



# FOREST MANAGEMENT PLAN

14<sup>th</sup> edition



# Abstract

This document summarizes the planning of forestry activities at Eldorado Brasil Celulose S.A.

Write down the objectives, responsibilities, available resources, and strategies for adopting sustainable management practices, based on data and actions for 2024.

Drawing up, implementing, and updating the Management Plan is a requirement of the FSC® (Forest Stewardship Council®) - FSC-C113536 certification - and PEFC® (Programme for the Endorsement of Forest Certification®) - PEFC/28-23-18 certification -, to demonstrate to the

interested parties that the company has adopted a set of widely recognized and respected principles, with the aim of promoting economically viable, environmentally appropriate, and socially beneficial forest management.

The document is delivered physically to the communities and other interested parties. The digital version is sent via e-mail and is available at [www.eldoradobrasil.com.br](http://www.eldoradobrasil.com.br).







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# Eldorado Brasil

Founded in 2010, Eldorado Brasil Celulose S.A. is one of the most competitive and audacious forestry companies.

Eldorado Brasil produces eucalyptus pulp in a sustainable and innovative way, holding a productive, fully mechanized forestry operation and a modern industrial park, which is self-sufficient in clean energy and has multimodal logistics integrated with the main Brazilian ports.

Our high-quality pulp, present in markets across all continents, plays a vital role in the production

of packaging and tissue paper (personal hygiene), printing and writing, and special papers. The mill operates at a rate of 1.8 million tons of pulp per year.

In order to meet the growing global demand for pulp, Eldorado Brasil underlies its expansion and value creation strategy on these four drivers:



Competitiveness



Sustainability



Innovation



Valorization of people

## Mission

To build a relationship of trust with our shareholders, our people, and our partners, through the permanent enhancement of our planted and renewable forest assets.

## Vision

To consolidate Eldorado Brasil as a global leader in the pulp market, building new paths to add value.

## Values



Ownership



Determination



Discipline



Availability



Frankness



Humility



Simplicity





# Our history

Founded in 2010, Eldorado Brasil Celulose S.A. is one of the most competitive and audacious pulp companies.

Since the start of our operations, we have built a solid reputation for excellence in sustainability, quality, and productivity, gaining recognition across international markets.

Our history has been built on hard work, respect for our values, focus on directives, and dedication

to implementing innovations and technologies in forest management operations.

2010

The company's foundation on June 15th, and the start of construction work of the factory in Três Lagoas (MS).

2011

Incorporation of Florestal Brasil S/A, to unify activities and consolidate the forest park.

2012

**Eucalyptus pulp mill inaugurated.** Forests received the Forest Stewardship Council® international certificate - FSC-C113536.

2013

In two months of production, the eucalyptus pulp met **100% of the quality** required in the domestic market.

2014

The first company in the country to use **artificial intelligence** in forest inventory.

2015

Inauguration of **Eldorado's terminal** in the Port of Santos (SP)

The Onça Pintada Thermoelectric **Plant project** won the ANEEL (National Electric Energy Agency) auction.

2016

2017

Achievement of CERFLOR certification, of the Brazilian Forest Certification Program. It is currently called **PEFC**.

2018

Harvest met the record of **6.568 million** cubic meters of wood.

2019

The company begins the construction of **UTOP** (Onça Pintada Thermoelectric Plant).

2020

It became a **signatory of the UN Global Compact**, committing itself to the 17 SDGs (Sustainable Development Goals).

2021

**UTOP starts its operation.**

2022

**10th anniversary**, with 11 years of production.

2023

Inauguration of the new port terminal in Santos, named **EBLog** (Eldorado Brasil's Logistics). Achievement of the recommendation for the FSC Ecosystem Services Declaration.

2024

- **Inauguration of the CTIF** - Training Center for forestry and **ELDTECH** employees, the new Forestry Technology Center, with seven state-of-the-art laboratories and specialized staff.
- **Launch of a new system** for generating green energy from treated effluents, consolidating its position as the first factory in the world to use this technology.



# Sustainability Policy

Sustainability is one of Eldorado Brasil's strategic drivers, which led our commitment to:

- 1 **Ensuring the company's competitiveness** through responsible socio-environmental action.
- 2 **Comply with legislation** and requirements related to the company's activity, following the criteria established by the forest stewardship council.
- 3 **Innovate and develop technologies** that ensure the company's competitiveness, combined with pollution prevention.
- 4 **Sustainable use** of natural resources and respect for local biodiversity.
- 5 Contribute to meeting Brazil's **INDC** for items related to planted forests and energy generation from renewable energy sources.
- 6 Building an **ethical and transparent relationship** with stakeholders.
- 7 Ensure working conditions with **equal rights**, regardless of gender, race, or color.
- 8 Providing a **motivating work environment** based on workers' health and safety criteria.
- 9 Invest in the **qualification of professionals** and develop a culture of continuous improvement in their activities.





# Forestry certifications

Eldorado Brasil considers in its scope the responsible use of forest resources due to maximizing productive potential, maintaining the enterprise's sustainability, and always prioritizing environmental conservation and the socio-economic development of the region in which it

operates, taking into account the biotic and abiotic environment, as well as aspects of the economic and social sustainability of the forestry enterprise. Eldorado Brasil's forest management also aims to:



Generating direct and indirect jobs, and promoting gender diversity and equality.



The development of local commerce and service providers in the region.



Engage proactively with affected communities and stakeholders.



Protect and conserve native forest remnants and environmental values.



In 2012 and 2017, we achieved FSC and CEFLOR (now PEFC) certification, respectively. In 2023, we were granted the FSC Ecosystem Services Declaration.



## Commitment to FSC and PEFC

By committing to the FSC and PEFC certifications, we undertake to follow the Principles and Criteria of both in all stages of forest management. In addition, we actively

participated in public consultations and revisions to the standards, and we are part of the FSC audit committee and the Board of Directors of the IPMF, which approved the PEFC in Brazil.

## Internal Audit Program

To ensure compliance with forest certification standards and current legislation, the Sustainability team carries out regular internal audits. This practice aims not only to ensure compliance but

also to promote the continuous improvement of processes and operations, encompassing both management activities and support areas.

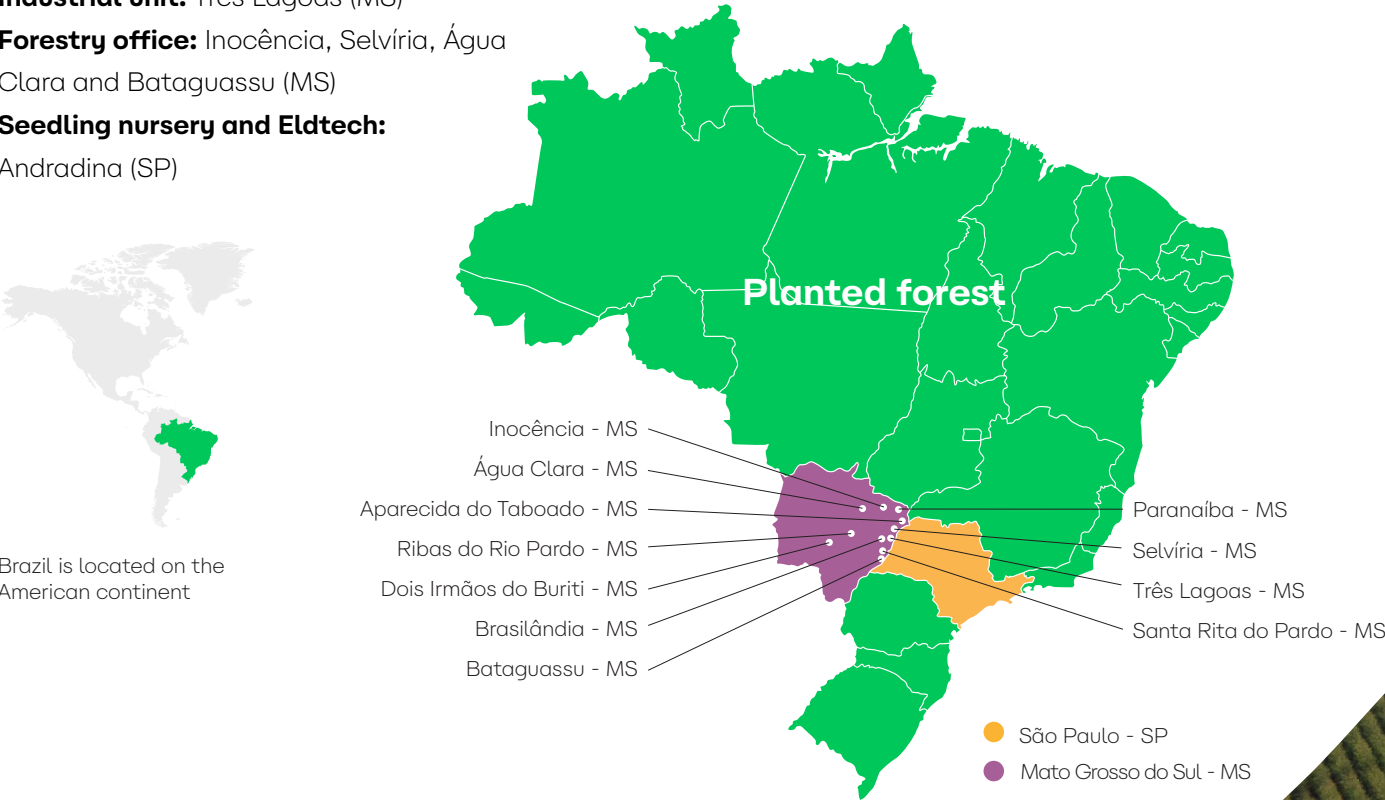




Location

The company's areas are in the Midwest region of Brazil, to the east of the state of Mato Grosso do Sul, and those that are certified are located in the following cities:

- Administrative headquarters:** São Paulo (SP)
- Industrial unit:** Três Lagoas (MS)
- Forestry office:** Inocência, Selvíria, Água Clara and Bataguassu (MS)
- Seedling nursery and Eldtech:** Andradina (SP)



Land use in the municipalities where we operate

Municipality	Municipal area (ha)*	Productive area (ha)	% occupancy
Água Clara - MS	778,155.80	14,082.09	1.8%
Aparecida do Taboado - MS	275,148.50	32,724.31	11.9%
Bataguassu - MS	239,247.60	245.16	0.1%
Brasilândia - MS	580,354.20	4,220.39	0.7%
Dois Irmãos do Buriti - MS	243,160.90	0.00	0.0%
Inocência - MS	576,119.00	48,810.35	8.5%
Paranaíba - MS	540,548.00	6,156.24	1.1%
Ribas do Rio Pardo -MS	1,731,528.30	16,419.16	0.9%
Santa Rita do Pardo - MS	614,200.10	28,624.18	4.7%
Selvília - MS	325,491.70	64,133.61	19.7%
Três Lagoas - MS	1,021,707.10	80,784.62	7.9%
<b>Mato Grosso do Sul</b>	<b>6.925.661,20</b>	<b>296,200.11</b>	<b>4.3%</b>

Source: 2024 cadastral database. Municipal area data provided by IBGE.

Managed areas

Eldorado Brasil's FMU (Forest Management Units) cover approximately 436,000 hectares, including over 296,000 hectares of productive eucalyptus plantations. The areas designated as Legal Reserves and PPA (Permanent Preservation Areas) total more

than 101,000 hectares. This means that 23% of Eldorado's areas are dedicated to conservation, thus demonstrating its commitment to complying with environmental legislation and preserving natural areas.

