors followed the progress of the training sessions held with the leaders and experienced debates and the practice of management tools through meetings structured for this purpose, focusing on supporting their leaders in managing their teams. Thus, the program included 11 Directors, 37 Managers, 150 Supervisors, 190 Coordinators, and 470 In-charge Employees.

Starting in 2023, the Performance Evaluation was implemented at Usina Santa Terezinha, focusing on employee performance against the company's objectives, goals, and culture. In 2024, the leaders could evaluate their peers, subordinates, and leaders. The main objective was to assess each employee's technical and behavioral skills, measure the work's quality, and assess safety and company values. As a result, everyone's development needs were identified, opportunities for professional growth were acquired, and potential was stimulated to generate results for the company as a whole. During each stage, managers created Individual Development Plans (IDPs) and Action Plans for each appraisee, intending to guarantee the achievement of individual results.

### 2023/2024 Crop Year <sup>[GRI 2-18]</sup>

Performance Evaluation	Participants
Directors and Managers	44
Supervisors	113
Analysts, lawyers, buyers, nurses, engineers, ergonomists, specialists, speech therapists, doctors, and technicians	595
<b>Total</b>	<b>552</b>

### Encontro de Líderes UST

This strategic event brought together more than 800 leaders from all company areas to evaluate the performance of the last crop cycle, discuss the challenges faced, and, above all, outline future goals and plans.

The meeting was essential for aligning our goals and strengthening our commitment to results, ensuring that every department is prepared to reach new levels of excellence. It is also an opportunity to reflect on achievements and share experiences that contribute to collective growth.

Together, as a team, the essence of collaboration, innovation, and a focus on sustainable results were reinforced. Leadership is essential in this

process, inspiring all employees to move forward with determination.

### UST Leaders' Meeting | 2023/2024 Crop Year

The meeting brought together around 750 managers over two days. The company's top management detailed the Plan for the 23/24 Crop Year, emphasizing the following topics: the Agricultural and Industrial Scenarios, the UST Master Plan, and the 4 UST pillars: Safety, Performance, Cost, and Quality. In addition, renowned speakers, such as athlete Vanderlei Cordeiro de Lima, Marcos Zanqueta, and Captain Paulo Storani, brought motivation and energy to the team, focusing on the themes of high-performance leadership and performance management.

Learn more about the  
**Leaders' Meeting** by  
watching the video on  
the **UST -Youtube channel**



### UST Leaders' Meeting | 2024/2025 Crop Year

Usina Santa Terezinha celebrated the start of the 2024/2025 crop year by holding an event with more than 800 leaders, sponsoring knowledge, motivation, and focus on results. With an intense program, the meeting included inspiring talks by the UST Board of Directors and soccer team captain Cafu. For better integration, there was also a game, Desert Golds, bringing up discussions about planning, strategies, and better yields and productivity.

Learn more about the  
**Leaders' Meeting** by  
watching the video on  
the **UST -Youtube channel**



Professional qualification [GRI 3-3 and 404-1]

Programs	Goal	Partnership	Units Benefited In 2022/2023	Audience In 2022/2023	Units Benefited In 2023/2024	Audience In 2023/2024
Learning Incentive Program	Enabling the search for information and knowledge, generating a motivational factor through partial repayment of the investments with education in technical, undergraduate, and postgraduate courses.	Senar (National Rural Learning Service)	Cidade Gaúcha, Iguatemi, Ivaté, Paranacity, Rondon, Tapejara, Terra Rica, Corporate, and Logistics.	9 scholarships for undergraduate and postgraduate courses.	Cidade Gaúcha, Iguatemi, Ivaté, Paranacity, Rondon, Tapejara, Terra Rica, Corporate, and Logistics.	68 scholarship holders due to the implementation of the POP - Education Assistant for technical, undergraduate, and postgraduate courses.
Young Apprentice Program	Develop the Young Apprentice Program, following Law 10.097 of November 19, 2000, providing access to professional qualification through theoretical and practical education strategies with the appropriate equipment.	Senar (National Rural Learning Service) Lins de Vasconcellos and Associação Nossa Senhora Pastora.	Cidade Gaúcha, Iguatemi, Ivaté, Paranacity, Rondon, Tapejara, Terra Rica, Corporate, and Logistics.	126 teenagers and young people: 51.76% of the vacancies were filled by men and 48.23% by women.	Cidade Gaúcha, Iguatemi, Ivaté, Paranacity, Rondon, Tapejara, Terra Rica, Corporate, and Logistics.	108 teenagers and young people: 54.28% of vacancies were filled by men and 45.71% by women.
CNH grant (National Driver's License)	Enabling employees to change their CNH category to become eligible for internal career growth.	Agreement with driving schools in the towns.	Cidade Gaúcha, Iguatemi, Ivaté, Paranacity, Rondon, Tapejara, Terra Rica, and Logistics.	180 employees benefited, 89.70% men and 10.30% women.	Cidade Gaúcha, Iguatemi, Ivaté, Paranacity, Rondon, Tapejara, Terra Rica, and Logistics.	458 employees benefited, 85.50% men and 14.50% women.
Internship Program	To train new talents, offering students the opportunity to experience the challenges of an organization and the practicalities of the job market in the sugar-energy sector.	IEL (Euvaldo Lodi Institute)	-	-	Cidade Gaúcha, Iguatemi, Ivaté, Paranacity, Rondon, Tapejara, Terra Rica, Corporate, and Logistics.	35 interns, 51% women and 49% men.
Residents	To train students or recent graduates in modern sugarcane cultivation technologies, providing participants with technical and practical knowledge; identifying, planning, and implementing opportunities to solve problems; and providing certification in the form of a sugarcane cultivation improvement course, in order to develop future managers to lead people, processes and results.	UFRRJ (Universidade Federal Rural do Rio de Janeiro).	Iguatemi, Ivaté, Rondon, and Tapejara.	2 male residents and 2 female residents, 3 of whom were promoted to leadership positions.	Terra Rica, Iguatemi, Cidade Gaúcha, Rondon, Ivaté, and Tapejara.	4 male and 2 female residents started in Jan/2024 and remain in the program.



Project



Start	2021.
Definition	Promoting training that aims to improve and enhance the professional performance of the company's internal public.
Goal	Developing careers and providing professional qualifications to UST employees at the Paraná production units.
Audience	Young and adult women in the communities.
Time frame	Crop year.
Activities	During the crop years, classes of young people and adults are formed according to the project's planning, promoting knowledge in technical and professional skills and expanding the possibilities of employment, decent work, and entrepreneurship.
Partnership	Senar (National Rural Learning Service) / Paraná; Workers' Agencies in Paraná; and Trade Unions in Paraná.
Scope	7 towns in Paraná.
Outcomes in 2022/2023	A total of 75 employees were trained. They attended training courses ranging from agricultural tractor operator to workshop mechanic and wheel loader operator. Of these, 66 were men and 9 were women.
Outcomes in 2023/2024	The audience was 149 people, and they participated in courses for agricultural tractor operator, wheeled workshop mechanic, and wheel loader operator. Of these, 122 were men and 27 were women.

Quality of life [GRI 401-2]

Usina Santa Terezinha provided health services developed throughout the crop years, contributing with early diagnosis actions, preventive health, adoption of healthy habits, promoting quality of life and well-being for employees and their families, and providing campaigns focused on prevention.

Highlight [GRI 3-3, 201-1, 203- 1, 203-2, 403-5, 403-6 and 413-1]

Escuto e Penso em Você (I Hear and Think of You) runs parallel to the international campaigns Yellow September (mental health), Pink October (breast and cervical cancer), and Blue November (prostate cancer), raising awareness among employees and encouraging them to take care of themselves and their families, through themes related to mental health, women's health, and men's health. In the third year of the project, the 2022/2023 crop year, the proposal was to present themes related to anxiety, healthy eating, psychological/medical care, and reinforcing the need for dialog. For the 2023/2024 crop year, in its 4th edition, the proposed themes involved caring for mental and physical health and reminders to keep the preventive exam schedule up to date.

Operational changes notifications  
[GRI 3-3 and 402-1]

Usina Santa Terezinha notifies in advance of significant operational changes in the organization, such as restructuring; acquisition and shutdown; beginning and end of the harvest; and maintenance in the industry. Among the instruments used in the company are: monthly meetings; reports made available by e-mail and on bulletin boards; messages

sent via app; dialog between employees and leaders and leadership committees - these are ways of facilitating notifications and developing processes and procedures with precision. In addition, by drawing lots, employees who celebrate their birthdays within each month participate in the Coffee with the Director, in which the main institutional communications are reinforced.

Project



Start	2020.
Definition	The project is developed in parallel with the international Yellow September, Pink October, and Blue November campaigns, enabling awareness among employees and encouraging them to have a look of care for themselves and their families.
Goal	To raise awareness of mental health problems, breast and cervical cancer, and prostate cancer, reflecting on the subject with information that emphasizes dialogue and prevention is the best solution.
Time frame	September through November.
Audience	100% of UST employees.
Scope	9 towns in Paraná and Mato Grosso do Sul.
Partnership	Unimed.
Activities in the 2022/2023 crop year	1. 1. Hand out t-shirts and informative material to all employees; 2. Informative talks with semi-structured scripts with project partners at all UST units; 3. Sharing informative material in the company's media: a) digital: newsletter (e-mail) and cards (UST App); wallpaper (computers); informative content and publications of the results (social media). b) printed: posters (murals) and scripts for preventive dialogues with a signature list; 4. Health care on a mobile bus, during working hours, and workplace exercises.
Outcomes in the 2022/2023 crop year	In 2022, 7,213 employees received customized project t-shirts. Meetings were held for employees and their families, with the theme: Health and Well-being is in Our Hands. In all, 643 people took part; Unimed's Mobile Health Bus assisted 200 employees; 45 employees received psychological assistance; 1,400 employees took part in actions carried out by the Young Apprentices (AAJ Program); 27 preventive tests were carried out, as well as 241 bioimpedance assessments. 443 leaders took part in the "Compromised UST Leadership! Keeping an eye on your Health and the Well-being of your Team Members"; 1,259 employees participated in workplace exercises.
Activities in the 2023/2024 crop year	1. Hand out t-shirts and informative material to all employees; 2. Informative talks with semi-structured scripts with project partner Unimed and theater plays in all the UST Units; 3. Sharing informative material in the company's communication channels: a) digital: newsletter (e-mail) and cards (UST App); wallpaper (computers); informative content and publications of the results (social media). b) printed: posters (murals) and scripts for preventive dialogues with a signature list.
Outcomes in the 2023/2024 crop year	In 2023, 7,584 employees received customized project t-shirts. Actions carried out: 1 training session on Brief Reception for the UST Human Resources team, with 33 participants; 8 lectures on Harassment in the Workplace, with 308 participants. There were 51 days of activities (DDIs and playful presentations) in September, October, and November on the work fronts of the UST, Paranaguá Logistics, Maringá, and Corporate office units.

Health care

A health plan is offered as an employee and dependent benefit, providing outpatient and hospital medical coverage. The following are considered dependents: spouse or cohabitant, with a stable union under the law, duly proven, without competition with the spouse; disabled children; unmarried children up to 24 years old, as long as they are attending higher education or technical high school and are not working or with paid activity; unmarried disabled children, provided that the INSS has demonstrated economic dependence; stepchildren, minors in custody by a judicial decision and guardianship minors, who are equated with their children.

Crop	Holders	Dependents	Lives Covered by the Health Plan
2022/2023	8,277	8,442	16,719
2023/2024	8,494	8,846	17,340

Occupational health [GRI 403-6] [GRI 3-3 Worker health and safety throughout the production chain]

UST is committed to the health and well-being of its employees, and occupational health is a priority in all its operations, defining a robust action plan. According to the contract established with the operator, our employees and their dependents have access to health insurance, with coverage for consultations, exams, therapies, and hospitalizations. In addition to complying with Occupational



Health regulations, UST’s Health team monitors periodic clinical checks. In the 2022/2023 crop year, customizations were made to the Health and Safety information management software through the development of an Occupational Examination Flowchart, a Personal Movement Flowchart, the implementation of the Quality of Life Form, Insomnia Diagnosis, and the Identification of Morning and Afternoon Individuals, to improve examination control. Employee health information is stored in secure systems and physical records with access restricted to health professionals, guaranteeing confidentiality and compliance with the General Personal Data Protection Act (LGPD).

Along with the software improvements, the management of sick leave and Covid-19 treatment was maintained, as well as the implementation of Ambulance Management; the Flow of Movement of Pregnant Women exposed to pesticides; the Health Guideline for Critical Activities; NTEP (Social Security Epidemiological Technical Nexus), which we use as a tool for investigating alleged accidents and/or occupational illnesses, assessing the nexus or concausa and investigating certificates related to the CNAE; Osteomuscular Assessment to support clinical assessment, to eliminate the risk of pre-existing diseases, occupational illnesses and avoid accidents at work. Progress has been made in ergonomics management from AET (Ergonomic Work Analysis) to improve operational processes and comply with legislation, which helps mitigate ergonomic risks and prevent illness and/or accidents at work.

We have held events that are already part of our schedule of corporate campaigns, such as the H1N1 Flu Prevention and Combat, in partnership with its Health Operator, which carried out the vaccination campaign, making vaccines available to employees free of charge; Prevention of Aids (Acquired Immunodeficiency Syndrome) and other STIs (Sexually Transmitted Infections).

**Occupational health and safety** **[GRI 2-23] [GRI 3-3**  
**Worker health and safety throughout the production chain]**

Usina Santa Terezinha has invested intensively in SSMA management and has been improving its Safety Journey in order to ensure that operations are carried out to the highest safety, compliance, and environmentally sustainable standards, evaluating the information available for decision-making and reviewing the strategy adopted whenever necessary. UST seeks to change the safety culture, intending to make progress in valuing the lives and well-being of everyone, both inside and outside the workplace, by reinforcing pillars such as leadership development, SSMA processes, and training. This way, UST empowers people to improve quality, productivity, and profits. These elements are essential for maintaining and monitoring the SSMA Integrated Management System, which enables internal processes to be enhanced and integration with clients and suppliers to be carried out efficiently and sustainably. **[GRI 403-1]**



Our corporate Integrated SSMA Management system aims to guarantee the integrity of our employees and third parties by anticipating, recognizing, evaluating, and controlling risks and implementing control measures. UST has “SALVO, Safety Our Target,” based on the ISRS (International Safety Rating System) methodology, a tool developed by Frank Bird, and its structuring is correlated with UST’s technical procedures and legal requirements, making the work environment safer by improving, optimizing, and developing management practices, seeking to achieve the following results: reduce risks that have a high potential for loss, avoid the possibility of accidents, reduce financial losses resulting from accidents, promote system and people development regarding safety and increase the reliability of processes. The management system covers our administrative, industrial, agricultural, and automotive employees and third parties, who must follow all the procedures for providing services at UST. In third-party management, we have guidelines for hiring third parties and minimum SSMA requirements, which call for the presentation of documentation and training, depending on the activity to be carried out. **[GRI 403-1 and 403-9]**

SMA Procedures Management includes guidelines for Risk Management, Incident Communication and Investigation, Stop Work Policy, Training Catalog, and PAE (Emergency Response Plan), among others.

During the 2022/2023 crop year, the company made progress in assessing risks and opportunities and setting targets. The Risk Management system aims to carry out operational, maintenance, and project activities safely, reducing the dangers and risks to which employees and third parties are exposed and mitigating adverse environmental effects. The risk management process begins when the need arises to carry out an activity, routine or not, that involves a risk to people, facilities, and/or the environment. It is identified with the involvement of leadership and operations. The methodologies used to carry out activities so that the risks are previously known and then eliminated or mitigated are the Operational Procedures (POP), Risk Analysis (APR), Safe Work Permit (PTS), through the Stages of the Process: 1 - Activity Planning; 2 - Activity Risk Assessment; 3 - Preparation and Approval of Risk Management documents (APR and PTS); 4 - Conducting a Pre-Work Dialogue with the performers and signing the documents used to release the activity; 5 - Implementing the risk mitigation measures and carrying out the activity; 6 - Closing the activity and archiving the Risk Management documents. In addition to risk management, UST has a risk management program (PGR) and a rural work risk management program (PGRTR), which manages risk inventory, action plans, and related procedures. **[GRI 403-1] [GRI 3-3 Water]**



UST has the corporate guideline “Communication and Investigation of Incidents,” which establishes the basic requirements and criteria so that the units of Usina Santa Terezinha and its third parties can identify, communicate, record and investigate incidents and occupational illnesses in a standardized way, conducted by a multidisciplinary group made up of the Board of Directors, Managers, Supervisors, the SSMA Team, Legal, HR, as established by the Investigation Committee. The Guideline includes a “Severity Matrix” which defines the classification of the severity of events and the “Internal Incident Communication Matrix”, which defines the communication flow. The “Incident Communication and Investigation” includes details of the process, KPIs (Key Performance Indicators), and investigation methodologies. Software carries out Incident Communication and Investigation Management at UST. UST makes its employees aware of the importance of reporting incidents, which is a Golden Rule in the organization. After the investigation, actions are established in search of continuous improvement, evaluation of effectiveness and practicing the culture of lessons learned because the Health and Safety of employees and third parties are values at UST. [\[GRI 403-2\]](#) [\[GRI 3-3 Water\]](#)

In the investigations, actions are subdivided into categories, according to the Hierarchy of Control: Administrative Controls, which depend on safe behavior to be implemented, i.e. they are related to the employee; and Engineering Controls, which is the control at the source and/or in the path (Environment). In addition to the Feasibility Analysis, which involves a detailed assessment of the proposed actions in terms of cost-benefit, practicality of implementation and expected

effectiveness in preventing future occurrences, SALVO is under construction, so some processes are being designed, which requires continuous improvement in Administrative Controls. Still, it is worth noting that the organization has invested in Engineering Controls. [\[GRI 3-3 Water\]](#)

### Control Hierarchy: Administrative Controls

► Administrative Actions: These actions involve changes to administrative processes, such as updating policies, reviewing documentation, improving management systems and internal communication. They can include the implementation of new administrative controls or the modification of existing ones, representing a progression from 98% of actions to 90% in 2023.

► Process Adherence: Focuses on ensuring that existing processes are followed correctly. This can involve internal audits, inspections or the implementation of monitoring systems to ensure that established procedures are strictly adhered to, representing an improvement from 82% in 2022 to 64% in 2023.

► Training: This involves training and retraining employees, as well as new training, representing an increase from 15% in 2022 to 21% in 2023.

► Standard Operating Procedures (SOPs): Consists of drafting, revising SOPs to ensure that all activities are carried out in a safe and standardized manner. This can include the incorporation of lessons learned into existing procedures. representing an increase of 0.8% in 2022 to 4.8% in 2023.

### Control Hierarchy: Engineering Controls

► Engineering Measures: These involve physical changes to the work environment or equipment to eliminate or reduce risks. This can include the installation of machine guards, improvements in ventilation, redesign of work areas, among others, with the allocation of financial resources, representing an improvement of 0.9% in 2022 to 4.8% in 2023.

► Equipment acquisition: This deals with the purchase of new equipment or the replacement of existing equipment with safer or more efficient models, based on market updates, representing an improvement of 0.2% in 2022 to 2.4% in 2023.

Our SSMA Policy includes guidelines for recognizing risk and refusing to carry out activities involving imminent risk. UST practices the Right to Refuse, through its Stop Work Policy, which applies to the operation, whether carried out by employees or third parties, managing the issue, reinforcing the following premise: determine a system for interrupting work in routine and non-routine activities in a safe manner, mitigating the risks of the activity, when identifying a risk situation, or when they do not feel safe and/or comfortable performing the task, they must Stop Work, which must be informed immediately to the Leadership and the team, explaining why the work is being interrupted, and a new Risk Assessment is requested. [\[GRI 403-2\]](#)

Concerning the development of safe behavior, in the pursuit of advancing the SSMA Journey, we can highlight the De Olho no Risco (Eye on Risk) Program, which helps employees and third parties learn to perceive risks by observing the

environment, evaluating deviations and raising awareness of the risks that exist in the workplace. In addition to the program in place, the company invests in Hazard Perception training in a didactic and practical way. [\[GRI 403-1\]](#)

UST also holds events as part of its corporate campaign schedule, including the **Safe off-season**, which reaffirms our commitment to promoting a safe environment, recognizing the change in the “modus operandi,” and raising awareness among our employees and third parties of the importance of broadening our perception and adopting safe practices. **Safety Reflection**, in which we bring together employees from the operation for moments of reflection, is an opportunity dedicated to dialogue, strengthening our commitment to safety. The Traffic Accident Prevention Campaign aims to influence and persuade UST Drivers, Third Parties and the Community about the importance of safe driving to reduce accidents. **“CTT Day”**: an annual event that brings together professionals from the Cutting, Transshipment and Transportation (CTT) operation to reinforce prevention concepts and measures through practice, aligning harvest targets and strengthening the pillars of Safety, Quality, Cost and Performance, among others. In addition to participating in UDOP events in Araçatuba - SP, we can mention the lectures: PAE: Incident Management and Classification of Emergency Levels. The company is building a safer and more sustainable working environment for everyone.

Regarding the environment: **World Water Day**: in partnership with the IAT-Instituto Água e Terra of Cianorte/PR, 100 native tree seedlings were planted in the Permanent Preservation Area

(APP) of the Tancredo Stream in the municipality of São Tomé/PR; **Together Against Dengue:** a joint effort was made at the units to eliminate possible outbreaks of the Aedes Aegypti mosquito; **Internal talks:** lectures with the Young Apprentice classes at the units to present the actions related to UST’s environmental management and engage young people with environmentally responsible attitudes; **External lectures:** UST was present at the II Environmental Psychology Symposium at UniCV (Cidade Verde University Center), in Maringá/PR, with the theme “Industry and the Environment: the role of companies in promoting sustainable behavior,” bringing together more than one hundred undergraduate Psychology students. UST’s sustainability projects were shared, in line with the GRI (Global Reporting Initiative), SDG (Sustainable Development Goals), and Global Compact indicators, as well as the actions carried out by the Environment team to promote sustainable activities in UST operations; UST took part in commemorative and awareness-raising actions linked to Environment Week, through the SSMA (Health, Safety, and Environment) department, in Eldorado/MS, the action was carried out for students at the Sebastião de Paula Municipal School, through a lecture on the theme: Selective Collection, contemplating 120 students from the 2nd and 3rd years of Elementary School; Action at the Tapejara Unit with Young Apprentices from the AAJ Program (Youth and Adolescent Apprenticeship), carried out in partnership with the FAEP System, contemplating the lecture with the theme “Environment and Sustainability.”

