



Forest Stewardship Plan

13th Edition



Forest Stewardship Plan

Our Commitment to Sustainability
in the Pulp Sector
Eldorado Brasil Celulose S.A.



Summary

This document summarizes the planning of the forestry activities at Eldorado Brasil Celulose S.A., detailing the objectives, responsibilities, available resources, and strategies for adopting sustainable management practices based on data and actions for the year 2023.

Preparing, implementing, and updating the Stewardship Plan are requirements from the FSC® (FSC-C1113536 - Forest Stewardship Council) and CERFLOR (Brazilian Forest Certification Program). These requirements demonstrate that the company adheres to well-recognized principles to promote economically viable, environmentally appropriate, and socially beneficial forest management.

The document is distributed in physical form to communities and other interested parties. The digital version is emailed and available on the website www.eldoradobrasil.com.br





Summary

6

About
Eldorado Brasil

21

Forest
Management

8

Our History

39

Environmental
Management

11

Forest
Certifications

57

Social
Management

14

Managed
Areas

66

Corporate
Management

17

Socioeconomic
Context

77

Performance
Indicators

19

Environmental
Characteristics

79

Contacts

About Eldorado Brasil

Founded in 2010, Eldorado Brasil Celulose S.A. is one of the sector's most competitive and innovative companies. Operating a fully mechanized and modern industrial park that is self-sufficient in clean energy and integrated with the country's main ports through multimodal logistics, Eldorado Brasil produces eucalyptus pulp sustainably and innovatively.

Our high-quality pulp, used by customers on all continents, is utilized in manufactured packaging paper, tissue products (personal hygiene), printing and writing papers, and specialty papers. The factory produces cellulose at a rate of 1.7 million tons per year.

Our Values



Ownership



Determination



Discipline



Availability



Humility



Sincerity



Simplicity



Innovation

Valuing People

Competitiveness

Sustainability

To address the global demand for pulp, Eldorado Brasil employs a strategy centered on growth and value generation, driven by four drivers:



Our History

Founded in 2010, Eldorado Brasil is already one of the most competitive and innovative companies in the pulp sector. Since the beginning of our operations, we have achieved excellence in sustainability, quality, and productivity, as well as recognition in the international market. This history was built with significant hard work, respect for our values, focus on key drivers, and dedication to implementing innovations and technologies in forest management operations.



2010 - start of the factory construction

2010

Foundation on June 15 and start of the factory construction, in Três Lagoas (MS).

2012

The eucalyptus pulp factory opens. The forests receive the international Forest Stewardship Council® (FSC®) certification (FSC-C113536).

2014

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

2016

Conquest of the National Electric Power Agency (ANEEL) auction with the Onça Pintada thermoelectric power plant.

2011

Florestal Brasil S/A joins operations, unifying activities and consolidating the forest park.

2015

Inauguration of the Eldorado's exclusive terminal at the Port of Santos (SP).

2013

In two months of production, eucalyptus cellulose achieved 100% of the quality required by the international market.



on, in Três Lagoas (MS).



2021 - Onça Pintada UTE begins to operate.

2018

Record harvest of 6.568 million cubic meters of wood.

2020

Eldorado Brasil becomes a signatory of the UN Global Compact, committing to the 17 Sustainable Development Goals (SDGs).

2022

Eldorado's 10th-anniversary celebration, with a cumulative production of 11 years.

2019

Outset of the Onça Pintada UTE (thermoelectric power plant) construction.

2023

The new port terminal in Santos (EBLog - Eldorado Brasil Logistics) is inaugurated, and the recommendation for acquiring FSC Ecosystem Services Declaration is achieved.

2017

Achievement of CERFLOR certification from the Brazilian Forest Certification Program.

2021

Onça Pintada UTE begins to operate. Participation in the 26th United Nations Climate Conference (COP 26).

Sustainability policy

Sustainability is one of Eldorado Brasil's strategic drivers, which is why we are committed to:



Ensure business competitiveness through responsible socio-environmental actions.



Ensure equal working conditions regardless of gender, race, or color.



Comply with legislation and requirements related to the company's activities, under criteria established by the Forest Stewardship Council.



Build ethical and transparent relationships with stakeholders.



Innovate and develop technologies that maintain business competitiveness through pollution prevention.



Provide a motivating work environment based on worker health and safety criteria.



Make sustainable use of natural resources and respect local biodiversity.



Invest in qualification for employees and foster continuous improvement in their activities.



Contribute to planted forest areas and energy generation from renewable sources, both topics of Brazil's INDC (Nationally Determined Contribution).



Forest Certifications

Eldorado Brasil encompasses the responsible use of forest resources to maximize production potential, ensuring enterprise sustainability while prioritizing environmental conservation and socioeconomic development in the regions where operates.

Our forest management also aims to:



Generate direct and indirect jobs.



Engage proactively with interested communities.



Develop local commerce and service providers.



Protect and conserve natural resources.



In 2012 and 2017, Eldorado achieved FSC and CERFLOR certifications. In 2023, the company also received the FSC Ecosystem Services Procedure document.

Commitment to FSC and CERFLOR

In 2012 and 2017, Eldorado achieved FSC and CERFLOR certifications, respectively, committing to adhere to the company's principles and criteria in all stages of forest management.

Eldorado Brasil actively participates in public consultations and standards reviews. The company is also part of the FSC fiscal council and the directors' board of the IPMF (Pro-Forest Management Institute) and holds accreditation from the Brazilian PEFC (Program for the Endorsement of Forest Certification).

Internal Audit Program

To ensure compliance with forest certification standards and current legislation, internal audits are conducted by the sustainability team.

This activity aims to continuously improve processes and activities, covering all management operations and support areas.





Managed Areas



Eldorado Brasil's Forest Management Units (UMFs) cover around 441,000 hectares, with over 285,000 hectares dedicated to eucalyptus cultivation.

Legal Reserve areas and APPs (Permanent Preservation Areas) cover 120,000 hectares. This means that 27% of Eldorado's areas are dedicated to conservation, demonstrating a commitment to environmental legislation and preserving natural regions.

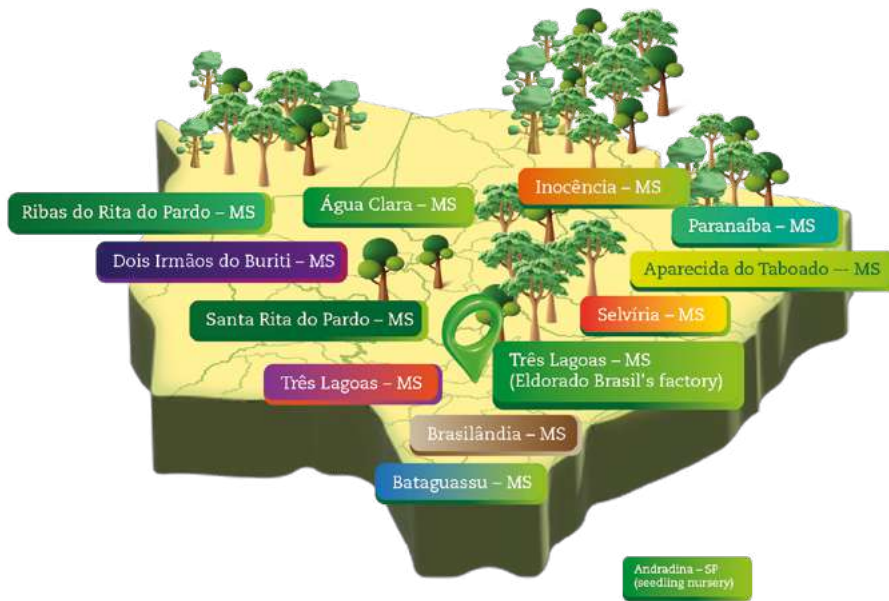


Use of the Soil	Total Area (ha)	FSC and CERFLOR Certified Area (ha) (ha)
Productive	285,514.93	275,738.89
Conservation Areas	120,145.51	114,526.98
Other Areas	36,147.85	35,028.20
Total	441,808.29	425,294.07



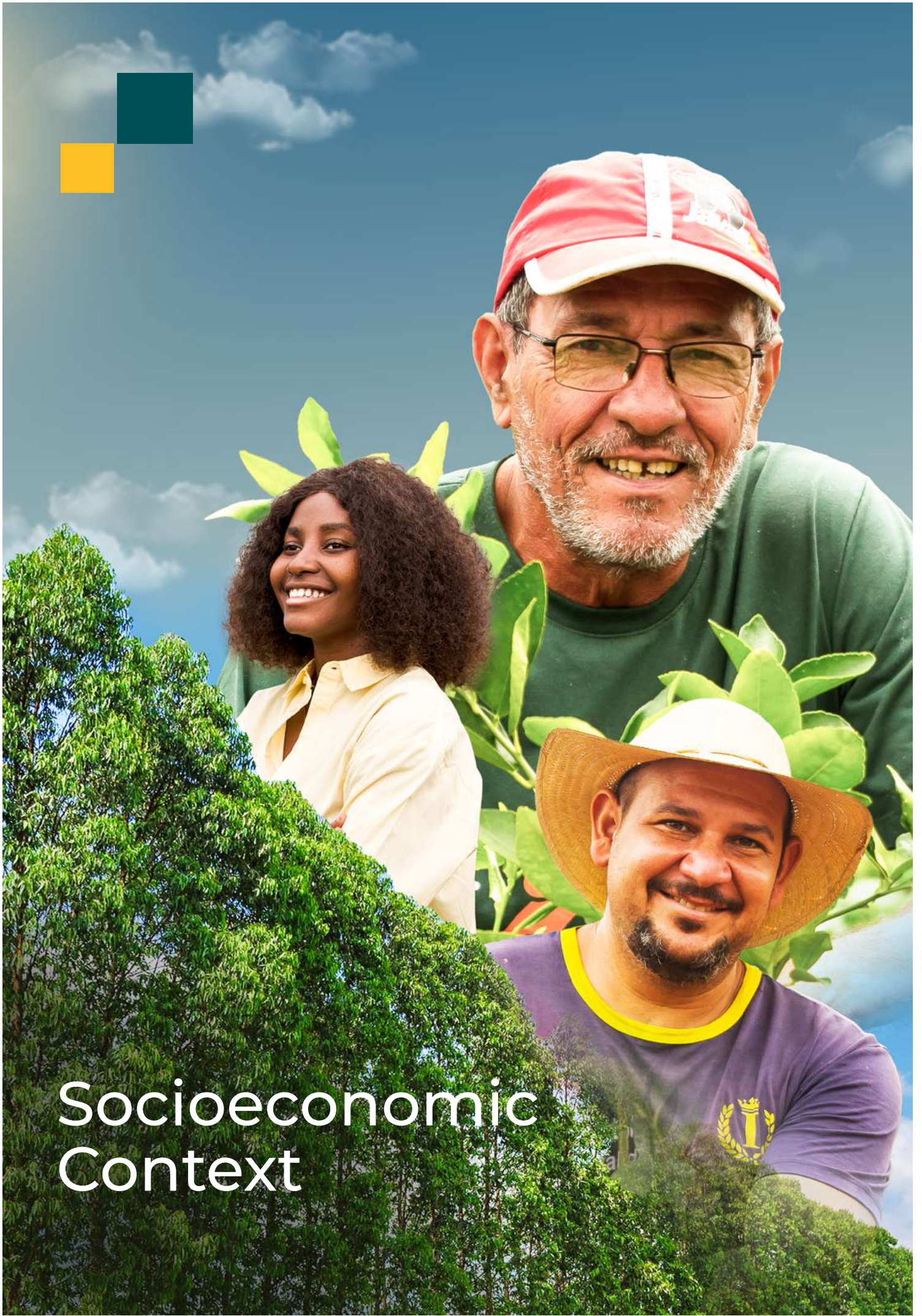
Location

The company's areas are in the Central-West Brazilian region, in the eastern of Mato Grosso do Sul state. Certified areas are in the following cities:



Land occupation in the municipalities where Eldorado operates:

Municipality	Municipality Area	Total Area	% Occupancy
Água Clara - MS	778,155.80 km ²	23,277.27 ha	3.0%
Aparecida do Taboado - MS	275,149.00 km ²	44,579.51 ha	16.2%
Bataguassu - MS	239,248.00 km ²	501,91 ha	0.2%
Brasilândia - MS	580,354.00 km ²	5,273.92 ha	0.9%
Dois Irmãos do Buriti - MS	243,161.00 km ²	2,371.87 ha	1.0%
Inocência - MS	576,119.00 km ²	73,788.07 ha	12.8%
Paranaíba - MS	540,548.00 km ²	9,910.06 ha	1.8%
Ribas do Rio Pardo - MS	1,731,528.00 km ²	21,946.99 ha	1.3%
Santa Rita do Pardo - MS	614,200.00 km ²	42,635.76 ha	6.9%
Selvíria - MS	325,492.00 km ²	97,015.07 ha	29.8%
Três Lagoas - MS	1,021,707.00 km ²	120,507.86 ha	11.8%
Total	35,714.208.20 km ²	441,808.29 ha	1.2%



Socioeconomic Context

Eldorado Brasil operates in a geographic region with a unified regional identity across its management areas.

There are 12 municipalities within the area, primarily involved in agriculture, livestock, and planted forests.