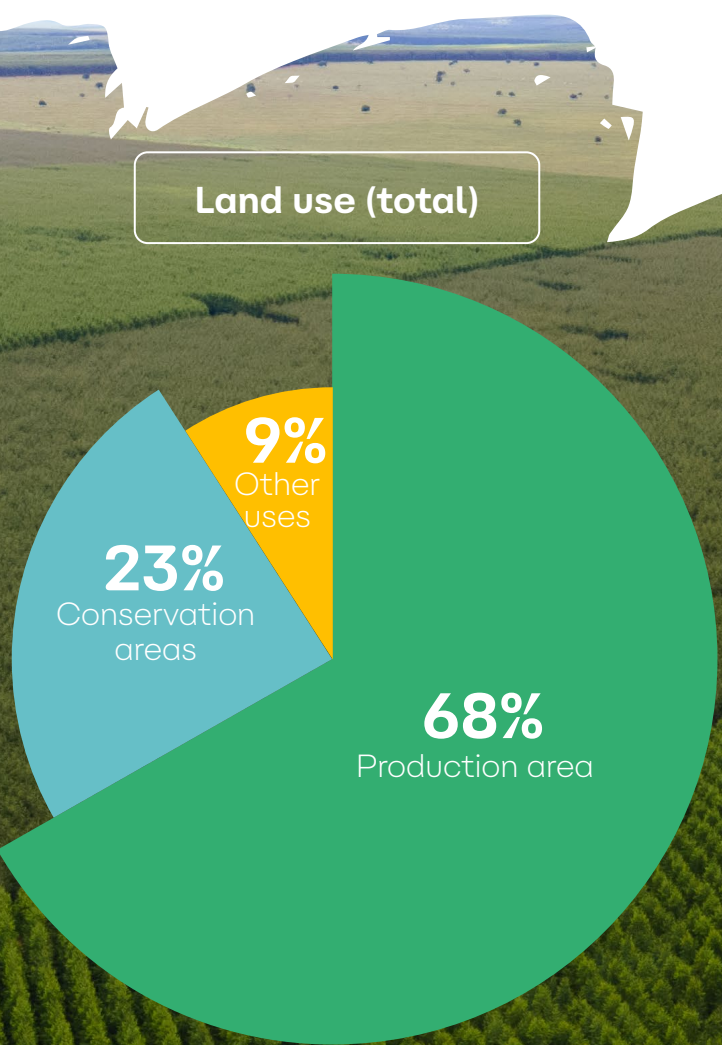
Land use	Total area (ha)	FSC and PEFC certified (ha)
Production area	296,200.11	284,899.24
Conservation areas	101,822.50	98,274.26
Other uses*	38,025.54	36,062.87
<b>Total</b>	<b>436,048.15</b>	<b>419,236.37</b>

Base 2024 | \* Other areas: Roads and firebreaks, infrastructure, power grid, woody material, road network, natural constraints, among others.

96% of our forestry areas are certified

296,200.11 ha  
Production area

101,822.50 ha  
Conservation areas







## Socio-economic context

Eldorado Brasil's forestry areas are within a geographical extent where people share a regional identity. In all, there are 12 municipalities in its operational range, in a region where the main economies are farming, agriculture, and planted forests.

Municipality	Territorial area (km²)	No. of inhabitants¹	Population density² (inhab/km²)	GDP per capita³ (R\$)	Municipal HDI⁴
Água Clara - MS	7,781.558	16,741	2.15	77,081.38	0.670
Andradina - MS	964.226	59,783	62.00	49,703.65	0.779
Aparecida do Taboado - MS	2,751.485	27,674	10.06	52,822.84	0.697
Bataguassu - MS	2,392.476	23,031	9.63	44,412.79	0.710
Brasilândia - MS	5,803.542	11,579	2.0	72,772.16	0.701
Dois Irmãos do Buriti - MS	2,430.300	11,100	4.56	28,765.87	0.639
Inocência - MS	5,761.190	8,404	1.46	53,691.86	0.681
Paranaíba - MS	5,405.479	40,957	7.58	38,865.51	0.721
Ribas do Rio Pardo - MS	17,315,283	23,150	1.34	74,883.61	0.664
Santa Rita do Pardo - MS	6,142.001	7,027	1.14	59,470.28	0.642
Selvíria - MS	3,254.917	8,142	2.50	262,882.35	0.682
Três Lagoas - MS	10,217,071	132,152	12.93	104,352.29	0.744

¹ Number of inhabitants: population in the last census (IBGE, 2022).  
² Population density: number of people per km² (IBGE, 2022).  
³ Gross Domestic Product: the added value of the main economic activities (IBGE, 2021).  
⁴ Human Development Index (HDI) (IBGE, 2010).





# Environmental characteristics

## Soil and terrain

The main types of soil found in the region are oxisols and entisols, as well as small areas of ultisols. Oxisols (latossolo vermelho, according to the Brazilian Soil Classification System (SiBCS)) predominate and are the most representative soil class in the state of Mato Grosso do Sul.

The terrain is predominantly flat, with the presence of some river plains. Elevation is relatively low, with most farms located between 250 and 500 meters above sea level, and few areas exceed that range.

## Weather

The climate in the region is tropical, characterized by high temperatures and high humidity, with a rainy season in summer and a dry season in winter.

The average annual rainfall is 1,380 mm, and the average temperature is 24.7 °C, according to climatological data from INMET (National Institute of Meteorology).

## Hydrography

The project's areas of influence are largely located within the Paraná River basin, mainly in the sub-basins of the Pardo, Verde, Sucuriú, Quitéria, and Santana rivers.

Part of it is also located in the Miranda River sub-basin, which covers the Paraguai River basin.

## Flora

Most of our farms are in the Cerrado, with a small portion in the Atlantic Forest.

This biome covers a wide range of geological, climatic, pedological and terrain conditions, and has transition areas with other Brazilian biomes, such as the Amazon, the Caatinga and the Atlantic Forest. The Cerrado is considered a biodiversity hotspot due to its rich variety of species and ecosystems.

## Fauna

The region houses vast areas with significant potential for conserving the biodiversity of the Cerrado and the Atlantic Forest, especially concerning endangered species.

Some mammals are particularly sensitive to disturbances caused by human activities, both temporally and spatially. In this way, the presence and abundance of these species are important bioindicators of environmental health in the region.

















# Forest management

Our forestry operations are marked by high efficiency, the use of advanced technology and alignment with the sector's leading sustainable practices. The forest management aims to guarantee the business continuity through

preserving and improving the environmental, social and economical conditions involved.

Forest management embraces the following areas:

-  Land prospecting
-  Forest planning
-  Technology and research
-  Quality management
-  Asset and forest protection
-  Silviculture
-  Road construction and maintenance
-  Forest harvesting
-  Wood loading and transportation
-  Biomass





## Land prospecting

The company aims to expand its forest plantation areas through its own properties, lease agreements or rural partnerships with producers. As a main requirement, it prioritizes the choice of anthropized areas, most of which have previously been used for livestock farming.

We value strict compliance with current legislation and transparency in negotiations with landlords. All properties are duly registered with the relevant notary offices, and prior the formalization of any contract, the legal status of the land is regularized in all areas under consideration.

## Forest planning

This department has the main responsibility to guarantee pulp production at the lowest possible price, while respecting operational restrictions, as well as social and environmental guidelines. It also seeks to balance the industrial plant supply and the long-term sustainability of the business.



### Strategic planning

→ Scenarios are developed to support decisionmaking on major investments, such as land acquisition, timber purchasing, industrial construction and expansion, and changes in forest management, silviculture or infrastructure plans.

→ It seeks to select the best forest management regime over a 20-year period, guaranteeing the sustainability of industrial supplies and minimizing operational costs.

### Tactical planning

→ Emphasis on operational criteria and costs, which results make it possible to assess the operational viability of the current and future structure.

→ Definition of goals and activities to be carried out over a two-year period, with a high level of detail in planning, execution and monitoring, taking into account cost and productivity aspects.

### Operational planning

→ Operational activities are micro-planned, and the potential socio-environmental impacts of the operation are identified.

→ It is a multidisciplinary activity carried out by support areas and operational teams, in which diagnosing, preventive, corrective, mitigating and improvement measures are proposed during the planning and execution of forest management operations.



**All properties registered by a notary**



**Choice of anthropized areas**



**Transparency in negotiations**



**Strict compliance with legislation**



### GIS - Geographic Information System

- Analysis and preparation of maps and geographical data.
- Analysis of conservation areas and validation based on the property's CAR (Rural Environmental Registry).
- Identifying and mapping the property's land use classes and data input at the Forest Management System (SGF).

### Topography

- Capturing images of properties before any intervention by the company in the area, to identify important information for planning its occupation.
- Support in formulating the strategy for areas with potential of recruitment, by checking the basic frameworks and mobility conditions in the area of interest.

### Forest inventory

- Knowledge of the qualitative and quantitative characteristics of a forest stand.
- Forest monitoring carried out through the IFC (Continuous Forest Inventory).
- Through the registered data, it is possible to quantify the stock volume over the years in the planted area, monitor and plan interventions in the plantation, and also serve as a database for studies of forest growth and production.



## Forestry technology

The objectives of this department are to generate and embed technology through local testing and partnerships with researchers and research

institutions. The aim is to maximize productivity, wood quality and the sustainability of forestry production.

In 2024, the ELDTECH - Forestry Technology Center - was inaugurated in Andradina (SP), designed for growing eucalyptus seedlings with enhanced resistance and productivity. The center comprises a multidisciplinary team and seven laboratories dedicated to biotechnology, genetic improvement, wood quality, natural enemy multiplication, and fertilizer quality.



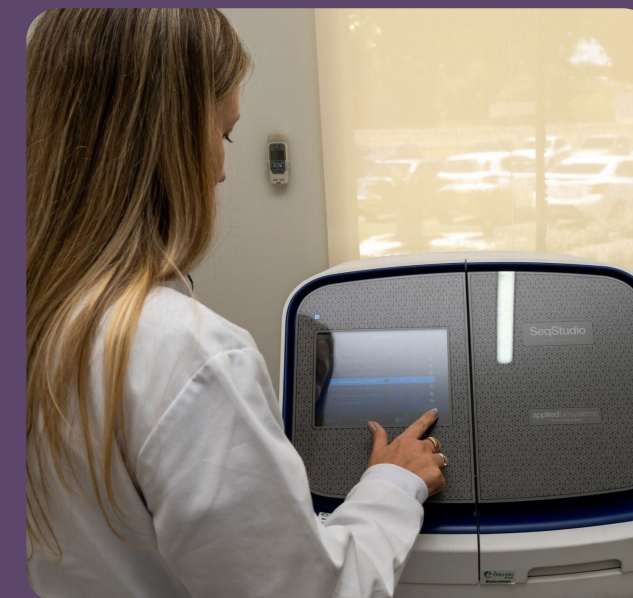
### Genetics

#### Genetic improvement

Focused on improving Eucalyptus to supply the silviculture department with high growth performance clones adapted to the various soil and climate conditions in the region, resulting in high quality wood for pulp.

#### Precision genetic improvement

Incorporation of advanced computer technologies, such as artificial intelligence and machine learning, to increase accuracy in selection and anticipate gains in forest genetic improvement.





### Biotechnology

We have developed new technologies to help select more adapted eucalyptus clones that can increase the productivity of our forests.

In 2024, a protocol was established and integrated into the genotyping platform for the molecular diagnosis of diseases in seedlings. We also launched the Metabolomics project, which aims to understand and identify metabolites associated with the superiority of genetic materials.

### Wood technology

It plays a fundamental role in the evaluation and development of genetic materials that guarantee the quality of the wood used in production.