UST has a Corporate Guideline, “PAE (Emergency Response Plan),” which establishes basic criteria for standardizing and drawing up “Emergency Response Plans” to provide effective actions that avoid major damage. It has an organizational structure defining the roles and responsibilities of the emergency response teams. The Emergency Communication System is the means of effectively communicating an emergency and the criteria for triggering it.

Usina Santa Terezinha annually improves the “Training Catalogue,” and through the “Training Matrix” it manages the organization’s training, based on legal requirements (legislation) and good company practices. Another highlight of the 2023/2024 harvest was training Internal Instructors to disseminate safety-related training to all employees.

The company manages incident indicators, such as the number of classifiable reportable incidents (fatality, lost time, activity restriction and medical treatment) per million hours worked (FR - Frequency Rate); classifiable reportable incidents with lost time per million hours worked (LTFR - Lost Time Frequency Rate); the number of days lost (working days lost as a result of an accident with time off work) and days deducted (days deducted due to the severity of the injury due to total or partial permanent incapacity, and fatality, in addition to the fact that the employee was not absent from work, according to Table 1 of NBR 14280:2001), caused by accidents at work with time off and without time off per million hours worked (SR - Severity Rate), and the agricultural operation is evaluated concerning these indicators - a factor which is also a criterion for defining the VPP (Variable Production Premium).

## PERFORMANCE INDICATORS\* [GRI 403-2 and 403-9]

	2021/2022	2022/2023	2023/2024
<b>M/H (Man-Hours Worked) – Own</b>	14,783,631	14,367,712	15,870,160
<b>Number of deaths due to accidents at work - Own</b>	0	0	1
<b>Number of low-consequence accidents</b>	18	69	145
<b>Number of high-consequence accidents</b>	13	21	32
<b>Days lost to accidents at work</b>	514	1,314	7,595
<b>Days deducted from accidents with permanent injury</b>	100	60	6,200
<b>Accident frequency rate</b>	1.03	6.26	11.22
<b>Accident severity rate</b>	34.77	91.46	478.57



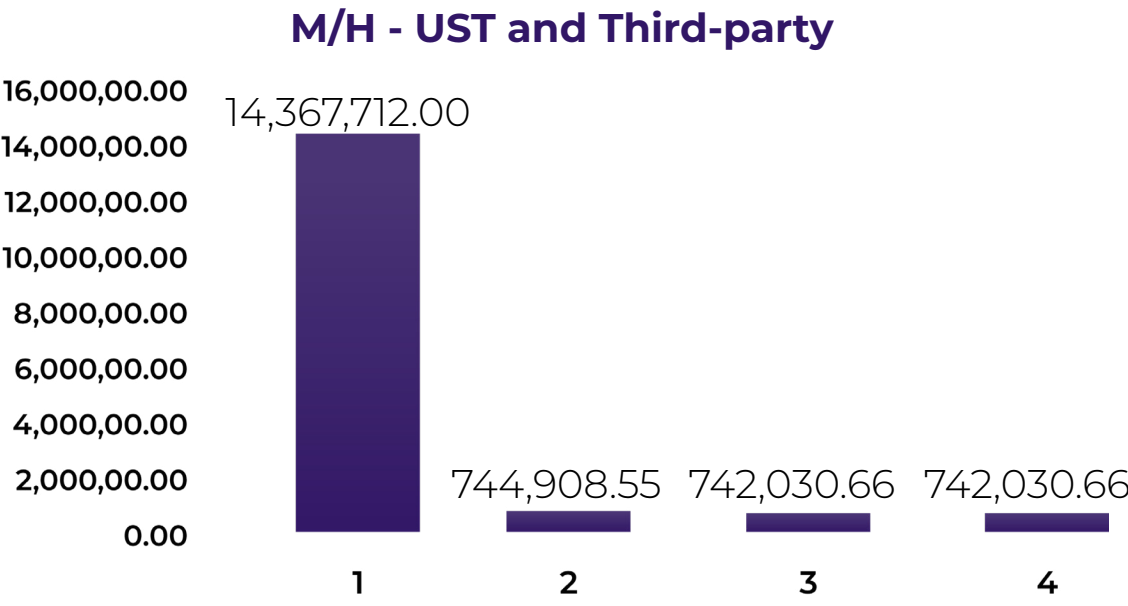
	2021/2022	2022/2023	2023/2024
M/H (Man-Hours Worked) – Third party	-	744,908.55	742,030.66
Number of deaths due to work-related accidents	-	0	0
Number of low-consequence accidents	-	0	5
Number of high-consequence accidents	-	3	1
Days lost to accidents at work	-	61	5
Days deducted from accidents with permanent injury	-	0	0
Accident frequency rate	-	4.03	9.43
Accident severity rate	-	81.89	6.74

\* High-consequence accidents are accidents with lost time (reportable incidents classifiable as lost time) and low-consequence accidents are accidents without lost time (with or without permanent injury, reportable incidents classifiable as lost time);

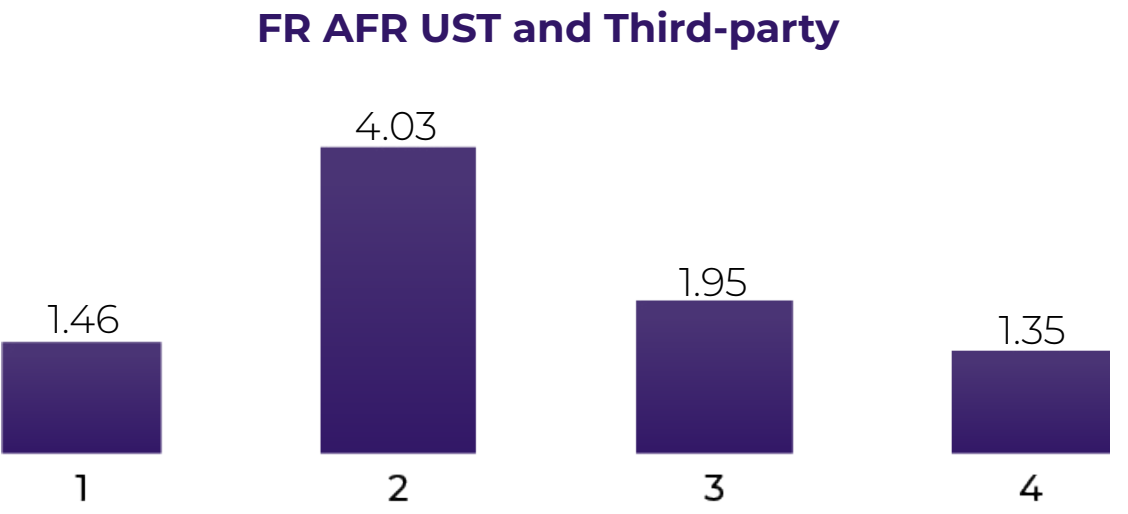
\* In the 2021/2022 report, there was no separation between own and third-party employee events, so it is impossible to compare the rates in % of third-party employees between 2021/2022 and 2022/2023.

\* The data involving third parties is added to the UST employee data. This data will be computed separately with the SGI (Integrated Management System) structure underway at Usina Santa Terezinha.

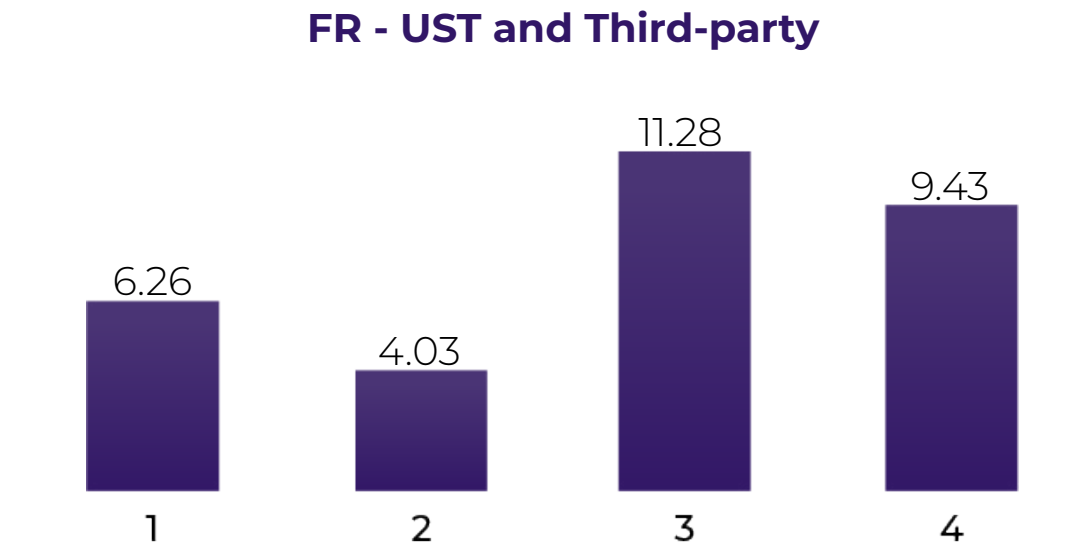
M/H (Man-Hous Worked) | 2022/2023 and 2023/2024 crop years



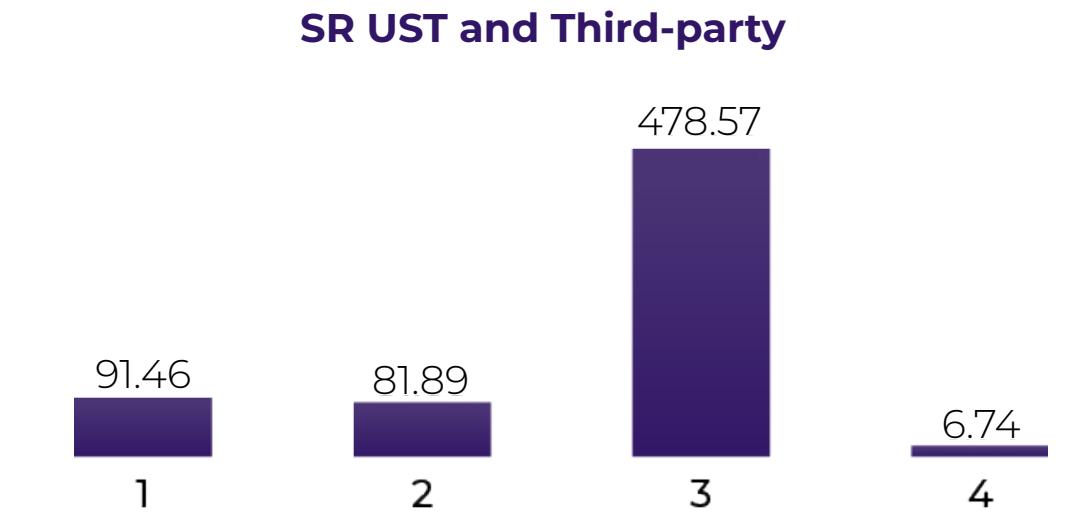
UST and Third-party Absence Frequency Rate | 2022/2023 and 2023/2024 crop years



Frequency rate UST and Third-party | 2022/2023 and 2023/2024 crop years



Severity rate UST and Third-party | 2022/2023 and 2023/2024 crop years





The SSMA performance of the units is assessed using the SSMA Score from December to November (12-month rolling), evaluating the KPIs in three categories: Category 01: Personal Injury Events; Category 02: Material Injury Events; Process Safety; Environmental Damage; Leaks and Category 03: SSMA Programs. The 12-month rolling ranking of the units is presented monthly at the Cluster Meetings. A plaque to the winners of 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> place represents the award. The SSMA Performance from December 2022 to November 2023 featured the following units: Paranacity (1<sup>st</sup> place), Iguatemi (2<sup>nd</sup> place) and Tapejara (3<sup>rd</sup> place).

**SSMA (Safety, Health and Environment) Committees** [\[GRI 3-3, 403-3 and 403-4\]](#)

UST has implemented a robust committee structure to ensure compliance with regulations, improve processes, and promote sustainable practices throughout the organization. Below is a summary of the main committees:

**SPCI Committee (Fire Fighting Prevention System):** Held monthly meetings with the industry leadership and SSMA to discuss the management of the fire fighting system.

**Manual Planting Committee:** Holds weekly meetings to monitor outsourced manual planting operations, focusing on safety and legal compliance, where applicable in the outsourced operation's unit, with the participation of Contract Leadership, Legal, SSMA, and Procurement.

**SSMA Committee:** Held daily with the Health and Safety Team to align Accident Management and relevant health and safety issues.

**Operational SSMA Committee:** During the weekly Cluster Meetings attended by top management (Directors, Agricultural Managers, Industrial Managers, Administrative Managers, HR, and SSMA) to discuss unit accidents, SSMA Inspections, KPIs, and the Environment.

**Transport Committee:** Hold meetings every two weeks to manage people's transportation and assess adherence to the minimum SSMA requirements.

**Health Committee:** Monthly meetings with SSMA, HR, and the Health Plan Operator to discuss claims, KPIs and campaigns.

**Lagoons Committee:** Aims to comply with IAT Ordinance 383/2023, meeting monthly with the participation of industrial managers, supervisors, and the SSMA team.

**Boiler Committee:** Aims to comply with SEMA 16/2014 legislation, with bimonthly meetings attended by industrial managers, supervisors, and the SSMA team.

**VIVE Committee:** Ensures adherence to the VIVE audit processes, with weekly meetings that include a wide range of professionals, from environmental supervisors to HR analysts and safety engineers.

All employees at Usina Santa Terezinha and third parties are represented on committees that meet periodically to discuss, analyze, implement measures, and set objectives for reducing occupational health and safety risks.

**Sectoral Entities**

Usina Santa Terezinha maintains close links with unions in Paraná and Mato Grosso do Sul, such as Sialpar (Paraná's Ethanol Manufacture Industry Union), Siapar (Paraná's Sugar Industry Union), the Rural Workers Unions, the Alcohol Manufacture Industries Workers Unions, the Food Industry Workers Unions, and Stiqfepar (Paraná's Chemical and Pharmaceutical Industries Workers Unions).

Collective agreements are signed with unions, considering the specificities of the regions where the production units are located and contemplating issues related to compensation, readjustments, working conditions, benefits, and job security. Collective bargaining agreements cover all employees. The company respects its employees' free association, and collective bargaining always occurs with members of the category's workers' union. [\[GRI 2-20 and 2-30\]](#)

**Community** [\[GRI 3-3 201-1, 203-1, 203-2 and 413-1\]](#)

Contributing to the social development around the production units is also the purpose of Usina Santa Terezinha. During the 2022/2023 and 2023/2024 crop years, seven projects were carried out through private social incentives according to the UST Annual Sustainability/ESG (Environmental, Social, and Governance) Master Plan that meets local needs. In addition, two new projects were launched: "Conexão," already mentioned in the section above (Engagement with Stakeholders), totaling nine projects in the Master Plan.

Project



Start	2023.
Definition	The recruitment of migrants is aimed at diversity and inclusion in the company, meeting the need for vacancies in UST units and compliance with UST's sustainability indicators.
Goals	Hiring Venezuelan migrants who are received in Roraima through Operation Welcome via IOM-UN, in line with UST's Diversity and Inclusion principles, which include promoting the recruitment and hiring of migrants to make up the company's team.
Audience	Venezuelan migrants.
Time frame	Crop year.
Activities	Hiring migrants through the UN's Operation Welcome
Partnerships	Humanitarian Logistics Task Force Operation Welcome and the United Nations Migration Agency (IOM).
Scope	3 towns in Paraná with UST Units (Paranacity, Ivaté and Tapejara).
Outcomes in the 2023/2024 crop year	<p>The project was presented to the Cities of Paranacity/PR, Tuneiras do Oeste/PR, Tapejara/PR, and Ivaté/PR, focusing on inclusion and job/income generation. 18 Venezuelans were hired, and with 47 family members, 65 people were impacted by MUST.</p> <p>The project's actions include, in addition to the benefits: Health Plan, Dental Plan, and Life Insurance, the benefit of Furnished Houses on Commodate; the provision of basic food baskets with protein and salary advances; assistance in the process of regularizing documents with the Federal Police, enrolment of dependents in Municipal Education Centers and Municipal/State Schools, and delivery of school supplies; and the hiring of online Portuguese classes for employees and their dependents. In addition, interpreters were hired to accompany them to the production units and the Integration Week at UST.</p> <p>The company's Human Resources team conducted home visits to monitor the families' adaptation. The IOM-UN also helped carry out interventions and guidance and translated the UST Guidelines into Spanish.</p>

INSTITUTIONAL PROJECTS

Project



Start	2013.
Definition	Contribute to adequate protection and shelter measures for those in situations of social vulnerability during the winter. To help reduce socio-economic difficulties related to the low temperatures in the region by collecting and delivering winter kits with new products (1 blanket and 1 bath towel).
Goal	Mobilizing employees and their families to collect winter kits with new products (a blanket and a bath towel) to benefit socially vulnerable people living in the communities surrounding the company's production units and, consequently, prioritizing preventive hygiene measures due to Covid-19. UST - Usina Santa Terezinha matched each employee's collection as an incentive.
Audience	Children, teenagers, and senior citizens assisted by social assistance institutions, especially those that have foster care services.
Time frame	May to June.
Activities	Collect and distribute winter kits (a blanket and a bath towel).
Scope in the 2022/2023 crop year	23 towns in Paraná and Mato Grosso do Sul.
Outcomes in the 2022/2023 crop year	2022: Employees exceeded the target of collecting 635 winter kits, donating 840 kits. The company doubled the original target, donating another 635 kits, which totaled 1,475 blankets and 1,475 bath towels, all new items. As a result, 1,475 people benefited: 97.06% are from the general community, and 2.94% are in rehabilitation. Of these, 23.53% are senior citizens, 26.47% are children, and 50% are adults. All the kits benefited 34 social welfare institutions.
Scope in the 2023/2024 crop year	19 towns in Paraná and Mato Grosso do Sul.
Outcomes in the 2023/2024 crop year	2023: Employees exceeded the target of collecting 572 winter kits, donating 979 kits. The company doubled the original target, donating another 572 kits, which totaled 1,551 blankets and 1,551 bath towels, all new items. As a result, 1,551 people benefited, of whom 96.30% are from the general community and 3.70% are indigenous. Of these, 33.33% are senior citizens, 14.81% are children, and 51.85% are adults. All the kits benefited 27 social welfare institutions.



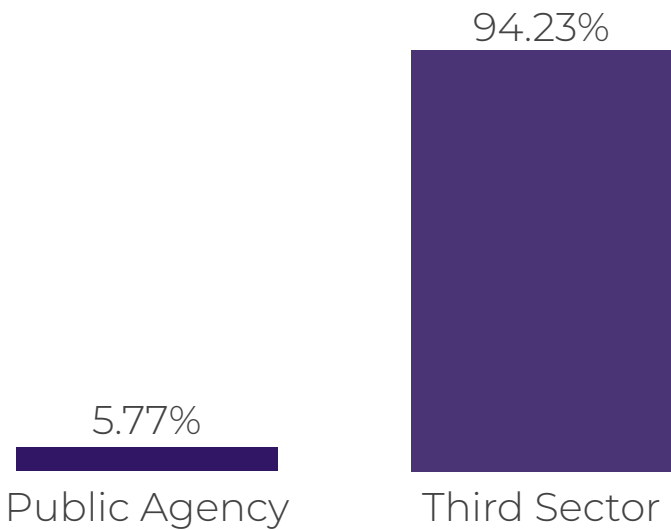
Project



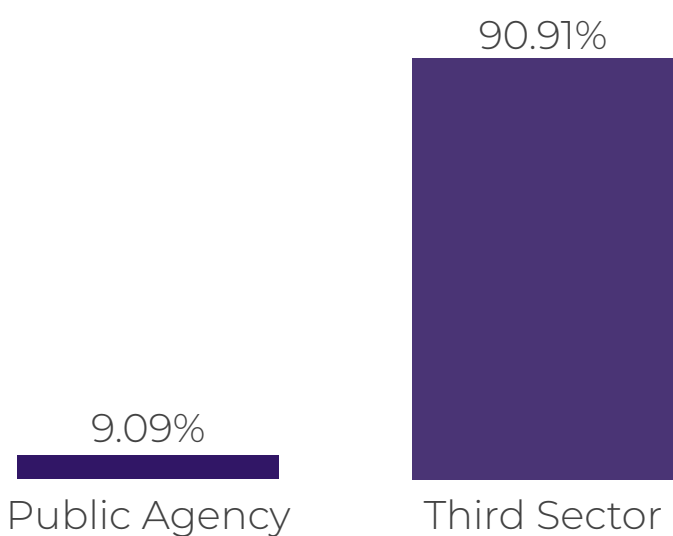
Start	2014.
Definition	Making Christmas wishes come true through engagement with Usina Santa Terezinha, employees, and neighboring communities. Based on this demand, UST is committed to doubling the number of wishes made true, with food baskets for children and geriatric diapers for senior citizens.
Goal	Fostering solidarity within the organization by collecting “Christmas Wishes,” fulfilling the “wishes” sent through letters from people in social vulnerability, promoting more smiles through the delivery of dreams that enable play, leisure, and fun in childhood, and also contributing to the protection and maintenance of health in old age.
Audience	Children, teenagers, and senior citizens assisted by social assistance institutions.
Time frame	November to December.
Activities	Collection and distribution of “Christmas wishes,” food baskets, or geriatric diapers.
Scope in the 2022/2023 crop year	17 towns in Paraná and Mato Grosso do Sul.
Outcomes in the 2022/2023 crop year	908 “Christmas Wishes” for children and senior citizens were donated by employees, a figure that doubled with the company’s participation, resulting in the delivery of 4,976 geriatric diapers and 605 donated food baskets. A total of 27 social welfare institutions benefited.
Scope in the 2023/2024 crop year	16 towns in Paraná and Mato Grosso do Sul.
Outcomes in the 2023/2024 crop year	A total of 962 “Christmas Wishes” for children and senior citizens were donated by employees, which doubled with the company’s participation, resulting in the delivery of 254 geriatric diapers and 708 donated food baskets. A total of 25 social welfare institutions benefited.