Main socioeconomic indicators by municipality

City	Territorial Area (km ²)	Population ¹ (IBGE 2022)	Demographic Density ² (inhabitants/km ²)	GDP per Capita ³ (R\$)	Municipal HDI ⁴
Água Clara (MS)	7,781.56	16,741	2.15	77,081.38	0.67
Andradina (SP)	964.226	59,783	62	49,703.65	0.779
Aparecida do Taboado (MS)	2,751.49	27,674	10.06	52,822.84	0.697
Bataguassu (MS)	2,392.48	23,031	9.63	44,412.79	0.71
Brasilândia (MS)	5,803.54	11,579	2	72,772.16	0.701
Dois Irmãos do Buriti (MS)	2,431.61	11,100	4.56	28,765.87	0.639
Inocência (MS)	5,761.19	8,404	1.46	53,691.86	0.681
Paranaíba (MS)	5,405.48	40,957	7.58	38,865.51	0.721
Ribas do Rio Pardo (MS)	17,315.28	23,150	1.34	74,883.61	0.664
Santa Rita do Pardo (MS)	6,142.00	7,027	1.14	59,470.28	0.642
Selvíria (MS)	3,254.92	8,142	2.5	262,882.35	0.682
Três Lagoas (MS)	10,217.07	132,152	12.93	104,352.29	0.744

1) Population: Latest census data (IBGE, 2022).

2) Demographic Density: Number of people per km² (IBGE, 2022).

3) GDP per Capita: Added value of main economic activities (IBGE, 2021).

4) Human Development Index (HDI) (IBGE, 2010).



Environmental Characteristics

Soil and Relief

The primary soils in the region are Oxisols and Neosols, with small patches of Argisols, and a predominance of Red Oxisols, the most representative soil class in Mato Grosso do Sul state.

The plateau is the main relief, with river plains also present. Most farms are between 250- and 500-meters altitude, though some regions exceed this range.

Climate

The region has a tropical, hot, and humid climate. Summer has a rainy season, and winter has a dry one. It receives an average annual precipitation of 1380 mm and has an **average temperature of 24.7°C**, according to INMET (Brazilian National Institute of Meteorology) climatological standards.

Hydrography

The enterprise's influence areas are largely located in the Rio Paraná hydrographic basin, mainly in the sub-basins of Rio Pardo, Rio Verde, Rio Sucuriú, Rio Quitéria, and Rio Santana. A portion is also located in the Miranda River sub-basin, which composes the Paraguay River basin.

Flora

Eldorado Brasil's farms are primarily located in the Brazilian Cerrado, with a small portion in the Atlantic Forest.

The biome is considered a biodiversity hotspot, as spans varied geological, climatic, pedological, and relief conditions. Therefore, presents tension areas with other Brazilian biomes such as the Amazon, Caatinga, and Atlantic Forest.

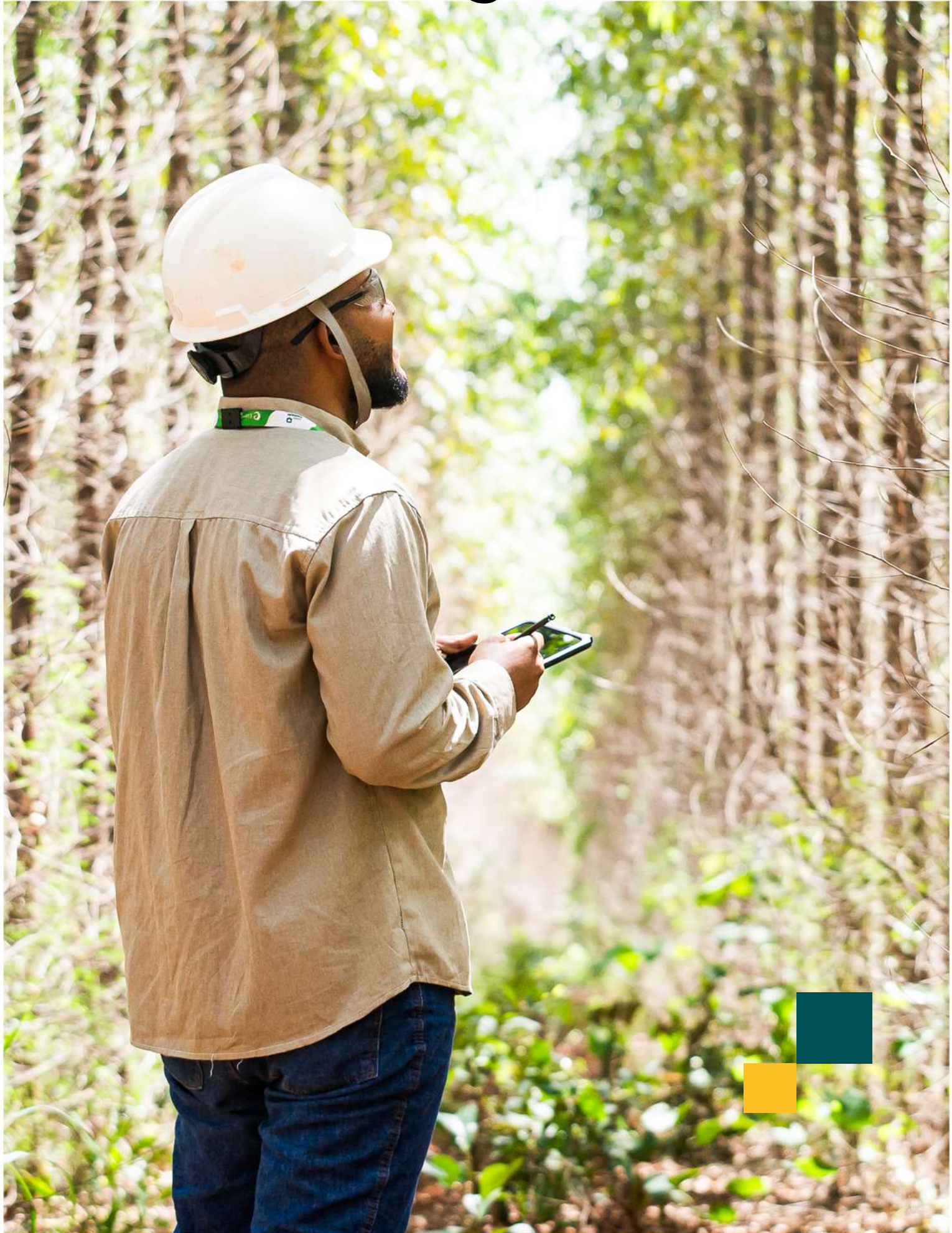
Fauna

The region's extensive areas contribute to biodiversity conservation in the Cerrado and Atlantic Forest, especially for species threatened with extinction.

Some mammals are temporally and spatially more sensitive to anthropogenic disturbances, so their presence and abundance are strong bioindicators.



Forest Management



Eldorado Brasil's forestry operation is highly efficient, technologically advanced, and aligned with the best sustainable practices in the sector. Indeed, forest management intends to ensure business continuity by maintaining and improving environmental, social, and economic conditions.

The operation involves several areas, as shown in the following image:



Land Prospecting

Eldorado Brasil seeks expand forest plantation areas by acquiring owned land, formalizing leases, or establishing partnerships with rural producers. The primary requirement is the selection of previously disturbed areas, generally used for livestock farming.

The company values compliance with all relevant legislation and transparency in negotiations with landowners. All properties are duly registered, ensuring legal land status before contract signing.



**All properties
formally
registered**



Forestry Planning

The main management responsibility is to ensure cellulose production at the lowest cost, by respecting operational restrictions and socioenvironmental guidelines, while combining industrial supply and long-term business sustainability.

Strategic Planning

- Strategies to support large investment decisions, such as land acquisition, wood market purchases, construction, expansion of manufacturing capacity, and changes to management, forestry, or infrastructure plans.

The aim is to employ the best forest management regime over 20 years, ensuring factory supply sustainability and minimizing operational costs.

Tactical Planning

- Emphasizes operational criteria and costs, intending results that assess the operational viability of the current and future structure.
- Goals and activities consider cost and productivity over two years, with detailed planning, execution, and monitoring.

Operational Planning

- Involves microplanning of operational activities and identifying potential socio-environmental impacts.
- This multidisciplinary activity is executed by support areas and operational teams. Besides diagnosis, it includes proposals for preventive, corrective, mitigating, and improvement measures during forest management operations.



SIG (Geographical Information System)

- Involves map and geographic database analysis and preparation.
- Conservation area analysis and validation are conducted along with the property's CAR (Brazilian Environmental Rural Register).
- Identifying and mapping land use classes, and feeding the SGF (Brazilian Forest Management System).

Topography

- Captures images of properties before any intervention, consequently identifying important information for planning area occupation.
- Supports strategic and potential construction areas by verifying basic milestones and mobility conditions.

Forest Inventory

- Awareness of qualitative and quantitative characteristics related to a forest stand.
- The forest monitoring is conducted through the IFC (Continuous Forest Inventory).
- The data makes it possible to: quantify stock volume over the years, monitor, and plan growing interventions. In addition, it serves as a database for forest growth and production studies.



Forest Technology

It's necessary to generate and internalize technologies, through local experimentation and partnerships with researchers and research institutions. The goal is to improve productivity, wood quality, and forestry production sustainability. It is divided into two areas: Genetics and Forest Management.



Genetics

The Genetic Improvement focuses on enhancing *Eucalyptus*, supplying the Silviculture area with high-performance clones for growth and high-quality cellulose wood clones for manufacturing.

Through species hybridization, plantation productivity, forest stability, and production costs are improved.

Biotechnology tools include genotyping, metagenomics, and pizarro.

Genotyping: genetic identification and development projects using SSR molecular markers in clone selection.

Metagenomics: characterizes microorganism communities in plantations, isolating them, and proposing beneficial inoculant protocols for forests.

Pizarro: develops protocols for cloning and *in vitro* multiplication of various progenies and phenotyping wood quality traits.

The Biometrics and Statistics area aims to improve and analyze the experimental network, incorporating new tools based on programming language methods through machine learning and Artificial Intelligence.

Enviromics: accuracy on new genetic materials selection.

Clonal recommendation: robust genotype-environment interaction analyses, focusing on exploring the farms' maximum potential.

Forest Management

Soils and Nutrition

The work involves soil suitability and pedology classification, fertilization recommendations, nutritional monitoring, and water dynamics in the soil.

- Determining soil characteristics and assessing suitable and unsuitable (physical constraint) areas for planting.

- Determining soil texture and guidance on best silvicultural practices.

- Soil fertility monitoring.

- Fertilizer efficiency assessment.

- Investigating the most efficient sources and procedures for forestry nutrition.

- Developing research related to rational and optimized water resource use.



Ecophysiology and Meteorology

The main goal is to expand knowledge about the impacts of climate factors on forest productivity and the environment.

- Daily monitoring of weather conditions.

- Be aware of future climate scenarios.

- Providing information support for competitiveness and planning areas, to develop scenarios and tactical plans for forestry, transport, and forest harvesting.

- Monitoring water consumption by trees and characterizing the physiological and morphological traits of eucalyptus clones.

Forest Protection

Research related to Integrated Pest and Disease Management.

- Monitoring the field and nursery to identify and define the main pests and diseases, recommending appropriate control methods when necessary.

- In 2018, the Eldorado Natural Enemy Multiplication Laboratory was opened. This technique reduces the need for chemical spraying, maintaining balanced forest pest population levels, and preventing new outbreaks.

Partnerships and Cooperative Programs

Eldorado Brasil sustains partnerships with important universities and institutes related to forestry research, as a way to integrate the Academia and companies of the sector, and also handle operational requests, market demands, and the implementation of new technologies and products. To meet the legal requirements, are enforced the following programs:

- PROTEF - Forest Protection Program
- EUCFLUX/IPEF - Eucalyptus Carbon and Water Flows Program
- PCCF - Cooperative Forest Certification Program
- PTSM - Forestry and Management Technical Program
- ModProd - Productivity Modeling of Eucalyptus Planted Forests
- PROMAB - Cooperative Program on River Basin Monitoring
- NUTREE – Soil Department, from Universidade Federal de Viçosa

Quality Management

To ensure excellence in field operations and ecosystem forestry quality, Eldorado monitors activities in forestry, harvesting, roads, loading, and mechanical maintenance through first and second-level quality assessments.



Nursery



-90 to 120 days

120 days

120 days to N years

Quality Path

Level 1

CI's ✓

CI's ✓

CI's ✓

Level 2

KPI's

KPI's

S +PV50
MC

S
MC

Assessments conducted by the operation (Level 1).

CI's ✓ Control Itens

Assessments conducted by support areas (Level 2).

KPI's- Process Key Performance Indicators
S -Survival rates
W -Waste analyses
PV50 - Uniformity index
MC - Management compliance

To optimize this process, the Quality Path was established, outlining monitoring and diagnosis stages. This comprehensive approach aims to ensure operational efficiency, as well as sustainability and forest ecosystem preservation.