Thus, the quality of the wood (anatomical, physical, mechanical and chemical characteristics) is also measured by electromagnetic waves, in order to help in the selection of suitable clones for pulp production.



## Forest management

### Soils and nutrition

The areas of work include soil suitability classification and pedological studies, as well as fertilization recommendations, nutritional monitoring, meteorology, and analysis of soil water dynamics. This department also invests in the search for more efficient sources and methods of forest nutrition, conducting research focused on the rational and optimized use of water resources.

### Ecophysiology

Based on knowledge of the genetic materials of eucalyptus clones, the goal is to identify the characteristics that indicate better adaptation to the soil and climatic conditions of the areas being operated. To achieve this, the trees' water consumption is monitored, along with the physiological and morphological characterization of the clones. This information helps define indices that reflect drought conditions in the cultivated areas, enabling more efficient management tailored to climate variability.

### Meteorology

The goal is to expand our understanding of the impacts of climatic factors on forestry productivity and on the environment, through continuous monitoring of meteorological conditions. The data analysis draws up future climate scenarios, which serve as support to competitiveness and planning sectors.

### Forest protection

It encompasses research on Integrated Pest and Disease Management, involving continuous monitoring in both the field and nursery to identify and characterize key pests and diseases. Based on these findings, recommendations are provided for the most appropriate control methods, including biological control through the multiplication of natural enemies – a crucial strategy that minimizes the need for spraying and chemical use.





## Partnerships and cooperative programs

Eldorado Brasil maintains partnerships with universities and forestry research institutes, with the goal of promoting integration between science and the productive sector. These collaborations aim to improve technical and scientific knowledge applied to forest management, support the adoption of new technologies, strengthen the sustainability of operations, and ensure compliance with legal and regulatory requirements.

Partner institutions and projects include:

**NUQMAD - UFES:** Wood Quality Research Center at the Universidade Federal do Espírito Santo.

**CTGMF:** Technical Committee on Forest Genetics and Improvement (SIF – Forestry Research Society).

**GREAT TREES** - Cooperative project with the University of Oregon (USA) for innovative engineering technologies and genetic transformation of eucalyptus.

**MODPROD:** Modeling the Productivity of Eucalyptus Planted Flowers (IPEF - Institute of Forestry Research and Studies).

**EUCFLUX:** Eucalyptus Carbon and Water Flux Program (IPEF - Institute of Forestry Research and Studies).

**PROTEF:** Forest Protection Program (IPEF - Institute of Forestry Research and Studies).

**NUTREE:** Partnership with the soil department of the Universidade Federal de Viçosa.

**PCCF:** Cooperative Flower Certification Program (IPEF - Institute of Forestry Research and Studies).

**PROMAB:** Cooperative Program for River Basin Monitoring and Modeling (IPEF - Institute of Forestry Research and Studies).

**DROUGHT TOLERANCE PROJECT/SIF:** Forestry Research Society.

**GENETIC CONSERVATION PROJECT/SIF, IPEF and IBÁ:** Brazilian Tree Industry.

**BIOTECHNOLOGY INNOVATIONS PROJECT:** Partnership with the Forest Biotechnology Laboratory at ESALQ-USP.

## Quality Management

To ensure excellence in field operations and the quality of the forest ecosystem, Eldorado attentively monitors activities in the areas of Silviculture, Harvesting, Roads, Loading and Mechanical Maintenance, through 1st and 2nd Level assessments.

### Level 1

Forestry Excellence program (ProEF)

The aim is to leverage and sustain excellence in operational processes in the field, with evaluations being carried out by the operation itself. **Control items** (CIs) are monitored.

### Level 2

Program + Quality

The support areas undertake internal audits to guarantee the quality of forestry operations. Therefore, it monitors **process KPIs**, **survival** (S), **uniformity index** (PV50), **management compliance** (CM) and **residue analysis** (R).

KPI (Key Performance Indicator) are quantitative measures to assess progress towards goals and objectives, offering a tangible way to measure performance and optimize operations.

### SILVICULTURE:

Monitoring begins at the seedling nursery during the seedling production process. All stages are evaluated (clonal mini-garden, staking, rooting, full sun, expedition). In the field, the evaluation of the area goes through Soil Preparation, Fertilization, Seedlings, Planting, Irrigation, Pests and Weeds up to approximately 30 days after planting. After this period the Management Compliance (Pests, Weed Competition, Fertilization and Soil Conservation) is diagnosed. At 120 days after planting, UAV images are used to monitor survival and homogeneity throughout the forest's growth by the Continuous Forest Inventory (CFI) measurements.

### HARVESTING:

The maintenance quality is assessed in all areas through the monitoring of the following KPIs: controls, work environment organization, tooling, and parts inventory.

The diagnosis assessed in the field is reported in weekly management reports. From these indicators, it is possible to monitor the quality of processes and products throughout the year.

The monitored items include tracing, debarking, delimbing, de-topping, dirt in the wood, pile quality, wood pile location, stump height, and post-shipping wood residues.

### ROADS AND LOADING:

The monitored KPIs include drainage, traffic lanes, infrastructure works (bridges, cattle grids, and gates), access points to the farms, load quality, loading time, and post-loading residues.





# Technologies used in forest management

## Communication and connectivity

**Operational communication via radio and satellite:** use of digital radio and satellite internet technologies for operational communication with field teams, providing access to communication for Silviculture, Harvesting and Biomass, Roads and Loading operations.

## Monitoring center

**Climate monitoring:** real-time monitoring of weather conditions in the operating region through climatological stations, ensuring near 100% coverage of the forest base. Additionally, weather forecasting systems are used for fire and operational monitoring, playing a critical role in supporting operational decisions.

**Operational monitoring:** the use of specialized telemetry systems and embedded solutions across various operations allows for real-time monitoring and optimization, enabling the identification of production loss factors and the immediate activation of responsible parties for mitigation.

## Silviculture

**RTK and Autopilot:** Used in soil preparation operations to ensure repeatability and parallelism, achieving an accuracy of 5 cm for planting lines.

## Logistics and timber transport

**Vehicle fleet monitoring (light and heavy):** access to location, speed violation alerts, route schedules, tracking, integrated fueling reports, anti-theft lock, and geofencing.

**Timber transport monitoring:** enables analysis for fleet allocation and reallocation, control of waiting lines at loading docks and weigh stations, speed monitoring, local weather analysis, and generation of real-time production and productivity reports.

## Drones

Various models are used in different activities, such as quality control, survival assessments, area survey, weed competition monitoring, support in wildfire fighting, environmental evaluations, and operational monitoring.

## Forest measurement

**Detailed multispectral mapping:** use of a multispectral sensor mounted on drones, employed to extract values from different channels for predictive modeling of the genetic material in forest plantations.

**Gisagri – Tablet 2.0:** used to access the field database, including maps, operations, forest inventory, event records, satellite images, and drone data.

**Survey123 – Smart forms:** used for data collection, sharing, and analysis through surveys that utilize smart forms. It features an intuitive interface, customization capabilities, and efficient integration with spatial information (online/offline).

**LiDAR:** use of LiDAR (Light Detection and Ranging) technology to generate three-dimensional images, collect plantation variables, and calculate forest inventory data in research experiments.

**Nanosatellites:** used for multitemporal analysis to ensure real-time

consistency of the planted area, monthly detection of changes in the forest, tracking of harvest and silviculture activities, monitoring of conservation areas, and weed competition monitoring.





## Silviculture

The area is responsible for both the production of seedlings and the steps involved, from land preparation to the maintenance leading up to the forest harvest.

These activities ensure the formation of forest plantations in accordance with quality, productivity, and cost requirements, regarding the environment.

**Managed species:** The choice of species considers not only high productivity, but also adaptation to environmental conditions, soil, weather and biodiversity, low potential for invasion of natural environments, and ease of

reproduction and productivity gains through genetic improvement.

**At Eldorado Brasil, the species used are:** *Eucalyptus urophylla*, *E. grandis*, *E. camaldulensis*, along with hybrids of these species.



### Silvicultural activities

#### Seedling production

A dedicated nursery with a total area of 160,000 m<sup>2</sup> and an annual shipment capacity of approximately 16.2 million seedlings, accounting for 49% of total consumption, with the remainder sourced from the market.

#### Area cleaning

Carried out to ensure standardization of the planting activity, through the removal of ground vegetation and the occasional removal of isolated trees from planting areas, upon authorization from the environmental authority.

#### Soil preparation

Marking of planting lines through subsoiling, which involves opening a furrow in the soil based on minimal tillage techniques. When necessary, fertilization is carried out according to technical recommendations and established operational

procedures. The fertilizers used include limestone and NPK with micronutrients.

#### Planting

The establishment of the forest base can occur in three ways:

**Implementation:** planting in anthropized areas, mainly pastures.

**Renovation:** planting that occurs after harvesting.

**Shoot management:** no new seedlings are planted; instead, the sprouting from the stumps of harvested trees is managed.

#### Forest maintenance

The goal is to control and monitor pests and weeds from the post-harvest phase throughout the sixth year, the period prior to harvest. The activities include combating leaf-cutting ants and the mechanical and chemical control of weed competition.

## Socio-environmental issues in the use of agrochemicals

→ The agrochemical products used are registered with MAPA (Ministry of Agriculture, Livestock, and Supply) for eucalyptus cultivation and comply with active ingredients permitted by FSC.

→ An Environmental and Social Risk Assessment (ARAS) is conducted for all approved products.

→ The manufacturer's recommendations (leaflet) and internal operational procedures are followed in all applications.

→ For aerial applications, a notice of activity is issued to neighboring residents and surrounding communities.

→ In the event of an environmental emergency, we have internal procedures with contingency actions that can be taken to prevent or minimize environmental damage.

→ Through biological control, by releasing natural enemies, we have been able to significantly reduce the use of agrochemicals.

→ The agrochemical storage buildings are constructed and managed to meet applicable legal requirements.





# Forest harvesting

The activity aims to obtain raw material that meets the consumption needs outlined in long, medium, and short-term plans, with a focus on optimizing resource utilization.

The operation is 100% mechanized, providing greater safety for employees and reducing environmental impacts.

## Harvesting system

The short log system (cut-to-length) is used, which works with trees processed within the plot in lengths of 6 meters. The following equipment is used for this purpose:

### Harvester:

Felling, debarking, delimbing and tracing trees to the pre-established dimensions. The wood is

conveyed in strips for the subsequent log forwarding process.

### Forwarder:

Wood transportation and removal of processed logs at the edge of the block, along the roads, where wood piles will be created for subsequent transport to the industrial site.



## Utilization of forest residues

Wood that comes from trees that have suffered damage, such as pests, diseases, fires, or natural death due to water deficit, is referred to as unusable wood. This wood is not suitable for the pulp production process. Instead of being discarded

in the area, it is removed, chipped, and directed towards biomass production, contributing to the demand of the UTOP (Onça Pintada Thermoelectric Plant), thereby promoting a more sustainable use of forest residues.

- 5 harvesting modules
- 100,000 m<sup>3</sup>/month of wood per module
- 500,000 m<sup>3</sup>/month of wood production
- 6 million m<sup>3</sup> annually
- 500 direct employees

# Construction of roads and pathways

Based on the cutting sequence, investments are made in infrastructure works (bridges, water outlets, containment boxes, etc.) and the roads necessary to facilitate the extraction and transportation of wood to the factory.

### The solutions defined in the road project aim to:

- Interconnect previously existing stretches to maximize their use.
- Reduce the transportation distance for wood.
- Supply the factory under different climatic conditions at the forest site.

Public roads are also improved, and in all cases engineering solutions are implemented to minimize soil erosion, which may lead to sedimentation and contamination of water resources.