# BENEFICIARIES OF THE INSTITUTIONAL PROJECTS: TOGETHER FOR WARMTH AND DOUBLE CHRISTMAS WISHES

Nature of the institutions - 2022/2023 crop year



Nature of the institutions - 2023/2024 crop year



Profile of the institutions

Usina Santa Terezinha's Together for Warmth and Double Christmas Wishes projects prioritized institutions that assist people in social

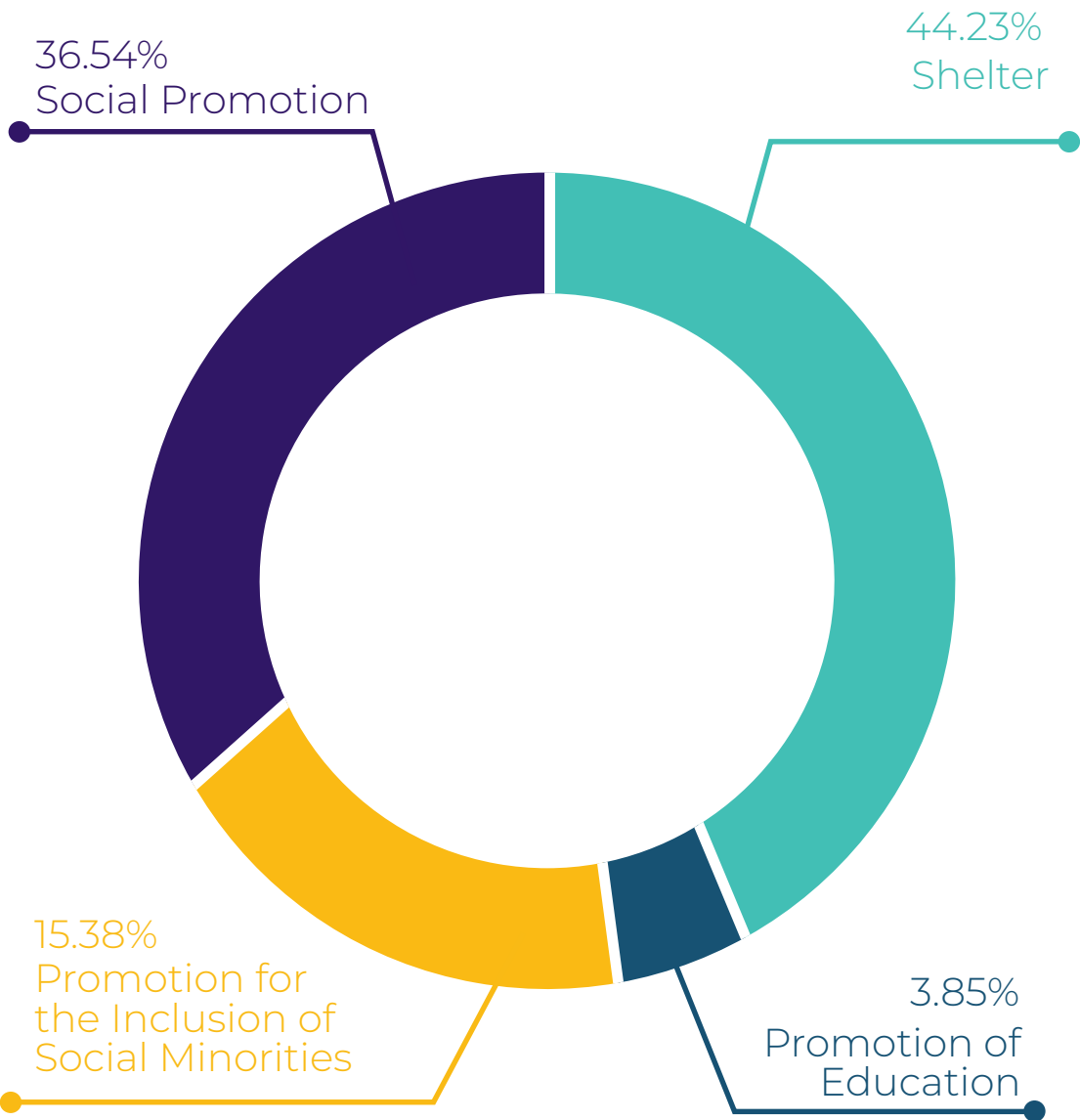
vulnerability in shelters and social promotion institutions.

Audience profile

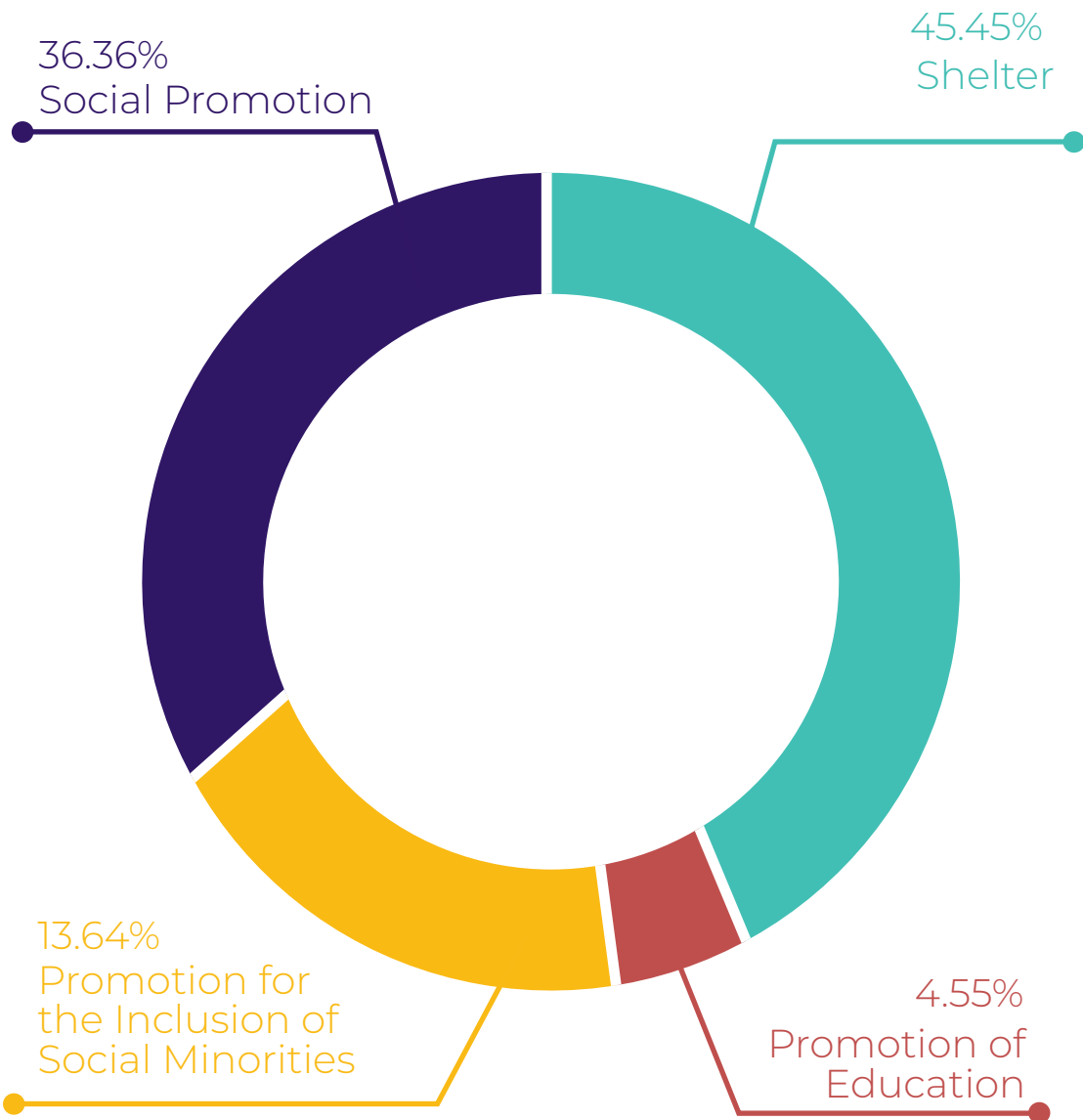
Considering Together for Warmth and Double Christmas Wishes projects in the 2022/2023 crop, the UST Projects assisted more than 2,380

people. In the 2023/2024 crop, over 2,510 people were assisted. These people are welcomed in social assistance institutions as well as being contemplated by the projects.

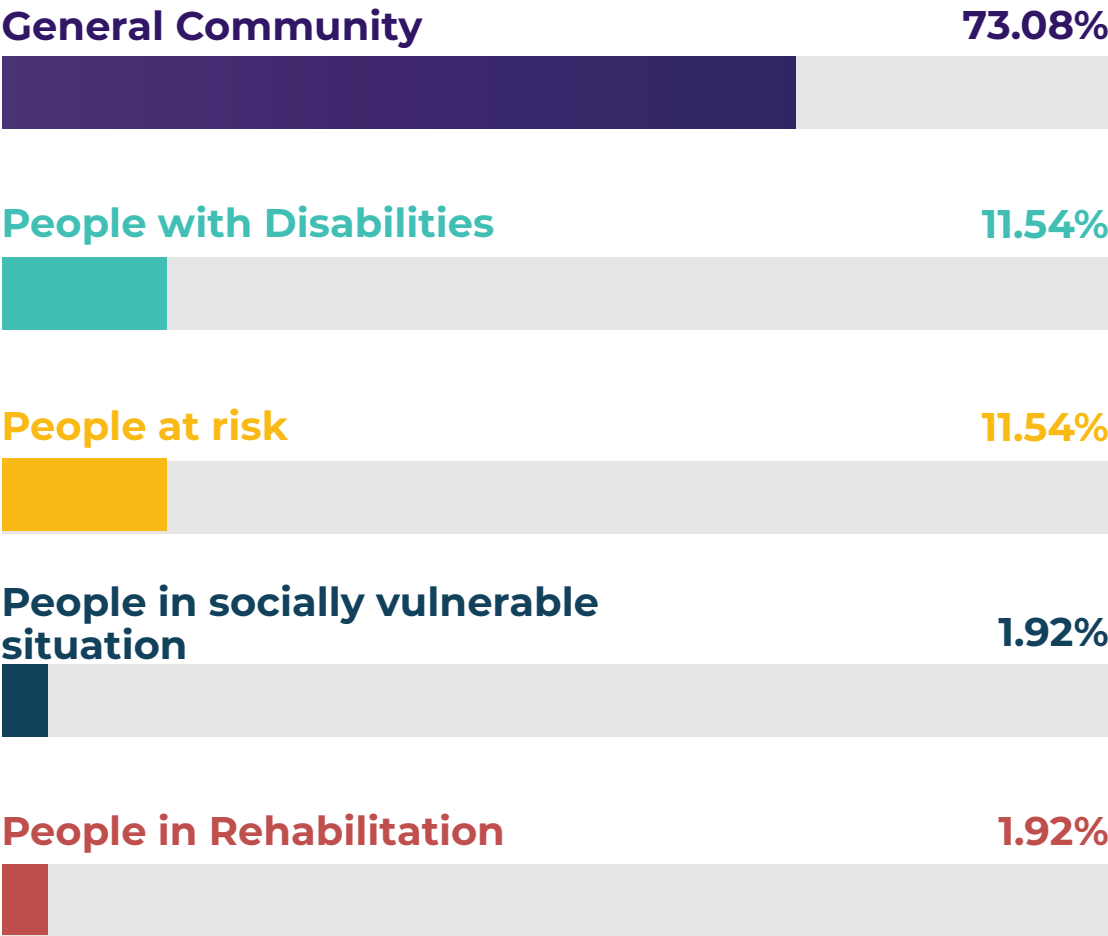
Profile of the institutions - 2022/2023 crop year



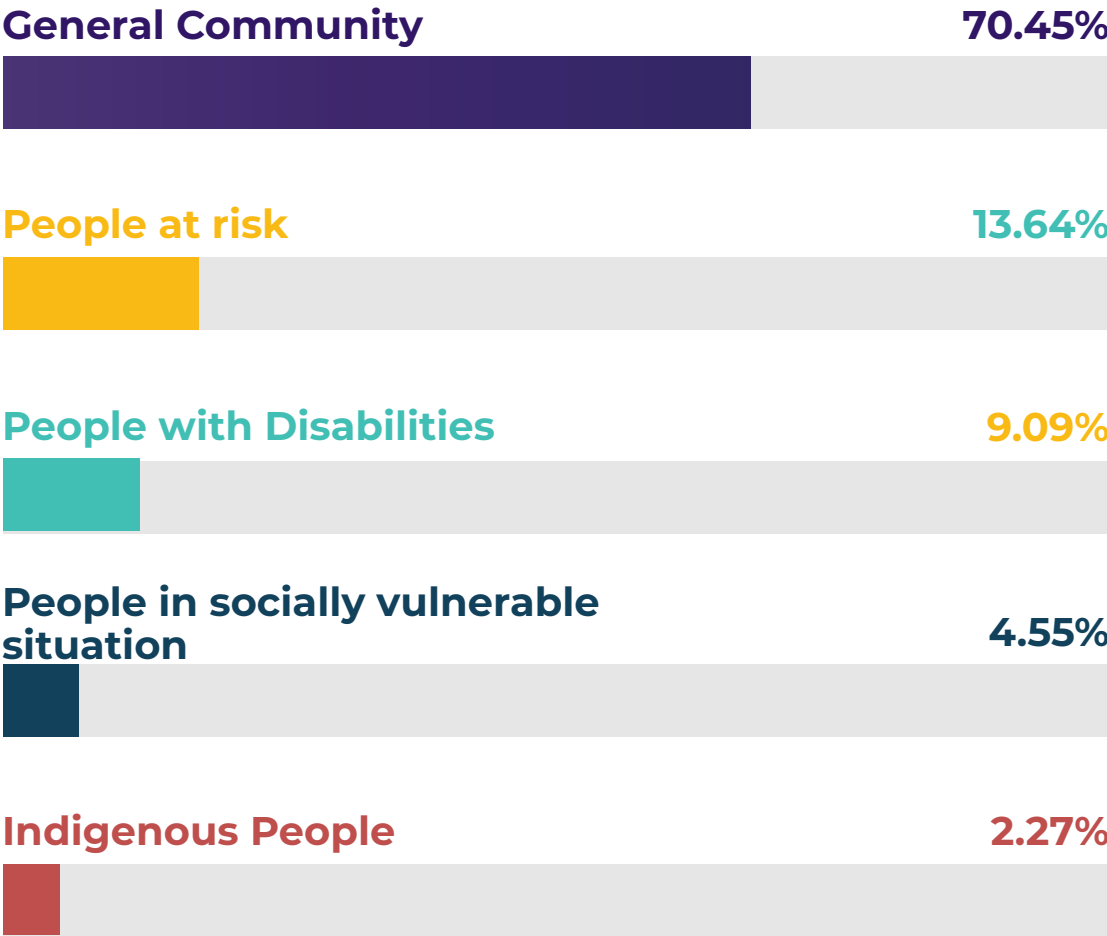
Profile of the institutions - 2023/2024 crop year



Audience profile - 2022/2023 crop year

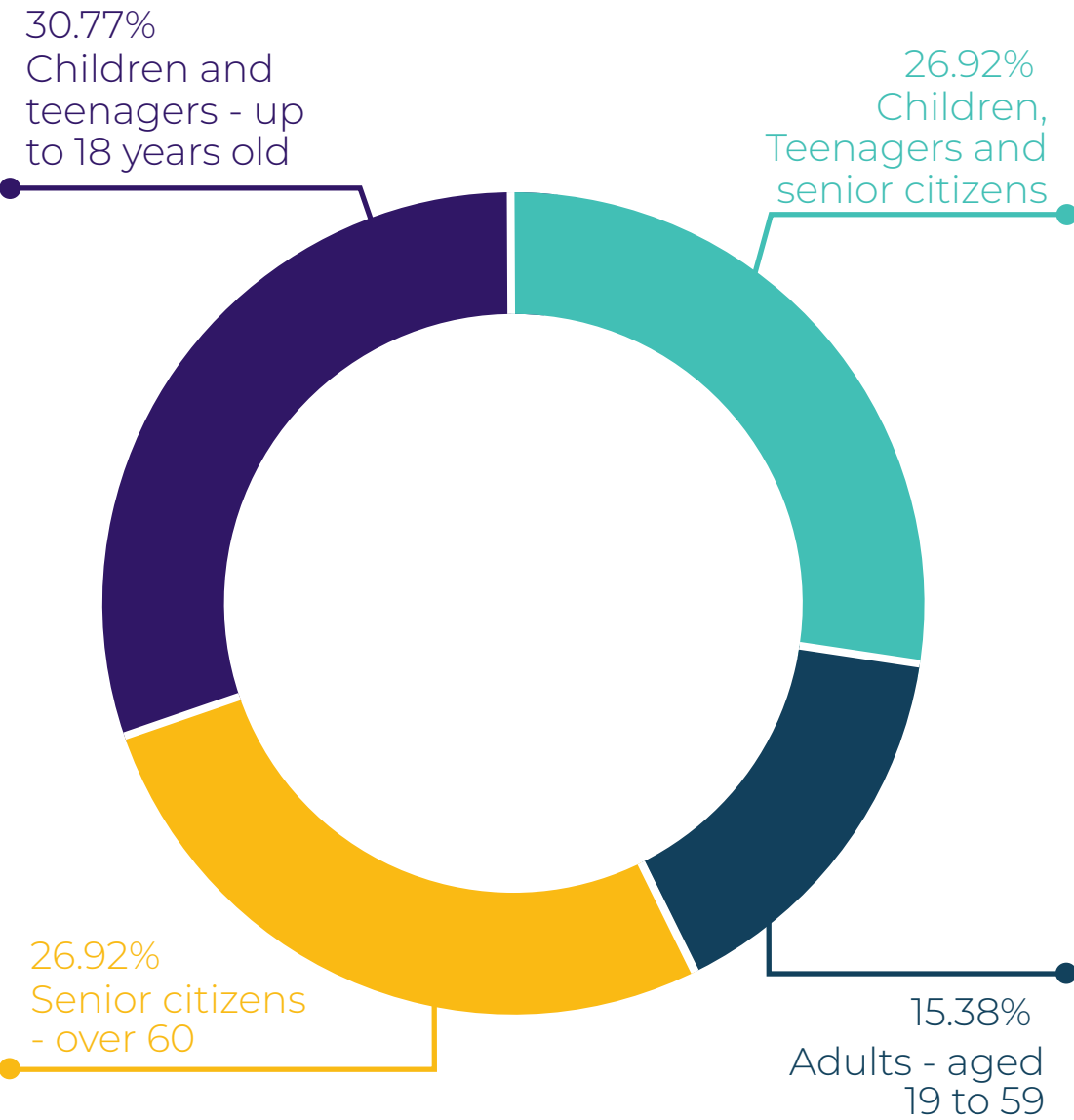


Audience profile - 2022/2023 crop year

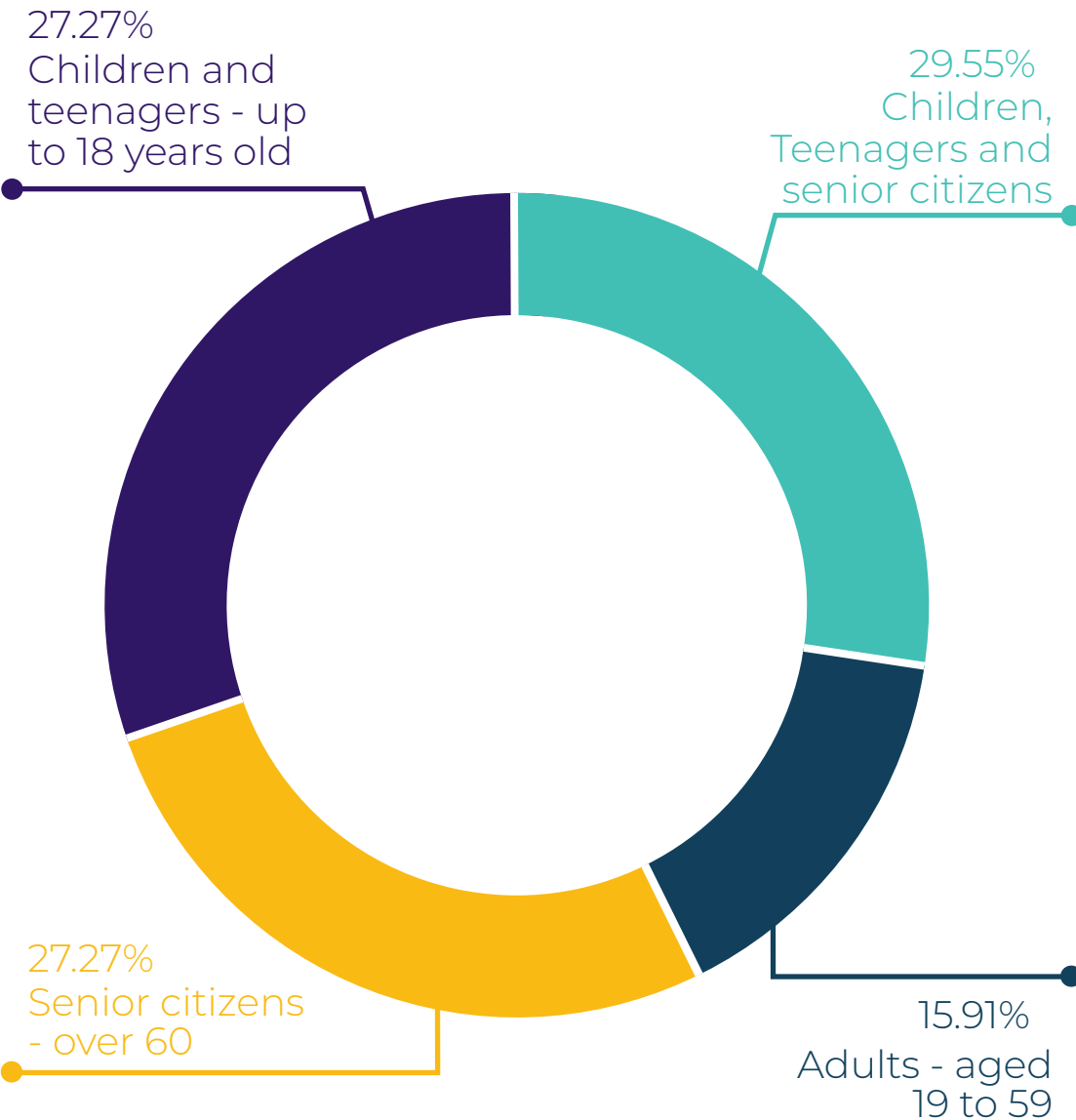




Auience age group - 2022/2023 crop year



Audience age group - 2023/2024 crop year



Towns and districts served - 2022/2023 Crop Year

Cluster	UST Unit	City	District	State
NORTE	Iguatemi	Mandaguaçu	-	Paraná
		Maringá	Iguatemi	Paraná
		Paçandu	-	Paraná
		Presidente Castelo Branco	-	Paraná
	Paranacity	Colorado	-	Paraná
		Cruzeiro Do Sul	-	Paraná
		Inajá	-	Paraná
		Nova Esperança	-	Paraná
	Terra Rica	Paranacity	-	Paraná
		Guairaça	-	Paraná
Terra Rica		-	Paraná	
Terra Rica		Adhemar de Barros	Paraná	
CENTRO	Cidade Gaúcha	Cidade Gaúcha	-	Paraná
		Tapira	-	Paraná
	Ivaté	Ivaté	-	Paraná
		Umuarama	-	Paraná
	Rondon	Guaporema	-	Paraná
		Rondon	-	Paraná
		São Tomé	-	Paraná
	Usina Rio Paraná	Eldorado	-	Mato Grosso do Sul
SUL	Tapejara	Cianorte	-	Paraná
		Cruzeiro Do Oeste	-	Paraná
		Moreira Sales	-	Paraná
		Tapejara	-	Paraná
UST	Corporate/Logistics Maringá	Maringá	-	Paraná
		Paçandu	-	Paraná

