

# DIANA BIOENERGIA

## 2022 SUSTAINABILITY REPORT





# CONTENTS

ABOUT THE  
REPORT

6

DIANA  
BIOENERGIA'S  
ORGANIZATIONAL  
PROFILE

10

MESSAGE  
FROM THE BOARD

8

GOVERNANCE

12

ENVIRONMENTAL  
MANAGEMENT

50

PEOPLE AND  
SOCIETY

22

FINAL CONSIDERATIONS

70

ECONOMIC  
PERFORMANCE AND  
VALUE GENERATION

42

GRI SUMMARY

72

CREDITS

81

# ABOUT THE REPORT

[GRI 2-3]

We at Diana Bioenergia are thrilled to present our first sustainability report, which was prepared in accordance with the GRI (Global Reporting Initiative) 2021 standards.

We believe that sustainability is the foundation of our business and that we have a responsibility to care for people and the planet. Our Company values transparency as a foundation for trust and understands that communication is essential for an open and honest dialogue with our stakeholders.

We recognize the relevance of issues related to the sugar-energy sector, both locally and globally. We understand the critical role we play in the transition to a low-carbon economy. To this end, we constantly monitor and evaluate our practices as well as their environmental, social, economic, and governance impacts, in order to implement measures and continually improve our processes.

This report represents another step in Diana Bioenergia's ongoing search for a responsible and transparent operation. It includes our performance from January 1, 2022 to December 31, 2022, except for the divergent period of our financial report, which follows the 2022/2023 crop year. The content covered in each of its chapters meets the priority themes defined by our stakeholders in a materiality process carried out at the end of 2022. Additionally, we are also sharing our sustainability strategy for the future, which is aligned with our values and goals as a company.

We highlight the initiatives that we have developed in our processes and value chain, intending to minimize environmental impacts and promote social inclusion, in accordance with the 17 SDGs (Sustainable Development Goals) established by the UN (United Nations), aiming to build a more just and inclusive world.

We hope that this publication, which reflects our commitments and challenges, will contribute to the construction of a more sustainable and prosperous world for everyone and constitute a new means of communication with our stakeholders, further deepening and strengthening our ties. We encourage questions, comments, and criticism about this report. You can contact us through our email at [sustentabilidade@dianabioenergia.com.br](mailto:sustentabilidade@dianabioenergia.com.br).

We thank everyone who is part of this journey with us and invite you to explore this report for a comprehensive view of our sustainability efforts and results.

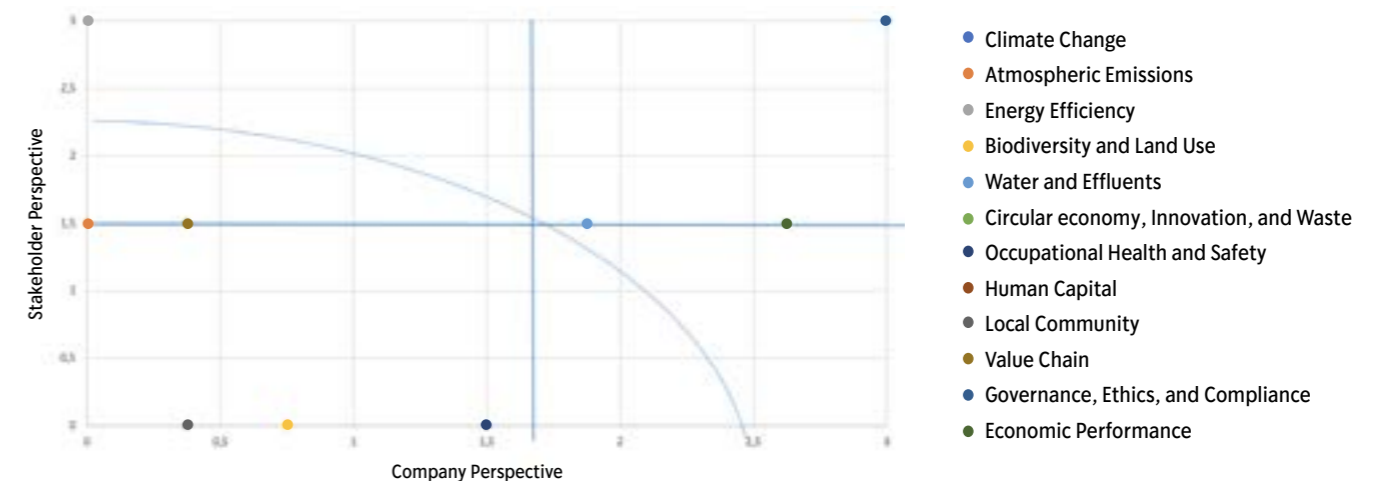
## MATERIALITY [GRI: 2-29; 3-1, 3-2]

In the process of defining the materiality of this report, the identification of material topics was carried out in two stages:

- Analysis of internal documents, sectoral studies, and reference publications in the sector, among others; including benchmarking with companies in the sector;
- Quantitative and qualitative research with top management and main stakeholders (employees, sectoral entities, unions, service providers, suppliers, financial institutions, customers, and government bodies), through interviews and questionnaires.

Based on the analysis of all results and the definition of the weighting for the interviews, Diana Bioenergia's top management approved the 5 material topics, among the 12 raised, to compose its materiality matrix:

### Material topics | Materiality Matrix



Diana Bioenergia then presents in this report five priority topics in depth, in addition to reporting the relevant sectoral indicators.

Pillars of the Sustainability Strategy	Material Topics	Related GRI Aspects	Related SDGs
Corporate Governance	Governance, Ethics, and Compliance	2, 3, 204-1, 205-1, 205-2, 205-3, 206-1	16
Strategy and Performance	Economic Performance	2, 3, 201-1, 201-2, 201-3, 201-4, 202-1, 202-2, 203-1, 203-2, 204-1, 207-1, 207-2, 207-3, 207-4	8
Valuing of People	Human Capital	2, 3, 401-1, 401-2, 401-3, 404-1, 404-2, 404-3, 405-1, 405-2, 406-1	3, 4, 5, 8, and 10
Tackling Climate Change and Environmental Preservation	Water and Effluents	3-3, 303-1, 303-2, 303-3, 304-4, 303-5	6 and 12
	Energy Efficiency	3-3, 302-1, 302-2, 302-3, 302-4, 302-5	7, 9, 12, and 13

Our Company recognizes the importance of relationships with stakeholders, whose approach is mainly led by members of senior management. At Diana Bioenergia, we value continuous dialogue and interaction with our strategic stakeholders. To ensure effective engagement, we mapped these stakeholders, taking into account an impact and influence analysis for the materiality process developed for this report.

# MESSAGE FROM THE BOARD

[GRI 2-22]

At Diana Bioenergia, we have demonstrated that, despite the challenges, our resilience and commitment prevailed. Thanks to the commitment and dedication of our team, we have managed to overcome adversity and move towards success.