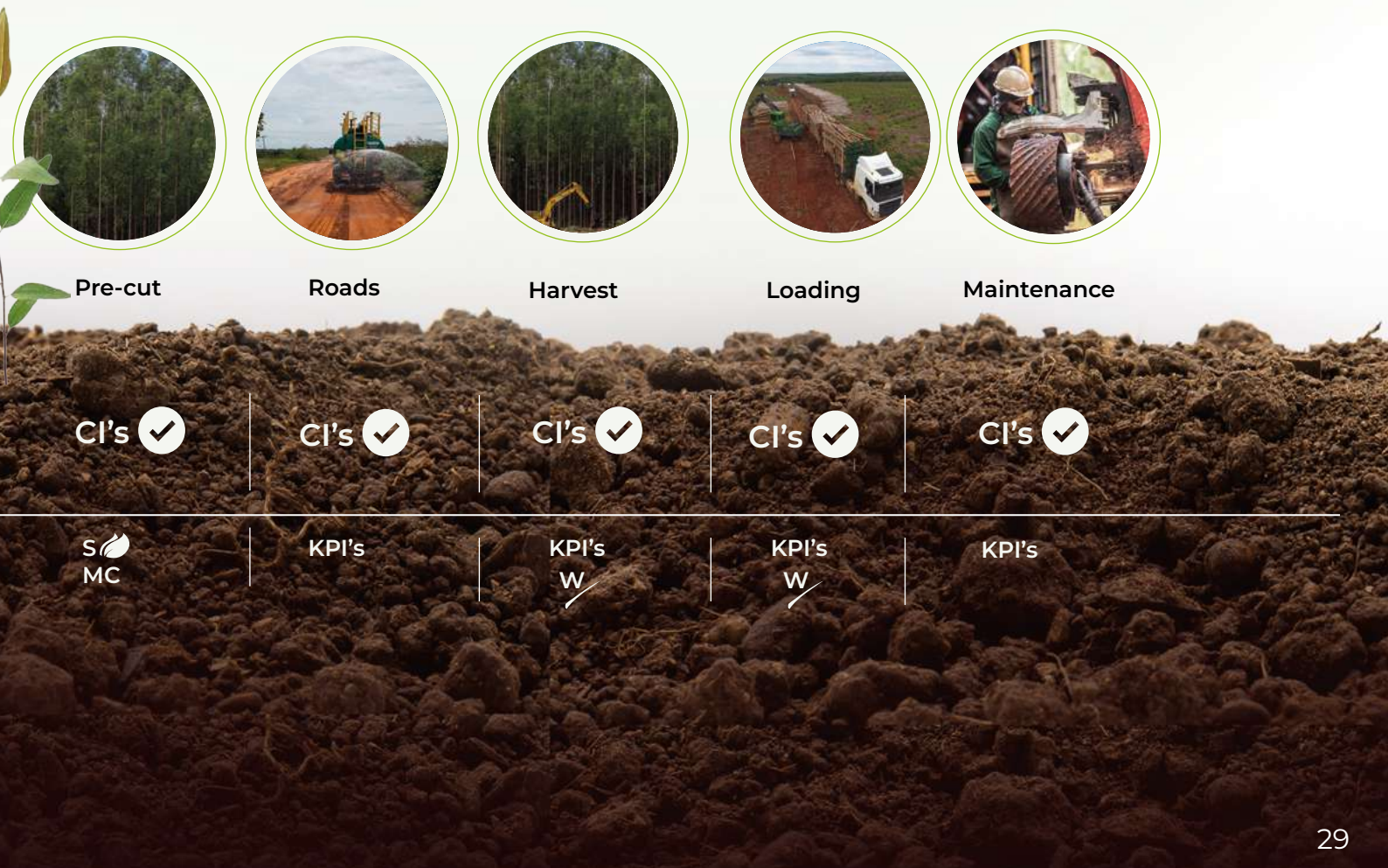
Quality+ Program

Support areas carry out internal audits to guarantee the quality of forestry operations. It consists of process KPIs, survival rates (S), uniformity index (PV50), management compliance (MC), and waste analysis (W).

Excellence Program Forestry (ProEF)

The main goal is to leverage and sustain excellence in operational processes in the field, with assessments carried out by the operation itself, by monitoring Control Items (CI's).

KPI means Key Performance Indicator. They are quantitative measures to assess progress toward goals and objectives, offering a tangible way to measure performance and optimize operations.



Technologies Applied to Forest Management

Forest Measurement

Gisagri - Tablet 2.0: Used to consult the database of maps, operations, forest inventory, event recording, and satellite and drone images.

Survey123 – Smart Forms: Used for collecting, sharing, and analyzing data through surveys that use intelligent forms. It has an intuitive interface and the ability to customize, as well as integrates spatial information (online/offline) efficiently.

LiDAR: The Light Detection and Ranging technology generates three-dimensional images, compiles plantation calculation variables, and calculates forest inventory in research experiments.

IoT in Inventory: Sensors are used to measure tree diameters, collecting recurring and automated data.

Artificial Intelligence: Algorithms such as Artificial Neural Networks (ANN) estimate forest inventory variables, pile measurement, and forest productivity considering climate variables.

Detailed Multispectral Mapping: Multispectral sensors embedded in drones extract values from different channels for predictive modeling of genetic material and forestry planting.

Nano Satellites: Used for multitemporal analysis to ensure planting area effectiveness in real-time, monthly detection of changes in the forest, harvesting and forestry monitoring, conservation areas monitoring, and weed competition monitoring.

Drones

Remotely piloted aircraft have become crucial technology in all management stages, used in quality control, survival assessments, area surveys, competition bush monitoring, assistance in fighting forest fires, environmental assessments, and monitoring operations.

Forestry

RTK and Autopilot: Used in soil preparation to ensure repeatability and parallelism with an accuracy of 5 cm for the lines planned in the office.

Satellite Communication for Fires: Vehicles equipped with antennas generate satellite internet for essential users in managing the fire season, ensuring communication with the Monitoring Center and activating firefighting resources.

Harvest and Biomass

Equipment Telemetry: On-board computers monitor biomass and harvesting operations, enabling automatic production cycles, digitized and automated notes, production status, telemetry, and machine sensing.

Logistics and Wood Transport

Equipment Telemetry: On-board computers and sensors in the equipment of road construction, maintenance operations, wood loading, machine transport, and board trucks allow operational cycles automation, generation of alerts for operational deviations, and real-time operation monitoring, optimizing production and allocated resources.

Wood Transport Monitoring: Real-time monitoring allows analysis for fleet allocation and relocation, queue control at loading and scales, speed control, local climate analysis, and real-time production and productivity reporting.

Wood Receiving

Logmeter 4000@: Measures 100% of the loads using state-of-the-art 3D laser sensors to determine stereo volume, solids, and wood characteristics loaded onto trucks quickly, accurately, and reliably. The weight/volume ratio (RPV) is calculated in real time with traceability from the farms.

Asset Protection

It aims to protect the integrity of planted forests and conservation areas against illegal timber exploitation, non-timber forest products, hunting, fishing, or any other unauthorized activity. All occurrences are recorded in the Forest Management System, and appropriate measures are taken. The competent authorities are contacted in case of infractions that may affect the management unit.

Forest Fire Protection

In addition to monitoring through the property security sector, the company implemented a nentirely automated forest fire detection system, consisting of 27 cameras with real-time images and hot spot satellite detection in remote areas, covering the forest plantation.

With this fire monitoring system, we achieve:

↑ **98%** increase in early fire detection

↓ **88.5%** reduction in area loss due to fire



Increased initial combat performance to suppress fire outbreaks.



Reduction in response time for fire incidents.

Fire brigades made up of employees trained annually in forest fire prevention and combat practices.

Prevention practices with companies in the region to share contacts and resources in preventing and fighting fires.

At Eldorado Brasil, every day is a day for monitoring and prevention.

Did you see a fire?

📞 **CALL 193 or 0800 727 9906**

or send WhatsApp to

📱 **+55 (67) 99839-5353**



Forestry

Managed Species

The species choice considers high productivity, adaptation to environmental conditions, soil, climate and biodiversity, low potential for invasion of natural environments, and ease of reproduction and collection.

Eldorado Brasil produces *Eucalyptus urophylla*, *E. grandis*, *E. camaldulensis*, and hybrid species.

Forestry Activities



Seedling Production	The company's nursery has 160 thousand m ² and a shipping capacity of approximately 16 million seedlings/year, corresponding to 44% of total consumption.	The other 56% is purchased from the market, maintaining the same genetic materials as the seedlings produced in the company's nursery.
Cleaning the Area	The undergrowth is cleaned, and isolated trees are removed from planting areas with authorization from the environmental agency.	
Soil Preparation	Planting demarcation lines through subsoiling involves opening a furrow in the land based on a minimal soil disturbance technique.	Fertilization is carried out following technical recommendations and operational procedures. The fertilizers used are limestone and NPK + micros.
Planting	Implementation: Planting in anthropic areas, mainly pastures. Reformation: Planting that occurs after harvest.	Sprouting Condition from Harvested Trees: Carried out after harvest when no new seedlings are planted.
Forestry Management	Pests and weeds control and occur are conducted from the post-planting phase until the sixth year, the pre-harvest period.	Activities include monitoring pests and diseases, combating leaf-cutter ants, and controlling weed competition.

Socio-Environmental Concerns in Agrochemical Use

- ✔ Pest and disease control can be done via ground or aerial application.
- ✔ The agrochemical products used are registered with the MAPA (Agriculture Minister, Livestock and Supply) for eucalyptus cultivation and contain active ingredients permitted by FSC®.

- ✔ The company communicates with neighbors and surrounding communities, explaining details of the further work.
- ✔ Applications follow the manufacturer's recommendations and internal operating procedures.
- ✔ An ARAS (Environmental and Social Risk Analysis) is conducted for all approved products, ensuring the analysis of all controls and general precautions to be adopted.
- ✔ Pest control through natural enemy releases reduces the use of agrochemicals.






Silviculture (from the Latin, plantation - culture - of trees - silva) is responsible for everything from seedling production and soil preparation to maintenance preceding harvesting in forestry plantations. All activities aim to ensure the highest quality standards, productivity, and cost-efficiency, respecting the environment and society.

Construction and Maintenance of Roads

The investments in construction work (bridges, water outlets, containment boxes, etc.) and the roads necessary for operations and wood transportation to the factory are established based on the harvesting sequence.

The road project solutions aim to:

-  Interconnect road stretches, maximizing their optimization
-  Reduce wood transport distance
-  Ensure factory supply under different climatic conditions



Public roads also receive improvements and precautions to minimize soil erosion, preventing silting and contamination of water courses.

Forest Harvesting

The activity aims to obtain raw materials suited to the consumption needs established in the long, medium, and short-term plans, optimizing resource use. The operation is entirely mechanized, increasing business safety and reducing environmental impacts.

Harvesting System

The system adopted is the short log, known as cut-to-length, which works on 6-meter length trees processed in a delimited plot using the following equipment:



Harvester:

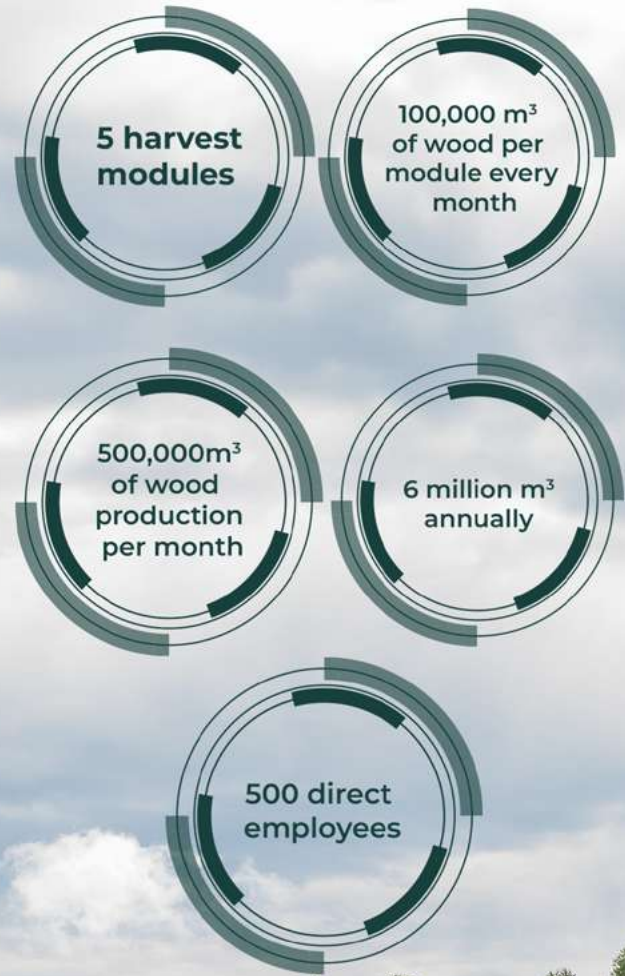
Fells the tree, debarks, delimits, and cuts to pre-established dimensions.

The timber is arranged into strips, transferred by a conveyor belt, and destined for forwarding operation.



Forwarder:

Transfers processed logs from the plot to the roadside, where wood piles are made for subsequent transport to the industrial site.



Mechanical Maintenance

The forestry activities have a sophisticated mechanized system. Thus, Eldorado Brasil has an exclusive area to ensure the mechanical maintenance of its equipment. Maintenance is divided into four models:

Time-Based Preventive Maintenance: Carried out following the manufacturer's technical recommendations and operating conditions.

Condition-Based Preventive Maintenance: Generated from periodic inspections by the technical maintenance team.

Predictive Maintenance: Includes oil analysis of compartments, telemetry, lubricant dialysis, and equipment rolling stock measurement.

Corrective Maintenance: Occurs due to a problem during equipment operation in the field. The company has a specific structure on the work fronts, including a workshop truck to support operations.

Loading and Transporting

Considering the factory's high wood consumption, a large transport and loading area is required to move forestry inputs efficiently.

Eldorado Brasil has its own transport company, increasing productivity and providing more sustainability to the business in the long term, with road safety being a key principle of the operation.

The fleet consists of approximately 280 three semi-trailer trucks, around 54% owned and 46% outsourced, operating 24 hours a day, 365 days a year.