Towns and districts served - 2023/2024 Crop Year

Cluster	UST Unit	City	District	State
NORTE	Iguatemi	Mandaguaçu	-	Paraná
		Maringá	Iguatemi	Paraná
		Presidente Castelo Branco	-	Paraná
	Paranacity	Colorado	-	Paraná
		Cruzeiro do Sul	-	Paraná
		Nova Esperança	-	Paraná
	Terra Rica	Paranacity	-	Paraná
		Guairaça	-	Paraná
CENTRO	Cidade Gaúcha	Terra Rica	-	Paraná
		Cidade Gaúcha	-	Paraná
		Tapira	-	Paraná
	Ivaté	Icaraíma	-	Paraná
		Ivaté	-	Paraná
		Umuarama	-	Paraná
	Rondon	Guaporema	-	Paraná
		Indianópolis	-	Paraná
		Mirador	-	Paraná
		Rondon	-	Paraná
		São Tomé	-	Paraná
SUL	Tapejara	Usina Rio Paraná	-	Mato Grosso do Sul
		Eldorado	-	Paraná
		Cianorte	-	Paraná
		Cruzeiro do Oeste	-	Paraná
		Moreira Sales	-	Paraná
UST	Corporate/Logistics Maringá	Tapejara	-	Paraná
		Tuneiras do Oeste	-	Paraná
		Maringá	-	Paraná
		Paiçandu	-	Paraná

Project



<b>Start</b>	2021.
<b>Definition</b>	Development in local communities through a project that qualifies and trains people, boosting their competencies for the labor market.
<b>Goal</b>	Offering professional qualifications for people living in communities neighboring the UST productive units through free agricultural operation and mechanical maintenance courses.
<b>Audience</b>	Young people and adults from the communities.
<b>Time frame</b>	Crop year.
<b>Activities</b>	During the crop years, classes of young people and adults are formed according to the project's planning, promoting knowledge in technical and professional skills and expanding the possibilities of employment, decent work, and entrepreneurship.
<b>Partnership</b>	Senar (National Rural Learning Service) / Paraná; Workers' Agencies in Paraná; and Trade Unions in Paraná.
<b>Scope</b>	7 towns in Paraná.
<b>Outcomes in the 2022/2023 crop year</b>	A total of 26 people were trained, taking part in the Agricultural Tractor Operator, Motorcycle Workshop Mechanic, and Wheel Loader Operator courses. Of these, 16 were men and 10 were women.
<b>Outcomes in the 2023/2024 crop year</b>	A total of 71 people were trained, taking part in the Agricultural Tractor Operator, Wheeled Workshop Mechanic, and Wheel Loader Operator courses. Of these, 52 were men and 19 were women.

Project



<b>Start</b>	2023.
<b>Definition</b>	UST Training - Women provides free professional training for women from the communities surrounding the company's operations to work in the agro-industrial sector.
<b>Goal</b>	To train women professionals free of charge, to qualify the regional workforce in the agro-industrial sector, and to provide equal opportunities.
<b>Audience</b>	Young and adult women in the communities.
<b>Time frame</b>	Crop year.
<b>Activities</b>	During the crop years, classes of young people and adults are formed according to the project's planning, promoting knowledge in technical and professional skills and expanding the possibilities of employment, decent work, and entrepreneurship.
<b>Partnership</b>	Senar (National Rural Learning Service) / Paraná; Paraná Workers' Agencies; and Paraná Trade Unions.
<b>Scope</b>	7 towns in Paraná.
<b>Outcomes in the 2023/2024 crop year</b>	A total of 37 women were trained, taking part in courses for Agricultural Tractor Operator, Wheeled Workshop Mechanic, and Wheel Loader Operator courses.

UST Women's Action

On March 8, 2023, Usina Santa Terezinha launched the UST Women Action to encourage more women to come and work at Usina Santa Terezinha. Monthly publications highlighted hiring new female employees and the promotion of UST Training - Women through free courses aimed at the community, with classes made up exclusively of women. Since then, the Human Resources area has monitored new employees monthly, presenting these indicators at meetings with the company's top management.

Semeando o Verde (Sowing the Green) UST

In the 2022/2023 crop year, the UST Sowing the Green Project returned to schools with comic book activities. In the 2023/2024 crop year, making recyclable toys was the focus. Employees were also offered activities to do with their children/tutored children at home.

Project



<b>Start</b>	2012.
<b>Definition</b>	A socio-environmental project that carries out activities on Arbor Day, September 21.
<b>Goal</b>	Contributing to creating an environmentally correct society responsible for preserving biodiversity and committed to the future of the next generation.
<b>Audience</b>	4 <sup>th</sup> graders from municipal schools.
<b>Time frame</b>	September through October.
<b>Scope</b>	100% of the towns in Paraná and Mato Grosso do Sul where UST units are located.
<b>Partnership</b>	Municipal Secretaries of Education and Municipal Secretaries of the Environment of Paraná and Mato Grosso do Sul; IAT (Instituto Água e Terra); and IDR-Paraná (Instituto de Desenvolvimento Rural do Paraná) - IAPAR-EMATER
<b>Activities in the 2022/2023 crop year</b>	Presentation to the UST team, pedagogical teams and education secretariats; Delivery of the Sowing the Green Kit with Cultural Contest Participation Leaflet, T-Shirt and Tree Sapling; Educational Talks conducted by UST employees in schools; Teacher orientation for the Cultural Comic Strip Contest; School Committee to Select 5 finalist comic strips per school; Online voting by UST employees to select the 3 best stories; Awards in Schools; Publicity: poster, wallpaper, videos and posts on social media.
<b>Outcomes in the 2022/2023 crop year</b>	In 2022, the project covered 20 schools in 8 towns in the UST region. A total of 1,137 students and educators from the 4th year of elementary school took part, receiving 1,300 tree seedlings.
<b>Activities in 2023/2024</b>	Presentation to the UST team and education secretariats; Delivery of the Sowing the Green Kit: leaflet, t-shirt, and tree sapling; Educational Talks; Teacher orientation for the Cultural Comic Strip Contest; School Committee to Select 5 finalist comic strips per school; Online voting by UST employees to select the 3 best stories; Awards in Schools; Publicity: poster, wallpaper, videos and posts on social networks. For employees' children, a Tree/Grove Cultivation Kit was given with information material encouraging family video recordings showing the reuse of plastic materials or the construction of toys from recycling.
<b>Outcomes in 2023/2024</b>	In 2023, the project covered 21 schools in 9 towns in the region where UST operates. 1,110 students and 2,960 children of employees took part. In total, 2,625 tree seedlings were distributed.



Semeando o Verde was presented at the  
Arena Sustentável 2023 event in Maringá/PR.



In the 2022/2023 and 2023/2024 crop years, the socio-environmental projects carried out with the community included the municipalities that are home to around 90% of the company’s units. The scope of this work is justified by the fact that these cities have the largest number of employees, such as Maringá, Paranacity, Terra Rica, Rondon, Cidade Gaúcha, Tapejara, and Ivaté - Paraná and also Eldorado - Mato Grosso do Sul, except for the municipality of Paranaguá, which was not included.

On the other hand, the “Juntos para Aquecer” and “Sonhos de Natal em Dobro” projects were more active in the local community. In the 2022/2023 crop year, they covered 35% of the towns where the company operates, the other 65% being neighboring towns where the plant’s employees live or which are part of the region where UST operates. In the 2023/2024 crop year, the projects covered 33% of the towns where the company operates, and the other 67% were in neighboring municipalities. Both crops prioritized institutions with a social promotion profile and shelters. [\[GRI 413-1\]](#)

Partnership

Project	
Start	2019
Definition	Promotion of reports of arson in Usina Santa Terezinha’s sugarcane fields, contributing to the community’s health and quality of life.
Goal	Propagate an operation to combat arson in UST’s sugarcane fields, using technology and offering a R\$ 3,000.00 reward to the person who presents concrete evidence (which will be verified), identifying the criminals.
Audience	Communities neighboring the production units.
Time frame	Crop year.
Activities	Monitoring systems with high-resolution cameras and drones, surveillance teams with trained dogs, and vehicles for rural patrols. There will also be widespread publicity in media outlets such as: TV and radio, as well as leaflets and posters with information about the project.
Partnership	SP Segurança
Scope	Usina Santa Terezinha’s sugarcane planting areas located in Paraná.
Outcomes in the 2022/2023 and 2023/2024 crop years	Greater control and inhibition of fires in properties managed by Usina Santa Terezinha, contributing to preserving the surrounding fauna and flora, permanent preservation areas, agricultural properties, and towns close to the company’s production units.

Tax Incentive

In the 2022/2023 crop year, Usina Santa Terezinha, through Usaciga, made tax allocations of IRPJ (Corporate Income Tax) of R\$49,000.00, covering cultural, artistic, sporting, and para-sporting projects. All the projects cover the Maringá/PR region. [\[GRI 413-1\]](#)

Indigenous Peoples: Aldeia Cerrito

The Greenfield Usina Rio Paraná is located near Aldeia Cerrito (MS). This indigenous community has an estimated population of 580 people. In partnership with the city of Eldorado and Aldeia Cerrito, the company collaborates to maintain and perpetuate the Indigenous culture and train Indigenous people in actions that improve the community’s quality of life. The Mbo’erro Tava

Okara Rendy Indigenous school was included in the activities of the Sowing the Green Project, with 21 Indigenous children in the 4th grade in the 2022/2023 crop and 10 children in the 2023/2024 crop, reinforcing UST’s commitment to contributing to the socio-environmental education of Indigenous children.

Suppliers [\[GRI 2-6, 3-3 and 204-1\]](#)

The supply chain continually seeks to develop long-lasting partnerships with suppliers, adding value to the company’s business and ecosystem. In this way, a social and environmental obligation is established with suppliers, and all suppliers must comply with legal standards and good practices on issues such as child labor, forced labor, discrimination, and the environment.

In 2022/2023, Usina Santa Terezinha had 2,615 suppliers of services and products, 99.8% of which were located in Brazil, and 56% were local suppliers from 1,463 towns in Paraná. In the 2023/2024 crop year, there were 2,830 suppliers of services and products, 99.9% of which were located in Brazil, and 56% were local suppliers from 1,581 towns in Paraná.

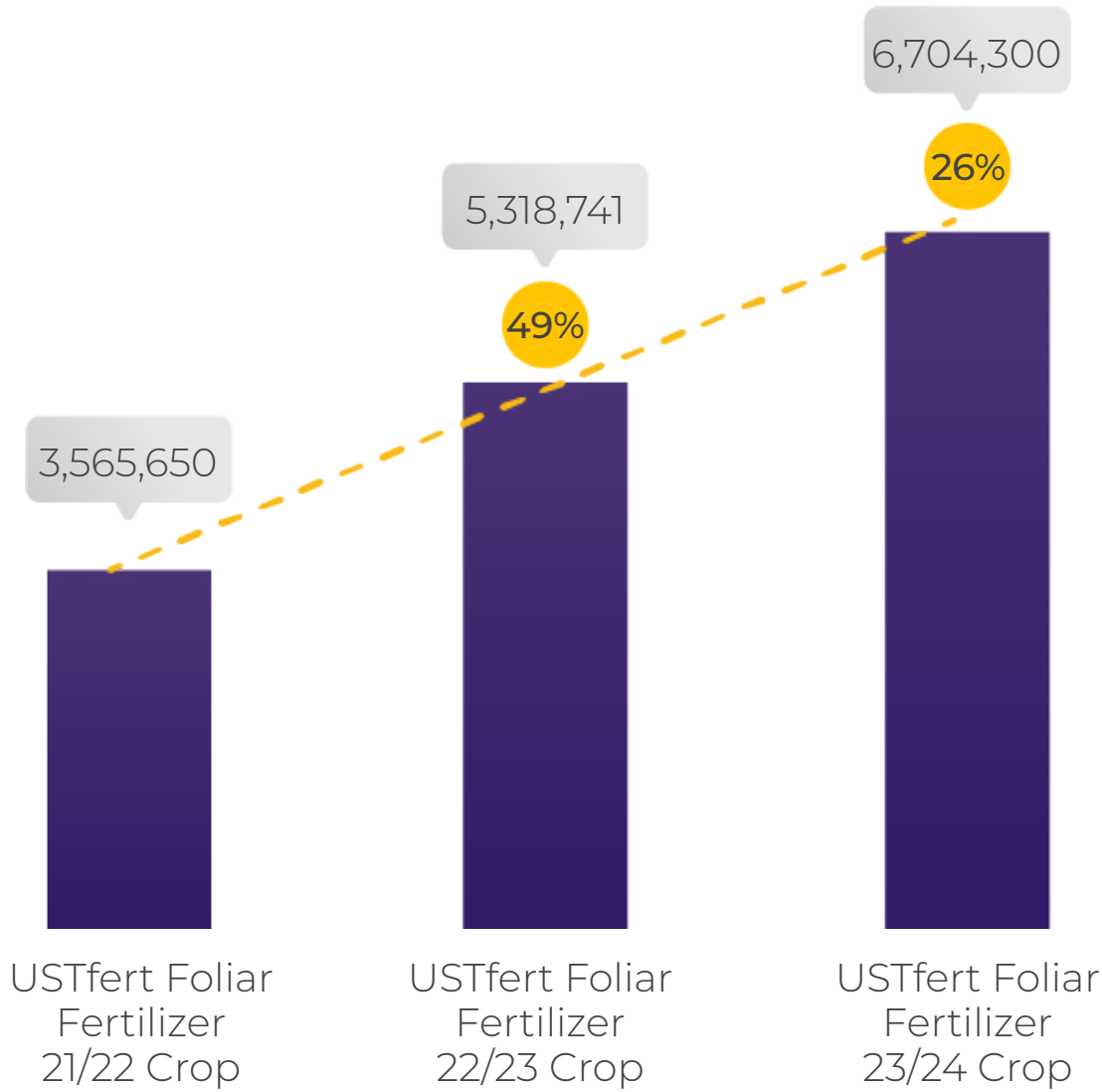
The volume contracted during the 2022/2023 crop was around 1.57 billion reais, so having a base of diverse suppliers and partners benefits both business and society. The volume contracted during the 2023/2024 crop was around 2.28 billion reais. Concerning local suppliers, in the 2022/2023 harvest, 98.35% was spent in Brazil and 66.90% in Paraná. In the 2023/2024 harvest, 99.77% was spent in Brazil and 66.04% in Paraná. Negotiations are always conducted transparently, avoiding issues such as abuse of power, harassment of any kind, conflicts

of interest, and anti-competitive business, emphasizing the need to comply with current legislation.

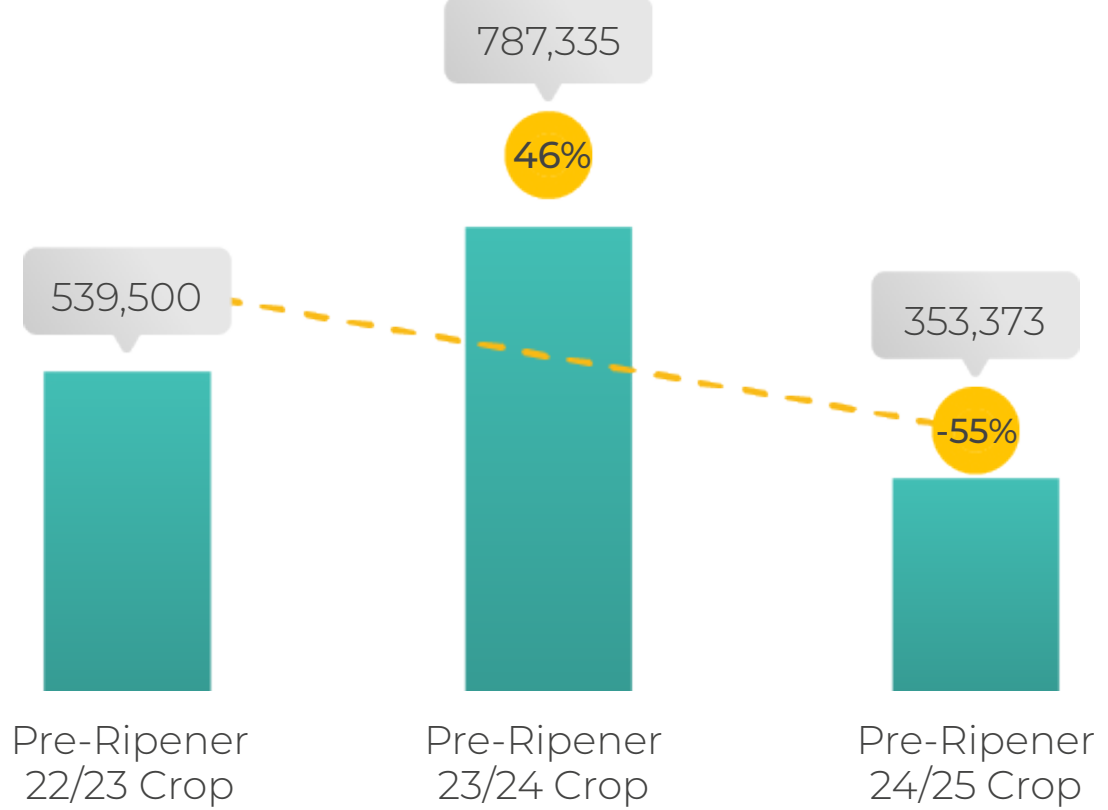
In the 2022/2023 crop year, the **Fábrica USTFert** saw a 49% increase in the production of foliar fertilizer compared to the previous year and started producing pre-mature fertilizer, adding a lot of value to the business and considerably reducing the cost of this product line. In the 2023/2024 crop year, the USTFert plant saw a 26% increase in foliar fertilizer production and a 46% increase in pre-mature fertilizer production compared to the previous year.

In the 2023/2024 crop year, the Procurement area continued to play an extremely strategic role, aligned with the CSC (Shared Services Center) Board, carrying out process improvements such as updating and approving the purchasing procedure to guarantee that the needs of internal customers are met, with quality and effective costs, establishing rules and guidelines on the purchase of materials, goods and services, as well as promoting standardization and continuous improvement in processes and fairness in the relationship with Santa Terezinha's suppliers.

USTFert Production



Pre-Ripener Production



Note: Pre-ripeners production window

Agricultural partners

Agricultural partnership contracts for the planting and cultivating of sugar cane are signed with the owners of rural properties under the terms of the Land Statute. The basis for setting sugarcane prices follows the guidance of Consecana - PR (Paraná Sugarcane Producers Council). Regarding agricultural partnerships, the contracts are signed for at least five years. However, there are contracts with a term of up to 20 years. In 2022, Usina Santa Terezinha had more than 2,665 contracts signed with agricultural partners, and in the 2023/2024 crop, 2,593 contracts.

Find out more about the UST Agricultural Partners Meeting - Crop Year 2023/2024

Watch the video on the UST YouTube channel

Find out more about the UST Agricultural Partners Meeting - Crop Year 2024/2025

Watch the video on the UST YouTube channel

Clients

Customer relations in Brazil and abroad are based on transparency, reliability, and product quality assurance.

In 2022/2023, 100% of sugar production was sold on the foreign market, and 100% of ethanol production was sold on the domestic market, covering five states in the south, southeast, and central-west regions. In the 2023/2024 crop year, 100% of sugar production was sold on the foreign market, and 100% of ethanol production was sold on the domestic market, covering five states in the south, southeast, and central-west regions.



# ENVIRONMENTAL MANAGEMENT

Usina Santa Terezinha works to manage risks and improve processes that contribute to sustainable development and a balance between its activities, the environment, and communities, guided by environmental legislation.

**Seedling production and planting** [GRI 3-3]

At Usina Santa Terezinha, practices for recovering degraded areas are a fundamental part of management to minimize environmental impacts and maintain biodiversity. In the 2022/2023 and 2023/2024 crop years, the global economic scenario meant that Usina Santa Terezinha had to adapt to keep its business sustainable. The company’s own nurseries remained deactivated, but planting took place in Permanent Preservation Areas and Legal Reserves according to demand, which were monitored and followed up. 2,450 native tree seedlings were planted in an area of 2.15 hectares.