# Loading and transport

Given the high wood consumption by the factory, a large-scale loading and transport area is required to move forest inputs efficiently.

Eldorado Brasil operates its own fleet, increasing productivity and providing greater long-term sustainability to the business, with road safety being one of the key principles of the operation. The fleet consists of approximately 233 tri-axle trucks for wood transportation. About 64% of the fleet is owned, and 36% is outsourced, operating 24 hours a day, 365 days a year.

## Monitoring and Transport Program

The impact of the truck fleet on highways is monitored through a communication channel aimed at reducing the risk of accidents involving the company's wood transportation.



# Wood receiving

To meet the daily pulp production demand, an average of 17,500 to 18,000 m<sup>3</sup> of wood arrives at the factory 24 hours a day.

The wood receiving and handling process in the factory yard includes activities such as unloading, loading, and transshipment within the internal area.

The department is equipped with systems and equipment that enable operations to be more precise, efficient, and reliable:

- Truck arrival at the factory.
- Issuance and validation of fiscal documents.
- Load weighing, measurement using the Logmeter 4000®, and analysis of the wood's physical characteristics.
- Segregation, storage, and handling of wood in the yard.
- Supply of the factory's chipping tables.

## Logmeter 4000®:

The wood loads are 100% measured through equipment featuring state-of-the-art 3D laser sensors, enabling fast, precise, and reliable determination of stereo volume, solid volume, and wood characteristics on trucks. The weight-to-volume ratio (WVR) is calculated in real time, with traceability to the source farms.





## Asset protection

Aims to safeguard the integrity of planted forests and conservation areas against illegal logging and non-timber forest product exploitation, hunting, fishing, or any other unauthorized activities.

All incidents are recorded in the Forest Management System, and applicable actions are taken by the responsible parties. In cases of violations that may affect the management unit, the competent authorities are notified.

## Prevention and control of wildfires

In addition to monitoring performed by the asset security department, the company employs a 100% automated wildfire detection system, consisting of 30 cameras with real-time imaging and satellite detection of heat sources in remote areas, covering the forest plantation.

With this Fire Monitoring system, we enable:

- Increased early detection of fire outbreaks.
- Reduction of area lost to fire.
- Improved initial firefighting performance to suppress outbreaks.

→ Reduced response time to fire incidents.

Additionally, we have:

- Fire brigades composed of trained employees.
- Partnerships with local companies to share contacts and resources for fire prevention and fighting.

**Do your part.  
At Eldorado Brasil, monitoring and  
prevention happen every day.**



Have you spotted a fire?

**CALL 193 or 0800 727 9906**

From a Brazilian phone line



Or send WhatsApp message to

**+55 (67) 99839-5353**





# Environmental management

Maintaining and sustainably using current natural resources are two essential objectives for Eldorado Brasil. The company aims to contribute to improving environmental conditions in managed forest areas while simultaneously complying with the principles and criteria of forest certification.

At our company, we carry out a series of actions to ensure that all processes comply with environmental legislation and internal good practices, contributing to the sustainability of the business, in addition to the fixed environmental standards and recommendations that are applied to inner procedures.





## Environmental safeguards

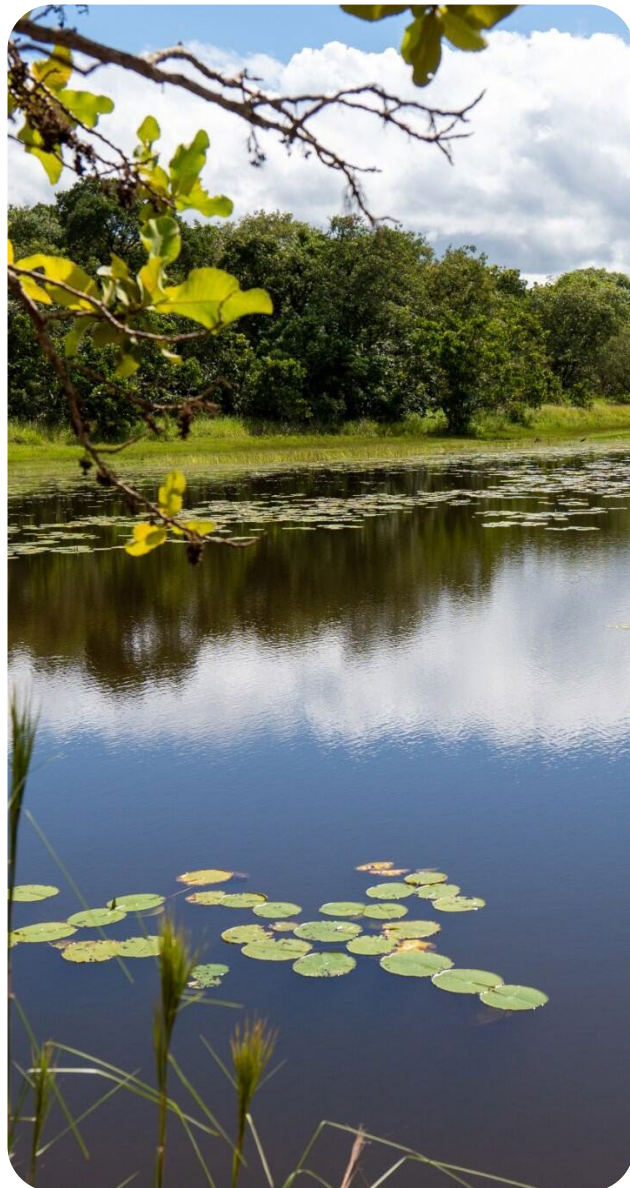
The company holds essential environmental safeguards to protect ecosystems within its area of operations.

We conduct detailed studies to identify the natural areas of greatest relevance for biodiversity conservation, in addition to carrying out specific monitoring at water catchment points. Our work is carried out in compliance with current

legislation, aiming to ensure the availability and sustainable use of water.

Among the activities of this sector, the following actions stand out:

- Full protection of areas designated for conservation, such as Legal Reserves and Permanent Preservation Areas.
- Plantations interspersed with native formations, contributing to the flow of fauna and flora.
- Restoration practices for areas that have undergone degradation, aiming for their recovery.
- Asset surveillance to detect illegal activities on properties, and installation of warning signs prohibiting hunting and fishing.
- Obtaining necessary licenses and authorizations for activities.
- Training of employees and surrounding communities on environmental issues.
- Solid waste management plan.
- Wildfire fighting brigade.



## Environmental programs

### Connectivity study of forest fragments:

Evaluates the internal and external connectivity of native vegetation fragments on farms and defines action plans to promote future ecological corridors, with the goal of creating gene flow between connected fragments.

Subsequently, the potential ecological corridors are monitored.

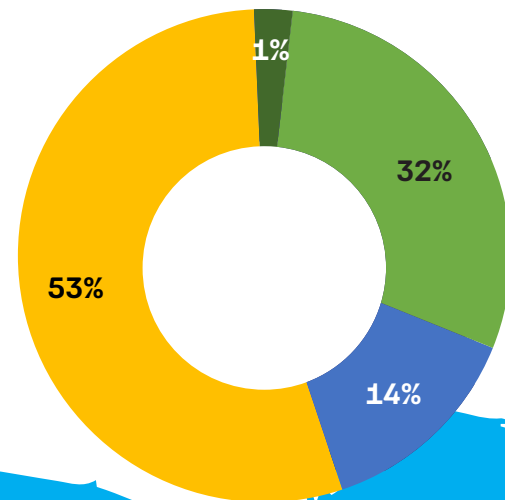




## Você e o Bicho Program:

Recording of wildlife sightings in environmental conservation areas, internal roads, and company blocks. Sightings are recorded continuously as

they occur, aiming to raise awareness and provide environmental education to employees.



### Distribution by class:

- Entomofauna
- Avifauna
- Herpetofauna
- Mammal fauna



## Environmental restoration program:

Aims to diagnose erosion processes through inspections, identifying the need for intervention. An Erosion Recovery Project is developed based on the diagnosis and assessment of the particularities of each erosion process. Techniques tailored to the erosion specificities are applied to restore

the ecological function of the areas where the phenomenon occurs. Subsequently, the area is monitored to ensure the progress of regeneration conditions.





Solid Waste Management Program (PGRS):

A set of planned and implemented procedures based on legal frameworks, aiming to minimize waste generation and safely, traceably, and efficiently dispose generated waste, with attention to worker’s protection and health, responsible management of natural resources, and environmental safeguard.

Type of waste →	Storage →	Final disposal
Recyclable	Trash bin	Recycling
Common waste	Trash bin	Licensed internal landfill. Licensed external landfill.
Contaminated waste	Trash bin	Licensed industrial landfill
Unserviceable tires	Temporary storage in a covered area	Licensed recycling point
Agrochemical packaging	Trash bin	Specialized company
Used oil	Specific drums	Oil recycling



Environmental monitoring

Eldorado Brasil's programs and actions aim to maximize the benefits generated by plantations and minimize potential negative impacts arising from forestry operations.

We established a framework with methods and criteria to identify and assess environmental aspects and potential impacts, therefore, we monitor the following indicators: wildlife, flora, water resources, soils, and atmospheric emissions.

A) Wildlife monitoring

**Mammalian and avian fauna in natural remnants:** Fragments of native vegetation are monitored to verify the maintenance and development of mammalian and avian species diversity, demonstrating that

the areas are protected and that the impacts of forest management are minimal or beneficial.

**Camera traps:** This study evaluates potential disturbances related to forest management by assessing fauna dynamics in natural fragments. The indicator allows for the assessment of variations in species diversity in relation to the volume of extraction or planting operations on the monitored farms.

In recent years, observations have shown no relationship between operations and fauna movement, indicating that management does not affect the region’s wildlife.



Cougar (*Puma concolor*)

Performs essential functions such as seed dispersal and pollination, promoting forest regeneration, and contributing to the maintenance and balance of populations and communities within ecosystems.



Bare-faced curassow (*Crax fasciolata*)

Birdlife presence can be identified both visually and by its characteristic song. Its role in the ecosystem is widely recognized by the scientific community and is fundamental to the balance and sustainability of natural habitats.



Mammalian fauna indicators

**Endemism:** the hoary fox (*Lycalopex vetulus*) stands out for its restricted distribution and adaptation to specific habitats, contributing to local biodiversity.

**Rarity:** the giant armadillo (*Priodontes maximus*), cougar (*Puma concolor*), bush dog (*Speothos venaticus*), and jaguarundi (*Herpailurus yagouaroundi*) have been identified as rare species in the company's area of operation.

**Endangered species:** among the species sighted on company lands, the following are listed by the IUCN and/or MMA as endangered: the Brazilian tapir (*Tapirus terrestris*), giant anteater (*Myrmecophaga tridactyla*), white-lipped peccary (*Tayassu pecari*), giant armadillo (*Priodontes maximus*), marsh deer (*Blastocerus dichotomus*), pampas deer (*Ozotoceros bezoarticus*), maned wolf (*Chrysocyon brachyurus*), bush dog (*Speothos venaticus*), black



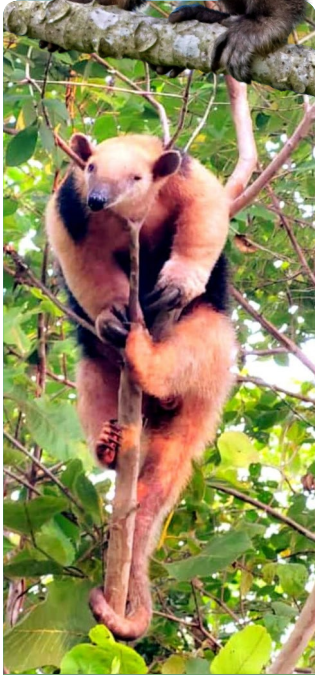
Brazilian tapir  
(*Tapirus terrestris*)



Maned wolf  
(*Chrysocyon brachyurus*)



Pampas deer  
(*Ozotoceros bezoarticus*)



Collared anteater  
(*Tamandua tetradactyla*)

Birdlife indicators

**Endemism:** the following species were recorded in the company's area of operation: curl-crested jay (*Cyanocorax cristatellus*), large-billed antwren (*Herpsilochmus longirostris*), streamer-tailed tyrant (*Gubernetes yetapa*), helmeted manakin (*Antilophia galeata*), yellow-faced parrot (*Alipiopsitta xanthops*), and surucua trogon (*Trogon surrucura*).