We have implemented strict health and safety protocols to protect our employees and local communities, ensuring the continuity of our operations in a responsible manner. We have learned valuable lessons about adaptability and agility in uncertain times, and these experiences have shaped our future. Even with the world facing significant challenges over the last few years with the persistence of the COVID-19 pandemic, the outbreak of the Ukrainian War in 2022, and the intensification of extreme weather events, we have faced obstacles with excellence.

This first sustainability report from Diana Bioenergia is a milestone in our 42-year history and highlights significant achievements during this period. We were able to maintain our bioenergy production in an efficient and sustainable way, providing essential products for people's energy needs. In the agricultural area, we have achieved excellent productivity and received an awarded in 2023 given by the Sugarcane Technology Center (CCT – Centro de Tecnologia Canavieira) and IDEA Group, for the second consecutive year, as a two-time champion of Agricultural Productivity in the Araçatuba Region in the 2022/2023 harvest.

We ended the 2022/2023 harvest with our milling record, reaching 1.6 million tons, all with industrial efficiency. We achieved excellent financial ratios, with emphasis on the Working Capital Index (NWC) above 1.50, a favorable ratio of Net Debt in relation to EBITDA, which remained below 1.0, and a Net Profit for the fourth consecutive year on the bottom line of our balance sheet. It is important to point out that this balance sheet has been audited by external audit companies, belonging to the “Big Four” group, for 11 years.

Diana Bioenergia is driven by the valuing of our human capital, with the implementation of good ESG practices, always having as its main value the health and safety of our employees, always focused on having a “ZERO Accidents” Harvest. It is equally important to emphasize that, in the 2022/2023 harvest, the awards and the Profit-Sharing Plan (PSP) provided all employees with at least the equivalent of an extra annual bonus salary. This initiative highlights Diana's commitment to valuing its employees.

Looking to the future, we are committed to remaining the reference plant that we have become in the bioenergy sector. Our ambition is to strengthen our position as a reference in the sustainable production of clean and renewable bioenergy, contributing to the transition to a low-carbon economy.

To achieve this goal, we invest in cutting-edge technologies and sustainable solutions that optimize our performance and further increase our commitment to the entire ESG scope. We will seek opportunities to diversify our energy matrix, exploring renewable sources and expanding our energy generation capabilities.

Furthermore, we will continue to improve our social responsibility practices, seeking to create shared value with the communities where we operate. Our purpose goes beyond bioenergy production as we seek to promote sustainable socioeconomic development, support education, and strengthen partnerships with local organizations to drive progress in our region. The Conhecer Project, the Semear Eco Project, the implementation of the Khan Academy platform, among other various actions developed by Diana Bioenergia in Avandava-SP, are examples of this.

We recognize that our success depends on the continued engagement of our stakeholders. Therefore, we are committed to maintaining an open and transparent dialogue, listening to your expectations and concerns, and working together to face the challenges that lie ahead.

With a future-oriented vision, Diana Bioenergia has established a partnership with COPERSUCAR starting in 2023. This strategic decision reflects the Company's commitment to seeking new means of growth and strengthening its operations in the sector.

Working without losing energy and counting on an excellent team, we are excited about the opportunities



that lie before us and confident in our ability to overcome obstacles and achieve our ambitions. We count on your support and partnership on this journey, always motivated by what the future holds for our Company, praying that the Lord our God continues to bless us and protect us with his Generous Hand.

We thank everyone who has helped us build Diana's history so far and we invite everyone to learn a little more about Diana Bioenergia on the following pages.

Enjoy.

**Leonardo de Freitas Perossi**  
Director of Finance and Administration

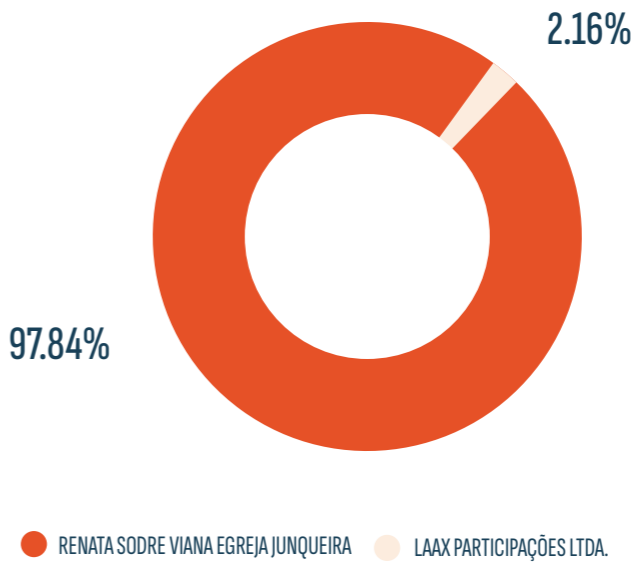
# DIANA BIOENERGIA'S ORGANIZATIONAL PROFILE

[GRI: 2-1, 2-2, 2-6]

Over these last four decades, Diana Bioenergia has built a history of success and growth based on ethics and respect for people and the environment, working tirelessly towards its goal of being a reference in terms of productivity and efficiency, serving as a model for other plants in the region. With the valorization of natural resources and human capital being a pillar of its operations, the Company seeks to improve the quality of its operations and contribute to the construction of a sustainable society capable of facing current challenges and taking advantage of existing opportunities.

Diana Bioenergia is a limited-liability, privately held, family-controlled Brazilian company. Its administrative and industrial structure is based in the municipality of Avanhandava (SP), Brazil, with the main partners and suppliers being the owners of sugarcane crops, which cover the municipalities of Alto Alegre, Araçatuba, Barbosa, Lins, Penápolis and Promissão, in addition to the municipality of Avanhandava itself.

## EQUITY INTEREST



## OUR PRODUCTS AND VALUE CHAIN

[GRI: 2-6]

Diana Bioenergia produces and offers sugar, hydrated ethanol, CBIOS, bagasse, creamed yeast and energy to the market, sold in Brazil and abroad.

In 2022, our Company closed with a Tons of Sugarcane per Hectare (TSH) of 83.23 and a Total Recoverable Sugar (TRS) of 141.39, a feat that led Diana Bioenergia to be decorated as “Two-time Champion of Agricultural Productivity – 2022/2023 Harvest Year – in the Araçatuba Region” in the agricultural productivity awards held by the IDEA Group in partnership with the Sugarcane Technology Center (CTC). We are very proud of this title and it demonstrates the success of our practices, which are the result of hard work and constant improvement efforts undertaken in recent years.

At the end of the reported period, i.e., from April/22 to December/22, we crushed 1,532,909.97 tons of sugarcane, produced 58,537.788 liters of hydrated ethanol and 119,448.35 tons of Very High Polarization (VHP) sugar. Adding the month of March 2023, we totaled a crushing of 1,601,087 and a production of 60,464.089 liters of hydrated ethanol, 122,964 tons of VHP sugar and 70,017 CBIOS.