**Renewable energy** [GRI 3-3 301-2 and 302-1]

Guided by the global trend of increasing the use of renewable energy, the company invests in technological innovation to produce bioelectricity through cogeneration, using sugar cane bagasse, a by-product of the milling process, as raw material.

The electricity produced/sold by Usina Santa Terezinha industrial plants was obtained through the combustion of the sugar cane bagasse (renewable source). The energy bought from third parties was from the SIN (National Interconnected System), predominantly from hydroelectric sources (renewable sources);

however, it can also be from thermoelectric sources (non-renewable sources). For Usina Santa Terezinha, managing and creating specific indicators to optimize energy consumption within the organization is essential.

Usina Santa Terezinha conducts an outsourced company’s atmospheric monitoring of its boilers, and the results are reported to the environmental agency. Electricity comes from burning the residue of the production process (sugarcane bagasse), making it an energy source with less environmental impact than fossil fuels.

One of the negative impacts of generating energy by burning bagasse is atmospheric emissions. The measures to prevent or mitigate this impact are: atmospheric monitoring of the boilers, harvesting sugarcane without impurities, and maintenance of the boiler particulate matter collection system. In addition, Action Plans are drawn up in the event of inconsistencies in the results of atmospheric measurements and lessons learned sessions.

**Electricity consumption** [GRI 3-3 and 302-1]

The following tables present the data from UST’s productive units: electric energy purchased (MWh), direct energy produced (MWh), direct energy sold (MWh), and electric energy consumed (MWh). It is important to point out that the electric energy bought from the local utility company is necessary due to the off-season period and on days when weather conditions paralyze production.



		Iguatemi		Paranacity		Terra Rica		Rondon		Cidade Gaúcha		Ivaté		Tapejara		Total	
Total energy used		2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024

Electricity	Electricity purchased (MWh)	665.59	444.82	3,420.56	2,644.77	1,348.26	1,021.77	1,231.60	1,231.60	2,480.03	1,954.70	940.30	635.49	4,230.90	2,781.54	14,317.22	10,714.70
	Direct energy produced (MWh)	8,117.44	9,643.05	77,963.73	104,063.85	33,474.19	33,446.53	16,260.25	22,589.73	56,189.03	71,229.49	18,377.00	19,889.00	61,903.00	83,666.00	272,284.64	344,527.65
	Direct energy sold (MWh)	0	0	45,143.48	64,097.41	9,742.77	9,542.78	0	0	29,169.90	37,383.67	0	0	25,922.00	34,006.00	109,978.15	145,029.86
	Electricity consumed (MWh)	8,783.03	10,087.87	36,240.81	42,611.21	25,079.68	24,925.52	17,486.48	23,821.33	29,499.16	35,800.52	19,317.30	20,524.49	40,211.90	52,441.54	176,618.35	210,212.48

		Iguatemi		Paranacity		Terra Rica		Rondon		Cidade Gaúcha		Ivaté		Tapejara		Total	
Total energy used		2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024

Electricity	Electricity purchased (GJ)	2,396.13	1,601.36	12,314.01	9,521.17	4,853.72	3,678.37	4,433.76	4,433.76	8,928.09	7,036.92	3,385.06	2,287.77	15,231.23	10,013.55	51,542.00	38,572.90
	Direct energy produced (GJ)	29,222.78	34,714.98	280,669.43	374,629.86	120,507.08	120,407.51	58,536.90	81,323.03	202,280.51	256,426.16	66,157.20	71,600.40	222,850.80	301,197.60	980,224.70	1,240,299.54
	Direct energy sold (GJ)	0	0	162,516.52	230,750.68	35,073.97	34,354.01	0	0	105,011.64	134,581.22	0	0	93,319.20	122,421.60	395,921.34	522,107.51
	Electricity consumed (GJ)	31,618.91	36,316.34	130,466.92	153,400.35	90,286.83	89,731.87	62,951.34	85,756.79	106,196.96	128,881.87	69,542.26	73,888.17	144,762.83	188,789.55	635,826.05	756,764.94

The total of 109,978.149 MWh of electricity sold corresponds to the annual electricity consumption of more than 48,000 homes, and 145,029.863 MWh corresponds to the yearly electricity consumption of more than 59,000 homes.

Usina Santa Terezinha's sugarcane processing units produce electricity from what is considered a clean source. The Paranacity, Tapejara, Terra Rica, and Cidade Gaucha units sell their surplus.

Direct greenhouse effect emissions (Scope 1)  
[GRI 3-3 and 305-1 and 305-2] and Indirect emissions  
(Scope 2) [GRI 305-2]

Usina de Açúcar Santa Terezinha Ltda. carried out the 2022 and 2023 Scope 1 atmospheric emissions survey through the greenhouse gas (GHG) inventory in the Paranacity, Terra Rica, and Tapejara production units. The methodology provided by the GHG Protocol was used, and additions were made whenever necessary, considering the peculiarities of the inventoried enterprise.

Total Emissions (tCO2e)

2022/2023 2023/2024

Paranacity	91,676.15	109,272.34
Terra Rica	62,463.54	79,562.69
Tapejara	96,803.83	119,725.50

Total Emissions (tCO2 Biogenic)

2022/2023 2023/2024

Paranacity	568,970.93	568,484.97
Terra Rica	296,318.20	437,331.86
Tapejara	466,118.56	578,180.84

Note: Emission factors were used according to the GHG Protocol.

Total Emissions (tCO2e)

2022/2023 2023/2024

Paranacity	102.45	63.72
Terra Rica	27.90	18.01
Tapejara	131.88	86.15

Air [GRI 3-3 Air]

UST periodically takes atmospheric measurements of the boilers and analyzes the results following current environmental legislation. All results are reported annually to the state environmental agency.

Negative results alter air quality. To mitigate this, the company carries out an action plan with a multidisciplinary team to maintain and improve the boiler and quality control of the raw materials that interfere with atmospheric emissions. To verify the effectiveness of the actions taken, the boilers are monitored.

The SSMA Policy deals with Greenhouse Gases. UST's operating procedures are mentioned and checked when and if the UST does not meet the standards set by the IAT, always guided by current legislation.

Water [GRI 3-3 water]

Usina Santa Terezinha understands that water is an essential resource and makes rational use of its production processes. So, it works with closed circuits that allow the use and reuse of water in the sugar cane washing systems. It is also used

to exhaust gases from the boilers, condensers of the sugar and ethanol manufacturing, and for must cooling, vats, mill, generator bearings, and condensates for the boilers. All this is done so that water resources are managed responsibly. In addition, the wastewater from the cleaning processes and other stages of industrial production is reused for fertigation.

In the 2022/2023 crop year, the production units in operation drew water from the underground water table through deep tube wells. Also, they drew water from surface watercourses located in rural areas. In total, there are 38 concessions for underground catchment and 15 for surface catchment, authorized by the responsible agency, IAT (Instituto Água e Terra) from Paraná. When granting the right, the institute analyzes the impacts of water extraction on water quantity and quality and the other users that use the river basin.

When granting catchment, the environmental agency analyzes the adverse impacts on local communities and, eventually, on Indigenous people and, when applicable, rejects the request for abstraction in critical areas, always prioritizing human and animal watering. Usina Santa Terezinha performs the periodic monitoring of the conditions of the grants given to the company.

The most significant volumes of water come from surface water. The company installed flow meters at the Rondon and Cidade Gaúcha units in 2023 and is currently studying the installation of flow meters at the Iguatemi Unit, if technically feasible, due to the characteristics of the industrial plant, expected to be installed in the

2025/2026 crop year. In the 2022/2023 crop year, we consumed 0.66 m³/ton of crushed sugarcane; in the 2023/2024 crop year, we consumed 0.57 m³/ton of crushed sugarcane.

Usina Santa Terezinha has committed not to carry out water abstraction in places of high biodiversity value, that is, in areas of primary forest (land of native species, where there is no visible indication of human activity and the ecological processes are not significantly disturbed), in areas designated by law or by authority for nature protection purposes (Biological Reserve, Ecological Station and National Park) for complete protection, APA (Environmental Protection Area) and RPPN (Private Natural Heritage Reserve) for sustainable use.

The mapping of the areas was done in the biodiversity monitoring studies carried out in 2018, hired by Usina Santa Terezinha for the Paranacity, Tapejara, and Terra Rica units, which characterize the Atlantic Forest biome, in which the productive units are located. In March 2021, the Biodiversity Monitoring Program was launched. Besides monitoring, the project aims to measure the environmental perception of every employee who, upon sighting an animal in the areas belonging to Usina Santa Terezinha, sends a photo to the Environment department, informing the animal's species and the place sighted, making it possible to obtain indicators on the number of animals seen per month and classification: endangered, vulnerable to extinction, and not at risk.



One of the day-to-day actions of Usina Santa Terezinha, which has a specific Environmental team, is to identify and mitigate the environmental risks that sugarcane production and processing can bring to the environment. **[GRI 413-1]**

The company has contracted software, and management reports all occurrences arising from the operation, including environmental events. The project has a defined flowchart in which all the environmental aspects of incidents are surveyed. Mitigation measures are implemented if any impacts affect the environment or the community/people.

UST complies with Law 12651/2012 regarding Permanent Preservation Areas. When intervention is needed to improve the units' catchments, requests for Environmental Authorization are made to the IAT (Water and Land Institute). To start the 2022/2023 and 2023/2024 crop years, the IAT - Paranavaí Region authorized the Paranacity Unit to remove silt from its surface catchment on the Ribeirão Fundo.

Every incident related to the environment is communicated by the area responsible, via software, to the company's leadership. A technical analysis of the incident is then carried out by the environmental team, highlighting the damage, its mitigation and the need for periodic monitoring. In the event of events with significant environmental impacts, the environmental agencies are notified.

Negative environmental impacts are: alteration of water quality; reduction in water availability; alteration of the Permanent Preservation Area

(APP).  
UST's water management includes: monitoring of physical-chemical analysis; monitoring of water consumption reports; management of permits for intervention in APP.

For all incidents with a negative impact on water, an analysis of the effectiveness of mitigation actions is carried out via software by the area's leadership.

There is currently a "Bulletin", a document that shows the water consumption of industrial operations.

Interaction with stakeholders takes place with the IAT and CBH environmental bodies. The environmental agency oversees and grants water use licenses. The CBH directs the types of uses.

**Soil** **[GRI 3-3 Soil]**

Good soil use and conservation practices are fundamental to guarantee the longevity and productivity of sugarcane fields, besides contributing to the sustainability of the ecosystem in which they are located. Therefore, Usina Santa Terezinha uses precision farming systems in all production units. The company is committed to the sustainability of its sugarcane fields and has defined actions to guarantee soil health. These include investment in technology and using uncrewed aerial vehicles to carry out surveys that prevent damage to the soil. We have erosion susceptibility maps, slope analysis, and flood flow.

Deep and tilled soil preparation favors decompression and reduces operating costs, allowing fertilizers and other inputs to be applied

only in planting lines. As for the planting stage, the company is adept to Emae (anti-erosion mechanical efficiency), a systematization and planning technique that has, as a principle, soil conservation and the reduction of erosion risks by eliminating terraces, a measure that allows more significant infiltration of water into the soil.

A dedicated team carries out soil conservation management to guarantee the sustainability of the sugarcane plantation. If poorly managed, the negative impacts are erosion, loss of nutrients through leaching, and poor cane formation.

The impacts are identified through maps that are made with the help of remotely manned equipment and software. Monitoring is carried out through field visits and laboratory analysis. As a way of mitigating negative impacts, UST carries out appropriate planning for each area, systematizing the soil, implementing crop rotation (soya, crotalaria, maize, millet, among others) to guarantee the soil's physical, chemical, and biological structure, and harvesting the raw sugarcane, with the straw used to cover and protect the soil from erosion. Planning is to conserve the soil's physical, chemical, and biological structure.

To analyze the effectiveness of the actions, field visits are conducted to check the condition of the soil systematization structures and to monitor the productivity indicators of each area.

**Sustainable management** **[GRI 3-3]**

Since 1987, Usina Santa Terezinha has minimized the use of pesticides through biological control with sugarcane borer *Diatraea saccharalis*, using the parasitoid *Cotesia flavipes*.

In the 2022/2023 and 2023/2024 crop years, the company counted on two entomological laboratories of its own, located at the Iguatemi and Cidade Gaúcha units, where the host borer and the parasitoid wasp *Cotesia flavipes* are produced. The company centralized this operation in January 2021 in the Iguatemi unit, seeking optimization.

In the 2022/2023 and 2023/2024 crop years, respectively, 423,926 and 527,176 wasp cups were released, totaling 6,360,575 and 7,923,240 *Cotesia* masses, an average of 530,048 and 660,270 masses released per month, in areas of infestation affected by the borer and defined using the CTC (Sugarcane Technology Center) methodology.

100% of them were produced in two internal laboratories at UST.



	2019	2020	2021	2022	2023
Annual	1,073,676	10,006,695	6,489,675	6,360,575	7,923.24
Monthly	89,473	833,891.25	540,806.25	530,048	660,270

Biological Control

In the 2022/2023 and 2023/2024 harvests, 423,926 and 527,176 wasp cups were released, respectively, totaling 6,360,575 and 7,923,240 Cotesia masses, covering an area of 69,890 hectares. This means that UST has stopped applying insecticides on 86,634 hectares, thus demonstrating that biological control is a practice that is increasingly present in the Group.

Waste and materials [GRI 2-23, 3-3 and 306-3]

As part of responsible environmental management, the company monitors and controls solid waste disposal, either reincorporated into production processes or properly disposed of according to its type and nature. Residues of the production process, which are the most significant due to the relevance and quantities generated, are sugarcane bagasse, from the crushing of the cane; filter cake, which comes from cleaning the sugarcane juice; vinasse, from the distillation of ethanol; ashes from cleaning the boiler exhaust gases and the land from the cane reception, from cleaning the feeding table and/or cleaning the cane.

UST waste can be described as recyclable from the production process and as reject. Due to its size, the most representative waste comes from the production process. All waste has an environmentally legal destination, and its

management is guided by a document that is updated annually.

All destinations are reported annually to the competent environmental bodies. One of the most recurrent risks that UST faces is those that the company cannot control, such as the illegal dumping of waste in its sugarcane fields. When this happens, a police report is filed, and UST disposes of the waste correctly. To mitigate impacts, UST's SSMA journey seeks to develop an environmental culture among employees through training, campaigns, and DDS with operations. When irregular waste disposal is observed, the Environment team carries out on-site inspections and formalizes the document with the actions taken.

Product	Measurement unit	Total		Classification	Disposal
		2022.2023	2023.2024		
Sugarcane bagasse	Ton	2,617,299.00	2,867,520.00	Non-hazardous waste.	Burning in biomass boilers.
Filter cake	Ton	381,734,758.00	414,542,184.00	Non-hazardous waste.	Incorporation into the soil.
Vinasse	Liter	1,969,156,806.00	2,367,404,316.00	Non-hazardous waste.	Fertigation.
Boiler ashes	Ton	112,311,761.73	145,070,982.00	Non-hazardous waste.	Incorporation into the soil.
Land from sugar cane reception	Ton	23,564,261.24	25,113,214.77	Non-hazardous waste.	Incorporation into the soil.



The Rondon Unit received the UDOP Award for Innovation in Sustainable Practices for its use of localized vinasse.

The other solid wastes arising from the production process undergo selective collection. Recyclables are sold to qualified and licensed companies by the environmental agency. The tailings — Class I (hazardous) solid waste and Class II (non-hazardous) solid waste — are destined for an industrial landfill licensed by the IAT (Instituto Água e Terra).

Materials used by weight and volume

[GRI 3-3 and 301-1]

Sugarcane stands out in terms of materials because of its amount of use, being a renewable raw material and essential for the production process. The inputs presented in the chart were selected according to their relevance to the production process; that is, the solid sulfur is used to produce sulfur dioxide (SO2) in the process of sulphiting sugarcane juice, and its primary goal is to inhibit the reactions that cause color formation (colloid coagulation, calcium sulfite formation and viscosity decrease of the broth and, consequently, of the syrup, cooked paste, and honey), which make the evaporation and cooking operations easier.

Lime/clarisin is used in the calation step to raise the juice's pH to the range of 6.8 to 7.2, reducing incrustations in the evaporators and favoring the decantation of impurities in the juice. Sulfuric acid is used at the ethanol manufacturing

stage for yeast treatment in an acid medium (disinfection). Caustic soda is used for pH correction in boiler water treatment, distillation, and column cleaning inside calender piping evaporators and cookers.

Usina Santa Terezinha uses inputs carefully to optimize the sugar and ethanol production process, which technical staff manages with daily monitoring indicators. [\[GRI 3-3\]](#)

Raw material and inputs  
Specific consumption

Input Consumption															
Measurement unit		Iguatemi		Paranacity		Terra Rica		Rondon		Cidade Gaúcha		Ivaté		Tapejara	
		2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024
Sulfuric Acid	Kg	86,704.00	161,387.00	238,220.00	358,641.73	178,399.00	261,401.98	93,926.00	107,825.00	150,668.33	204,589.31	127,957.11	138,366.71	272,140.00	389,068.00
Caustic soda (liq divide by 2)	Kg	8,180.50	10,076.12	18,600.00	24,644.52	11,668.50	24,690.35	4,250.00	4,907.50	29,013.28	19,023.39	4,444.43	6,969.32	27,044.00	43,295.50
Sulfur	Kg	0.00	3,000.00	0.00	25,635.00	3,000.00	0.00	20,788.00	26,380.00	20,130.00	24,582.00	0.00	5,860.00	19,526.00	374.00
Virgin lime + Dolomitic Clarisine	Kg	607,020.00	819,860.00	1,188,240.00	1,573,730.00	964,010.00	973,540.00	738,570.00	966,000.00	909,855.00	1,107,740.00	1,067,150.00	1,361,560.00	1,289,658.00	1,513,123.00

Indicators

Measurement unit		Iguatemi		Paranacity		Terra Rica		Rondon		Cidade Gaúcha		Ivaté		Tapejara	
		2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024	2022/2023	2023/2024
Sulfur	g/ sugarcane bag	0.00	1.36	0.00	0.00	1.05	0.00	13.13	11.23	8.82	8.30	0.00	1.97	5.89	0.08
Caustic Soda Flakes	g/T sugarcane	8.03	8.51	10.76	11.37	8.09	14.38	4.29	3.55	24.18	12.90	3.57	4.94	15.70	19.46
Sulfuric Acid	g/L Ethanol	4.26	5.98	8.54	8.57	6.99	6.93	3.77	3.00	6.29	6.89	5.77	5.70	7.99	9.81
Virgin lime / Clarisine	g/T sugarcane	596.18	692.54	687.23	726.29	668.26	566.88	745.84	697.96	758.31	751.37	856.88	965.64	748.79	679.95

TOTAL INVESTMENTS AND EXPENSES WITH ENVIRONMENTAL PROTECTION IN REAIS

GRI 3-3

Actions	Value	2022/2023	2023/2024
Monitoring fixed sources	R\$ 77,402.05	R\$ 80,625.33	R\$ 97,658.25
Effluent system maintenance	R\$ 114,659.59	R\$ 161,842.98	R\$ 824,461.84
Final disposal of solid waste	R\$ 270,236.84	R\$ 250,515.51	R\$ 522,149.57
Soil conservation with contour.erosion control.soil preparation	R\$ 24,813,248.72	R\$ 15,955,226.13	R\$ 21,253,529.51
Total	R\$ 25,275,547.20		





# ECONOMIC AND FINANCIAL MANAGEMENT

[GRI 3-3 AND 201-1]

## Financial results: April 1<sup>st</sup>, 2024 to March 31<sup>st</sup>, 2022 [GRI 2-6]

Usina Santa Terezinha, with its production of sugar, ethanol, and biomass energy, reached a Net Operating Revenue of R\$ 3,361,060 (R\$/thousand) in 03/2024, generating an EBITDA (Earnings Before Interest, Taxes, Depreciation, and Amortization) of R\$ 1,394,878 (R\$/thousand), equivalent to 41.50% of its Net Operating Revenue. Adjusted EBITDA reached R\$ 1,976,159 (R\$/mil), comparable to 58.80% of Net Operating Revenue.

(In thousands of Reais)	12M 2022 April/2023 - March/2024	12M 2021 April/2022 - March/2023	Variation** %
Gross sales revenue	3,451,989	2,292,507	50.58%
External market	2,636,040	1,597,148	65.05%
Internal market	815,950	695,360	17.34%
Revenues totalled	3,361,060	2,212,998	51.88%
Gross profit	1,206,763	550,497	119.21%
Net profit	445,489	-103,772	-529.30%
Ebitda	1,394,878	696,247	100.34%
Ebitda margin	41.50%	31.46%	31.91%
Ajusted Ebitda	1,976,159	1,086,230	81.93%
Ebitda Ajusted Margin	58.80%	49.08%	19.79%
Net Margin	13.25%	-4.69%	382.66%
Taxes Paid	19,012	37,838	-49.75%

\*\* Numbers of Usina Santa Terezinha, audited by PwC.

Value Added Statement <sup>[GRI 201-1]</sup>

(Em milhares de Reais)	April/2023 - March/2024	April/2022 - March/2023
1- Direct Economic Value Generated	1.738.240	1.077.153
2- Economic Value Distributed	1.738.240	1.077.153
2.1) Salaries and Benefits	546.568	436.637
2.2) Taxes, Fees, and Contributions	280.394	53.797
2.3) Return on third-party capital	425.994	690.491
3 - Economic Value Retained	485.284	-103.772

Legal recovery <sup>[GRI 2-6]</sup>

The legal recovery process Usina Santa Terezinha requested on March 22, 2019, and granted on April 15, 2019, to ensure the continuity of its business activity and, therefore, maintain jobs, production of goods, generation of wealth, and tax collection after complex negotiation with creditors, was approved by the General Assembly of Creditors held on September 24, 2020, and ratified by the 4<sup>th</sup> Civil Court of Maringá/PR on October 29, 2020, which was published on November 9, 2020.

On March 26, 2024, the 4<sup>th</sup> Civil Court of Maringá declared that the Judicial Recovery Plan had been complied with and, consequently, decreed that the Company's Judicial Recovery be terminated.