Monitoring and Transportation Program

Monitors the impact of the truck fleet on highways through a communication channel, aiming to reduce accident risks involving the company's wood transport.

**HOW AM I DRIVING?
0800 727 9906**



Wood Receiving

Daily cellulose production requires an average of 17,500 to 18,000 m³ of wood, received at the industry within 24 hours.

Receiving and moving wood in the factory yard involves unloading, loading, and transshipment activities in the internal area. The sector has systems and equipment that make operations more precise, agile, and reliable.

Truck arrival at the factory



Weighing loads, measuring on the Logmeter 4000®, and analyzing wood characteristics



Issuance and validation of tax documents

Segregation, storage, and wood movement in the yard

Supplying the factory's chopping tables



Biomass and Forestry Waste Use

Forestry stumps and wood unsuitable for cellulose production, previously discarded or sold at low prices, become biomass to meet the feed stock demand of the UTE Onça Pintada (in English, Spotted Jaguar Thermolectric Power Plant).



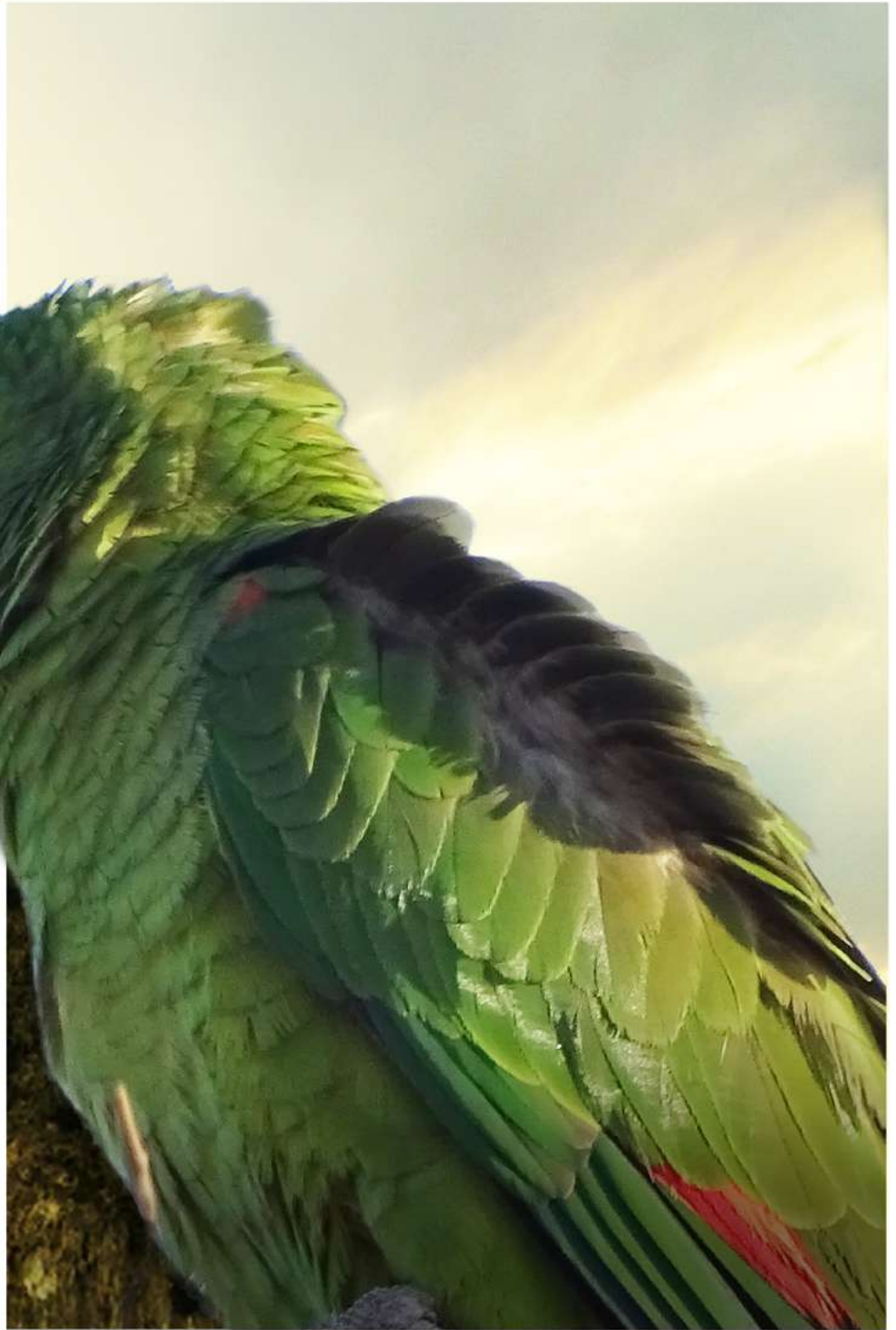
Unusable Wood Biomass

The wood that suffers damage from pests, diseases, fires, or natural deaths due to water deficit is unsuitable for pulp production. It is removed from the cellulose processing mill and sent for chipping and biomass production.



The Onça Pintada power plant began operations in April 2021, with a 50-megawatt (MW) capacity installed.

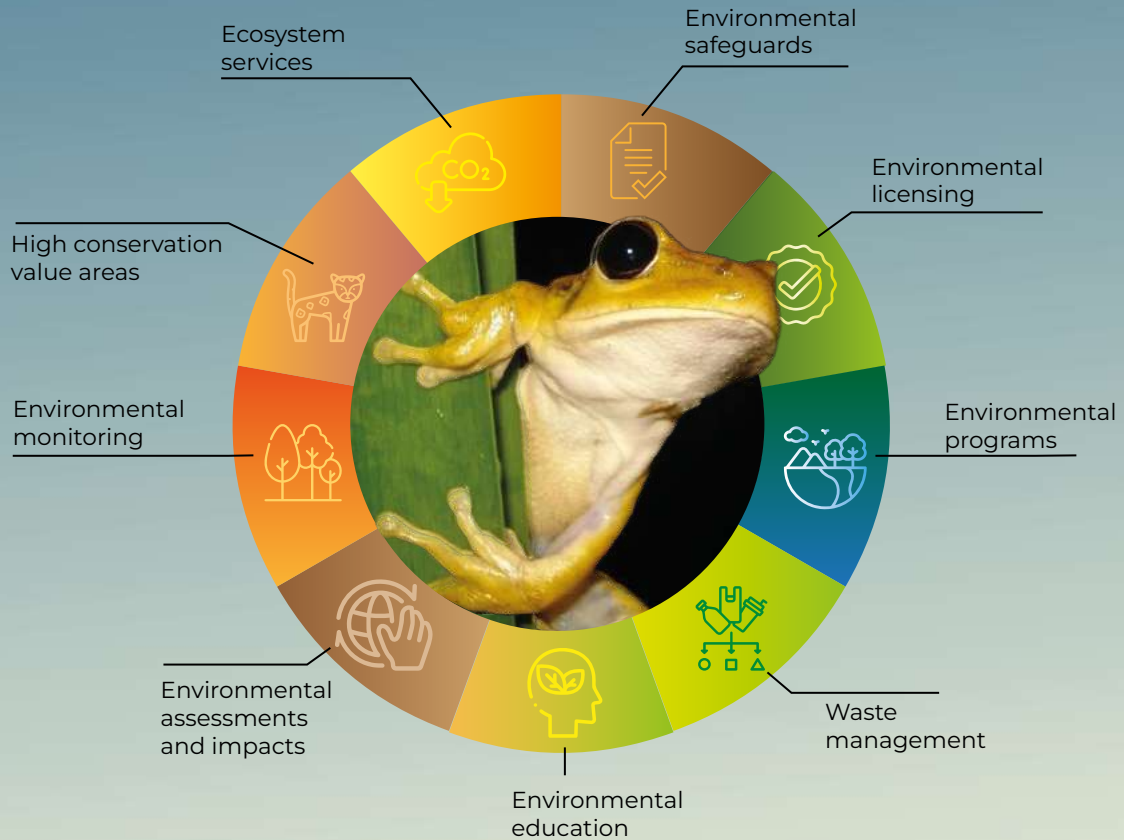
The unit generates clean energy, providing more efficiency and sustainability to Eldorado Brasil's processes.



Environmental Management

The maintenance and sustainable use of natural resources are indispensable for Eldorado Brasil, because of its contribution to improving environmental conditions under forestry management and meeting the principles and criteria of forest certification.

Eldorado Brasil ensures all processes comply with environmental legislation and good practices through environmental standards and internal procedures, adding sustainability to the business. The environmental management system involves:



Environmental Licensing

Whenever a new activity or a new purchase, lease, or partnership contract is signed, the Sustainability area conducts all applicable legal processes to ensure compliance with legislation. This involves:



Forestry projects implementation



Granting water use rights



Degraded areas recovery program



Support infrastructure

Environmental Safeguards

Important environmental safeguards are adopted to protect ecosystems within Eldorado Brasil's operation areas. It starts with studies to evaluate natural areas crucial for biodiversity conservation, so collecting points are monitored through specific indexes, always answering the legislation and focusing on the availability and the rational use of water.

Actions include:

- Fully protection of conservation areas, such as legal reserves and APPs.
- Obtaining necessary licenses and authorizations.
- Eucalpto's culture interspersed with native formations to support fauna and flora flow.
- Training employees and surrounding communities on environmental issues.
- Restoring degraded areas to recover ecological function.
- Solid Waste Management Plan.
- Property surveillance to detect illegal activities, with warning signs prohibiting hunting and fishing.
- Forest fire fighting brigade.



Environmental Programs

Environmental Restructuring Program

Diagnoses erosion processes through inspections, identifying intervention needs. Techniques recover ecological functions in areas with erosion, which are monitored to ensure regeneration.

Evaluation and diagnoses of each erosive process particularity, to build up the Erosion Recovering Project.



Adoption of notorious techniques, to recover the ecological function of the areas with erosions.

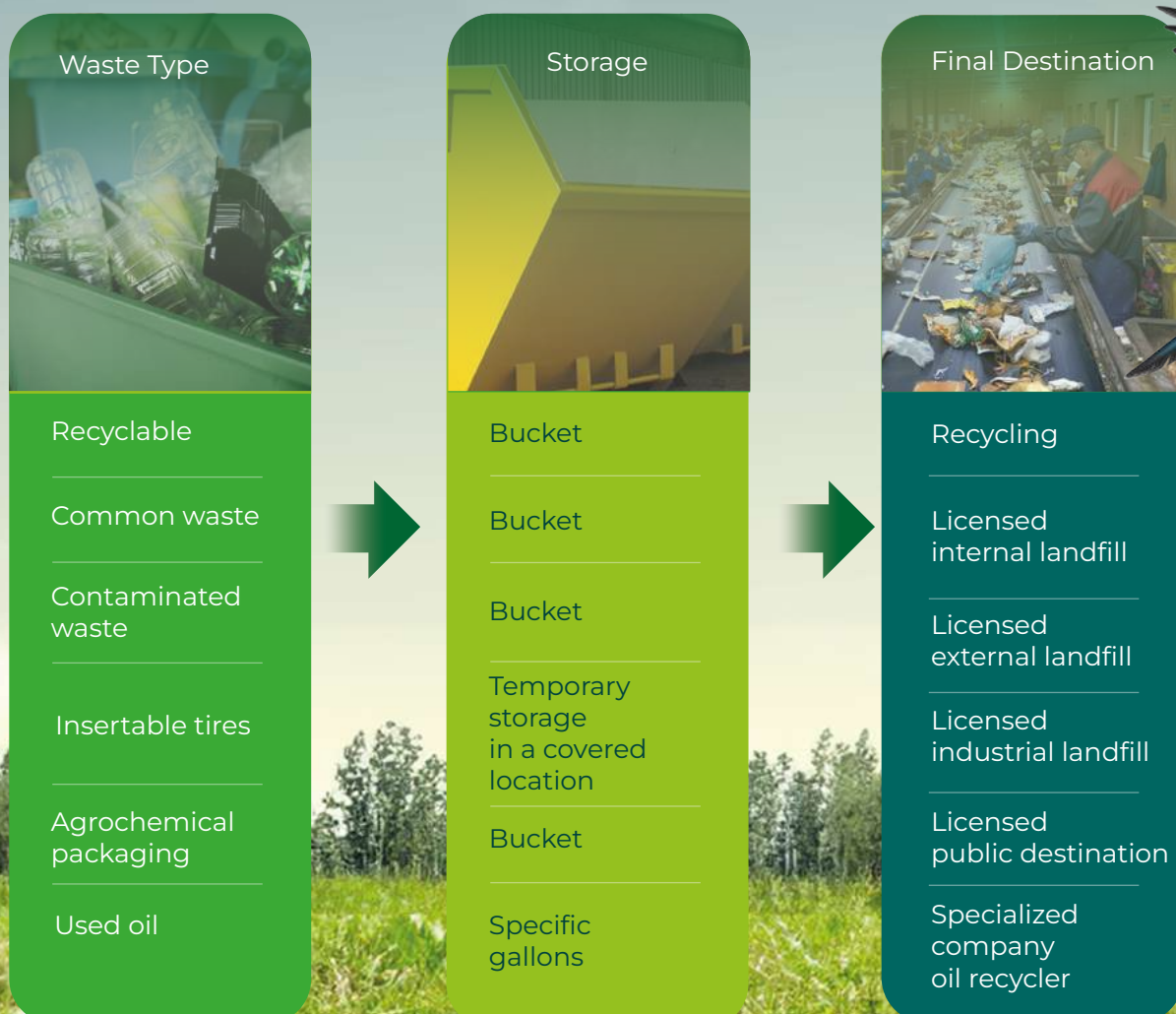


Area monitoring enables verifying the progress of the conditions.