Production volumes [GRI: 2-6]		
Products	Year	
	2021	2022
Sugarcane (ground in ton)	1,263,251.93	1,532,909.97
VHP Sugar (ton)	105,972.2	119,448.35
Hydrated Ethanol (m³)	45,908.038	58,537.788

# GOVERNANCE

[GRI: 2-9, 2-10, 2-11, 2-12, 202-2]

The Board of Directors, Diana Bioenergia’s highest decision-making and collegial deliberation body, is made up of three members, including a president, a vice-president and an independent member, elected in accordance with legislation. The term of office is two years, with the possibility of re-election.

The chairman of the Board of Directors is Ricardo Martins Junqueira, CEO of Diana Bioenergia. He, together with the other members of this body, works effectively to update and fulfill the Company’s Mission, Vision, and Values and all of the organization’s strategic decisions. **[GRI: 2-12]**

**MISSION:** To produce energy and food from sugarcane within the best sustainability practices, adding and generating socio-environmental and economic values for shareholders, employees, partners, and the community.

**VISION:** To become a reference in the Sugar and Alcohol Energy Sector in our region, through solid growth within the best corporate governance practices, always innovating and breaking paradigms, establishing long-term commitments, building strategic relationships based on trust, always putting Safety, Health, and the Environment (HSE) and the respect for the laws first.

**VALUES:** Ethics, Transparency, Commitment, Trust, Competence, Meritocracy and Respect for HSE.

## Board of Directors

Ricardo Martins Junqueira

Renata Sodre Viana Egreja Junqueira

André Luiz Monaretti

## Positions

President

Vice President

Independent Member

## Executive Board

Ricardo Martins Junqueira

Leonardo de Freitas Perossi

## Titles

CEO

Director of Finance and Administration

The Board of Directors plays a fundamental role in managing the policies and objectives related to the organization’s sustainable development. Additionally, it is responsible for overseeing the Company’s due diligence and other processes, in order to identify and manage economic, environmental, and social impacts. The board also monitors the Company’s engagement with its stakeholders, recognizing the importance of establishing and maintaining solid and transparent relationships with interested parties. These responsibilities ensure a comprehensive and effective approach to sustainability across all of the organization’s activities.

Diana Bioenergia also has several multifunctional and multi-thematic committees to support senior management bodies. Established by the Board of Directors based on organizational analyses and the identification of immediate problems or issues, as well as compliance with applicable legislation, the committees are made up of multidisciplinary teams responsible for developing improvement proposals and reporting specific indicators for their respective area of activity. This approach aims to promote a diverse and integrated perspective in facing challenges and searching for solutions, strengthening the participation and engagement of everyone involved in the organization.



Diana Bioenergia has two main committees. The first is the Board of Directors, whose main role is to evaluate, approve and adapt action plans to execute the Company's strategies, as well as monitor the evolution and fulfillment of established goals. Furthermore, it promotes understanding and joint action between managers, defines continuous improvement projects and their respective responsible parties, approves funds and schedules, establishes regulations and assigns responsibilities and authorities.

The second one is the Management Committee. Composed of the director of the Financial and Administrative area and the managers of the Automotive Mechanics, Controlling, Human Resources, Agricultural and Industrial areas, its role is to promote understanding and joint action between management in establishing the Implementation Plan for the programs defined by the Company, adapting the Planning Committee's guidelines to its area of activity. This committee is responsible for operationalizing and monitoring the development of programs in their respective areas, defining standards, analyzing indicators and disseminating the results of the Excellence Program (EXP), reporting them to the Planning Committee.

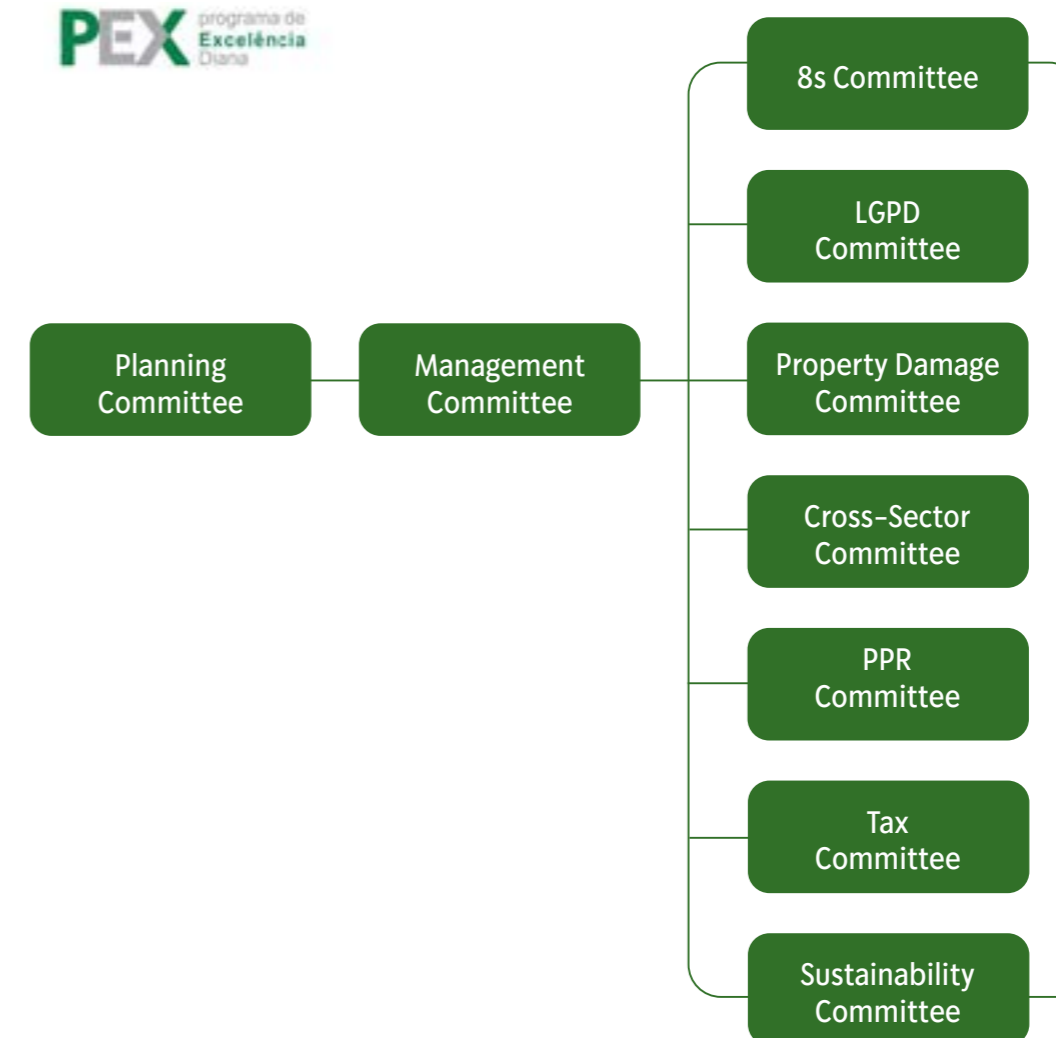
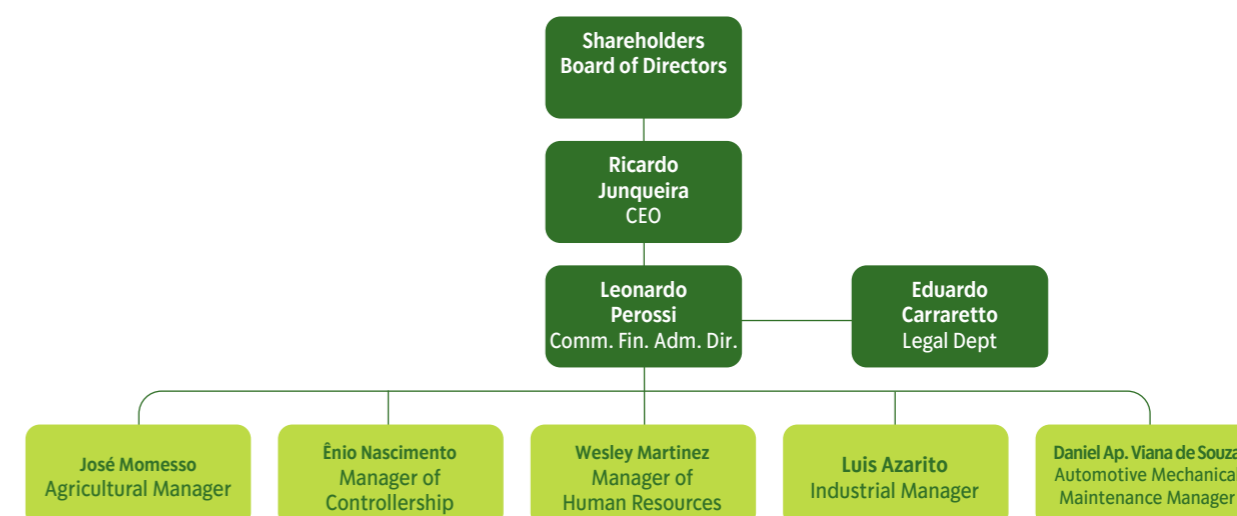
Its activities are focused on the operational level, seeking to direct and implement initiatives that promote sustainability in all areas of the organization. This committee plays a fundamental role in communicating to the Board of Directors, which meets weekly, about crucial concerns regarding environmental, social, and governance topics defined in the Company's Implementation Plan.