**Rarity:** During monitoring, the black-banded owl (*Strix huhula*) and the king vulture (*Sarcoramphus papa*) were recorded.

**Endangered species:** among the species sighted in the company's areas, the IUCN and/or MMA lists include bare-faced curassow (*Crax fasciolata*), sharp-tailed tyrant (*Culicivora caudacuta*), black-banded owl (*Strix huhula*) and crowned eagle (*Urubitinga coronata*).



Curl-crested jay  
(*Cyanocorax cristatellus*)



Yellow-faced parrot  
(*Alipiopsitta xanthops*)



Large-billed antwren  
(*Herpsilochmus longirostris*)



Blue-and-yellow macaw  
(*Ara ararauna*)



## B) Flora monitoring

### Phytosociological survey of natural remnants:

the study aims to structurally characterize the native vegetation remnants and monitor the ecological dynamics of the ecosystems, including biodiversity gains and losses resulting from potential impacts of forest management.

During the monitoring of this indicator, maintenance and development of species diversity in environmental conservation areas have been observed, demonstrating that these areas are protected and that the impacts are minimal or even positive.

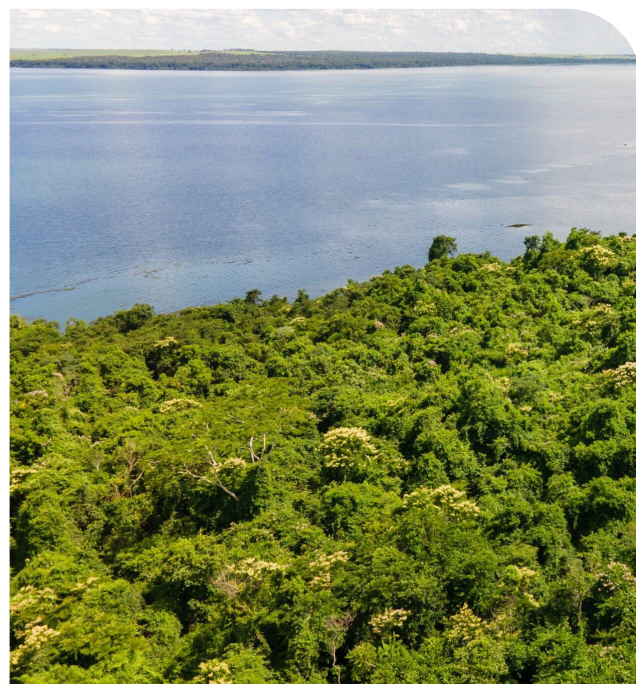
**Phytosociological survey of the legal reserve under restoration:** the objective is to assess potential changes in the recovery of legal reserve areas undergoing restoration due to forest management activities.

According to the most recent monitoring, we can affirm that negative impacts are being mitigated,

and the maintenance of environmental aspects is progressing, as demonstrated by the increase in species diversity.

**Phytosociological survey of PRADE areas:** the objective is to evaluate the progression and identify potential changes in the recovery of degraded areas, based on data from the PRADE (Degraded Areas Recovery Plan) protocolled by environmental agencies.

The parameters used include **richness**, which indicates the number of species found in the sampled area; the **number of individuals**, which represents the total number of individuals recorded; the **Shannon Diversity Index**, which measures the diversity of species in a biological community; and the **Pielou's Evenness Index**, which describes the relative abundance pattern of species in a community. These indicators have demonstrated the progression of natural regeneration, allowing comparison of results across monitoring cycles.

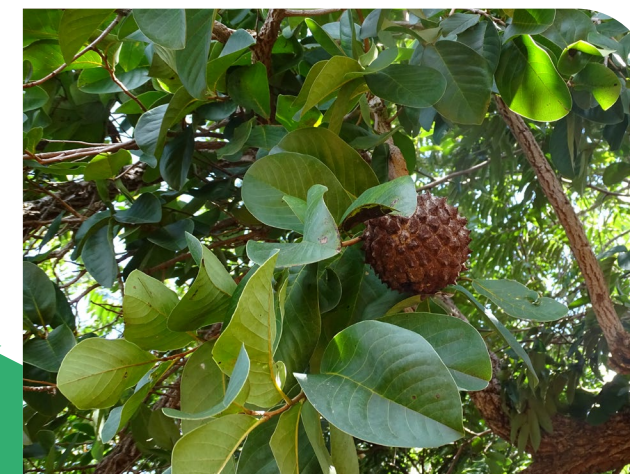


## Flora indicators



**Endemism:** 60 endemic species of the Cerrado and Atlantic Forest were recorded, including notable species such as leathery annona (*Annona crassiflora*), catuaba (*Anemopaegma arvense*), guatambu-do-cerrado (*Aspidosperma macrocarpon*), Brazilian orchid (*Bauhinia holophylla*), and souari nut (*Caryocar brasiliense*).

**Rarity:** in the conducted studies, no data regarding the rarity of flora species in the company's area of operation were identified.



Leathery annona (*Annona crassiflora*)



Catuaba (*Anemopaegma arvense*)



Guatambu-do-cerrado (*Aspidosperma macrocarpon*)



Souari nut (*Caryocar brasiliense*)

**Endangered species:** among the species sighted in the company's areas, the ones listed by the IUCN and/or MMA include Brazilian cedar (*Cedrela odorata*); coumarou (*Dipteryx alata*); ipê-felpudo (*Zeyheria tuberculosa*); pé-de-galinha (*Trichilia casaretti*); catuaba (*Anemopaegma arvense*); and *Dendropanax denticulatus*.



### C) Water resources monitoring

**Quantitative:** actions are taken to control water consumption from both groundwater and surface water sources for use in forestry operations, such as seedling production, forest establishment and maintenance. The water extraction for forestry projects complies with the technical recommendations from specialized areas and with state legislation.

**Watershed:** we participate in PROMAB (Cooperative Program for River Basin Monitoring and Modeling), which focuses on monitoring watersheds to assess the effects of forest management on water resources. Based on the data collected in the exploited areas, the analysis indicates that the monitored physical and chemical parameters of water quality showed no changes due to forest management.

**Qualitative:** the analysis's objective is to assess the potential impacts on the quality of both groundwater and surface water, in accordance with the applicable legislation for each situation. The studies and monitoring are conducted in three stages:

- **1. Forest nursery:** monitoring of water quality to measure changes as a result of seedling production.
- **2. Streams near forest stands and nurseries:** monitoring water quality to measure changes due to forest management. Samplings are made upstream and downstream of each watercourse studied.
- **3. Tubular wells:** analysis of groundwater potability in wells located in the management areas and the nursery, where there is human consumption by employees.



### D) Soil monitoring

**Solid waste:** The company implements waste management measures for Classes I and II, monitoring the amount of waste generated in forestry operations every month, aiming to prevent any contamination or degradation of the soil due to solid waste.

Monitoring is carried out in two main fronts: control of agrochemical packaging and proper disposal of solid waste.

#### Degraded Areas Recovery Plan (PRADE):

Through PRADE monitoring, it is possible to identify soil changes and/or degradation. Based on the results from recent years, we can affirm that erosive processes are undergoing natural regeneration, with a tendency for improvement in the local habitat. Furthermore, the measures adopted by the company have proven effective in mitigating potential impacts arising from forest management.





E) Atmospheric emissions

**Black smoke emissions:** this involves the assessment and monitoring of black smoke emissions from the fleet's diesel-powered vehicles, aiming to identify any changes that could compromise air quality due to forestry operations. Vehicles and equipment are monitored periodically as part of a preventive maintenance program, which further reinforces monitoring and precautions regarding black smoke emissions.

**CO<sub>2</sub> removal:** since the beginning of its operations, the company has conducted a Greenhouse Gas Emissions Inventory developed

based on the guidelines of the GHG Protocol\*. The eucalyptus planting areas play an important role in removing carbon dioxide (CO<sub>2</sub>) from the atmosphere due to the presence of trees. Additionally, all planting areas include native vegetation, which also contributes to the carbon balance (removal versus emissions).

\*Greenhouse Gas Protocol: a methodology developed by the WRI (World Resources Institute) in collaboration with the WBCSD (World Business Council for Sustainable Development) and the IPCC (Intergovernmental Panel on Climate Change).

Total emissions tCO<sub>2</sub>e



— Cumulative removals  
— Annual removals

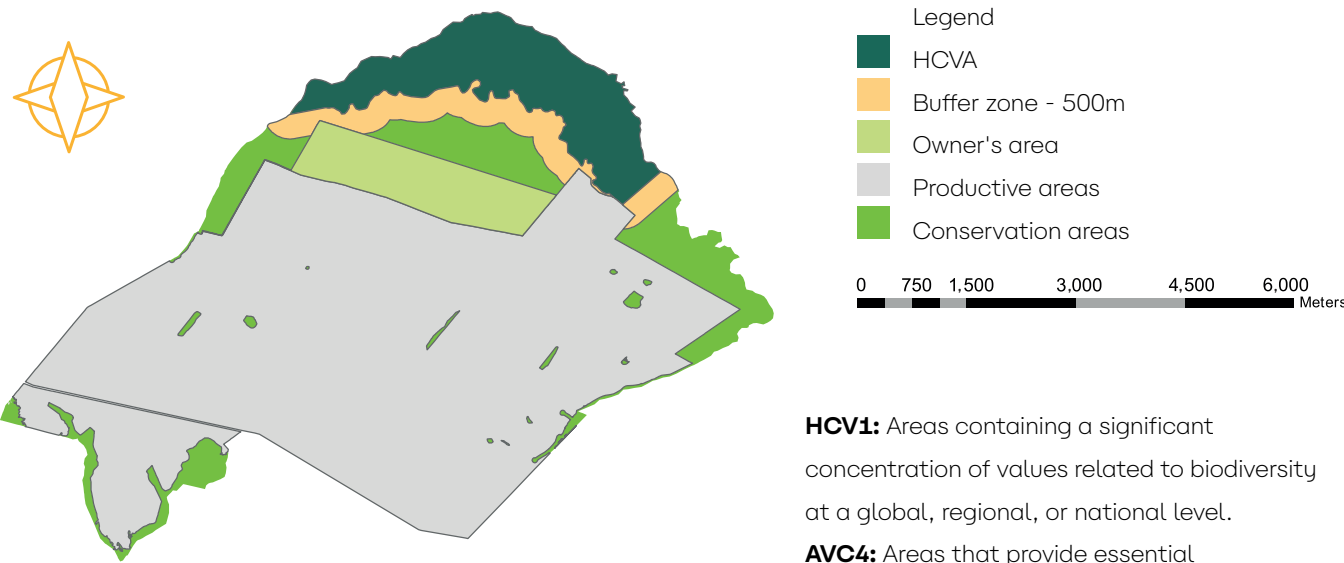
High Conservation Value Areas (HCVA)

These are forested areas or other types of vegetation whose importance is particularly high due to social or environmental reasons.