*Solid Waste Management Program

*From Portuguese, PGRS (Programa de Gerenciamento de Resíduos Sólidos)

Procedures are planned and implemented in line with legal and technical norms, as a way to minimize waste production and dispose of generated waste safely, traceably, and efficiently, protecting workers' health, managing natural resources responsibly, and safeguarding the environment.



Study of Forest Fragments Connectivity

Evaluates internal and external connectivity of native vegetation fragments on farms, defining action plans to create future ecological corridors, and promoting gene flow between connected areas, which are then monitored.

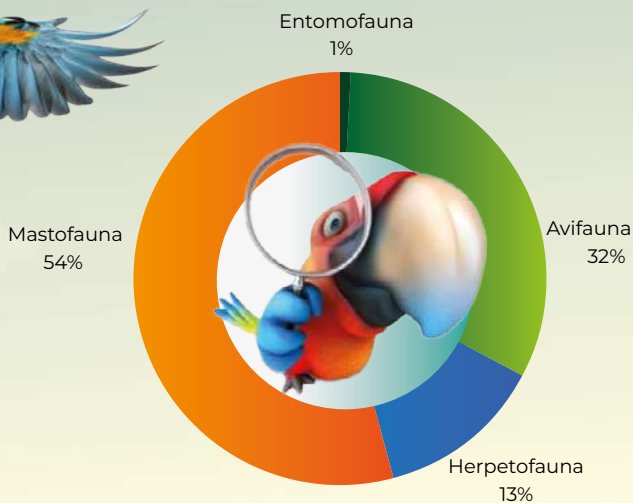


Vc e o Bicho Program

Records sightings of wild animals within environmental conservation areas, internal roads, and company plots. The images are recorded continuously to raise awareness and educate employees on environmental issues.



Distribution by Class



Monitoring of Environmental Indicators

Eldorado Brasil's programs and actions aim to maximize the benefits of the forests and minimize possible negative impacts of forestry operations.

Methods and criteria for identifying and evaluating aspects and possible environmental impacts are part of a matrix, which predicts the following indicators: flora, wild fauna, water resources, soils, and atmospheric emissions.

Flora Indicators

Phytosociological Survey of Natural Remnants

Every 5 years, a phytosociological survey of natural remnants is conducted in selected fragments.

The objective is to characterize the structure of the remaining native vegetation and the ecological dynamics of ecosystems, such as biodiversity gains and losses due to possible impacts from forest management.

Monitoring this indicator has verified the maintenance and evolution of species diversity in environmental conservation areas, demonstrating protection and minimal or positive impacts.



Marolo (*Annona crassiflora*)



Phytosociological Survey of Legal Reserves to be Restored

Aims to verify changes in the recovery of legal reserve areas due to forest management.

According to the latest monitoring, negative impacts are being mitigated, and the maintenance of environmental aspects is progressing with increased species diversity.

Phytosociological Survey of PRADE Areas

Aims to verify the evolution and changes in the recovery of degraded areas linked to PRADE (Degraded Areas Recovery Plan) information, filed with environmental agencies. Parameters used include:

- **Richness:** Indicates the number of species found in the sampled area.
- **Number of Individuals:** Indicates the number of individuals identified.

These indicators highlight the evolution of natural regeneration, allowing comparisons for each monitoring cycle.

Flora Bioindicators

Endemism

44 species were recorded in the areas where Eldorado Brasil operates. Examples of species endemic to the Cerrado include marolo (*Annona crassiflora*), catuaba (*Anemopaegma arvense*), guatambu-do-cerrado (*Aspidosperma macrocarpon*), cow's hoof (*Bauhinia holophylla*), and souari nut (*Caryocar brasiliense*).

Rarity

No data on the rarity of flora species in the region was identified in the studies.

Threatened Species

Flora species threatened with extinction, according to the IUCN and/or MMA list, include marsh cedar (*Cedrela odorata*), cumaru/baru (*Dipteryx alata*), ipê-felpudo (*Zeyheria tuberculosa*), crowfoot (*Trichilia casatti*), catuaba (*Anemopaegma arvense*), and *Dendropanax denticulatus*.

44

endemic species were recorded in the areas where Eldorado Brasil operates.

Souari nut
(*Caryocar
brasiliense*)



Wildlife Indicators

Mastofauna and Avifauna in Natural Remnants

The mammalian fauna demonstrates a lot about the area where the native species live, playing an important ecological role, as they contribute to maintaining and balancing populations and communities in the environments, and are not easily seen in nature.

The birds are a very diverse group, with most of the species already cataloged, as they are primarily diurnal, detectable by viewing or by the characteristic song. Thus, its role in the ecosystem is scientifically recognized.

Nine fragments are monitored to observe this indicator, in which the maintenance and evolution of the diversity of mastofauna and avifauna species have been verified, demonstrating that the areas are protected and that the impacts of forest management are minimal or positive.



Maned wolf
Chrysocyon brachyurus

Camera Traps

Since 2017, continuous monitoring with camera traps has been conducted on seven Eldorado Brasil farms.



Giant anteater
(Myrmecophaga tridactyla)

These studies verify possible disturbances linked to forest management, evaluating fauna dynamics in selected natural fragments.

The indicator allows the evaluation of species diversity variation due to the harvesting results or planting operations.

Recent observations indicate no relationship between operations and fauna movement on Eldorado properties.



Bioindicators of Mammal Fauna

Endemism

Notable endemic species include the little fox (*Lycalopex vetulus*) and wood rat (*Cerradomys maracajuensis*).

Rarity

Identified rare species include the giant armadillo (*Priodontes maximus*), cougar (*Puma concolor*), bush dog (*Speothos venaticus*), and jaguarundi (*Herpailurus yagouaroundi*).

Threatened Species

Threatened species, according to IUCN and/or MMA lists, include the tapir (*Tapirus terrestris*), giant anteater (*Myrmecophaga tridactyla*), peccary (*Tayassu pecari*), giant armadillo (*Priodontes maximus*), marsh deer (*Blastocerus dichotomus*), pampas deer (*Ozotoceros bezoarticus*), maned wolf (*Chrysocyon brachyurus*), bush dog (*Speothos venaticus*), black howler monkey (*Alouatta caraya*), and capuchin monkey (*Sapajus cay*).

Cougar
(*Puma concolor*)



Brazilian tapir (*Tapirus terrestris*)



Peccary
(*Tayassu pecari*)



Bird Bioindicators



Endemism

Several endemic bird species have been recorded in the region, such as the wild crow (*Cyanocorax cristatellus*), large-billed antwren (*Herpsilochmus longirostris*), streamer-tailed tyrant (*Gubernetes yetapa*), helmeted manakin (*Antilophia galeata*), yellow-faced parrot (*Alipiositta xanthops*), and varied surucuá (*Trogon surrucura*).

Pântano Farm recorded seven endemic species of the Cerrado.

Rarity

Rare species listed during monitoring include the black-banded owl (*Strix huhula*) and king vulture (*Sarcoramphus papa*).

Threatened Species

In 2023 we registered several threatened birds: the curassow (*Crax fasciolata*) and the sharp-tailed grass tyrant (*Culicivora caudacuta*), classified as vulnerable to extinction by the International Union for Conservation of Nature (IUCN); the black-banded owl (*Strix huhula albomarginata*), classified by the National List of Threatened Species of the Ministry of the Environment (MMA); and the crowned eagle (*Urubitinga coronata*), which is in danger of extinction in the red books of nationally and internationally threatened animals.



Chestnut-eared aracari (*Pteroglossus castanotis*)



King vulture (*Sarcoramphus papa*)



Large-billed antwren (*Herpsilochmus longirostris*)



Water Resources Indicators

Quantitative: Water Extraction for Forestry Operations

The water consumption, from underground and surface capture for forestry operations, is controlled to ensure the conscious use of resources for seedling production, implementation, and forest maintenance.

Data is stratified and analyzed for compliance with criteria, parameters, and goals.

The result is that water extraction for forestry projects adheres to technical recommendations and state legislation.

Microbasin

Eldorado Brasil participates in PROMAB (Cooperative Program on Watershed Monitoring and Modeling), which focuses on using experimental watersheds to assess the effects of forest management on water resources.

Quantitative and qualitative data from the microbasin are collected and made fully available for regional and state hydrological studies.

From the analysis, it is confirmed that forest management has not altered the physical and chemical parameters of water quality.

Qualitative: Nurseries, Streams, and Farms

Monitoring aims to verify underground and surface water quality through water analyses following applicable legislation. Studies are carried out in three stages:



1. Production of Seedlings: Analysis of water potability from nursery wells, with parameters monitored to comply with human consumption standards.

2. Streams in Forest Stands: Monitoring water quality upstream and downstream to measure changes from forest management.

3. Tubular Wells on Farms: Analysis of the potability of groundwater in wells distributed in management areas where there is human consumption. This monitoring makes it possible to ensure the quality of the water consumed by the employees, defining preventive measures, if necessary.



Soil Indicators

Solid Wastes

Eldorado Brasil implements management measures to handle Class I and II waste, monitoring monthly generation in forestry operations to prevent soil contamination.

The procedure includes agrochemical packaging control and solid waste disposal.

PRADE

Monitoring PRADE (Degraded Area Recovery Projects) verifies soil changes or degradation. Recent monitoring results indicate the natural regeneration of erosion processes, improving the local habitat.

Based on the results of the last few years of monitoring, it is possible to confirm that the erosive processes are naturally regenerating, improving the local habitat. Similarly, the measures implemented by Eldorado effectively mitigate the potential impacts of forest management.



Atmospheric emissions indicators

Black smoke emission

Evaluates and monitors black smoke from the diesel cycle equipment fleet, to verify any changes regarding the compromise of air quality because of forest management activities.

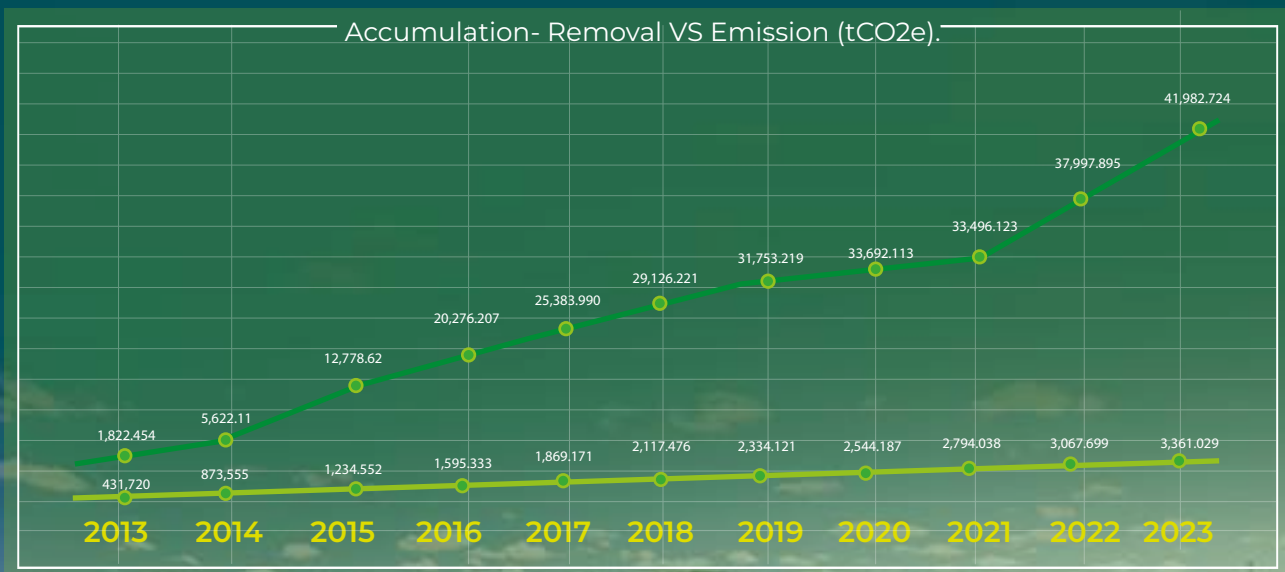
Vehicles and equipment undergo regular monitoring as part of the preventive maintenance program, which enhances emissions control by reducing black smoke.

CO2 removal

Since the beginning of operations, Eldorado Brasil has carried out the Greenhouse Gas Emissions Inventory, developed based on the guidelines of the GHG Protocol*.

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

Areas planted with eucalyptus contribute to remotion of carbon dioxide (CO2) from the atmosphere due to their growth. Furthermore, all planting areas have native vegetation and contribute to the carbon balance (removal VS emission).



Accumulated removals Accumulation scope 1 + 2

Ecosystem services

Eldorado Brasil became one of the first companies in the country to receive a recommendation for the FSC® Ecosystem Services Declaration, a complement to forest management certification which confirms the positive impacts of the activities on biodiversity conservation, carbon sequestration and storage, and river basins.

1. Biodiversity conservation Location: AHCV Pântano

The area is known for its rich environment, and the conservation measures in place effectively preserve its species and the ecosystem. The monitored species include medium and large mammals, birds, reptiles, and fish.