Diana Bioenergia values and recognizes the talents of the Avanhadava region, therefore, we highlight that two members of the Management Committee hold management positions and come from that area. This initiative demonstrates the Company's commitment to promoting local development, thus providing professional growth opportunities for talent in the region.

Furthermore, Diana Bioenergia is always ahead in adapting its operations to legislative innovations. The Company, which complies with all applicable legal requirements and ensures the privacy of the data of its employees and service providers, established the Personal Data Privacy and Protection Committee, dedicated to promoting the necessary actions to ensure compliance with the LGPD (General Data Protection Law – Law 13,709/2018).



## OPERATIONAL ORGANIZATION CHART



# STRATEGY AND PLANS FOR SUSTAINABILITY [GRI: 2-13, 2-14, 2-17]

Strategically, Diana Bioenergia established its Sustainability Committee, which is responsible for monitoring the implementation of the Company’s sustainable policies and practices, leading and coordinating activities related to sustainability throughout the Company.

Diana Bioenergia’s Sustainability Committee is made up of members appointed by the executive board, who have specialized knowledge in areas related to sustainability, such as the environment, social responsibility, and corporate governance. These members act as representatives of their respective areas within the committee, ensuring diverse perspectives and integration of the Company’s different roles and departments.

Strongly linked to the management and planning committees, the sustainability committee has the following responsibilities:

1. Definition of strategies: The committee is responsible for developing and updating the Company’s sustainability strategies, aligned with the organizational vision, mission and values. This involves identifying long-term sustainability goals and objectives, as well as defining performance indicators to monitor progress.

2. Implementation of policies and programs: The committee’s role is to implement the Company’s sustainability policies and programs, ensuring they are integrated into daily operations and management practices. This includes the development of specific guidelines and procedures for each functional area, in order to ensure the incorporation of sustainability principles in all activities.

3. Monitoring and reporting: The committee monitors the Company’s performance in relation to sustainability goals and indicators, collecting and analyzing relevant data. Based on this analysis, periodic sustainability reports
- are prepared, which communicate the results and progress achieved, both internally and to external stakeholders.

4. Stakeholder engagement: The committee promotes engagement and effective communication with relevant stakeholders such as employees, customers, suppliers, local communities, and NGOs. This involves carrying out consultations, establishing partnerships and participating in forums and initiatives related to sustainability.

5. Monitoring trends and regulations: The committee monitors trends and advances in the area of sustainability, as well as changes in regulations and stakeholder expectations. This ensures that the Company is up to date and adopts the best practices and relevant innovations in its sustainability management.

The establishment of the Sustainability Committee for sustainability management is essential to guarantee a strategic and comprehensive approach within the Company. Through this delegation of competence, Diana Bioenergia’s management demonstrates its commitment to integrating sustainability in all areas of activity and ensuring adequate governance to achieve the established goals, including the preparation and approval of this Sustainability Report.

Building governance and sustainability is a constant priority for the members of the Board of Directors, who continually seek to improve their skills in this area. After all, sustainable development is a constantly evolving field with new approaches, regulations and trends emerging regularly, and members of the governance body must stay up to date with these changes.

To achieve this, specialized training is carried out, including coaching, lectures and workshops. Additionally, board members actively participate in events and symposiums promoted by organizations such as União da Indústria de Cana-de-Açúcar (Unica – Sugarcane Industry Union), União Nacional da Bioenergia (Udop – National Bioenergy Union) and other industry partners, as new topics emerge in the market, such as Environmental, Social and Governance (ESG), laws, events and procedures.

These measures, in addition to impacting the individual expertise of the members of the Board of Directors, also help to strengthen the collective knowledge, skills and experience of Diana Bioenergia’s highest governance body in relation to sustainable development. This not only improves the Company’s ability to address sustainability challenges but also demonstrates an effective commitment to integrating sustainability into all areas of the organization’s operations.