Sugarcane growing

During the 2023/2024 crop year, UST planted 47,000 hectares (ha) in a total investment of R\$603 million, combined with the best agronomic practices in nutrition, weed control, diseases and pests, prioritizing the expansion of organic fertilization with the use of localized vinasse, organic compost (cake + ash) as well as the use of chicken litter and, boosted by favorable weather conditions, had a 19% increase in the total volume of sugarcane compared to the previous crop year.

Employee compensation in reais

The table shows the evolution of payroll expenses over the last two years, which are directly related to volume production. The gradual increase in the mechanization of sugarcane planting and

harvesting results in a decrease in eminently manual service posts, with an increase in posts for higher-skilled jobs.

Areas	Value		Average Remuneration	
	2022/2023	2023/2024	2022/2023	2023/2024
INDUSTRIAL	R\$ 55,644,786.96	R\$ 61,661,993.31	R\$ 4,235.81	R\$ 4,449.18
AGRICULTURAL	R\$ 186,126,713.13	R\$ 251,190,273.65	R\$ 2,638.35	R\$ 3,171.45
RURAL	R\$ 5,335,295.62	R\$ 8,519,769.38	R\$ 2,038.00	R\$ 1,867.84
CORPORATE	R\$ 44,709,487.86	R\$ 44,660,925.61	R\$ 4,289.33	R\$ 4,024.70
LOGISTICS	R\$ 5,235,570.58	R\$ 5,494,886.97	R\$ 3,520.43	R\$ 3,818.64
TOTAL	R\$ 297,051,854.75	R\$ 371,527,848.92	R\$ 3,344.39	R\$ 3,466.96

INNOVATION FOR GREATER PRODUCTIVITY  
AND QUALITY IN OPERATIONS [GRI 3-3]

In the 2022/2023 crop, the Agro-Industrial Planning Management was maintained, covering the areas of Agricultural Control, Information Management, Agroindustrial Performance, and Industrial Quality Control, providing greater adherence to operational premises with the implementation of:

- ▶ Planning and execution of agricultural operations with Work Orders;
- ▶ Validation of the sequence of operations and Non-Conformity Report in case of inconsistency;
- ▶ Automation in the process of issuing Agronomic Prescriptions and ART (Annotation of Technical Responsibility);
- ▶ Opening of operations to perform in ranges relative to the optimal execution time;
- ▶ Certification of the production units in Renovabio for issuing CBIOS (Decarbonization Credits);
- ▶ Internal Benchmark Reports (between units);
- ▶ Independence of the Industrial Quality Control regarding industrial operations through an independent organizational chart, allowing greater process standardization between units.

In the 2023/2024 crop year, the following were implemented:

- ▶ Planning and execution of agricultural operations with Work Orders;
- ▶ Validation of the sequence of operations and Non-Conformity Report in case of inconsistency;
- ▶ Automation in the process of issuing Agronomic Prescriptions and ART (Annotation of Technical Responsibility);
- ▶ Opening of operations to perform in ranges relative to the optimal execution time;
- ▶ Certification of the production units in Renovabio for issuing CBIOS (Decarbonization Credits);
- ▶ Internal Benchmark Reports (between units);
- ▶ Independence of the Industrial Quality Control regarding industrial operations through an independent organizational chart, allowing greater process standardization between units.





**CIA (Agricultural Intelligence Center)**

With actions encompassing Traffic Control, Fleet and Fire Hotspot Monitoring, Documentation, and Operational Training, CIA (Agricultural Intelligence Center) continuously monitors Usina Santa Terezinha’s agricultural operations, sending standardized information panels to managers and employees. These actions aim to improve performance, reduce costs, and increase the quality of each sub-process stage, showing the production times and respective operational yields and effects on the performance of target deliveries.

In addition to that, the CIA also monitors light vehicles, focusing on fleet optimization and incident prevention through on-board computers and with a technology deployed for the operation of the dynamic dispatch transshipment system, aiming at optimizing the use of fleets in the loading cycle of the mechanized harvest. Thus, the equipment reduces time losses with timely loading.

The CIA tracks the use of autopilots, assists the agricultural sub-processes with this field data, and provides them with continuous yield information. Through field data and other internal systems, the CIA generates several dashboard types and models that provide quick visibility through indicators - which support the management of agricultural sub-processes and the best operational decision-making, fostering

the improvement of deliveries to fulfill goals and pre-defined work plans.

In the 2022/2023 and 2023/2024 crop years, with awareness campaigns and the implementation of fire monitoring in all units, it was possible to mitigate burnt crops resulting from arson in areas of sugarcane/softwood/sprouts, whose occurrences affected around 4,525 hectares (areas with sugarcane), as well as APP (Permanent Preservation Areas) and Legal Reserves.

The CIA is also responsible for the collective transportation of employees from the industrial and field units, strengthening the viability of interchanging schedules to maximize the use of the available physical structure, reducing fixed costs, with the strategies in the use of fleets in multi-operational employee transportation. Considering that, the CIA is attentive to the legislation in effect regarding transporting shipments and passengers and carries out timely and pertinent updates.

Through operational demands, movements/ changes of function for employees, new hirings, and internal routines aimed at operational safety, CIA instructors are responsible for multiplying knowledge and improving operationally the employees in the most diverse positions/ functions, aiming at raising the qualification of the operators and drivers at Santa Terezinha.

In the 2022/2023 and 2023/2024 crop years, with awareness campaigns and the implementation of fire monitoring in all units, it was possible to mitigate burnt crops resulting from arson in areas of sugarcane/softwood/sprouts, whose occurrences affected around 4,525 and 5,466

hectares respectively (areas with sugarcane), as well as APP (Permanent Preservation Areas) and Legal Reserves.



**GEO (Agricultural Geotechnology)**

In the area of Geotechnology, new technologies have been incorporated since the 2022/2023 crop:

**Drones with multispectral cameras:** These drones are used to map weed infestations and carry out NDVI analyses, which help monitor the health of sugarcane fields.

**Geo Portal Maps:** A portal has been developed to automate updating maps, both agricultural partnerships and field operations, improving information management.

**AgroCAD tool:** This tool was implemented to increase precision in terracing and soil conservation projects and carry out detailed operational analyses.

In the 2023/2024 crop year, new implementations were made to make the Geotechnology sector even more efficient:

**Automation with Python:** This automation has significantly improved the performance of geoprocessing activities.

**Dashboards in Power BI:** With integration with the plant’s ERP, these dashboards offer a comprehensive and up-to-date view of agricultural operations.

**Agisoft Metashape software:** Optimizes the processing of images captured by drones, providing faster and more accurate results.

**Inforow software:** Used to analyze planting failures and parallelism, ensuring greater precision in analysis and facilitating office work.

**Restored Harvest Lines:** The guidance lines are used on autopilot in agricultural operations and are returned through the RTK drone survey.

**Availability of row designs:** Row designs are made available for mechanized and ACOP planting operations. “Application of organic compost” is done through John Deere’s Operation Center. This cloud-based digital platform allows farmers to manage and monitor their agricultural operations in a centralized and efficient manner. It is part of the John Deere FarmSight system and was developed to integrate advanced technologies, facilitating decision-making in the field.

With all these implementations, Geotechnology has played a fundamental role in improving Usina Santa Terezinha’s operations. These initiatives contribute to maximizing production and help make more assertive decisions, resulting in a more efficient and cost-effective agricultural operation.





**Vida para seu canavial**

In the 2021/2022 crop year, a foliar fertilizer production plant was installed in one of Usina Santa Terezinha’s production units to meet all the demands of the other units. The plant was installed to increase the utilization efficiency of mineral and biological nutrients that are used for foliar nutrition. Among the products used is yeast to supply organic compounds and essential amino acids in sugarcane production.

The production unit is responsible for producing all the foliar fertilizer used throughout the Usina Santa Terezinha Group and is scheduled to operate from October to April. Our internal team carries out the entire production process, and the consumer units handle the logistics for loading and transport to the units. The product comprises a set of macronutrients, micronutrients, and concentrated yeast and has shown excellent productivity increases in sugarcane, contributing to productivity gains.

**UST Sugarcane Seedlings Production Center**

Starting in the 2020/2021 crop year, aiming at the sustainability of Pre-Brotted Seedlings production, Usina Santa Terezinha started using filter cake (a sugar factory by-product) in 50% of the mixture along with the substrate, providing greater vegetative vigor, plant health, and cost reduction. In addition, the company also started using a Trichoderma-based biological fungicide when sowing the buds to ensure protection

against harmful fungi in the germination process that can last from the sprouting period inside the chamber to the final settling of the seedling, eliminating the use of chemical fungicides in production. As of the 2021/2022 crop year, the use of Azospirillum bacteria was introduced in the production process to stimulate the seedlings’ development and enhance the biological fixation of Nitrogen.

In the 2022/2023 crop year, the Sugarcane Seedling Production Center produced more than 11.5 million seedlings. In the 2023/2024 crop year, 12.5 million seedlings were made, all of which were genetically sourced and disease-free. The materials produced refer to the varieties standing out in our sugarcane-producing regions, which are being introduced for performance evaluation in the area where Usina Santa Terezinha operates. All materials produced are sent monthly to the seven production units, where the outstanding materials are planted, evaluated, and multiplied.



The Top Cana agricultural quality program is aimed at the production processes in the operational area. The objective of the audit is to verify that the company’s operations are using the methodologies established in the work instructions. It encompasses 38 indicators distributed in the formation, cultural treatments, and harvesting sectors.



UST Cup is an internal marketing action for employees, which, through healthy competition among departments, aims at strengthening the four primordial pillars of the company’s agro-industrial area: Safety, Performance, Cost, and Quality.

The competition is divided into three shifts and accumulated periods. After each shift, awards are given to the best harvesting fronts, conventional spacing, alternate spacing, and the three best sugarcane drivers of each unit. At the end of the accumulated period, which covers the months of January to November, the points are calculated based on the indicators and qualifiers of each area to define the champions.

In the 2022/2023 crop year, the event to celebrate the results and hand out the prizes was held in person in Maringá, an event for 1,100 people. Adding up all the prizes awarded to champion employees, Usina Santa Terezinha distributed over 1,500 gifts and prizes, including 170 television sets. Below is the spreadsheet with a list of the units per process area and winning fronts in the accumulated period and per shift:

Unit	Process Area / Front	Achievement
Terra Rica	Training	General champion
Terra Rica	Treatments	General champion
Terra Rica	Automotive	General champion
Terra Rica	Industry	General champion
Terra Rica	Support	General champion
Terra Rica	Front 2 (Conventional)	General champion
Terra Rica	Front 3 (Alternate)	General champion
Terra Rica	Front 1 (Conventional)	1 <sup>st</sup> Shift
Rondon	Front 4 (Alternate)	1 <sup>st</sup> Shift
Terra Rica	Front 2 (Conventional)	2 <sup>nd</sup> Shift
Terra Rica	Front 3 (Conventional)	2 <sup>nd</sup> Shift
Terra Rica	Front 1 (Conventional)	3 <sup>rd</sup> Shift
Paranacity	Front 4 (Alternate)	3 <sup>rd</sup> Shift

Find out more about the **UST Cup - 2022/2023 Harvest**



In the 2023/2024 crop year, the event to celebrate the results and hand out the prizes was held in person in Maringá, an event for 1,400 people. Adding up all the prizes awarded to champion employees, Usina Santa Terezinha distributed over 1,800 gifts and prizes, including 190 television sets. Below is the spreadsheet with a list of the units per process area and winning fronts in the accumulated period and per shift:

Unit	Process Area / Front	Achievement
Terra Rica	Training	General champion
Paranacity	Treatments	General champion
Paranacity	Automotive	General champion
Paranacity	Industry	General champion
Paranacity	Support	General champion
Terra Rica	Front 2 (Conventional)	General champion
Cidade Gaucha	Front 1 (Alternate)	General champion
Terra Rica	Frente 2 (Conventional)	1 <sup>st</sup> Shift
Cidade Gaucha	Front 1 (Alternate)	1 <sup>st</sup> Shift
Terra Rica	Front 1 (Conventional)	2 <sup>nd</sup> Shift
Terra Rica	Front 3 (Alternate)	2 <sup>nd</sup> Shift

Find out more about the **UST Cup - 2022/2023 Harvest**



Localized vinasse application

Usina Santa Terezinha has started operations for localized vinasse application for sugarcane crops. The project was implemented in the seven production units to leverage productivity, reduce costs, and make less use of mineral fertilizers.

In addition to the beneficial effects of using vinasse as a mineral source, it also improves soil organic matter and, consequently, soil microbiology. Besides the rational use of vinasse, directing it to the cane line, it is still possible to perform all the necessary fertilization for the crop and, in some cases, enrich it with nitrogen via a mineral source.



In 2023/2024, facilities were set up to produce entomopathogenic fungi and bacteria to use in crops to control pests, plant health, and development. Through partnerships with research institutes and technology supply companies, production began for exclusive application in Usina Santa Terezinha's crops of the strains of fungi Beauveria Bassiana, Mearhizium Anisopliae, Trichoderma Harzianum, Isaria Fumosorosea, as well as the production of bacteria Azospirillum, Bacillus Subtilis, Bacillus Licheniformis, and Bacillus Megaterium.

Consulting

Today, Usina Santa Terezinha counts on different technical consultancies to support and guide the best agricultural practices. There is a staff of consultants directed to each specific area of activities.

Production of MPB (Pre-Sprouted Seedlings)

- Activities: support producing pre-sprouted cane seedlings at the UST Sugarcane Seedling Production Center.

**Soil Conservation** – Activities: support in soil conservation strategies, implementation operations, and management strategies.

**Nutrition and Fertility** - Activities: direction of management strategies in nutrition and fertility, support for new projects, follow-up on operation execution, experimentation in the units, and training.

**Pest Management - Activities:** description of all pest protocols for sugarcane control, training of teams to monitor and experiment in the units.

**Physiology and Diseases** - Activities: support in sugarcane physiology, monitoring and identification of diseases, and the description of internal protocols.

**Weed Management - Activities:** Validation of products used for weed control, monitoring of equipment, sizing, and experimentation.

**Harvest Operations - Activities:** supporting the follow-up of the CTT (Cutting, Transshipment, and Transportation) teams, field training, and sizing of the structures.



**Application Technology** - Activities: support in defining the best application quality technologies, field training, and sizing of structures.

**Varietal Management - Research Institutes:**

CTC (Sugarcane Technology Center), IAC (Agronomic Institute of Campinas) and Ridesa (Interuniversity Network for the Development of the Sugar and Alcohol Sector), NUSEED (Sugarcane Energy Varieties) and BOYD (Foreign Varieties)

**Activities:** experimental conduct centers in the mills, support with the exchange of new materials, support in the dissemination of internal work, varietal fields in the mills.

**Funpar (Federal University of Paraná Foundation)**

Funpar (Federal University of Paraná Foundation) Usina Santa Terezinha also invests in Pgmca (Research Program for the Genetic Improvement of Sugarcane), from Ridesa (Inter-University Network for the Development of the Sugar-Energy Sector), which carries out research, teaching, extension, and technological development actions aimed at experimentation, management, reproduction, and diffusion of sugarcane varieties. This investment is made through Funpar (Federal University of Paraná Foundation), which contributes to the development of human capital, i.e. the training of masters, doctors, and post-doctors.

Besides Funpar, in the 2021/2022 crop year, Usina Santa Terezinha invested in Fundag (Agricultural Research Support Foundation) and CTC (Sugarcane Technology Center).

	Investment		
	2022/2023	2023/2024	Total
Funpar (Federal University of Paraná Foundation)	-	R\$ 2,565,787.57	R\$ 2,565,787.57
Fundag (Agricultural Research Support Foundation)	R\$ 1,093,355.20	-	R\$ 1,093,355.20
CTC (Sugarcane Technology Center) *	R\$ 14,609,139.12	R\$ 16,557,242.22	R\$ 31,166,381.34

\*Referring to royalty payment for sugarcane variety.



# SUMMARY OF THE CONTENTS OF THE GRI, THE GLOBAL COMPACT, AND THE SDG (SUSTAINABLE DEVELOPMENT GOALS) AND BASIS FOR PREPARATION



# INTRODUCTION

This document is the Basis of Preparation for the Usina Santa Terezinha Report to guide and facilitate responses to the company’s sustainability indexes and map the limitations/assumptions considered in the process of building the Report, as well as greater transparency in reporting the stages of information assurance to stakeholders, enabling greater credibility for those interested.

Usina de Açúcar Santa Terezinha Ltda. is a privately-held Brazilian company with operations in the sugar-energy sector and leading positions in the “Sugar” and “Agroenergy” categories.

The limited assurance is carried out independently by PwC and will have as its scope a sample of indicators from the GRI (Global Reporting Initiative) methodology - Core Option, correlated to the Global Compact Principles and SDGs (Sustainable Development Goals), to be listed in the Summary of this Report.

# ORGANIZATIONAL LIMITS AND EXCEPTIONS IN THE SCOPE OF REPORTING

The data reported corresponds to the 2022/2023 and 2023/2024 crop years and includes all the units of Usina de Açúcar Santa Terezinha Ltda. and its subsidiaries, Usaciga Açúcar, Álcool e Energia Elétrica S/A and Usina Rio Paraná S/A:

- Production units with active agro-industrial operations.
- Production units with suspended agro-industrial operations.
- Logistics units.
- The administrative office, called Corporate.

# ACCOUNTING INFORMATION, CURRENCIES, AND CONVERSIONS

The accounting information published in the Report was checked by the organization against the information available in the Financial Statements for the same period, which were audited by an independent third party, also PwC Brasil. The functional and presentation currency is the Real (R\$).

# REPORTING SYSTEMS

The information gathered for the report included interviews with the leaders of Usina Santa Terezinha and access to the evidence (documents and reports issued from its own or contracted systems) produced during the 2022/2023 and 2023/2024 crop years. In addition, for the secured information, the accountable departments demonstrated the processes for generating this information during the face-to-face interviews at the Corporate Office and the Paranacity, Iguatemi, and Tapejara Units. The indicators notebook contains consolidated company information. The operational areas manage the quantitative data using information technology systems and records based on manual controls. Where applicable, the criteria and exceptions are described in this Basis of Preparation.

# DETAILS OF THE REPORTING CRITERIA

The table below is intended to detail the criteria and assumptions adopted for measuring and consolidating the information. It should be used as a reference complement when reading the Usina Santa Terezinha Report, providing greater clarity in data reporting.

Usina Santa Terezinha reported in accordance with the GRI Standards for the period April/2022 to March/2024.



GRI Content	Omission	Global compact principles	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendments to Reporting Limits and Reasons	Indicators Assured
GRI 2: General Disclosures 2021						
2-1 Organizational details	-	-	16	UST – Usina Santa Terezinha is the brand name for the company Usina de Açúcar Santa Terezinha Ltda.		
2-2 Entities included in the organization's sustainability reporting	-	10	16	This is information on Usina de Açúcar Santa Terezinha Ltda. and its affiliates: Usaciga Açúcar, Álcool e Energia Elétrica S/A and Usina Rio Paraná S/A. Please note that data is being reported for a privately-held company, with no need for minority shareholdings. UST has operational control of its affiliates.		X
2-3 Reporting period, frequency and contact point	-	-	16	This report was published on December 11, 2024.		
2-4 Restatements of information	-	-	16	There were no changes in the information from the Sustainability Report for the 21/22 crop year.		X

GRI Content	Omission	Global compact principles	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendments to Reporting Limits and Reasons	Indicators Assured
2-5 External assurance	-	-	16	The sustainability information has been assured by PwC, as per the Assurance Report on page 118. The company's leadership requests that practice and it is one of the annual goals of those responsible for developing the report. External and independent verification keeps Usina Santa Terezinha up to date with the best accountability practices in the market.		X

GRI Content	Omission	Global compact principles	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendments to Reporting Limits and Reasons	Indicators Assured
2-6 Activities, value chain and other business relationships	-	-	8 and 16	The organization's downstream entities and their activities are the responsibility of the company's Logistics area, made up of Logistics Maringá/PR and Logistics Paranaguá/PR.	<p>The company operates in the sugar-energy sector, and the relevant business relationships are the interactions that have a direct impact on its operations and profitability, which are linked to the production of sugar cane (raw material).</p> <p>The raw material is processed and transformed into VHP (Very High Polarization) sugar, ethanol (anhydrous and hydrated) and electricity. Electricity is generated by burning bagasse (waste from the production process). All the units are self-sufficient in generating electricity during the harvest season, except during scheduled shutdowns or when it rains.</p> <p>For sugar cane production, the areas managed by the company are its own or those of agricultural partners. Once the cane has been processed, the products are marketed.</p> <p>All VHP sugar is sold as a commodity to the foreign market, while ethanol, both anhydrous and hydrated, is sold to the domestic and foreign markets. During the harvest season, the Paranacity, Terra Rica, Cidade Gaúcha and Tapejara units sell surplus energy through the ACR (Regulated Contracting Environment) and ACL (Free Contracting Environment).</p> <p>The accounting of employees is considered CLT (Consolidation of Labor Laws) employees, young apprentices, and directors, except for board members. UST's operations include all production units, both dormant and active, such as Iguatemi, Paranacity, Terra Rica, Rondon, São Tomé, Cidade Gaúcha, Ivaté, Umuarama, Tapejara, Moreira Sales, and Usina Rio Paraná, as well as the Corporate and Logistics units (Maringá and Paranaguá). All the products generated by UST are considered part of the company's portfolio.</p>	



GRI Content	Omission	Global compact principles	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendments to Reporting Limits and Reasons	Indicators Assured
2-6 Activities, value chain and other business relationships	-	-	8 and 16	The organization's downstream entities and their activities are the responsibility of the company's Logistics area, made up of Logistics Maringá/PR and Logistics Paranaguá/PR.	<p>The supply chain comprises companies that provide agro-industrial and corporate operations supplies, including equipment, materials, and services. The Supplies area, centralized in Corporate, manages all requests for purchases and contracts for services, following internal guidelines.</p> <p>Usina Santa Terezinha's corporate structure has changed, resulting in the extinction of the vice-president position. Significant organizational and supply chain changes that impact the company's Governance are considered in the reporting period of the Report, which reflects information updated up to the publication date.</p>	
2-7 Employees		6		The employees work in units located in two regions: South (Paraná) and Central (Mato Grosso do Sul).	<p>Usina Santa Terezinha's Human Resources department, comprised of employees from our operational units and our Corporate department, consolidates information on Recruitment &amp; Hiring, Training &amp; Development, Remuneration &amp; Benefits, and Social Assistance. The data is extracted from Sistema Sol, which was developed internally and used by the company.</p> <p>We consider employees all staff hired by us: CLT (Consolidation of Labor Laws), young apprentices and directors, except for board members. Only the young apprentices are part-time employees, while the employees and directors are CLT and work full-time. Third-party employees are not taken into account when reporting on this indicator. We would point out that most third parties are hired to cover the harvest season and work on specific operational activities.</p>	
2-8 Workers who are not employees				All third-party workers work full-time.	<p>The significant fluctuations are the variations in third parties that can occur between harvests. Third parties will vary according to the management planning for each area. All third-party workers work full-time.</p>	x

GRI Content	Omission	Global compact principles	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendments to Reporting Limits and Reasons	Indicators Assured
2-9 Governance structure and composition	Unavailable/ Incomplete Information: Regarding the number of other positions and important commitments of each member, there is unavailable information. This information will be collected for reporting in the next document.	1, 2, 3, 4, 5, 6, 7, 8, 9 and 10		The Board of Directors has three committees: the Finance, Audit and Risks Committee, the Agro-Industrial Efficiency and Innovation Committee, and the People Management and Remuneration Committee. The structure is non-executive and dependent, with a 4-year term of office made up of men elected by the shareholders. All have proven experience in the sugar-energy sector, such as people management, management of industrial and/or agricultural processes, accounting/financial knowledge, as well as strategic management.	The governance structure report refers to December 2024, as the company believes that this information must be current according to the date of publication of the Sustainability Report. All members are full members and the term of office for the reported composition is 3 years, ending in 2027.	
2-10 Nomination and selection of the highest governance body				The nomination and selection processes for the highest governance body and its committees are the responsibility of the company's shareholders. The criteria adopted by the shareholders are independent and consider experience in senior management positions in the agro-industrial sector. The diversity criterion is not considered, and there are no stakeholder opinions in shareholder decisions.		