Paradoxical frog (*Pseudis platensis*)

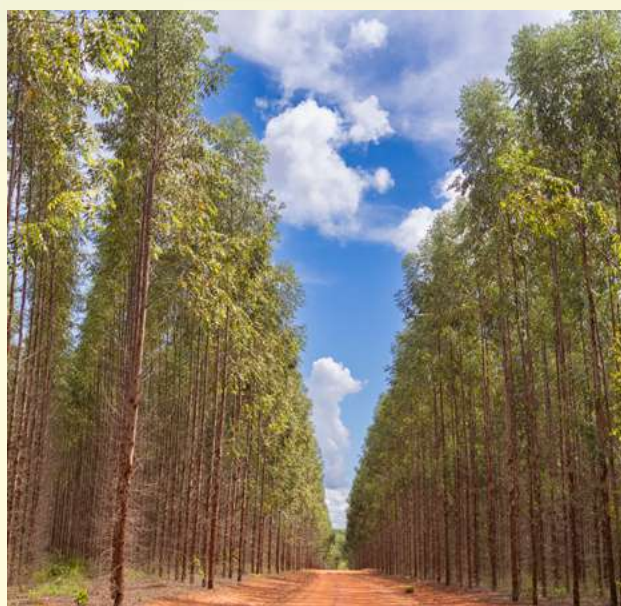
2. Services in watersheds Location: AHCV Pântano

The water quality at Pântano Farm was maintained, even with forestry management on site. Monitoring occurs through physical-chemical analyses and other preservation measures.



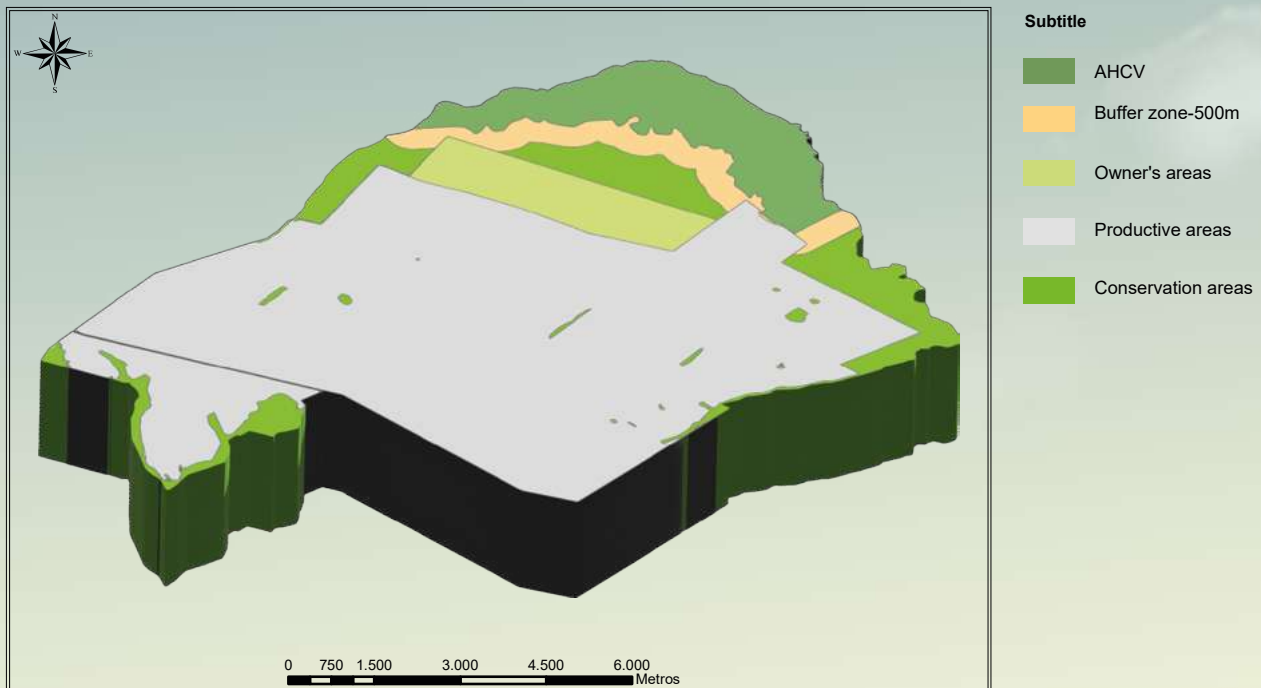
3. Carbon sequestration and storage Location: All certified farms

The positive carbon balance of forests was highlighted, playing an important role in mitigating climate change due to the ability of forests to store carbon in their trunk, branches, leaves, and roots as they grow. To this end, gas removals and emissions are measured in certified areas, both planted and native.



AHCV (Areas of High Conservation Value)

AHCV are forest or other vegetation-type areas whose importance is particularly high for social or environmental reasons. Eldorado Brasil's leased Pântano Farm, located at Selvíria (MS), is considered AHCV.



Pântano Farm

The site includes a pond section near the Pântano Stream, which connects to the Paraná River. It is classified as AHCV due to its characteristics falling under types 1 and 4. The total area of the AHCV is 1,341 hectares, with 915 hectares being the pond area and 426 hectares being the buffer zone.

HCV 1

Areas highly valued by their rich global, regional, or national biodiversity.

The pond area at the Pântano Farm is exceptional in that it is used by ichthyofauna and herpetofauna on a seasonal basis or in specific life stages, such as migration or reproduction. In this way, it constitutes a vital area for refuge and reproduction of certain species.

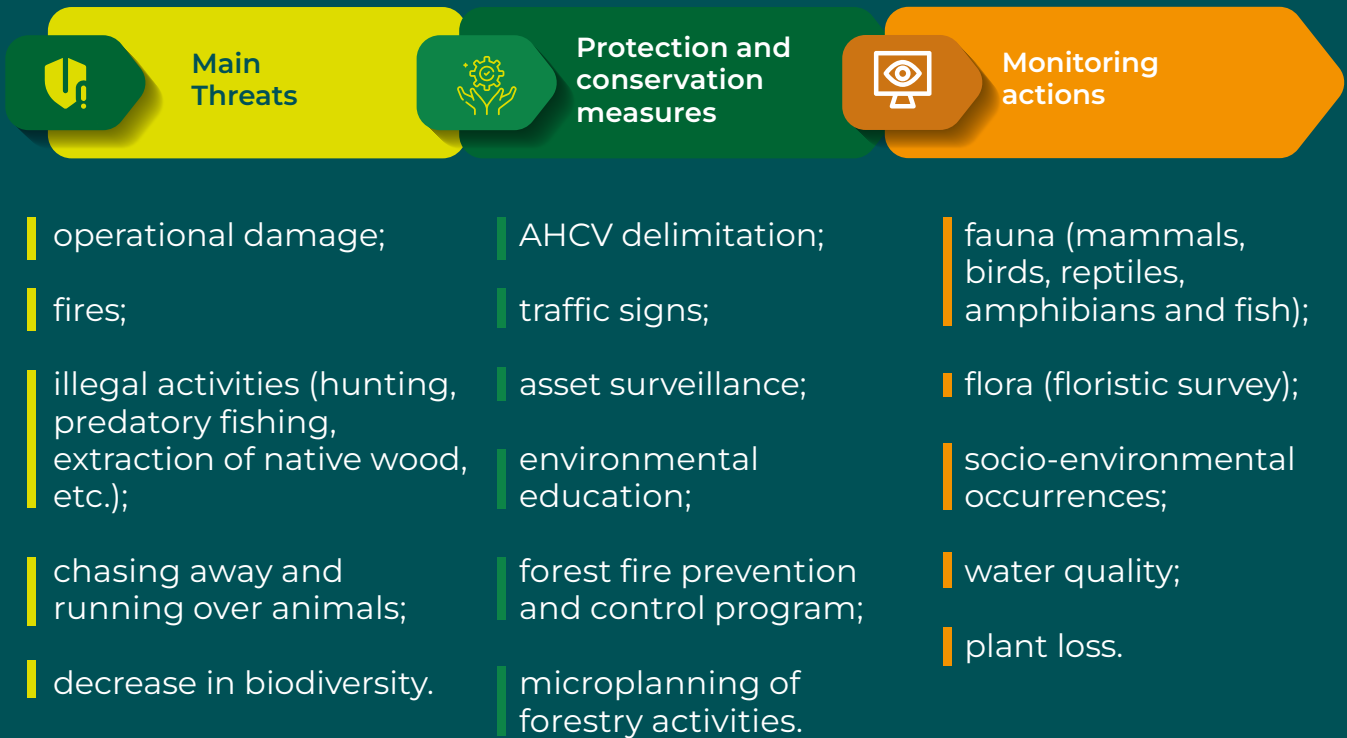
HCV 4

Areas that provide basic environmental services in critical situations.

The area becomes even more relevant as it is essential for preventing floods, regulating the flow of water courses and maintaining water quality.

Protection of AHCV Pântano attributes

Some protection and conservation measures are taken to ensure the safety of Pântano Farm. Their effectiveness is evaluated through the monitoring plan, created to determine the ideal frequency and intensity of analyses, in accordance with previous studies.



Main results of flora monitoring

Intensity: AHCV and Buffer Zone.

Frequency: the vegetation type and phytosociological aspects of native fragments are evaluated every four years.

Results: in both the Buffer Zone and the AHCV area, the richness is significant and follows the floristic patterns of the region. During the campaigns, several species were recorded, with emphasis on protected and threatened species, such as:

Souari nut
(*Caryocar brasiliense*)



Kingwood
(*Astronium fraxinifolium*)



Amburana
(*Amburana cearensis*)



Main results of birdlife monitoring

So far, 185 different bird species have been recorded. Despite this significant number, it is anticipated that additional species have yet to be discovered. Of the birds already identified, only one - bare-faced curassow (*Crax fasciolata*) - is currently at risk, classified as vulnerable to extinction by the IUCN (2023). The endemic species identified are:

Curl-crested jay
(*Cyanocorax cristatellus*)



Helmeted manakin
(*Antilophia galeata*)



Streamer-tailed tyrant
(*Gubernetes yetapa*)



Main results of mammal fauna monitoring

23 species have been recorded to the date of this publication, of medium and large size, representing the terrestrial mammal fauna. 7 of them are threatened with extinction, according to the classification of the national and international list of threatened species:

Brazilian tapir
(*Tapirus terrestris*)



Considered vulnerable to extinction by the national (BRASIL, 2022) and international (IUCN, 2023) lists.

Giant armadillo
(*Priodontes maximus*)



Considered vulnerable to extinction by the national (BRASIL, 2022) and international (IUCN, 2023) lists.

Marsh deer
(*Blastocerus dichotomus*)



Considered vulnerable to extinction by the national (BRASIL, 2022) and international (IUCN, 2023) lists.

Main results of herpetofauna monitoring

The monitoring campaigns recorded 28 species belonging to 14 genera and 8 families.

At all the sites, we noted the presence of vocalizing amphibians, indicating that the areas are being used for breeding. We observed that each area has specific microhabitats perfect for species reproduction. Additionally, each sampled point showed the dominance of a certain species, namely:

Chaco treefrog
(*Boana raniceps*)



Water snake
(*Helicops infrataeniatus*)



Dwarf treefrog
(*Dendropsophus nanus*)



Main results of ichthyofauna monitoring

Throughout the campaigns, 49 species of fish were recorded, including redeye piranha (*Serrasalmus rhombeus*), tucunaré (*Cichla* sp.), and silver croaker (*Plagioscion squamosissimus*).



Social management



Social management

Eldorado conducts its operations to create positive value for society. Therefore, local development with social responsibility is one of the company's main pillars, as building genuine partnerships and a transparent and close relationship with stakeholders are part of its culture.

The company's social management system can be seen in the diagram below:



Identification of traditional and Indigenous communities

A study was conducted to identify the presence of traditional Indigenous communities in the area influenced by the company's eucalyptus plantations.

The surveys were realized through information from the competent organ and on-site visits, confirming that there aren't Indigenous peoples, nor traditional communities within the areas influenced by the project (a 3 km radius).

Assessment of social aspects and impacts

Eldorado Brasil evaluates the negative and positive socioeconomic aspects and impacts of eucalyptus operations and extension through direct engagement with potentially affected communities.

The company plans and implements measures to control aspects and mitigate impacts, including concerning social projects.

Our Sustainability area monitors social aspects and impacts and reviews the social matrix, covering communities adjacent to the company's Management Units.

Community planning and support

To mitigate any impact on adjacent communities, the company plans all its activities, through the engagement of local people, public authorities, and the company's operational sectors. The results generate benefits for all parties involved, with actions that involve:



truck route definitions



wetting points



building



road maintenance

Relationship with interested parties

Eldorado Brasil ensures involvement with all interested parties, such as settlements, districts, public bodies, and institutions, demonstrating solid relationships with stakeholders.



Socio-environmental Relationship and Engagement (RES)

It aims to maintain direct communication between Eldorado Brasil, residents, neighbors and communities directly affected by management activities.

Interested parties are identified by the COPS team (Sustainable Planning Operational Committee), through a checklist forwarded to the Sustainability sector, responsible for evaluating the affected group and programming socio-environmental visits.

During the Sustainability team visit, environmental, social information, and economic activities are recorded.

On that occasion, an activity notice is delivered containing a telephone number, thus establishing a channel of dialogue between the parties and promoting integration between Eldorado Brasil and the community.

Demand Center

All requests, complaints, compliments, and information from the community are registered in the Demand Center.

After registration, demands are analyzed with a view to full, partial, or non fulfillment.

Eldorado Brasil is committed to providing feedback on all demands and informing the applicant of the analysis result. Unfulfilled orders are stored for future partnerships.