Eldorado Brasil has an area considered to be an HCV located in the Pântano Farm (leased), in the municipality of Selvíria (MS).

**Pântano Farm:** the site consists of a marsh area, adjacent to the Pântano Creek, which connects to the Paraná River. It is characterized as an HCV due

to the attributes of types 1 and 4. Therefore, the HCVA has a total area of 1,341 hectares, including 915 hectares of marsh area and 426 hectares of buffer zone.



**HCV1:** Areas containing a significant concentration of values related to biodiversity at a global, regional, or national level.  
**AVC4:** Areas that provide essential environmental services in critical situations.

HCV1

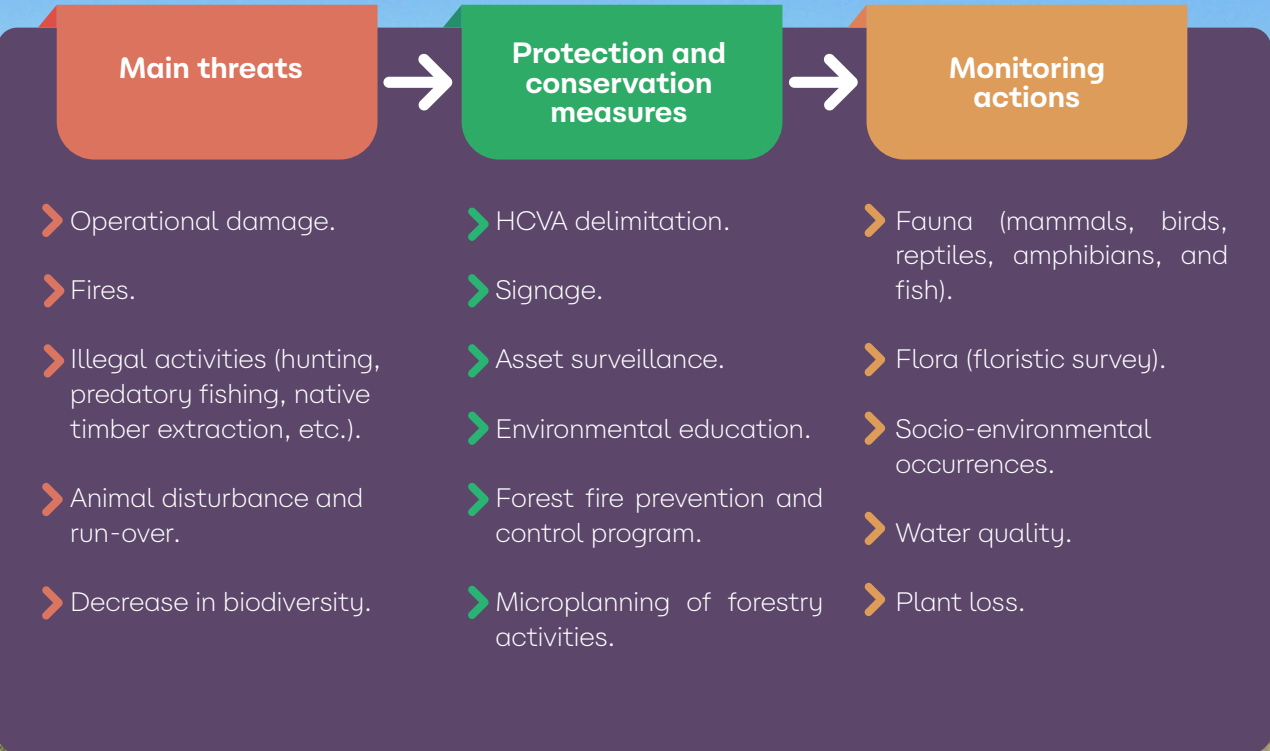
The marsh area of Pântano Farm contains exceptional features as it is used by ichthyofauna and herpetofauna seasonally or during specific life stages, such as migration or reproduction. Thus, it is a vital area for refuge and reproduction for certain species.

HCV4

The area becomes even more relevant as it is essential for flood prevention, regulating the flow of watercourses, and maintaining water quality.



**Protection of Pântano HCV attributes:** the assurance of the integrity of High Conservation Value Areas is guaranteed through protection and conservation measures, and the supervision of its effectiveness from a plan that defines the frequency and intensity of monitoring.



**Main results of fauna monitoring.**

**Avifauna:** so far, 185 bird species have been recorded, one of which is classified as vulnerable to extinction by the national and international lists of threatened species: the bare-faced curassow (*Crax fasciolata*).

Regarding endemic species of the Cerrado, the following have been recorded: curl-crested jay (*Cyanocorax cristatellus*), large-billed antwren (*Herpsilochmus longirostris*), pavonine cuckoo (*Dromococcyx pavoninus*), and streamer-tailed tyrant (*Gubernetes yetapa*).

**Mammalian Fauna:** 23 species of medium and large size have been recorded, of which seven are listed as endangered according to the national and international lists of threatened species. Among them, the following stand out: Brazilian tapir (*Tapirus terrestris*), giant armadillo (*Priodontes maximus*), giant anteater (*Myrmecophaga tridactyla*), the bush dog (*Speothos venaticus*), and marsh deer (*Blastocerus dichotomus*).

The fauna found, especially birds with medium or high sensitivity to disturbance living in the Cerrado, Cerradão, or Veredas, as well as medium and large mammals with extensive home ranges, threatened or rare species, indicates that the Pântano HCV area is important for biodiversity conservation.



Bare-faced curassow



Curl-crested jay



Large-billed antwren



Streamer-tailed tyrant



Brazilian tapir



Giant armadillo



Marsh deer



Giant anteater



Bush dog



**Herpetofauna:** total of 28 species were recorded, and amphibians were observed vocalizing in all areas, indicating that these areas are used as breeding sites.

Additionally, it was noted that each area has specific microhabitats suitable for the reproduction of different species.

Among the endemic anuran species associated with the Cerrado biome, the following were recorded: the lesser snouted treefrog (*Scinax nasicus*) and the little frog (*Adenomera diptyx*). Among reptiles, the green ameiva (*Ameiva ameiva*) was the most abundant species.

**Ichthyofauna:** throughout the surveys, 49 fish species were recorded. Among the most abundant species are serpaie tetra (*Hyphessobrycon eques*), saguiri (*Steindachnerina insculpta*), and lambari (*Hemigrammus parana*).

### Main results of flora monitoring.

**Flora:** the buffer zone can be classified as restricted Cerrado, varying in its subtypes: sparse, typical, and dense. Whereas, the Pântano HCVA belongs to the vereda phytophysognomy.

Some of the recorded species include *Macairea radula*, *Mauritia flexuosa* (buriti), *Chelonanthus alatus*, and *Ludwigia peruviana*, in addition to *Amburana cearensis* (amburana), which is listed as endangered by the IUCN (2022).



Little frog



Green ameiva



Lambari



Saguiri

*Macairea radula**Ludwigia peruviana*

The plant community of the buffer zone plays a crucial role in protecting the Pântano HCV area, acting as a barrier against fire, biological invasion, or sedimentation. Additionally, it serves as a foraging, nidification, and shelter area for local wildlife.



## Ecosystem services

Eldorado Brasil has become one of the first companies in Brazil to receive a recommendation for the FSC® Ecosystem Services Declaration, an addition to forest management certification, which confirms the positive impacts of our operations on biodiversity conservation, carbon sequestration and storage, and watershed management. Our declared ecosystem services are:

**Biodiversity conservation Location:** Pântano HCVA The area was recognized for the diversity of its environment, and the conservation measures adopted by the company have proven effective in preserving the species living there and maintaining the overall balance of the ecosystem. The species monitored include medium and large mammals, avifauna, herpetofauna, and ichthyofauna.

Giant anteater (*Myrmecophaga tridactyla*)

### Watershed services. Location: Pântano HCV Area

The maintenance of water quality in the Pântano Farm aquifer was confirmed, even with the presence

of forestry activities in the area. Monitoring will be conducted through physical-chemical water analyses, along with other preservation measures.



Accumulated wealth:

80 species.





**Local carbon sequestration and storage:**

A positive carbon balance has been demonstrated in the forests, which play a crucial role in mitigating climate change due to their ability to store carbon in trunks, branches, leaves, and

roots as they grow. To this end, carbon removals and gas emissions have been measured in the certified areas, both in planted and native forests.

## Social management

Eldorado Brasil conducts its operations with a commitment to generating positive value for society.

In this context, local development and social responsibility are essential pillars of our operations.

We believe that establishing legitimate partnerships and maintaining a transparent and

close relationship with stakeholders are fundamental aspects of our organizational culture.

The company's social management system includes:

- Identification and mapping of communities.
- Social aspects and impacts assessment.
- Stakeholder engagement.
- Social projects.
- Receiving and addressing social demands.
- Volunteer program.
- Environmental education.



## Identification of traditional and indigenous communities

A study was conducted to identify the presence of traditional and indigenous communities within the area of influence of the company's eucalyptus planting operations.

During the surveys, conducted through information provided by competent authorities

and on-site visits, it was verified that there are no indigenous peoples or traditional communities in the areas impacted (3 km radius) by the enterprise.

## Socioenvironmental Engagement and Relationship (RES)

The objective is to maintain direct communication between the company and residents, neighbors, and communities impacted by the management activities.

The stakeholders are identified by the **COPS (Sustainable Planning Operational Committee)** team, followed by an assessment of the affected groups and planning of social and environmental visits.

During these visits, the team collects information on the environmental, social, and economic aspects of the communities.

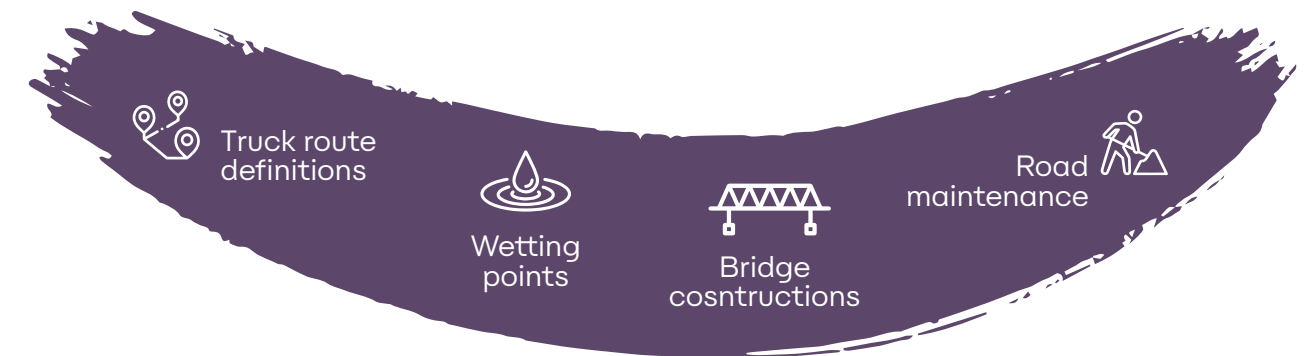
In addition, a detailed report about the company's activities is issued, with a contact phone number, establishing a dialogue channel, and promoting integration between the company and the communities.



## Planning and support in local communities

Intending to mitigate potential impacts on adjacent communities, the company plans all its activities in an integrated manner, actively involving the communities, public authorities, and the

company's operational sectors. The results of this planning generate benefits for all parties involved, with actions that include:



## Assessment of social aspects and impacts

We assess and monitor the socioeconomic aspects and impacts of our operations and expansion of eucalyptus farming, considering both positive and negative effects. This process is carried out through direct engagement with potentially affected communities. Furthermore, we annually review the social framework and conduct visits to

neighboring communities to ensure continuous and effective monitoring. Based on this assessment, it is possible to develop and implement measures to control the aspects and mitigate the impacts, including the execution of social projects aimed at improving the well-being of the communities.