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
2-11 Chair of the highest governance body				The company's president is an executive director under the company's articles of association.	The time frame considered for the president's term reporting: situation at the current Report's publication date (December 2024).	
2-12 Role of the highest governance body in overseeing the management of impacts	Not applicable: Impacts are communicated to the highest body on demand, and this information has no history.		16	The company's bylaws govern the roles of the highest governance body and senior executives. Details of stakeholder consultation are mentioned throughout the report. The Board of Directors (C-level directors, following to the structure mentioned in the report) participates in the evaluations and directs the actions to be taken. Then, where there is a serious negative impact, it is brought to the attention and deliberation of the Administrative Board.	Effectiveness is the analysis of risk management processes positive and negative impacts.	
2-13 Delegation of responsibility for managing impacts			16	Impact Management is the responsibility of the company's Legal Department. Management takes place weekly in meetings with the leadership. Matters are taken to the Board of Directors (C-level directors, following the structure mentioned in the report) and to the Administrative Board, according to occurrence or demand, with no attendance record.		
2-14 Role of the highest governance body in sustainability reporting			16	7, 10, 26		



GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
2-15 Conflicts of interest	Confidentiality Restrictions Item “b” reporting conflicts of interest: Information will not be reported for confidentiality reasons.		16	Relevant issues that impact the company's cost/operation/ image are dealt with by the Board of Directors (C-level directors, according to the structure mentioned in the report) to the Board Committees for discussion and, subsequently, for deliberation and recommendation by the Board of Directors	We understand the conflict of interest to be the definition described in the company's Code of Conduct, namely: it is considered a conflict of interest to offer or receive services or proposals for competitors concerning the company's knowledge and methodology, as well as to reward/give gifts to suppliers, service providers, clients, civil servants, and press professionals to encourage business.	X

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
2-16 Communication of critical concerns	Unavailable/ incomplete information: There is no tracking of the number of crucial concerns because there is no formal management of this information. Concerns reach the highest governance body through the operation itself or corporate support areas and are dealt with by the Board of Directors (C-level directors, according to the structure mentioned in the report) or the Administrative Board	-	16	7, 10, 27, 28	Critical concerns are linked to the business and can impact the company's operations.	X
2-17 Collective knowledge of the highest governance body	-	-	16	27		

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
2-18 Evaluation of the performance of the highest governance body	-	-	16	There was no Performance Assessment for the top governance body in the 2022/2023 and 2023/2024 crop years. The Board of Directors comprises representatives of the shareholder holding companies, which is why there is no performance evaluation and no plans to implement this type of instrument.		



GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
2-19 Remuneration policies	Not applicable: Remuneration for positions on the highest management body is defined at the Shareholders' Meeting and does not apply to items i to v.	-	16		<p>The process of developing remuneration policies is carried out by the Internal Committees and the Human Resources Committee - Board. Remuneration is determined through salary surveys and market practices.</p> <p>Usina Santa Terezinha's Remuneration Policy was updated and published in March 2022. This policy is revised whenever necessary.</p> <p>The current remuneration policy covers only employees in operational, administrative, tactical administrative, management, and strategic management positions. In addition, there is a bonus program in line with the market for executives who make up the Board of Directors and management and supervisory levels. This does not include the Board of Directors since the Directors receive a pro-labore in an amount defined at the Shareholders' Meeting.</p>	

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
2-20 Process to determine remuneration	Not applicable: There is currently no deliberation procedure before the CAD approves the remuneration policy. This is a matter for the C-level Board.	3, 4, 5 and 6	5 and 10		For item “a” (iii), the Human Resources team carries out the salary survey, presents potential adjustments to the Board of Directors (C-level directors, according to the structure mentioned in the report), and then this is presented to the People Management and Remuneration Committee, which is linked to the CAD. Stakeholder group that determines remuneration: UST senior management.	For this indicator, we consider both fixed and variable remuneration.
2-21 Annual total compensation ratio	Confidentiality Restrictions Information will not be reported for confidentiality reasons.					
2-22 Statement on sustainable development strategy	-	1, 2, 3, 4, 5, 6, 7, 8, 9 and 10	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16 and 17	5		

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
2-23 Policy commitments		1, 2, 7 and 8		The company's Code of Conduct also deals with human rights issues. The document uses “Human Rights,” following the United Nations Global Compact Principles. The company's senior management validates the document, and it is publicly available on the website: <a href="https://www.usacucar.com.br/wp-content/uploads/2022/08/ust_codigo_conduta_web_alta.pdf">https://www.usacucar.com.br/wp-content/uploads/2022/08/ust_codigo_conduta_web_alta.pdf</a> . The document contains guidelines for the company's stakeholders, both internal and external. All employees receive the Code of Conduct training, and stakeholders are informed of the document's guidelines.	Usina Santa Terezinha understands the precautionary principle as the management of strategic, operational, economic-financial, and ESG (Environmental, Social, and Governance) risks. The criteria for the company to determine the main impacts, risks, and opportunities are guided by the risk drives (internal and external), classified as strategic, operational, and strategic. They are described in Usina Santa Terezinha's Code of Conduct and were developed and approved by the company's Committees and validated by Usina Santa Terezinha's Senior Management.	



GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
2-24 Embedding policy commitments	-	-	-	The management of policies, the Code of Conduct, and the guidelines is carried out through training and committees. All managers are trained and responsible for being guardians, multiplying this to their teams. During induction for new employees, the guidelines are passed on. Over the year, employees also receive a refresher course on the guidelines through DDIs (Daily Information Dialogues).		X

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
2-25 Processes to remediate negative impacts	Not applicable The design, review, and operation of the existing mechanism for receiving negative impact issues comply with market practices, guaranteeing user confidentiality. Internally, all contacts are investigated and decided on by an Internal Audit, Legal and Human Resources committee, ensuring they are handled appropriately. No other channel is available, as the current one meets the need and has been structured according to market practices. The changes made in 2024 will be reported in the following report, which is the receipt of complaints via a specific platform - Safe Channel.				The Whistleblowing Channel and the subsequent handling of information via the Committee are responsible for dealing with the negative impacts that come in from stakeholders. Feedback is not given, as it is aimed at the confidentiality of the whistleblower. In addition, the company develops projects with the community that enable proximity to neighboring communities, such as Unidos contra o Fogo, Semeando o Verde, and Formação-UST.	X

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
2-26 Mechanisms for seeking advice and raising concerns	-	10	16	The Audit and Human Resources areas manage these mechanisms, advised by Legal.		X
2-27 Compliance with laws and regulations	Confidentiality Restrictions Information will not be reported for confidentiality reasons.					X
2-28 Membership associations	-	1, 2 and 7	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16 and 17	The Cidade Gaúcha and Rondon units are members of Udop (National Bioenergy Union).		
2-29 Approach to stakeholder engagement	-	-	16	The purpose of engaging with stakeholders is to spread dialog and strengthen ties, allowing us to learn more about their doubts, suggestions, needs, and expectations. This closeness enables a more agile and efficient flow of information. Stakeholder mapping and priority themes are carried out through reports, social media, and the ombudsman's office.		X
2-30 Collective bargaining agreements	-	2, 3, 4 and 5	3, 8 and 16	44, 60	Collective negotiation agreements cover 100% of the employees. We consider employees to be all employees under the CLT (Consolidation of Labor Laws). The following categories do not fall into this group: young apprentices and third parties.	



GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
GRI 3: Material Topics 2021						
3-1 Process to determine material topics	-	-	16	7, 8, 9, 10		X
3-2 List of material topics	-	1, 2, 3, 4, 5, 6, 7, 8, 9 and 10	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16 and 17	There are no significant changes.	Significant changes compared to the previous report: - Change in the criteria for calculating an indicator. - Changes in the total number of operating units: acquisition or hibernation of a unit or suspension of a unit's agro-industrial activities. - Change in the cut-off date for an indicator (from crop year to annual).	X
3-3 Management of material topics	-	7 and 8	1, 2, 3, 4, 6, 7, 8, 11, 13, 14, 15, 16 and 17	Details of the location of the impacts and the organization's involvement are described throughout the Sustainability Report. For the Anti-Corruption Practices topic, there is no assessment to identify actual or potential negative or positive impacts. The policies and draft contracts are measures taken to manage the "Anti-Corruption Practices" issue and its impacts. The guidelines are contained in the company's Code of Conduct, and eventual cases will be dealt with individually by the Ethics Committee. There was no engagement with external audiences to support the measures taken, only with internal audiences (company leaders).	-	X

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
GRI 201: Economic Performance 2016						
201-1 Direct economic value generated and distributed	Unavailable/incomplete information: Regarding the investments made in the community, in the 2023/2024 crop year, the company's Cost Center structuring was carried out, which will contribute to the reporting of the item in the following report.	7 and 8	1, 2, 3, 4, 6, 7, 8, 11, 13, 14, 15, 16 and 17		It is presented in the format provided in the financial statements.	X
GRI 203: Indirect Economic Impacts 2016						
203-1 Infrastructure investments and services supported	-	7 and 8	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16 e 17	47, 54, 60	Investments beyond the company's legal obligations are considered "significant." They generate impacts in the communities where we have operations. Positive impacts are those that directly benefit communities without fulfilling a commercial purpose. Negative impacts can be related to the change in lifestyle that the community may experience due to economic and population growth. As for relevant impacts, it is understood that, like the negative and positive ones, they can be related to population growth and increased economic demand.	

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
203-2 Significant indirect economic impacts	-	7 and 8	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16 and 17	No significant negative indirect economic impacts were identified in the 2022/2023 and 2023/2024 crop years.	We consider as significant indirect economic impacts the initiatives of UST under our management and that, indirectly due to UST's actions, generate positive or negative impacts in the community surrounding our units. One example is employability through the qualifications provided by the company to the community through the Training UST – Community project.	X
GRI 204: Procurement Practices 2016						
204-1 Proportion of spending on local suppliers	-	10	12 and 16	67	Suppliers located in the state of Paraná are considered local. The total number of suppliers from April 2022 to March 2024 is considered. All suppliers with at least one purchase from the company were considered, and 100% of them were included in the calculation.	X
GRI 205: Anticorruption 2016						
205-1 Operations assessed for risks related to corruption	Unavailable/ incomplete information: No impact assessments are made regarding the risk of corruption in operations, and the plan is to continue monitoring possible cases through the Ombudsman's Office.	10	16	The company monitors cases of corruption through the Ombudsman. As reported in indicator GRI 205-3, there were no cases for the 2022/2023 and 2023/2024 crop years	"Operations" is understood to be the same concept reported in 2-6. "Significant risks" refers to critical risks that potentially threaten achieving business objectives. Operations in which there is a possibility of embezzlement, undue favoritism, or manipulation of procedures and contracts threaten the achievement of the company's business objectives.	X



GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
205-3 Confirmed incidents of corruption and actions taken	-	10	16	In the 2022/2023 and 2023/2024 crop years, there were no confirmed corruption cases at Usina Santa Terezinha.	We consider employees all staff hired by us: CLT (Consolidation of Labor Laws), young apprentices and directors, except for board members. Only the young apprentices are part-time employees, while the employees and directors are CLT and work full-time. The company understands corruption as any direct or indirect favoring of an employee (money, gift, or advantage), whether with a private company or public bodies. Confirmed cases are those considered to be justified after an internal investigation.	X
GRI 301: Materials 2016						
301-1 Materials used by weight or volume	-	-	12 and 16	17, 20, 33, 34, 73	Reporting on the consumption of the main materials used in the production process. The weight/volume of materials and products is not estimated. The items (chemicals) are controlled by leaving the inventory. Concept of main products and services: product/service coming from the company's main activity. Renewable Materials: Raw material that can be renewed in the cycle (sugarcane). Non-renewable materials: Finite cycle products.	X

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
301-2 Recycled input materials used	-	7, 8 and 9	3, 6, 7, 8, 9, 12, 14, 15, 16 and 17	UST's main products are Sugar, Ethanol, and Energy. - Sugar and Ethanol: Not applicable (0%) No raw materials or recycled materials are used to produce sugar and ethanol. The bagasse generated in the industry's production process is used to produce electricity (bioelectricity). Bagasse is the waste from the plant, and its combustion creates electricity. - Energy (sale of surplus): Not applicable (0%). The electricity (bioelectricity) produced comes from sugarcane bagasse, so it is not a recycled material (but a by-product reused). All the bagasse produced is used to generate energy at the agro-industrial units. When there is a surplus at units that do not sell surplus energy, they transfer it to the units that do sell it: Paranacity, Tapejara, Cidade Gaúcha, and Terra Rica.	Reporting of recycled material used and product: Bioelectricity (electric power produced from sugarcane bagasse). The main products come from UST's core business, sugar production. Besides sugar, ethanol is produced, and surplus electricity is sold in some units. The total of raw materials used in the production process is weighed.	X

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
GRI 302: Energy 2016						
302-1 Energy consumption within the organization	-	7, 8 and 9	7 and 12	69 There is no consumption or sale of heating, cooling, or steam as fuels by UST; There is no consumption of non-renewable energy, except using energy bought from third parties from the SIN (National Interconnected System), where the energy bought is predominantly from a hydroelectric source (renewable source). However, it can also be from a thermoelectric source (non-renewable source), thus this distinction is not possible. (non-renewable sources), so making that distinction is not possible.	The reported energy consumption data only considers the consumption related to the industrial units. The values are only from active production units. Hibernating units do not produce energy. They use an insignificant amount of energy (compared to an active productive unit) from the concessionary. The calculation does not consider corporate units since they do not produce energy. They use energy from the concessionary.	X



GRI Content

Omission

Global  
compactprinciples

SDG (Sustainable  
Development Goals)

Page/ Answer

Details Of The Criteria, Exceptions/Amendmentsto  
Reporting Limits and Reasons

Indicator Sassured

GRI 303: Water and Effluents 2018

303-2 Management of water  
dischargelated impacts

-

7, 8 and 9

6, 9, 12, 14, 16, and 17

The company's units do not discharge effluents into water bodies.

The wastewater from the Paranacity, Terra Rica, Rondon, Cidade Gaúcha, Ivaté, and Tapejara units, which comes from sugarcane washing and the production process, is treated with a grating, sedimentation tank, and lagoon system for reuse in the process. After saturation, the wastewater is incorporated into agricultural soil.

At the Iguatemi Unit, there is a difference in structure, with a decantation system replacing the sedimentation ponds. The treated effluent is directed to sugarcane plantations.

As the water is destined for agricultural land, there are no standards, quality controls and/or requirements for its release. Therefore, the profile of the watercourse was not considered because there is no discharge of effluents/wastewater into water bodies.

The minimum standards established for the quality of effluent disposal are determined by UST's participation in the 5 River Basin Committees, which are active in regions where the company operates.

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
303-3 Water withdrawal	Unavailable/ Incomplete information: The flow meters at the Cidade Gaúcha and Rondon units were installed in 2023/2024. And in Iguatemi, if technically feasible, they will be installed in the 2025/2026 crop year. For this reason, the indicator will be reported in the following Sustainability Report	7, 8 and 10	6, 9, 12, 14, 16, and 17			

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
GRI 305: Emissions 2016						
305-1 Direct (Scope 1) GHG emissions -		7 and 8	3, 12, 13, 14 and 15	Scope 1 includes CO2, CH4 and N2O gases. The emission factors used are those provided by the GHG Protocol. Usina Santa Terezinha's production units Paranacity, Terra Rica, and Tapejara have a Greenhouse Gas Inventory (page 71). In the long term, this management will be extended to all of the company's (active) production units gradually, concluding this plan by 2030.	We used the Brazilian GHG Protocol Program as standards, methodologies, assumptions, and/or calculation tools adopted.	X
305-2 - Indirect greenhouse gas (GHG) emissions (Scope 2) from the purchase of energy				Greenhouse gas (GHG) emissions are reported through an inventory, with Scopes 1 and 2 (page 71). The assumptions follow the GHG Protocol.	We used the Brazilian GHG Protocol Program as standards, methodologies, assumptions, and/or calculation tools adopted.	
GRI 306: Waste 2020						
306-3 Waste generated	-	7, 8 and 9	3, 6, 7, 8, 12, 13, 14, 15 and 16	This report takes into account data from production units.	100% of the waste from the production process is reported classified as “Not Dangerous.”	X



GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
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GRI 401: Employment 2016

401-1 New employee hires and turnover	Unavailable/ incomplete information: The system does not include an analysis of these hiring criteria and stratification of turnover by gender, age group, and region. However, an action plan will be prepared for the following report.	3, 4, 5 and 6	5, 8, 10 and 16	42, 43	The formula used to calculate the turnover rate is (Hired/ month + Fired/month) / 2 x 100)/ Number of employees in the previous month. Only CLT (permanent) employees are considered. The information about “Hired and Fired - month” considers the final month of the crop year (March).	X
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	3, 4, 5 and 6	3, 4, 5, 8, 10 and 16	a) The benefits of these items do not apply to the company as they are not offered. Concerning maternity/paternity leave, the standard defined by Brazilian legislation is adopted. b) Important operational units: all the operational and administrative units where Usina Santa Terezinha employees are based are considered.	The report considers the same premises as indicator 2-7. The benefits: disability and invalidity assistance, private pension and share purchase plan are not applicable to the company because they are not offered. Maternity/ paternity leave is the standard defined by Brazilian legislation.	

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
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GRI 402: Labor/Management Relations 2016

402-1 Minimum notice periods regarding operational changes	-	3	8 and 16	There is no standard minimum deadline; it depends on the strategy of each demand.	The report considers the same premises as indicator 2-7. We consider the following situations to be significant operational changes: restructuring; acquisitions and shutdowns; the end and beginning of crop years; and maintenance in the industry.	
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GRI 403: Occupational Health and Safety 2018

403-1 Occupational health and safety management system	-		3, 8 and 16	Not reported due to legal requirements. The SGI is being built voluntarily to improve UST’s management system continuously. There is no ISO as a parameter. In the future, if it is implemented, it will be used as a basis for implementation.	The SSMA (Health, Safety, and Environment) area comprises employees from our operating units and our Corporate department, which is responsible for consolidating and controlling the data. Reporting considers the same assumptions as for indicator 2-7, except that third-party workers, specifically for Health and Safety indicators, are also included in management statistics and data reported.	X
403-2 Hazard identification, risk assessment, and incident investigation.	-		3, 8 and 16	57, 58	The data for own employees (CLT), apprentices, and third-party workers are considered for the calculation.	X
403-3 Occupational health services	-		3, 8 and 16	60	The data for own employees (CLT), apprentices, and third-party workers are considered for the calculation.	X
403-4 Worker participation, consultation, and communication on occupational health and safety.	-		3, 8 and 16	60	The data for own employees (CLT), apprentices, and third-party workers are considered for the calculation.	X
403-5 Worker training on occupational health and safety.	-		3, 8 and 16	47, 54	The data for own employees (CLT), apprentices, and third-party workers are considered for the calculation.	X
403-6 Promotion of worker health.	-		3, 8 and 16	54, 55	The data for own employees (CLT), apprentices, and third-party workers are considered for the calculation.	X

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
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Own employees 2022/2023:

**Body Part Affected:** Finger (22); Knee (9); Hand (except wrist or fingers) (5); Leg (between ankle and pelvis) (5)

**Generating Situation:** Impact of a person against a stationary object (10); Impact suffered by a person from a projected object (7); Impact of a person against a moving object (6); Impact suffered by a person from a falling object (5)

2023/2024:

**Body Part Affected:** Finger (40); Knee (16); Foot (except toes) (15); Ankle joint (11)

**Generating Situation:** Impact suffered by a person from a projected object (18); Impact suffered by a person, CIN (16); Impact of a person against a stationary object (15); Fall with a difference in vehicle level (12); Impact suffered by a person from a falling object (12)

Third-parties 2022/2023:

**Part of the Body Affected:** Ankle joint (1); Hand (except wrist or fingers) (1)

**Generating Situation:** Person falls from the same level, NCI (1); Person falls from the same level onto or against something (1)

Data on own employees (CLT), apprentices, and third-party workers is considered for the calculation. A CAT (Communication of Accident at Work) is opened for every incident involving injury to persons. The rates were calculated based on 1,000,000 hours worked. High consequence accidents are accidents with time off work and low consequence accidents are accidents without time off work. The data involving third parties is added to the data for our own employees; with the SGI structure underway at Usina Santa Terezinha, this data will be computed separately.