Social projects

The development of social projects involving technical assistance and rural extension improves the life quality of families living in rural areas around Eldorado's operation sites.

Check out some of our projects:

Pomar Project

It seeks to increase the diversity of products from the settlements, through the availability of kits containing all the necessary structures for drip irrigation, in addition to 650 certified Tahiti lemon seedlings.

In the future, it aims to offer technical assistance through the National Rural Learning System, which will accompany producers throughout the production phase, instructing fruit growing, sales, and negotiation techniques with the market.

Raízes Project

It aims to enhance and increase the cultivation of tubers, especially cassava, a relevant crop in the region. In addition to regularizing the rural producer's association, the expectation is to increase cassava production in the settlements.

Another action is the donation of agricultural machinery, to increase production capacity, optimize time, and reduce farmers' physical effort.



**OUR
SOCIAL
PROJECTS**

**INCREASE THE LIFE OF
RURAL COMMUNITIES**

**POMAR PROJECT PROVIDED STRUCTURE KITS, IN
ADDITION TO 650 TAHITI LEMON SEEDLINGS.**



**THE DONATION OF AGRICULTURAL
MACHINERY IS PART OF OUR AGENDA.**

Debrasa Project

It aims to increase production, particularly of tubers, empower families, ensure food security, and generate additional income.

What has been done: structuring the area, subsoiling, irrigation, transfer of inputs and vegetable seedlings, and technical and sales methods training for rural producers.

PAIS (Integrated and Sustainable Agroecological Production)

It is a project that allows small farmers to practice organic agriculture, that is, produce without using agrochemicals, with the concern of preserving the environment, providing food security, and promoting economic development.

In partnership with Sebrae (Brazilian Support Service for Micro and Small Businesses), Eldorado implemented 45 PAIS kits in settlements in the municipalities of Três Lagoas and Selvíria.

The crops are sold at fairs, schools, and other institutions. In addition, Eldorado also purchases the factory's cafeteria.

As a result of this project, from the beginning of commercialization until December 2023, more than 180 tons of products, including vegetables, were sold to Eldorado restaurants, providing healthy food for employees.



Social actions and transfers

Donation of 6 bicycles to outstanding students in the Patrulha Florestinha and Pelotão Mirim projects, developed by the Environmental Military Police and the Brazilian Army, in partnership with the Social Assistance Secretariat of Três Lagoas.



Donation of 2,000 blankets to the Warm Clothes Campaign for Public Servants in Mato Grosso do Sul, which benefits socially vulnerable families.



Donation of 20 m³ of wood for the charity event at Hospital Auxiliadora, to raise funds to furnish the hemodialysis ward, which serves SUS (Health Unic System) patients.



Around 30 people benefited from the communities' technical training program. The courses offered were:

- Preventing and combating forest fires;
- Cassava production and derivatives;
- Citrus orchard management.



Around 2,000 students received oral hygiene kits and guidance on personal hygiene. The action was carried out in communities in partnership with schools and health departments.



Donation of 770 doses of H1N1 flu vaccines to municipalities in the region of operation, to offer health care to the population.



Volunteer Program

The AME Program aims to provide actions that develop the concept of volunteering and social responsibility among employees.

The volunteers are part of AME spontaneously and offer their time, work, and talent to social and community causes, improving people's quality of life. Several actions were developed throughout 2023, including:

- ♥ collection of chocolates at Easter
- ♥ clothing campaign
- ♥ campaign of the coat
- ♥ visit to elderly people's homes
- ♥ Christmas Solidarity campaign
- ♥ Children's Day in foster homes



PES (Eldorado Sustainability Program)

PES promotes environmental education activities to raise awareness for sustainable development, effectively establishing the association between environmental preservation and economic and social development. The program also focuses on promoting out social actions in the municipalities influenced by the company, with the target audience being schools, communities, and employees.

PES for schools

● Eldorado Values in Schools

Consists of classes taught by Eldorado employees from different sectors, providing knowledge about the importance of eucalyptus in conserving biodiversity, mitigating climate change, preventing forest fires, and the production of renewable energy.



- **Planting seedlings in celebration of Arbor Day**

The action took place at Escola Municipal Rural Cirilo Anoena da Costa, in Inocência (MS), with the planting of seedlings of native species and a conversation about environmental education and Eldorado's work in nature conservation.



PES for communities

- **Planting seedlings in celebration of Arbor Day Week**

The action was carried out with students from the Junior Platoon and members of the Brazilian Army, at the barracks in Três Lagoas (MS). The aim was to encourage sustainable practices and reinforce the importance of trees.



- **Conscious Community Meeting**

Meeting with residents of the São Pedro community, in Inocência (MS), to promote active and transparent engagement with residents.

The occasion featured lectures on traffic awareness and topics related to environmental education.

PES for employees

- **Internal communications**

The objective is to raise awareness and publicize the company's environmental programs, some of the topics covered in 2023 are:

waste disposal;

commemorative dates on the environmental calendar;

the biodiversity of the project's area of operation;

green energy;

and conscious water consumption.



Corporate management



Eldorado Brasil is a successful company, with an engaged, innovative, and obstinate team in overcoming challenges. Our achievements pass through the hands and minds of the Eldorado team, which makes history happen.

Valuing people is at the center of the company's growth strategy and is part of our organizational culture. We invest in development, engagement, and professional training actions and programs as a way of maintaining our competitiveness and valuing the team.

Eldorado Brasil's corporate management involves several aspects:





Generation of employment

One of the most important social impacts of forest management activities.

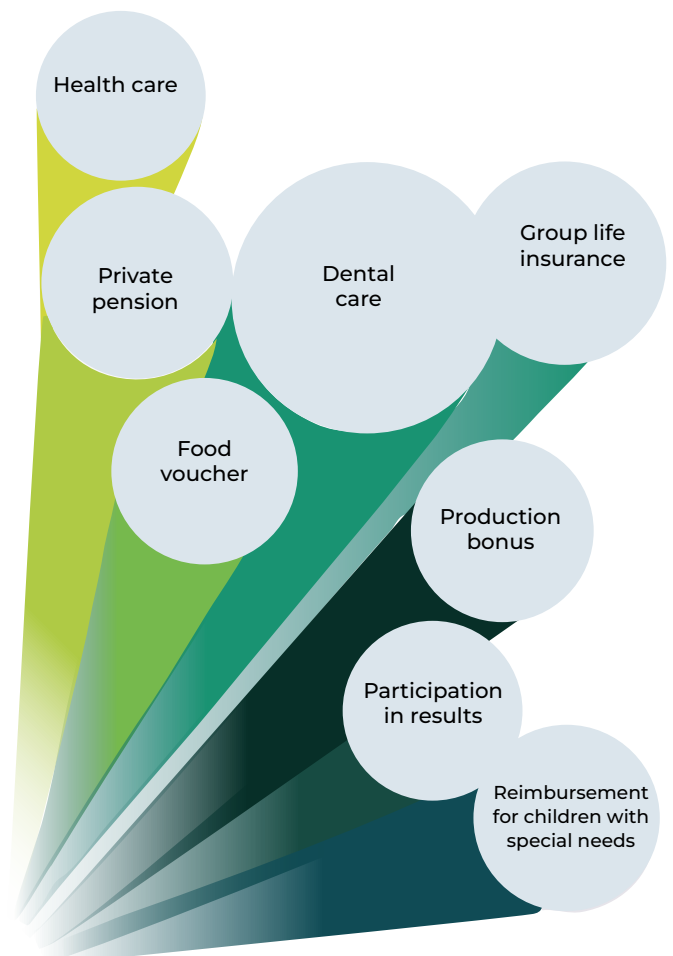
Eldorado Brasil generates constant demand for hiring new employees and provides an improvement in the income of those already hired, with payment of variable remuneration and a benefits package that extends, in some cases, to their family members.



Benefits

To promote the well-being of its employees, the company offers several benefits aligned with best market practices.

Aids and benefits:



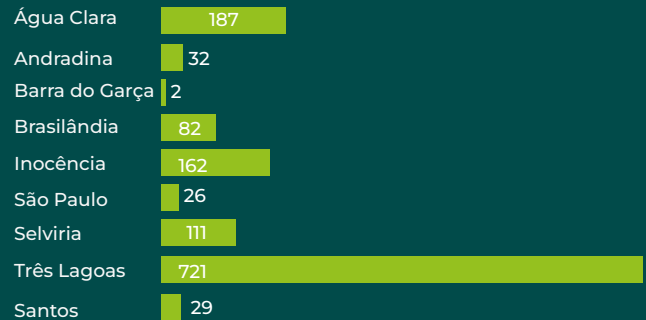
Attraction and selection

The process is transparent, and values diversity, the local community, and people aligned with our company's beliefs. The opportunities offered are open to all professionals, without distinction of race, color, gender, or special needs.

Valuing local labor

In selection processes, local labor is always prioritized. Professionals are mapped in nearby settlements, in addition to publicity on social media, WhatsApp, radio, banners, and pamphlets placed at strategic points in the communities.

Hired by area of activity



Super Talents Program

The goal of the program is the social inclusion of young people and students in the job market, in addition to professional development, targeting theoretical and practical skills that can help prepare them for their careers.



Young Apprentice: for young people aged 18 to 22, studying or having completed high school.



Interns: aimed at higher education students from different courses.



2023, 31 young apprentices and 11 interns were hired

Nossa Gente Florestal

The Nossa Gente Florestal program has a solid commitment to the well-being and development of employees who perform essential functions in the field. The goal is to provide a safe, welcoming, and comfortable workplace, in alignment with the rural employee's life purpose. Some of the actions are:



Acelera Florestal Project

Group of volunteers dedicated to offering classes to employees seeking to acquire secondary and primary education certificates through the ENCEJA Brazilian test (National Examination for Certification of Skills for Young People and Adults).

Career track

It maps courses, training, and technical and behavioral qualifications necessary to boost professional growth, in addition to indicating in a clear and accessible way the different paths available to advance in careers within the company.

Prato no Ponto system

In 2023, Eldorado Brasil innovated food access to rural employees, putting into practice the Prato no Ponto system.

It became possible to choose a meal every day from a diversified menu, which arrives at the employee's table wherever they are, at the ideal temperature for consumption.

The new system is a revolutionary food engineering, which applies technologies from food selection to preparation and serving.



Meal factory located in Selvíria (MS).



Production capacity of 65 thousand lunch boxes per month.



7 distribution points in different municipalities.

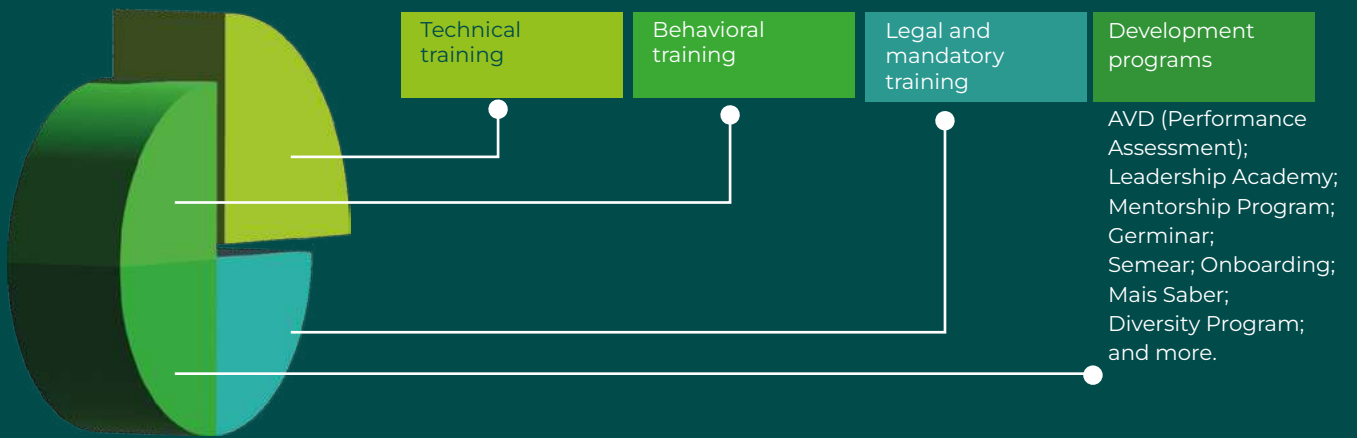


Organizational development

Eldorado Brasil is committed to fostering the growth and development of its employees by aligning them with the company's culture, values, and objectives. Our focus extends beyond technical or legal training, as we aim to guide our employees through a comprehensive process of education, requalification, and behavior change.



The training courses cover a wide range of topics, including:



Training Statistics (2023)



Some training delivered in 2023:

Integration program

It is essential to welcome newly hired employees with an effective immersion in the organizational context, that's why the integration program offers an in-depth and comprehensive look at the company's values, mission, institutional vision, and drivers. It also includes crucial information about internal human resources processes, occupational safety, worker health, and the environment.

Trainee Mechanic Qualification

It offered training to 131 participants, focusing on developing the technical and practical skills necessary for the role of trainee mechanic. It was a total of 4,733 hours and included comprehensive instruction in preventive and corrective maintenance, fault diagnosis, and efficient use of tools and equipment.



Leadership onboarding

The program seeks to offer a repertoire to new leaders and make them reflect on their leadership skills and their role in people management issues, based on our internal processes. Furthermore, participants enjoy moments of exchanging experiences. With the participation of 71 employees, training totaled 1,528 hours in 2023.