## Request center

The company is committed to responding to all inquiries from requesters, communicating the results of the analysis. After registration, each request is carefully evaluated to determine whether it will be fully or partially addressed, or if it will not be addressed. Unaddressed requests are archived

with the aim of enabling the establishment of future partnerships. In the case of legal demands, we have a Conflict Resolution Policy, which treatment process follows the flow outlined below:







Our social projects improve the lives of rural communities.

Social projects

Through the development of social projects focused on technical assistance and rural extension, the company aims to improve the quality of life for families in rural areas where it operates.

Learn about some of our projects:



PAIS (Integrated and Sustainable Agroecological Production)

This project offers small farmers the opportunity to practice organic farming, which involves producing without the use of agrochemicals, with a focus on preserving the environment, ensuring food security, and promoting economic development.

Eldorado has implemented 45 PAIS kits in settlements in the municipalities of Três Lagoas and Selvíria (MS), in partnership with SEBRAE (Brazilian Service of Support to Micro and Small Enterprises). The products are sold at fairs, schools, and other institutions.

45

PAIS kits

20

Tons of organic products purchased by the factory cafeteria in 2024





Pomar Project

The project aims to increase the diversity of products in the settlements by providing complete drip irrigation kits, and certified Tahiti lime seedlings. With the support of SENAR (National Rural Learning Service), producers will receive guidance throughout all stages of production, including techniques for fruit farming, sales, and market negotiations.

A total of 700 certified Tahiti lime seedlings, along with irrigation equipment, were donated.

14

Families benefited

700

Tahiti lime certified seedlings

Raízes Project

The goal is to enhance and expand the cultivation of tubers, especially cassava, in three settlements in Selvíria (MS), as well as promote the regularization of the association. Additionally, agricultural machinery was donated to improve production capacity, optimize work time, and reduce the physical effort required by farmers.

Cassava planting was optimized on 30 hectares using innovative techniques, made possible by the donation of inputs and equipment to 30 producers.

30

Families benefited

Debrasa Project

The goal is to intensify food production - especially of tubers -, train families, ensure food security, and promote the generation of extra income. Actions taken include the structuring of the area, subsoiling, installation of irrigation systems, provision of inputs and vegetable seedlings, as well as technical training and instruction on marketing methods for rural producers.

The project benefited 20 families with inputs, equipment and assistance from SENAR for tuber cultivation, and the production of goods such as bread and pasta.

20

Families benefited



Café no campo

We engage small local farmers as suppliers for our corporate coffee breaks, who offer products such as juices, jams, and cakes made from ingredients grown in the settlements. The project led to the creation of the Três Lagoas Rural Tourism Program, providing visitors with the opportunity to explore these small farms.



Rural tourism



Donations and transfers

With a keen focus on local needs, the company has solidified its role as a transformative agent, acting responsibly and with solidarity. Among the major donations and transfers made in 2024, the following stand out:



Installation of a breastfeeding room at the Três Lagoas Regional Hospital.



Awarding bicycles to outstanding students in the educational projects Florestinha, Patrulha Mirim, and Bombeiros do Amanhã.



Support for animal welfare, including donations of food and a partnership with the Protetoras de Três Lagoas project.



Distribution of blankets in the Aquece MS campaign.



Donation of personal hygiene items and blankets to the victims of the floods in Rio Grande do Sul.



## Amigos da Eldorado (AME) program

The program aims to encourage volunteering and social responsibility among employees.

Volunteers spontaneously dedicate their time, skills, and talents to social and community causes, contributing to the improvement of the quality of life in the communities. Throughout 2024, the project conducted several actions, including:

### → Easter chocolate raising:

over 600 boxes of chocolate donated.

### → Food raising at the Eldorado Run:

over 5,000 tons of food collected and delivered to social institutions in Três Lagoas.

### → Solidarity Christmas Campaign:

over 900 gifts collected, and 7 institutions benefited.






Other actions of the year:

### → Visit nursing homes and elderly care facilities.

### → Blood donation campaign.

### → Children's Day with the children from the shelters.

### → Campaign to collect over 7,600 items for the victims of the floods in Rio Grande do Sul:

-  over 3,800 clothing items over
-  over 140 blankets
-  over 2,600 bottles of water
-  over 800 hygiene items
-  over 340 food items



PROGRAMA  
**AME**  
Somos agentes da  
transformação

## PES (Eldorado Sustainability Program)

The PES promotes environmental education activities aimed at raising awareness about sustainable development, effectively linking environmental preservation with economic and social development. The target audience includes schools, communities, and employees.

PES Schools

### → Eldorado's Values at Schools project:

Classes given by employees from different sectors, sharing knowledge on the importance of eucalyptus in biodiversity conservation, climate change, wildfire prevention efforts, and renewable energy production. In 2024, 19 classes were taught at two municipal schools in Mato Grosso do Sul.

PES Communities

### → 4th Conscious Community Meeting:

A meeting with residents of the Alto Tamandaré district in Paranaíba (MS), aimed at promoting active and transparent engagement with the community. During this event, it was presented the actions undertaken through the project Eldorado's Values at Schools, allowing parents to learn about the company, as well as the environmental and social monitoring conducted in the region.

PES Employees

→ **SIPAT-AMA:** In 2024, the Internal Week for Accident and Harassment Prevention, and Environmental Awareness included several lectures on topics such as workplace safety, emotional balance, workplace harassment (both moral and sexual), and sustainability.

→ **Driver's day:** Activities were conducted to interact with drivers on topics related to waste disposal and areas with high wildlife activity along BR-158 and BR-262 roads.





# Corporate management

Valuing people is the foundation of our growth strategy and is deeply integrated into our organizational culture.

We continuously invest in development programs, engagement, and professional training because we believe that by strengthening our team, we ensure our competitiveness and drive our progress.

The company's corporate management encompasses various aspects:



Jobs and income generation



Benefits



Training and qualification



Health and well-being



Work safety



Communication



Compliance policy

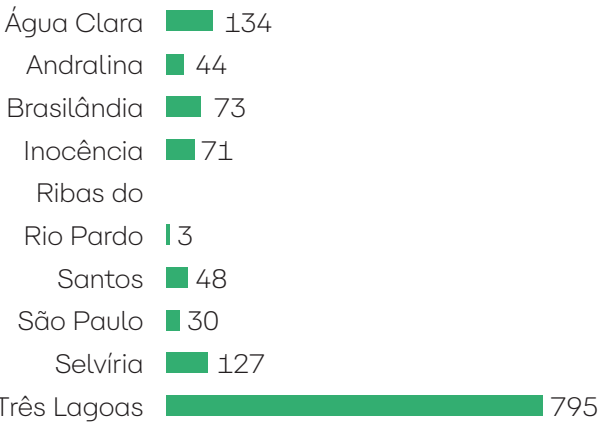




**ATTRACTION AND SELECTION:** The process is transparent, appreciates diversity, the local community, and people, and is aligned with the values of our company. The opportunities offered are open to all professionals, regardless of race, color, gender, or special needs.

**VALUING LOCAL WORKFORCE:** In the selection processes, priority is always given to the local workforce. A mapping of professionals in nearby settlements is conducted, in addition to announcements on social media, WhatsApp, radio, banners, and flyers placed in strategic locations within the communities.

**Contracts by city of operation:**



**SUPER TALENTS PROGRAM:** The goal of the program is the social inclusion of young people and students into the job market, as well as professional development, focusing on theoretical and practical skills that can assist in preparing them for the workforce. To this end, there are two modalities:

**Young apprentice**

→ For young people aged 18 to 22, currently attending or having completed secondary school.

**Trainee**

→ Aimed at higher education students from various knowledge areas.

28

In 2024, 28 young apprentices were hired.

88

A total of 88 trainees have been hired since the program's launch in 2020.

**JOB AND INCOME GENERATION:**

Job and income generation are one of the key social impacts of forestry management activities. Eldorado Brasil generates a continuous demand for new employees and provides income improvement for those already hired, through variable remuneration and benefits packages that, in some cases, extend to their family members.

**ASSISTANCE AND BENEFITS:**

To ensure the well-being of its employees, the company offers a range of benefits aligned with the best market practices.

**These include:** medical assistance, dental assistance, private pension, life insurance, meal vouchers, a varied meal menu through the Prato no Ponto project, production bonuses, profit sharing, childcare assistance, and reimbursement for children with special needs.

**NOSSA GENTE FLORESTAL:**

The Nossa Gente Florestal philosophy represents how the leadership of the Forestry Division manages people, aiming to promote the wellbeing and continuous development of employees, who play essential roles in the field.

This philosophy is supported by four main pillars: Adaptation and Comfort; Family; Relationships; and Life Purpose and Career.

The following actions are included:

**TRILHA DE CARREIRA:**

Tracks the technical and behavioral courses, training, and qualifications necessary to boost professional growth, and also clearly and accessibly recommends the various paths available for career advancement within the company.







**MULHERES EM CAMPO:**

A program focused on strengthening women's leadership in forestry operations, through visits to the training center and the factory, exclusive lectures, and the creation of classes dedicated exclusively to the female audience in different operational areas.

The goal is to provide learning and development experiences, promoting the inclusion and the empowerment of women in the forestry sector.

**RH EM CAMPO:**

Visits are conducted in operational areas as an initiative to bring HR closer to employees, as well as to provide crucial information and clarification on various topics, including payroll, benefits, general programs, and other relevant matters.

**ACELERA FLORESTAL:**

A group of volunteers dedicated to offering classes to employees who are seeking their high school and elementary school certificates

through the ENCEJA exam (National Exam for the Certification of Skills for Youth and Adults). This inclusive approach demonstrates that the company recognizes the importance of education as a key driver for personal and professional advancement.

**ORGANIZATIONAL DEVELOPMENT:**

Our commitment to people's development goes beyond technical and legal training, offering comprehensive education that includes the development of technical, behavioral, and leadership skills. Additionally, we foster a culture of diversity, inclusion, and belonging as a way to ensure the sustainability and long-term continuity of our business.

We also have the **Eldorado Educa Platform**, which offers over 900 courses, encouraging lifelong learning through distance education (EAD).

Additionally, we have educational partnerships with more than 50 institutions offering scholarships and discounts to our employees and their dependents.

**Technical training**

**Legal and mandatory training**

**Behavioral training**

**Development programs**

- AVD (Performance Assessment).
- Leadership's Academy.
- Mentoring program.
- Germinar.
- Semear.
- Onboarding and Offboarding
- +Saber.
- Programa Essência (Diversity, Equity, and Inclusion)
- Language program.
- And others.





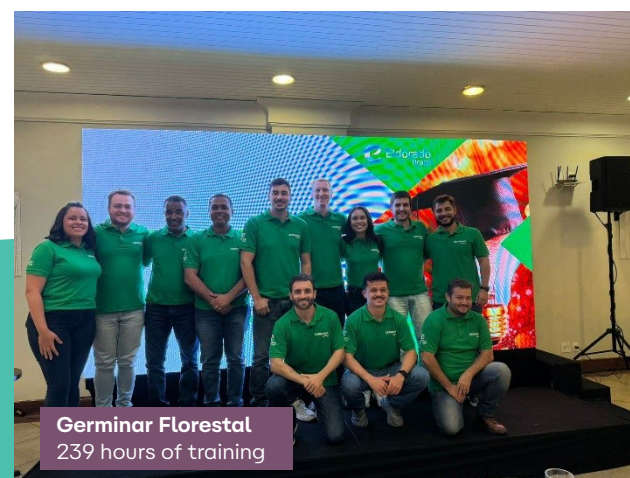
## Learn about some of the training held in 2024

**Jornada da Cultura:** An immersion session into our culture, values, beliefs, and guiding principles, strengthening knowledge exchange and promoting a deeper understanding of the principles that guide the decisions and actions of our company.