## AN INCREASINGLY SUSTAINABLE FUTURE

Diana Bioenergia is committed to constantly improving its operations, aiming to contribute to an increasingly sustainable future for people and the planet. To this end, the Company works to develop goals and programs that align its development strategy with the Sustainable Development Goals, established by the UN in the 2030 Agenda. Below are some of Diana Bioenergia's sustainability goals for the next two years, divided according to the respective SDGs:



### SDG 3 – CONTRIBUTION TARGET 3.6

- Defensive driving training for all drivers: Diana Bioenergia's goal is to complete training for all drivers by 2024.
- Golden Rules Program: Training of all employees and service providers, aiming to significantly reduce the number of accidents and injuries. The goal is to train 100% of employees by October 2023, starting operations in November 2023.



### SDG 4 – CONTRIBUTION TARGETS 4.4 & 4.7

- Review of the educational expense reimbursement policy: In order to encourage the training and advancement of employees, this policy was reviewed and approved for the 2023 financial year. The amount of the subsidy will be adjusted according to the years of service, ranging from 30% to 100% up to BRL 1,000.00.
- Corporate University: Resource for providing learning, relationship, procedures and company policies courses. The platform will be launched in 2023.
- Young Apprentice Program: Intensification of the hiring of young people, with an emphasis on offering practical classes to better develop new talents and promote the internal workforce. The program lasts two years, intending to keep apprentices as permanent employees. New SENAI and CIEE classes will start in 2023, with theoretical and practical courses.



### SDGs 5, 8, 10 – CONTRIBUTION TARGETS 5.5, 8.5 & 10.2

- Performance assessment: Always seeking to improve itself, the Company is implementing its regular performance assessment and career development programs, scheduled to begin in August 2023.
- Equal pay policy: Although Diana Bioenergia already acts in a fair manner, the Company will finalize, by the end of the 2023/2024 crop year, a formal equal pay policy that emphasizes the absence of gender distinction and the existence of an equivalent compensation for workers performing the same work.
- Mulheres de Energia Program: Achieving the goal of 30% of Diana's workforce being made up of women, increasing professional training for females;
- The Diversity Committee's role is to multiply good practices, identify and discuss situations related to discrimination and harassment, promote equal opportunities, and create an inclusive environment.
- The Ethics Committee's role is to investigate complaints received through the ethics channel and other sources, acting in accordance with Brazilian legislation and Diana's code of conduct, always respecting privacy and ethics.



### SDG 16 – CONTRIBUTION TARGET 16.5

- Strengthening the Ethical and Participative Culture: Through the Corporate University Platform, training on the Code of Conduct will be made available on an ongoing basis in order to keep all employees up to date with the Company's guidelines. The Code of Conduct will be developed in a participatory and integrated way, with the training of the entire hierarchical level of the Company, from the operational area to the senior management.

## ETHICS AND COMPLIANCE

[GRI: 2-15, 2-23, 2-24, 2-25, 2-26, 2-27, 3-3, 205-1, 205-2]

Diana Bioenergia's Code of Ethics is aligned with the Company's Mission, Vision, and Values, reflecting our commitment to ensuring the adoption of global ethical standards in all processes and practices of the organization. Therefore, the code emphasizes the importance of an ethical stance on the part of employees, suppliers and in relationships with customers and other Company stakeholders.



Diana Bioenergia respects and defends the protection of internationally recognized human rights, promoting a harmonious and ethical work environment, assuming responsibility for developing and encouraging respect for individual and fundamental rights, without any type of discrimination.

To this end, Diana Bioenergia's Code of Conduct is an essential document, which aims to help the Company's employees correctly comply with the rules established therein and follow ethical standards of behavior in the workplace. More than a simple document, the code is the true compass for employees for an ethical professional relationship, which guides our conduct.

Training on the Code of Conduct and the Company's standard procedures is conducted throughout the onboarding of new employees, in addition to periodic

refresher courses and assessments to strengthen the business culture. Code of Conduct items are published daily in WhatsApp groups, Diálogos Diários de Segurança (DDS – Daily Safety Dialogues), information boards, Corporate TV, among other means of communication.

As soon as all our employees are trained on Diana Bioenergia's Code of Ethics, they become individually responsible for it and are encouraged to contact their immediate superior to resolve any doubts about the rules, for guidance and clarification.

This training also helps build our Company's compliance culture, which values compliance with anti-corruption practices, as well as Brazilian legislation related to this matter.

Diana Bioenergia's Code of Conduct presents the basic principles of anti-corruption practices, emphasizing to employees the importance of abiding by these laws.

Diana Bioenergia values a world-class ethics and compliance policy, which is based on a series of measures to ensure compliance with applicable laws, regulations and standards. Some of the main measures adopted by this Company are:

1. **Code of Conduct:** The Company has a clear and comprehensive Code of Conduct that establishes the guidelines and ethical standards to be followed by all employees. This code defines acceptable and unacceptable behaviors, in addition to guiding on ethical issues in business, gifts and other areas.
2. **Training and awareness:** Diana Bioenergia invests in training and awareness programs for all employees, intending to increase knowledge about relevant laws and regulations, as well as internal policies and procedures. These trainings are performed periodically and cover sensitive areas, such as preventing money laundering, combating corruption, data protection, and fair competition. All 898 Company employees received training.
3. **Risk assessment:** The Company carries out regular risk assessments to identify the areas most susceptible to compliance violations. Based on these assessments, measures are implemented to mitigate the identified risks, such as more robust internal controls, process reviews and specific policies for high-risk areas.
4. **Reporting channel:** The Company provides a confidential and accessible reporting channel, through which employees and other interested parties can report suspected violations of the Code of Ethics and compliance. This channel, established in partnership with Contato Seguro in September 2021, is managed independently and guarantees the confidentiality of the information provided, in addition to ensuring that complaints are investigated appropriately.
5. **Continuous monitoring:** The Company maintains constant monitoring of activities and transactions to identify any suspicious behavior or compliance violations. This monitoring is supported by advanced technologies and tools that help detect irregularities.

### ETHICS CHANNEL

**CALL OR VISIT**  
**0800 515 2204**

[contatoseguro.com.br/dianabioenergia](https://contatoseguro.com.br/dianabioenergia)  
Contato Seguro App: Search by organization name

Furthermore, it is undeniable that a conflict of interest resolution policy is an essential tool to ensure integrity and transparency in a Company's operations. By establishing clear guidelines and control measures, the Company can minimize the risks and impacts of conflicts of interest, protect its stakeholders and preserve its reputation in the market.

Diana Bioenergia, which is a family company, has among its shareholders and directors some of its sugar cane suppliers. Hence the importance of the rights and duties of each member of senior management being perfectly outlined in the Company's Bylaws, with the Board of Directors being the body responsible for analyzing and making impartial decisions in cases in which conflicts of interest may occur, ensuring that they are treated appropriately and fairly.



# PEOPLE AND SOCIETY

Social responsibility is an essential element of Diana Bioenergia’s operations, whose mission is to add value to its relationships, attract and retain talent, as well as build a positive legacy in society. By assuming its social role, the Company positions itself as an agent of change and contributes to a better world.