Culture Journey



It involved the participation of 302 employees from the Forestry Department, totaling 2,416 hours. It was a moment of immersion in Eldorado Brasil’s culture, values, beliefs, and guidelines, strengthening the exchange of knowledge and promoting a deeper understanding of the principles that guide decisions and actions.

Leadership Journey – I’m a Leader, Now What?

It is designed for employees who have recently been promoted to leadership roles or are about to become leaders. The program is focused on developing essential leadership skills, including effective communication, feedback, decision-making, team management, and conflict resolution. In 2023, 48 employees participated in the program, totaling 310 hours.

Germinar - Training of leaders

The program aims to provide thorough training for coordination and specialist levels. It covers a variety of topics including interpersonal skills, effective communication, team management, and conflict resolution. This training is dedicated to developing leaders, with a strong focus on long-term development. In 2023, 26 employees participated in the program, totaling 1,326 hours.

Health and well-being

Eldorado Brasil prioritizes promoting employee health by proactively addressing risk factors and working to prevent occupational and non-occupational illnesses. The company has developed various actions and programs to improve the quality of life of its employees, including occupational, admission, periodic, return-to-work, and dismissal exams.

Some of the initiatives in this area include:

Ritmo Certo Program

It consists of semi-annual follow-up of 270 employees who are hypertensive, diabetic, or have dyslipidemia (high levels of cholesterol and triglycerides).

Vaccination

In 2023, the health team worked on vaccination against Influenza H1N1, with 3,700 doses applied to employees.

Posture and Well-Being Program

Support and assessment of employees who become ill due to musculoskeletal problems. It serves 85 employees.

Occupational Safety

Maintaining and improving the well-being and quality of life of employees is fundamental for Eldorado Brasil. Everyone is committed to building and improving a high standard of quality in work. Safety actions are carried out to raise awareness of the standards to be followed daily. Year after year, active care is an indisputable, vibrant, and latent brand in our team.

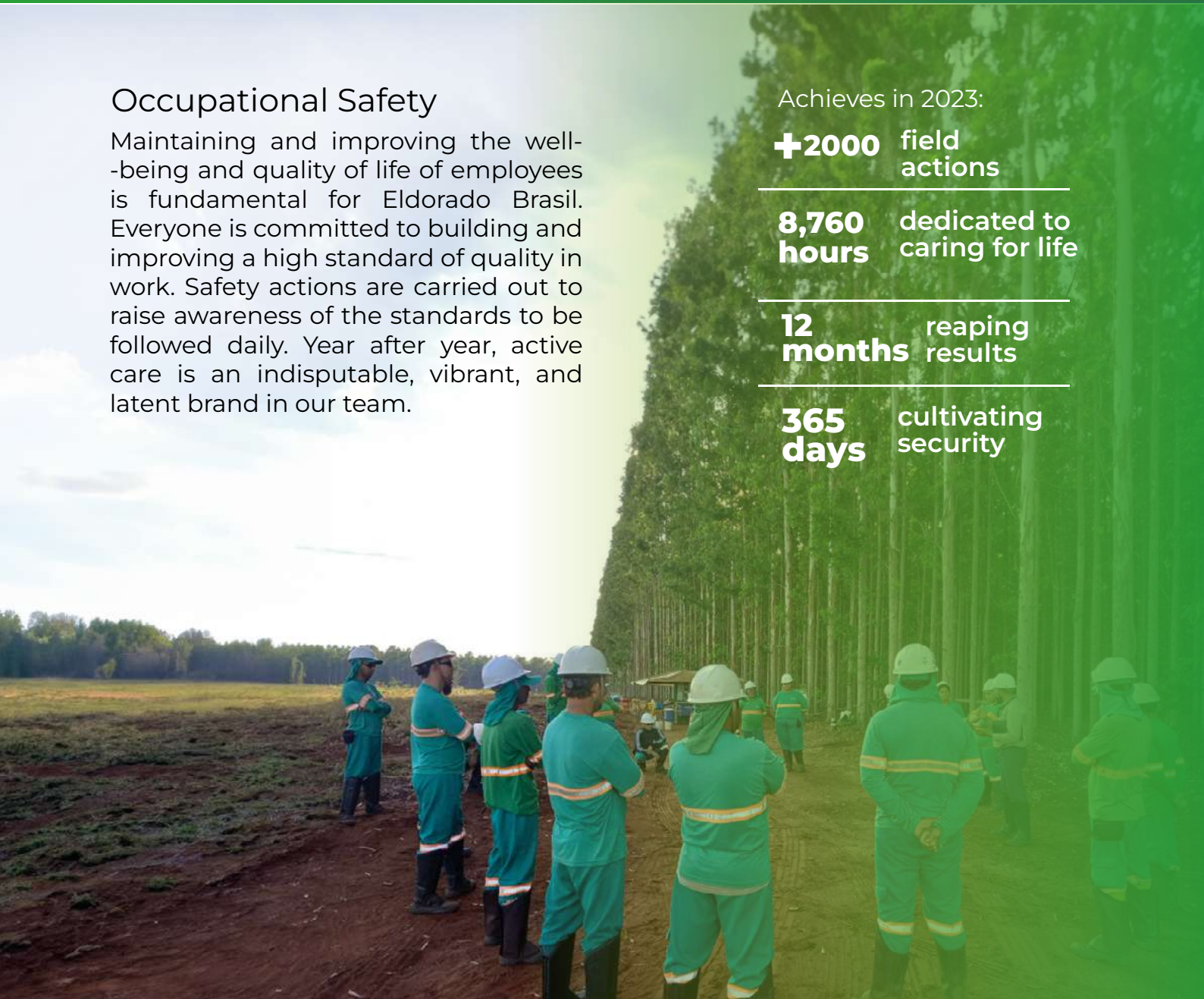
Achieves in 2023:

+2000 field actions

8,760 hours dedicated to caring for life

12 months reaping results

365 days cultivating security





Cuidadosamente Program

A pilot program that aims at preventing mental illness. Participants are evaluated and directed to preventive practices to avoid becoming ill. The proposal started with 160 people.

Gerar Program

The team monitors pregnant collaborators, providing guidance and encouraging participation in conversation groups to exchange experiences. This program serves employees and dependents. An average of 80 pregnant women are monitored annually.

Actions and campaigns in 2023:



Daily Security Dialogue (DDS).



Feasibility study of water-proof sets in the forest nursery.



Partnership with the PRF (federal highway police) for guidance on defensive driving.



Monthly campaigns on safety procedures, risks of improvisation, venomous animals, and other topics.



CIPATR class training (2023-2025 administration).



SIPATR - Internal Week for the Accidents Prevention for Rural Workers - Where is safety? Booths from the HR, Sustainability, Forest Food, Health, and Well-being sectors attended the event.

Internal Communication

To reinforce communication with forestry teams and ensure that company information reaches efficiently employees who work far from administrative units, some communication channels were developed, such as:

Visual Management Framework

These panels are available in all forestry activities, aiming to keep teams updated on indicators, operational results, and other information.

Conexão Magazine

It is a quarterly magazine with focus on employee engagement and a spirit of belonging, covering institutional themes and codes of conduct codes

Intranet

The internal network is called Eldorado Conecta and was created to offer easy access to all information in a single location.

Eldorado Radar

In newsletter format, Radar is a weekly channel that covers general events in the organization. Its function is to shed light on the stories of our people, through interviews and videos.

Dialogue Channels

With transparency, agility in response and attentive listening, Eldorado Brasil manages communication channels to serve the different audiences involved in the business, in different media.



Company site

www.eldoradobrasil.com.br



Telephone :

(67) 3509-0300



Email

sustentabilidade@eldoradobrasil.com.br



Ethics line :

0800 527 5280

linhaetica@eldoradobrasil.com.br

www.linhaetica.eldoradobrasil.com.br

The ethics line channel

This is a channel through which potential violations of the code of conduct, internal policies, and current legislation can be reported to the company. Additionally, you can also make suggestions, ask questions, and give compliments.

All calls are handled internally by an autonomous and impartial team, ensuring confidentiality and professional secrecy. This channel is open to customers, suppliers, partners, involved communities, or any citizen. Eldorado Brasil encourages its stakeholders to use this channel in good faith, with responsibility and a commitment to honesty.



Performance indicators

The indicators express the main operational, environmental, and social results of Eldorado Brasil, demonstrating the evolution of the system and the improvement needs.

Thus, the commitments signed with FSC® and CERFLOR are maintained with regard mainly to environmental and social aspects.

FOREST MANAGEMENT					
Monitoring	Indicator	Unity	2021	2022	2023
Forest Base / Registration	Total area	ha	393,980.39	412,844.22	441,808.29
	Total productive area		249,645.92	263,679.11	285,514.93
	Area available for planting (renovation and implementation)		19,422.05	16,481.84	18,561.42
	Conservation and preservation area		116,696.17	116,857.45	120,145.51
	Other uses		27,638.30	32,307.66	36,147.85
	Total area (FSC and CERFLOR certification)		359,149.95	390,979.38	425,294.07
	% of FSC and CERFLOR certified area	%	91	95	96
Land regularization	Properties registered with CAR/IMASUL	%	100	100	100
Forestry	Planting area (implementation, renovation, and management)	N°	30,223.00	29,188.45	28,699.00
	Production of seedlings (nursery)		14,238.000	17,049.000	16,217.000
	Seedlings acquired on the market		29,154.000	21,951.000	19,390.000
Industrial Production	Volume of wood harvested	m ³ sc	6,160.317	6,411.633	6,538.308
	Volume of wood transported		6,293.719	6,492.305	6,202.270
	Harvested area	ha	24,189.00	23,008.00	20,344.00

INSTITUTIONAL MANAGEMENT					
Monitoring	Indicator	Unity	2021	2022	2023
Workforce	Admissions	n°	302	679	826
	Forestry own employees		3,789	3,616	2,956
Health and occupational safety	Own employees who received integration	n°	302	679	826
	Attendance rate	-	1.06	0.26	1
	Severity rate	-	36	5	11
Training	Training participants	n°	3,433	2,186	3,314
	Hours in qualification and training	h	137,059	137,000	153,833

ENVIRONMENTAL MANAGEMENT					
Monitoring	Indicators	Unity	2021	2022	2023
Wastes	Waste sent for recycling	Ton	179	238	255
	Used oil sent for recycling	L	64,250	80,920	76,030
	Unserviceable tires unit	Unity	3,084	3,468	3,392
Hydric sources	Water consumption (nursery)	m ³ /1000 seedlings	29.7	20.6	23.8
	Water consumption (forestry)	m ³ / ha	3.59	3.23	3.04
Environmental studies	Species of fauna (endemic)*	N°	35	37	39
	Species of fauna (threatened with extinction)*		23	26	28
	Total diversity of species*		731	865	905
	Birds' species		284	321	333
	Mammals' species		57	59	59
	Amphibians' species		31	35	36
	Reptiles' species		27	27	32
	Flora species		332	422	445
	VC e o Bicho Program records		5,166	6,435	6,953
	VC e o Bicho Program species diversity		126	143	165
	VC e o Bicho Program flora species (threatened with extinction)		15	20	20
	VC e o Bicho Program fauna species (endemic)		2	4	4
Environmental education	Affected by the Environmental Education Program	N°	8,213	14,812	33,688

*Cumulative data from previous years

SOCIAL MANAGEMENT					
Monitoring	Indicators	Unity	2021	2022	2023
Community engagement	Relationship and Social Engagement (RES)	N°	31	41	42
	Meeting with Stakeholders (RPI)		138	140	198
	Economic development - Acquisition of organic products	Kg	16,815	17,969	17,433
	Economic development - meals purchased	N°	20,722	23,958	23,779
Communication channels	Request for information	N°	1,878	1,632	869
	Requests from the Demand Center		81	63	73
	Feedback for requests	%	100	100	100
	Forestry activities complaints	N°	26	27	27
	Forestry transport complaints	N°	31	30	33
	Feedback for complaints	%	100	100	100

ADMINISTRATION OFFICE - SÃO PAULO

Av. Marginal Direita do Tietê, 500 São Paulo, SP,
Brazil CEP: 05.118-100 Phone: +55 (11) 2505-0200

INDULTRIAL UNITY - TRÊS LAGOAS

Rodovia BR 158 km 231 Três Lagoas, MS, Brazil
CEP: 79.641-300 Phone: +55 (67) 3509-6970

NURSERY OFFICE - ANDRADINA

Rodovia Marechal Rondon, s/nº, km 641 São
Francisco – Andradina, SP CEP: 16901-340
Phone: +55 (18) 3702-5700

CHINA OFFICE

1376 Nanjing West Road - 7th Floor Off I CE 706
- Shanghai 200040 China Tel: +86 21 6039 7903
Fax: +86 139 1795 3957

CELLULOSE ELDORADO AUSTRIA GMBH

Schwertgasse 2/XVIII
Cellulose Eldorado Austria GmbH
Tel: +43 1 532 24 1022
Fax: +43 1 532 24 1090

ELDORADO CELLULOSE USA, INC.

INC 1815 Griff in Rd, Suite 302, Dania Beach,
United States.
+1 203 208 2279

CONTACT ETHICS LINE

0800 527 5280

For more information, visit the website

www.eldoradobrasil.com.br

Suggestions and comments about this docu-
ment, contact us by phone +55 (67) 3509 6970
or directly at the Department of Sustainability,
by phone +55 (67) 3509-6109 or email:
sustentabilidade@eldoradobrasil.com.br

Access our material by
scanning the QR code





Eldorado Brasil
Forest Stewardship Plan