**Sou Líder, e Agora?:** This program aims to provide new leaders with insights into leadership competencies and encourage reflection on their roles in people management, based on internal processes.

**Líderes do Futuro:** Designed to strengthen essential leadership competencies, fostering learning and reflection on the influence and role of a leader.

**Germinar Florestal:** A comprehensive and in-depth training program for coordination and specialist levels, focusing on interpersonal skills, effective communication, decision-making, team management, conflict resolution, and the development of strategic vision.



# Itinerant Forest Training Center (CTIF)

The Forest Training Center is itinerant to meet the field training needs.

In 2024, a testing field was built with four training tracks: one for tractor operation, one for forwarder operation, one for harvester operation, and one for safe off-road driving.

## Some results from 2024:

**Qualification:** Over 27,306 hours of training were conducted to qualify and prepare operators, drivers, and mechanics. These training programs aim to equip employees to perform their functions effectively, based on established operational procedures and work instructions. In 2024, we experienced the first graduation of female tractor operators. This initiative is part of the

Trilha de Carreira program, aimed at promoting equal professional development and encouraging more women to participate in training.

**Improvement:** To address operational deviations and improve performance and the quality of field operations, over 8,720 hours of training were conducted, benefiting 379 employees.

**Legal training:** The focus was on training for Regulatory Standards (NR), aimed at ensuring safe and healthy working conditions, preventing accidents and occupational diseases among forestry employees.





## Health and well-being

The company actively promotes the health of its employees by adopting a preventive approach to minimize risk factors and prevent the onset of both occupational and non-occupational diseases. Additionally, we implement actions aimed at improving the quality of life of our team, offering occupational, pre-employment, periodic, return-to-work, and dismissal medical exams, ensuring the continuous well-being and health of all.

Among the actions and programs in this area are:

**Programa Ritmo Certo:** Consists of semi-annual monitoring of employees with hypertension, diabetes, or dyslipidemia (elevated cholesterol and triglyceride levels).

**Sleep station:** Various improvements were made to the accommodations, aligned with the Comfort pillar of the Nossa Gente Florestal philosophy and the current legislation. These improvements aim to increase the employees' well-being and quality of life.

**Postura e Bem-Estar program:** Monitors and assesses the employees experiencing musculoskeletal problems.

**Cuidadosamente:** This program aims at preventing mental health issues, with participant assessments, where they are encouraged to adopt preventive practices to avoid illness.

**Gerar Program:** The team monitors pregnant employees and dependents, providing guidance and encouraging participation in discussion groups for the exchange of experiences.

**Vaccination:** In 2024, the health team worked on the vaccination campaign for Influenza H1N1, administering 3,750 doses to employees.

**Installation of cabins in machinery and equipment:** In 2024, we improved employees' working conditions by expanding the installation of cabins on machines and equipment used in forestry operations. This solution provides greater comfort and protection to operators, reducing their exposure to external agents, such as radiation, extreme temperatures, and rain.

**Prato no Ponto:** An app that allows employees to choose their meal for the day from up to ten options of nutritious dishes, served at the ideal temperature for consumption.



## Work safety

Maintaining and enhancing the well-being and quality of life of employees are fundamental priorities for the company.

Safety actions are carried out continuously, with the goal of raising awareness about the essential protocols and practices required to ensure a safe work environment.

Year after year, proactive care for health and safety has become a distinctive, vibrant, and permanent characteristic of our team.

### 2024 ACTIONS AND PROJECTS

#### Study of new PPE

More comfort, quality, and durability. Over 2,000 employees benefited from the project.

#### SIPATR

Internal Week for Rural Worker Accident Prevention with the theme "On the podium, only the best in safety".



#### Implementation of a digital tool

For conducting Safety Dialogues (DDS): more practicality, greater awareness, and less bureaucracy.





# Internal communication

To reinforce communication with field teams and ensure that company information reaches employees working far from administrative units efficiently, several communication channels have been developed, including:

## Intranet:

The internal network is called Eldorado Conecta and was developed to provide easy access to various information, such as internal announcements, newsletters, magazines, and engagement campaigns. It also offers access to important documents, such as pay slips, collective agreements, internal job openings, benefits like meal vouchers, training portal, and more.

## Gestão à Vista Board:

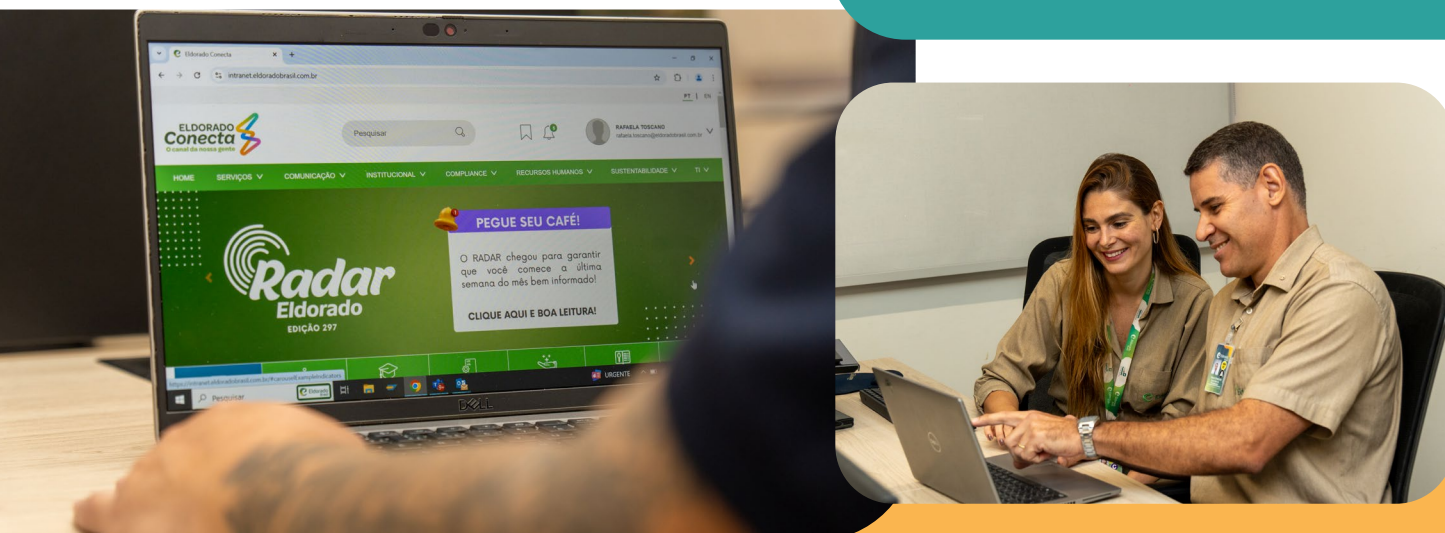
These panels are available at operational fronts, aiming to keep teams updated on indicators, operational results, and other information.

## Eldcast:

These are podcasts offering varied content in audio format, focusing on the participation of our employees.

## Radar:

In the format of a newsletter, it is a weekly channel that covers general events in the organization. Its purpose is to highlight stories of our people through interviews and videos.



# Communication channels

With transparency, prompt responses, and attentive listening, Eldorado Brasil manages communication channels to serve the various stakeholders involved in the business across different platforms.



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## Ethics Hotline Channel

This tool allows individuals to report potential violations of the code of conduct, internal policies, and current legislation, as well as to submit suggestions, questions, and compliments. The channel is available to customers, suppliers, partners, involved communities, and any citizen. All reports are forwarded and handled by an autonomous and impartial team, ensuring confidentiality and professional secrecy.

The company encourages stakeholders to use the channel in good faith, with responsibility, and a commitment to honesty.



Performance indicators

The indicators reflect the main operational, environmental, and social results of Eldorado Brasil, demonstrating the system's evolution and areas for improvement. In this way, the commitments made with FSC and PEFC are upheld, particularly regarding environmental and social aspects.



FOREST MANAGEMENT					
Monitoring	Indicator	Unit	2022	2023	2024
Forestry base/ register	Total area	ha	412,844.22	441,808.29	436,048.15
	Total productive area		263,679.11	285,514.93	296,200.11
	Area available for planting		16,481.84	18,561.42	5,034.60
	Total conservation and preservation area		116,857.45	120,145.51	101,822.50
	Other uses - total		32,307.66	36,147.85	38,025.54
	Total area (FSC and PEFC certified)		390,979.38	425,294.07	419,398.23
	% of FSC and PEFC certified area	%	95	96	96
Land regularization	Properties registered with CAR/IMASUL	%	100	100	100
Silviculture	Planting area (implantation, rehabilitation, and conduction)	ha	29,188.45	28,699.00	14,608.30
	Seedling production (nursery)	No.	17,049,000	16,217,000	16,313,000
	Seedlings purchased on the market		21,951,000	19,390,000	9,463,000
Forestry production	Timber harvested volume	m³sc	6,411,633	6,538,308	5,926,214
	Timber transportation volume		6,492,305	6,202,270	6,026,833
	Harvest area	ha	23,008.00	20,344.00	19,810.00

INSTITUTIONAL MANAGEMENT					
Monitoring	Indicator	Unit	2022	2023	2024
Labor	Admissions	No.	679	826	1,018
	Inhouse forestry employees		3,616	2,956	2,816
Work health and safety	Inhouse employees who received integration	No.	679	826	1,018
	Attendance rate	-	0.26	0.66	0.70
	Severity rate		5	11	29.85
Training	Course participants	No.	2,186	3,314	3,176
	Number of hours of training		137,000	153,833	147,010

ENVIRONMENTAL MANAGEMENT					
Monitoring	Indicator	Unit	2022	2023	2024
Waste	Waste sent for recycling	Ton	238	255	301
	Used oil sent for recycling	L	80,920	76,030	48,855
	Unserviceable tires	Unit	3,468	3,392	3,822
Water resources	Water consumption (nursery)	m³/1000 seedlings	20.6	23.9	19.6
	Water consumption (silviculture)	m³/ ha	3.23	3.04	2.76
Environmental studies	Fauna species (endemic)*	No.	37	39	42
	Fauna species (endangered)*		26	28	29
	Total species diversity*		865	905	1,006
	Bird diversity		321	333	334
	Mammal diversity		59	59	61
	Amphibians' diversity		35	36	37
	Reptiles' diversity		27	32	39
	Flora diversity		422	445	535
	Você e o Bicho program records		6,435	6,953	7,279
	Diversity of species in the Você e o Bicho program		143	165	171
	Fauna species in the Você e o Bicho program (endangered)		20	20	22
	Fauna species in the Você e o Bicho program (endemic)		4	4	4
Environmental education	Affected by the Environmental Education program		14,812	33,688	50,645

\*Cumulative data from previous years.



SOCIAL MANAGEMENT					
Monitoring	Indicator	Unit	2022	2023	2024
Community engagement	Relationship and Social Engagement (RES)	No.	41	42	32
	Meeting with Stakeholders (RPI)		140	198	135
	Economic development - purchase of organic products	Kg	17,969	17,433	20,063
	Economic development - meals purchased	No.	23,958	23,779	21,457
Communication channels	Request for information	No.	1,632	869	2,380
	Requirements from the request center		63	73	72
	Request responses	%	100	100	100
	Complaints about forest activities	No.	27	27	20
	Forest transport complaints		30	33	15
	Complaint responses	%	100	100	100

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