## OUR EMPLOYEES

[GRI: 2-7, 2-8, 2-30, 3-3, 407-1]

We at Diana Bioenergia recognize that the well-being and satisfaction of our employees are crucial to the success of the business and to achieving our sustainability goals. Therefore, we adopt a comprehensive approach to ensure compliance with labor laws and value human capital at all stages of our value chain.

With a team of 898 contracted employees, the Company adopts people management practices in line with the Universal Declaration of Human Rights, instituted by the UN (United Nations) and with the fundamental conventions of the ILO (International Labor Organization), implementing strict measures to ensure all of our operations comply with applicable labor laws and regulations.

Diana Bioenergia values respect for all fundamental rights laid down by current legislation, such as freedom of association, prohibition of child labor and forced labor, equal opportunities, occupational health and safety, among others, and maintains an open and constructive conversation with unions and other entities representing employees, seeking to promote a harmonious work environment, based on mutual respect and collective bargaining.

Therefore, all Company employees are covered by the unions’ collective agreement: Union of Rural Workers of Penápolis (administrative, agricultural and workshop sectors), and Union of Workers in the Chemical, Pharmaceutical and Alcohol, Ethanol, Bioethanol and Biofuel Industries of the Araçatuba area – SP (industry).

### Diana Bioenergia Workers GRI 2-7

Number of employees (total employees/full-time equivalents)		
136 Women	762 Men	Total: 898
Number of permanent employees (total employees/full-time equivalents)		
81 Women	592 Men	Total: 673
Number of temporary employees (total employees/full-time equivalents)		
55 Women	170 Men	Total: 225

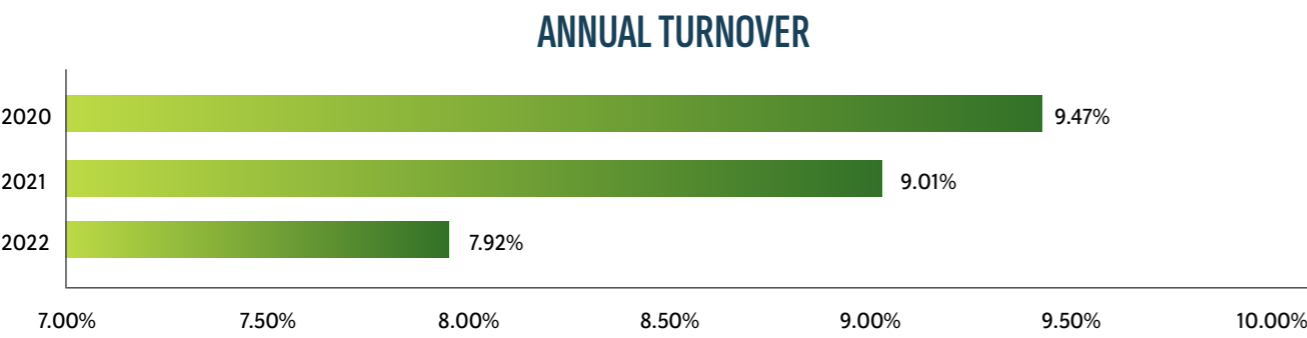
## HUMAN CAPITAL: OPPORTUNITIES, DIVERSITY AND INCLUSION

[GRI: 3-3, 401-1, 404-2, 404-3, 405-1]

One of Diana Bioenergia’s strategic pillars is the valuing of human capital, recognizing that inclusion and the promotion of diversity are critical to building a fairer, more equal society. Committed to this vision, the Company implements several measures to attract and retain talent, as well as foster diversity in its work environment.

To ensure the attraction of new employees and provide equal opportunities, Diana Bioenergia has a Recruitment and Selection Policy, which establishes all the necessary standards and procedures for admitting new employees, intending to identify professionals with the capacity to add value and aligned with the Company’s mission and goals.

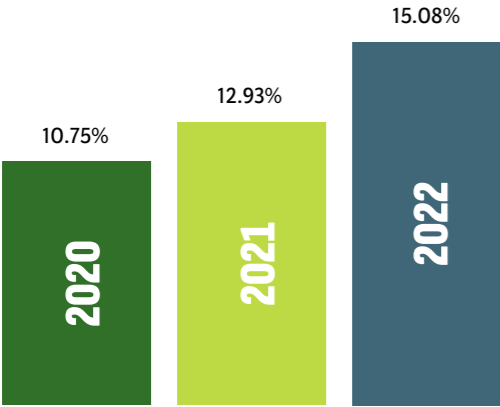
Furthermore, the Company develops projects and promotes new career opportunities. Diana Bioenergia invested in the implementation of management reports based on Business Intelligence (BI) to monitor and track data and background of its employees. This allows the Company to have up-to-date and accurate information to evaluate progress in meeting established goals.



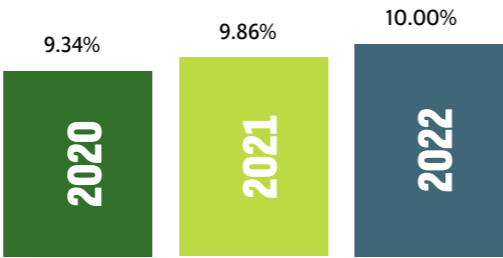
The Company established clear indicators and goals related to diversity with projects for their internal application. Specifically with regard to hiring women, Diana Bioenergia launched the “Mulheres de Energia” project, whose slogan is “A woman’s place is wherever she wants to be!”. This project aims to strengthen the female presence at all levels of the organization, encouraging equal opportunities. There are two goals currently set by Diana Bioenergia in this area: To reach 30% female participation in the workforce, and to have 15% of women in leadership positions.

One of the highlights of Diana Bioenergia is the female participation in our Company’s highest governance body, whose vice-president is Mrs. Renata Junqueira, and 10% of the Company’s leadership positions were held by women in 2022.

The Company also values talent development and, to this end, promotes specific projects for trainees and interns, aiming to ensure that the workforce is always qualified and aligned with market demands.



FEMALE PARTICIPATION IN THE LAST THREE YEARS



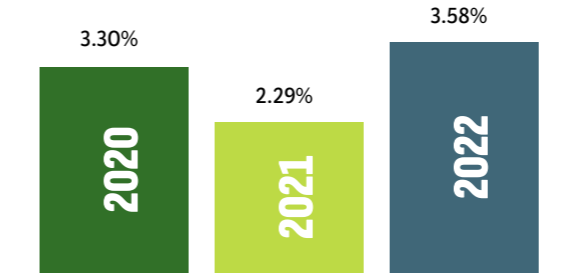
FEMALE PARTICIPATION AND LEADERSHIP IN THE LAST THREE YEARS

### DIANA’S YOUNG APPRENTICE PROGRAM

Diana Bioenergia’s Young Apprentice Program aims to prepare and insert young people into the job market, with a special focus on those who have no prior experience. The program offers training in various areas of the Company, providing participants with the opportunity to develop skills and gain practical knowledge.