We understand “accidents at work with mandatory reporting” as accidents in which a CAT has been opened. The Severity Rate (SR) includes deaths from accidents at work (and the **number of days lost** due to accidents with time off work - high consequence). In the case of death, according to Table 1 of NBR 14280:2001, 6,000 **days are debited**. According to the methodology established in NBR 14280:2001, TC is calculated using the formula: TC = (No. of days lost + days debited) X 1,000,000 / HHT. The **days debited** are the days of permanent disability or death that must be considered when calculating the severity rate.

The **days lost** are the total number of days the injured person is off work due to an accident with temporary incapacity.

That applies to own employees and third parties.

X



GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
403-9 Work-related injuries.	-		3, 8 e 16	<b>2023/2024:</b> <b>Body Part Affected:</b> Finger (2); Elbow (1); Arm (above elbow) (1); Abdomen (including internal organs) (1) <b>Generating Situation:</b> Attack by living being with venom (1); Contact with object or substance at very high temperature (1); Very high temperature, contact with object or substance (1); Impact of a person against a stationary object (1); Fall of a person at the same level on a walkway or supporting surface (1)	The Frequency Rate (FR) includes the <b>number of</b> high and low-consequence personal injury accidents. According to the methodology established in NBR 14280:2001, the FFR is calculated using the formula $TF = \text{no. of accidents} \times 1,000,000 / \text{HHT}$ . That applies to own employees and third parties. The Lost Time Frequency Rate only covers the number of accidents with lost time. According to the methodology established in NBR 14280:2001, the Lost Time Frequency Rate is calculated using the formula: $\text{Lost Time Frequency Rate} = \text{no. lost time accidents} \times 1,000,000 / \text{HHT}$ . That applies to own employees and third parties.	X

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
GRI 404: Training and Education 2016						
404-1 Average hours of training per year per employee	-	1 and 2	16	47, 53	<p>In training, we consider both classroom and online courses. Reporting takes into account the same assumptions as for indicator 2-7. The figures per unit refer only to completed training. The data from online and face-to-face training is via the Internal System (Sol). The average refers to the total number of hours per employee trained.</p> <p>The functional categories are stratified by “LEVEL”, where each position is classified among the levels: director; manager; supervisor, coordinator; in charge; and operational.</p>	
GRI 406: Non-discrimination 2016						
406-1 Incidents of discrimination and corrective actions taken.	-	1 and 2	16	<p>There were no complaints related to the violation of Human Rights, only complaints or suggestions for improvements of a subjective and non-discriminatory nature.</p>	<p>The company sees discrimination in any proven disrespectful behavior.</p> <p>As disrespectful attitudes, we consider those provided in our Code of Conduct, any discriminatory manifestation of any nature (race, physical characteristics, age, gender, sexual orientation, religious belief, disability, ethnic precepts, sociocultural condition, origin, or marital status) directed at any person.</p> <p>These cases are recorded internally and classified as “Discrimination.”</p>	X

GRI Content	Omission	Global compactprinciples	SDG (Sustainable Development Goals)	Page/ Answer	Details Of The Criteria, Exceptions/Amendmentsto Reporting Limits and Reasons	Indicator Sassured
GRI 413: Local Communities 2016						
413-1 Operations with local community engagement, impact assessments, and development programs	Unavailable/incomplete information: The company does not have committees and processes for broad consultation with the local community (item vi), including vulnerable groups. However, for future crop years, there will be processes that value indications of projects with the community via tax incentives.	1, 7 and 8	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16 and 17	The Sustainability/ESG Master Plan is updated every crop year, and a multidisciplinary team with stakeholders maps socio-environmental institutions to identify demands and priorities in the region where UST operates. In addition, the data is measured by the Communication & Sustainability area using spreadsheets that track objectives; periods; investments; SDGs, Global Compact Principles and GRI priorities; scope; areas involved; quantitative and qualitative results. Impacts are assessed according to socio-environmental criteria and considered for the subsequent project cycles.	The company understands that operations are all the activities that the company conducts at the operating units. “Local community engagement” includes socio-environmental projects developed in the towns where we have operations and prioritized based on our Materiality Matrix and Sustainability Director Plan.	X
GRI 416: Consumer Health and Safety 2016						
416-1 Assessment of the health and safety impacts of product and service categories	-	-	3, 9, 12, 16 and 17	To obtain the Vive sustainability certification, one of the criteria is to carry out a risk analysis of the following pillars: People; Industrial facilities, which cover 100% of sugar, ethanol, and energy production; and the agricultural pillar, which covers the entire raw material production process.	Vive Certification is a sustainability program that aims to ensure that the activities of UST’s activities are aligned with the Social, Economic, and Environmental pillars. Risk assessment is a matrix in which probability x severity is assessed, resulting in a risk classification. All the risks to which the employee is exposed, both to their health and safety, are weighed. This methodology provides information on risk mitigation actions.	



# LIST OF ACRONYMS

Acim (Associação Comercial e Empresarial de Maringá / Commercial and Business Association of Maringá)

ACL (Ambiente de Contratação Livre / Free Contracting Environment)

ACR (Ambiente de Contratação Regulada / Regulated Contracting Environment)

Adita (Associação dos Distribuidores de Insumos e Tecnologia Agropecuária / Inputs and Agricultural Technology Distributors Association)

AHP (Analytic Hierarchy Process)

Aids (Acquired Immunodeficiency Syndrome)

Alcopar (Associação de Produtores de Bioenergia do Estado do Paraná / Paraná Bioenergy Producers Association)

APA (Área de Proteção Ambiental / Environmental Protection Area)

APP (Áreas de Preservação Permanente / Permanent Preservation Areas)

Aranav (Naviraí Agrochemical Resellers Association)

ART (Anotação de Responsabilidade Técnica / Technical Responsibility Annotation)

ASG (Ambiental, Social e Governança / (ESG) Environmental, Social, and Governance)

Biosul (Associação de Produtores de Bioenergia de Mato Grosso do Sul / Mato Grosso do Sul Bioenergy Producers Association)

Bndes (Banco Nacional de Desenvolvimento Econômico e Social / National Bank for Economic

and Social Development)

CAD (Administrative Council)

CBH (Comitês de Bacia Hidrográfica / River Basin Committees)

Cbios (Créditos de Descarbonização / Decarbonization Credits)

Cerh/PR (Conselho Estadual de Recursos Hídricos do Paraná / Paraná State Council for Water Resources)

CGC/Mapa (Cadastro Geral de Classificação do Ministério da Agricultura, Pecuária e Abastecimento / General Classification Register for the Ministry of Agriculture, Livestock and Supply)

CIA (Centro de Inteligência Agrícola / Center for Agricultural Intelligence)

Cipa (Comissão Interna de Prevenção de Acidentes / Internal Accident Prevention Commission)

Cipatr (Comissão Interna de Prevenção de Acidentes do Trabalho Rural / Internal Work Accident Prevention Commissions)

CLT (Consolidação das Leis do Trabalho / Consolidation of Labor Laws)

CNH (Carteira Nacional de Habilitação / National Driving License)

Cohapar (Companhia de Habitação do Paraná / Paraná Housing Company)

Consecana-PR (Conselho dos Produtores de Cana-de-açúcar do Paraná / Paraná Sugarcane

Producers Council)

COP (Comunicação de Progresso / Communication of Progress)

Cpce (Conselho Paranaense de Cidadania Empresarial / Paraná Business Citizenship Council)

CSC (Centro de Serviços Compartilhados / Shared Services Center)

CTC (Centro de Tecnologia Canavieira / Sugarcane Technology Center)

Ctins (Câmara Técnica de Instrumentos de Gestão / Technical Chamber for Management Instruments)

Ctplan (Câmara Técnica de Acompanhamento do Plano / Technical Chamber for Plan Monitoring)

D&I (Diversidade & Inclusão / Diversity & Inclusion)

DDS (Diálogos Diários de Segurança / Daily Security Talks)

DDSMA (Diálogos Diários de Saúde, Segurança de Meio Ambiente / Daily Talks on Health, Safety and Environment)

DFC (Demonstração do Fluxo de Caixa)

DVA (Value Added Statement)

Ebitda (Earnings before interest, taxes, depreciation and amortization)

Emae (Eficiência Mecânica Anti Erosão / Anti-Erosion Mechanical Efficiency)

Encob (Encontro Nacional dos Comitês de Bacias Hidrográficas / River Basin Committees National Meeting)

EPA (Environmental Protection Agency) EPC (Equipamento de Proteção Coletiva / Collective Protection Equipment)

EPI (Equipamento de Proteção Individual / Personal Protection Equipment)

ESG (environmental, social and governance)

ETA (Estação de Tratamento de Água / Water Treatment Plant)

Faep (Federação da Agricultura do Estado do Paraná / Paraná State Agriculture Federation)

Fiep (Federação das Indústrias do Estado do Paraná / Paraná State Federation of Industries)

Fundag (Fundação de Apoio à Pesquisa Agrícola / Agricultural Research Support Foundation)

Funpar (Fundação da Universidade Federal do Paraná / Paraná Federal University Foundation)

GEE (Gases de Efeito Estufa / Greenhouse Gases)

GEO (Agricultural Geotechnology)

GJ (Gigajoule)

GRI (Global Reporting Initiative) HHT (Homens-Horas Trabalhadas / Men Working Hours)

IAC (Instituto Agronômico de Campinas / Agronomic Institute of Campinas)

IAT (Instituto Água e Terra) do Paraná / Paraná Water and Land Institute

IDR-Paraná (Instituto de Desenvolvimento Rural do Paraná)

IAPAR-EMATER / Paraná Rural Development Institute

IEL (Instituto Euvaldo Lodi / Euvaldo Lodi Institute)

Ifrs (International Financial Reporting Standards)

Igee (Inventário de Gases de Efeito Estufa / Greenhouse Gas Inventory)

Irpj (Imposto de Renda Pessoa Jurídica / Corporate Income Tax)

Isrs (International Safety Rating System)

IST (Infecção Sexualmente Transmissível / Sexually Transmitted Infection (STI))

Lgbtqia+ (Lesbian; Gay; Bisexual; Transgender or Transvestite; Queer; Intersex; Asexual; Other Sexual Orientations and Gender Identifications)

Lgpd (Lei Geral de Proteção de Dados Pessoais / General Personal Data Protection Law)

Ltcats (Laudo Técnico das Condições Ambientais do Trabalho / Technical Report on Environmental Conditions at Work)

Mapa (Ministério da Agricultura, Pecuária e Abastecimento / Ministry of Agriculture, Livestock and Supply)

MPB (Mudas Pré-Brotadas / Pre-Sprouted Seedlings)

MWh (Megawatt/hour)

NPK (Nitrogênio, Fósforo e Potássio / Nitrogen, Phosphorus and Potassium)

NR (Norma Regulamentadora / Regulating Norm)

ODS (Objetivos de Desenvolvimento Sustentável / Sustainable Development Goals)

OIT (Organização Internacional do Trabalho / International Labor Organization)

ONG (Organizações Não Governamentais / NGO - Non-Governmental Organizations)

ONU (Organização das Nações Unidas / United Nations)

OS (Ordem de Serviço / Service Order)

Oscip (Organização da Sociedade Civil de Interesse Público / Public Interest Civil Society Organization)

PCA (Programas de Conservação Auditiva / Hearing Conservation Programs)

PCD (Pessoa com Deficiência / Person with Disability)

PCM (Maintenance Planning and Control)

Pcmso (Programa de Controle Médico de Saúde Ocupacional / Occupational Health Medical Control Program)

Pgmca (Programa de Pesquisa em Melhoramento Genético da Cana-de-Açúcar / Sugarcane Genetic Improvement Research Program)

PGR (Plano de Gerenciamento de Riscos / Risk Management Plan)

PPR (Results Participation Program)

Ppra (Programa de Prevenção de Riscos Ambientais / Environmental Risk Prevention Program)

PPV (Prêmio de Produção Variável / Variable Production Bonus)

Procomitês (Programa Nacional de Fortalecimento dos Comitês de Bacias Hidrográficas / National Strengthening Program for Hydrographic Basin Committees)

PwC (PricewaterhouseCoopers)

QSSMA (Qualidade, Saúde, Segurança e Meio Ambiente / Quality, Health, Safety and Environment )

RFS2 (Renewable Fuel Standard)

RH (Recursos Humanos/Human Resources)

Ridesa (Rede Interuniversitária para o Desenvolvimento do Setor Sucroalcooleiro / Interuniversity Network for the Development of the Sugar and Alcohol Sector)

Rppn (Reserva Particular do Patrimônio Natural / Natural Heritage Private Reserve)

RTK (Real Time Kinematic)

Sagp (Sustainable Agriculture Guiding Principles)

SAI (Sustainable Agricultural Initiative Platform)

Salvo (Segurança, Nosso Alvo / Safety, our Target)

Senai (Serviço Nacional Aprendizagem Industrial / National Service of Industrial Learning)

Senar (Serviço Nacional de Aprendizagem Rural / National Service for Rural Learning)

Senat (Serviço Nacional de Aprendizagem do Transporte / National Transportation Learning Service)

Sesi (Serviço Social da Indústria / Industry Social Services)

Sesmt (Serviço Especializado em Engenharia de Segurança e em Medicina do Trabalho / Specialized Service in Safety Engineering and Occupational Medicine)

SIG (Sistema de Gestão Integrada / Integrated Management System),

SGP (Supplier Guiding Principles)

Sialpar (Sindicato da Indústria de Fabricação de Alcool do Estado do Paraná / State of Paraná Alcohol Manufacturing Industry Union)

Siapar (Sindicato da Indústria do Açúcar no Estado do Paraná)

Sicasq (Sistema de Cadastro dos Agentes da Cadeia Produtiva de Vegetais, seus Produtos, subprodutos e derivados para certificação da segurança e qualidade / Agent Registration System for the Vegetables, Products, By-products and Derivatives Production Chain for Safety and Quality Certification).

SIN (Sistema Interligado Nacional / National Interconnected System)

Sipatma (Semana Interna de Prevenção de Acidentes no Trabalho e Meio Ambiente / Internal Week for the Prevention of Accidents at Work and the Environment)

Sipeagro (Sistema Integrado de Produtos e Estabelecimentos Agropecuários / Agricultural Products and Establishments Integrated System)

SSMA (Saúde, Segurança e Meio Ambiente / Health, Safety and the Environment)

Stiqfepar (Sindicato dos Trabalhadores nas Indústrias Químicas e Farmacêuticas do Estado do Paraná / Union of Workers in the Chemical and Pharmaceutical Industries of the State of Paraná)

TF (Taxa de Frequência / Frequency Rate)

TG (Taxa de Gravidade / Severity Rate)

Udop (Bioenergy National Union)

UEM (Universidade Estadual de Maringá / Maringá State University)

Ufrj (Universidade Federal Rural do Rio de Janeiro /Rio de Janeiro Rural Federal University)

UST (Usina Santa Terezinha)

Vants (Veículo Aéreo Não Tripulado / Unmanned Aerial Vehicle)

VHP (Very High Polarization)

Wbcsd (World Business Council for Sustainable Development)

WRI (World Resources Institute)



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# ASSURANCE REPORT

**Independent auditor’s limited assurance report on the non-financial information included in the Sustainability Report 2022/2023 and 2023/2024 Crop Years**

To the Board of Directors and Stockholders  
Usina de Açúcar Santa Terezinha Ltda.  
Maringá – PR

**Introduction**

We have been engaged by Usina de Açúcar Santa Terezinha Ltda. (“Company” or “Santa Terezinha”) to present our limited assurance report on the non-financial information included in the Sustainability Report 2022/2023 and 2023/2024 Crop Years of Santa Terezinha for the year ended March 31, 2023 and March 31, 2024, respectively.

Our limited assurance does not cover prior-period information, or any other information disclosed together with the Sustainability Report 2022/2023 and 2023/2024 Crop Years, including any incorporated images, audio files or videos.

**Responsibilities of the management of Santa Terezinha**

The management of Santa Terezinha is responsible for:

- Selecting or establishing adequate criteria for the preparation and presentation of the information included in the Sustainability Report 2022/2023 and 2023/2024 Crop Years;

- Preparing the information in accordance with the criteria and guidelines of the Global Reporting Initiative (GRI-Standards) and with the basis of preparation developed by the Company;

- Designing, implementing and maintaining internal controls over the significant information for the preparation of the information included in the Sustainability Report 2022/2023 and 2023/2024 Crop Years, which is free from material misstatement, whether due to fraud or error.

**Our independence and quality control**

We comply with the independence and other ethical requirements of the Federal Accounting Council (CFC) in NBCs PG 100 and 200 and NBC PA 291, which are based on the principles of integrity, objectivity and professional competence, and which also consider the confidentiality and behavior of professionals.

We apply the Brazilian and international quality control standards established in NBC PA 01, issued by the CFC, and thus maintain an

appropriate quality control system that includes policies and procedures related to compliance with ethical requirements, professional standards, legal requirements and regulatory requirements.

**Independent auditor’s responsibility**

Our responsibility is to express a conclusion on the non-financial information included in the Sustainability Report 2022/2023 and 2023/2024 Crop Years, based on our limited assurance engagement carried out in accordance with the Technical Communication CTO 01 – Issuance of Assurance Report related to Sustainability and Social Responsibility, issued by the Federal Accounting Council (CFC), based on the Brazilian standard NBC TO 3000, “Assurance Engagements Other than Audit and Review”, also issued by the CFC, which is equivalent to the international standard ISAE 3000, “Assurance engagements other than audits or reviews of historical financial information”, issued by the International Auditing and Assurance Standards Board (IAASB). Those standards require that we comply with ethical requirements, including independence requirements, and other responsibilities of these standards, including those regarding the application of the Brazilian Quality Control Standard (NBC PA 01) and, therefore, the maintenance of a

comprehensive quality control system, including documented policies and procedures regarding the compliance with ethical requirements, professional standards and relevant legal and regulatory requirements.

Moreover, the aforementioned standards require that the work be planned and performed to obtain limited assurance that the non-financial information included in the Sustainability Report 2022/2023 and 2023/2024 Crop Years, taken as a whole, is free from material misstatement.

A limited assurance engagement conducted in accordance with the Brazilian standard NBC TO 3000 and ISAE 3000 mainly consists of making inquiries of management and other professionals of Santa Terezinha involved in the preparation of the information, as well as applying analytical procedures to obtain evidence that allows us to issue a limited assurance conclusion on the information, taken as a whole. A limited assurance engagement also requires the performance of additional procedures when the independent auditor becomes aware of matters that lead him to believe that the information disclosed in the Sustainability Report 2022/2023 and 2023/2024 Crop Years taken as a whole might present material misstatements.

The procedures selected are based on our understanding of the aspects related to the compilation, materiality, and presentation of the information included in Sustainability Report 2022/2023 and 2023/2024 Crop Years, other circumstances of the engagement and our analysis of the activities and processes associated with the significant information disclosed in the Sustainability Report 2022/2023 and 2023/2024 Crop Years in which significant misstatements might exist. The procedures comprised:

- (a) planning the work, taking into consideration the materiality and the volume of quantitative and qualitative information and the operating and internal control systems that were used to prepare the information included in the Sustainability Report 2022/2023 and 2023/2024 Crop Years;
- (b) understanding the calculation methodology and the procedures adopted for the compilation of indicators through inquiries of the managers responsible for the preparation of the information;
- (c) applying analytical procedures to quantitative information and making inquiries regarding the qualitative information and its correlation with the indicators disclosed in the Sustainability Report 2022/2023 and 2023/2024 Crop Years; and
- (d) when non-financial data relate to financial indicators, comparing these indicators with the financial statements and/or accounting records.

The limited assurance engagement also included the analysis of the compliance with the Global Reporting Initiative (GRI-Standards), and the criteria established in the basis of preparation developed by the Company.

Our procedures did not include assessing the adequacy of the design or operating effectiveness of the controls, testing the data on which the estimates are based or separately developing our own estimate to compare with Santa Terezinha’s estimate.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

**Scope and limitations**

The procedures applied in a limited assurance engagement vary in nature and timing and are less detailed than those applied in a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the level that would be obtained in a reasonable assurance engagement. If we had performed a reasonable assurance engagement, we might have identified other matters and possible misstatements in the information included in the Sustainability Report 2022/2023 and 2023/2024 Crop Years. Therefore, we do not express an opinion on this information.

Non-financial data are subject to more inherent limitations than financial data, due to the nature and diversity of the methods used to determine, calculate and estimate these data. Qualitative interpretations of the relevance, materiality, and accuracy of the data are subject to individual

assumptions and judgments. Furthermore, we did not consider in our engagement the data reported for prior periods nor future projections and goals.

The preparation and presentation of non-financial information and indicators followed the definitions of the basis of preparation developed by the Company and the GRI and, therefore, the information included in the Sustainability Report 2022/2023 and 2023/2024 Crop Years does not aim to provide assurance with regard to the compliance with social, economic, environmental or engineering laws and regulations. However, the aforementioned standards establish the presentation and disclosure of possible cases of non-compliance with such regulations when sanctions or significant fines are applied. Our assurance report should be read and understood in this context, inherent to the criteria selected and previously mentioned in this paragraph.

The absence of a significant set of established practices on which to base the evaluation and measurement of non-financial information allows for different but acceptable evaluation and measurement techniques, which can affect comparability between entities and over time.

The contents included in the scope of this assurance engagement are presented in the GRI Content Index of the Sustainability Report 2022/2023 and 2023/2024 Crop Years.

**Conclusion**

Based on the procedures performed, described herein, and on the evidence obtained, no matter has come to our attention that causes us to believe that the non-financial information included in the Sustainability Report 2022/2023 and 2023/2024 Crop Years of Usina de Açúcar Santa Terezinha Ltda. has not been prepared, in all material respects, in accordance with the criteria established in the basis of preparation, and with the GRI Standards.

Maringá, December 11, 2024

PricewaterhouseCoopers  
Auditores Independentes Ltda.  
CRC 2PR008333/F-8

Maurício Colombari  
Contador CRC 1SP195838/O-3