Diana Bioenergia has a history of training several groups of young apprentices in different courses offered. Among them: Industrial Maintenance Mechanic, Agricultural Machinery Mechanic, Industrial Electrician, Administrative Journey and, starting on 2022, Agribusiness Journey.

In addition to contributing to the professional and personal development of young people, providing them with quality technical training and the opportunity to experience the work routine in different areas, Diana’s Young Apprentice Program also aims to promote social inclusion and facilitate the insertion of these young people in the job market, preparing them for future employment opportunities and professional growth.



YOUNG APPRENTICES PARTICIPATION IN THE LAST THREE YEARS





## POLICY AND EQUAL PAY [GRI: 2-20, 202-1, 13.21.2]

Diana Bioenergia has a Position and Salary Policy, which establishes the standards and procedures to ensure adequate management of the positions and compensation of the Company's employees. It shall work as a guide for management members responsible for overseeing this process.

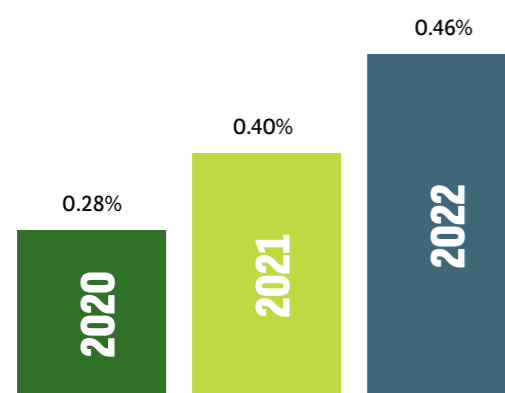
The Company adopts a systematic approach to identifying and classifying existing positions, creating clear profiles of the different job roles and their respective compensation. These profiles are then compared and analyzed in relation to salaries paid in the job market, taking into account the organization's Position and Salary Policy and respecting regional and local market conditions. It is important to highlight that all employees who perform the same job earn the same salary.

## DIANA'S TRAINEE PROGRAM

Diana Bioenergia's Trainee Program is a major opportunity for young graduates, who have promising potential and the ability to transform challenges into opportunities. The main purpose of this program is to attract, develop, and retain exceptional talent with notable managerial capabilities, aiming to prepare them to take on strategic positions in the future. In Diana's Trainee Program, these talents are selected through a rigorous selection process, which evaluates not only technical knowledge but also their behavior and leadership potential.

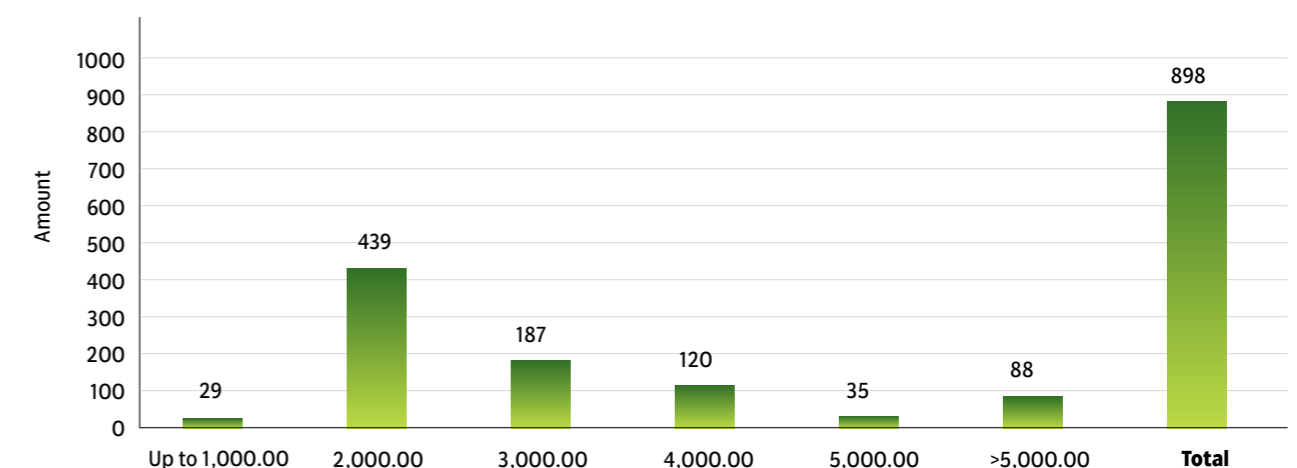
During the program, trainees are exposed to various areas and projects within the Company, allowing them to gain a comprehensive view of the business and develop essential management skills. They receive specific training and mentoring from experienced professionals and are challenged with strategic projects that aim to develop their problem-solving, decision-making and teamwork skills. Furthermore, Diana Bioenergia offers a stimulating and enriching work environment, with opportunities for continuous learning and professional growth. Trainees have the chance to interact with professionals from various areas, participate in training programs and develop a valuable professional network.

With these initiatives, Diana Bioenergia reaffirms its commitment to valuing its human capital, promoting diversity and building an inclusive work environment, in which all employees have the opportunity to grow, thrive and contribute to the Company's success. Always seeking to improve itself, the Company is implementing its regular performance assessment and career development programs, scheduled to begin in August 2023.

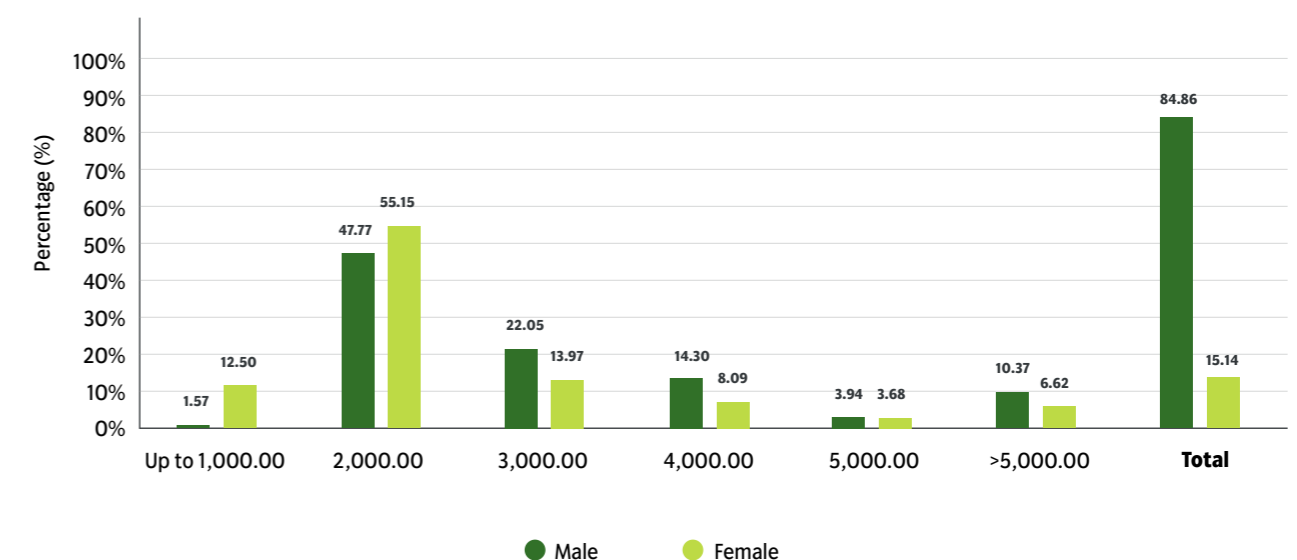


TRAINEE PARTICIPATION IN THE LAST THREE YEARS

## NUMBER OF EMPLOYEES PER SALARY RANGE

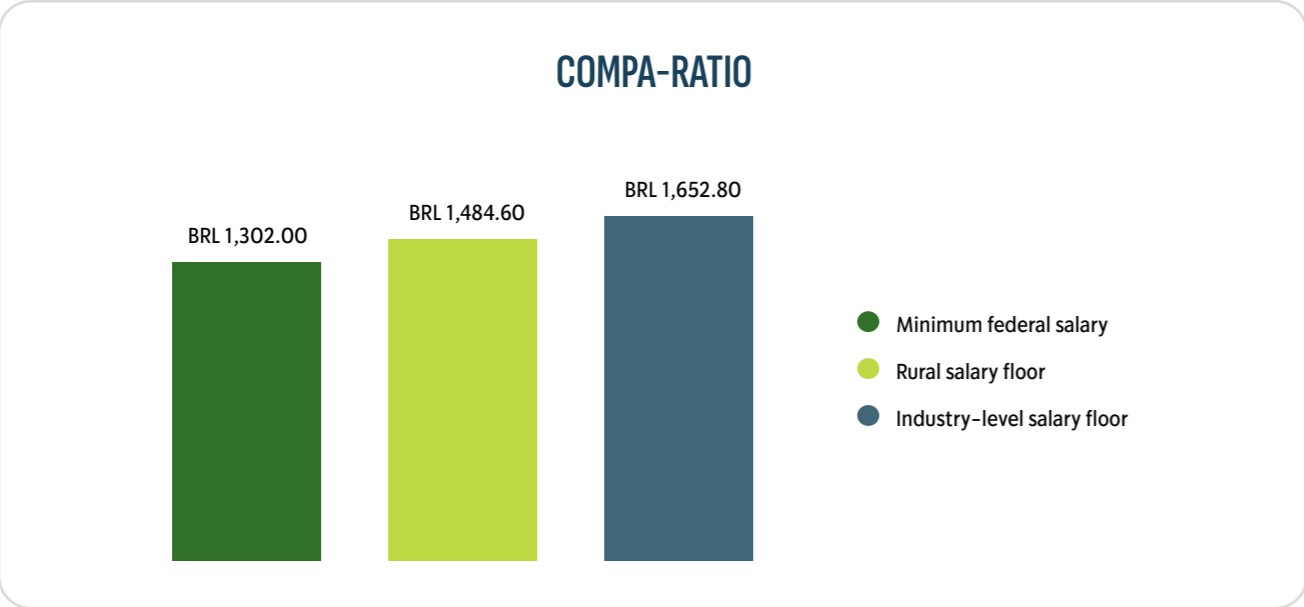


## PERCENTAGE OF EMPLOYEES BY SALARY RANGE AND GENDER



By establishing clear and fair criteria, Diana Bioenergia seeks to promote a motivating and stimulating work environment, which contributes to the development and satisfaction of employees.

Furthermore, we understand the importance of monitoring the payment policy of outsourced workers, who are under the responsibility of the company hired by Diana Bioenergia, as this is a crucial measure to guarantee justice and equity in the work environment, as well as to comply with the Company’s legal and ethical obligations.



**BENEFITS[GRI: 401-2]**

Diana Bioenergia believes that investing in the well-being and progress of employees is fundamental to building a healthy, motivating, and productive work environment, resulting in greater satisfaction, talent retention, and long-term business success.

Therefore, the Company invests in offering quality benefits to its employees, such as health insurance and access to the Centro de União Recreativa de Esporte e Lazer, among others, also for part-time employees (young apprentices and interns).

**Benefits**

- Training and integration center;
- Health insurance;
- Food (cafeteria and food vouchers);
- Credit card (card with spending limit and payroll deduction);
- Dental plan;
- Unidade Recreativa de Avanhanda (URA);
- Culture voucher (partnership for discount at movie tickets for employees plus two guests);
- Discount on prescription drugs;
- Corporate University;
- Educational assistance;
- Payroll deductible loan;
- Life insurance.

It is important to note that all service providers also enjoy the meals offered by Diana Bioenergia to its employees.

**EMPLOYEE PLATFORM**  
**– INFORMATION AT YOUR FINGERTIPS**

Diana Bioenergia recognizes the importance of technological evolution in the corporate environment and, therefore, our Human Resources area is always attentive to novelties. To bring information in a more practical and accessible way to employees, a digital employee platform was implemented, which allows access to data and services at their fingertips, at any time and anywhere.

This tool has the benefit of promoting transparency between the Company and employees, in addition to offering several functionalities. Through it, employees can carry out detailed queries about their position, have access to the Company’s progression plan, get Income Reports for their Income Tax declaration, view their payslips, keep an eye on available job vacancies, access timeclock spreadsheets, monitor the tracking of variable premiums, check the use of benefits and health plans and update their registration data.

This platform provides for more autonomy and convenience to employees, who can access information quickly and securely. It also contributes to the agility and efficiency of internal processes, reducing the need for manual intervention and enabling better data management.

**FOOD, NUTRITION, AND WELL-BEING UNIT FOR EMPLOYEES**

Diana Bioenergia inaugurated on May 16, 2022 a new and modern cafeteria, the Unidade de Alimentação e Nutrição (UAN – Food and Nutrition Unit), with the aim of better serving its employees and promoting their well-being.

The new cafeteria adopts a self-service system, offering a varied menu that meets everyone’s nutritional needs. Furthermore, employees who are on restricted or specific diets can request personalized dishes.

During the harvest period, we serve around 450 people, while in the off-season this number increases to 600, with service running in all Company shifts, including lunch, dinner and supper.

After meals, employees have access to a common area specially designed for rest and relaxation. This area is equipped with tables, cozy chairs, pool and foosball tables, hammocks, TV, Wi-Fi, coffee, among other resources.

This common area allows employees to enjoy moments of relaxation, helping them to recharge their energy and creating a more pleasant working environment. Diana Bioenergia is committed to providing a healthy and welcoming work environment, where employees feel valued and motivated in their daily work.

PROFESSIONAL QUALIFICATION  
[GRI: 404-1]

Professional training and education programs are the basis of Diana Bioenergia’s team of excellence, enhancing employee development, operational efficiency, innovation, and adaptation to market changes, in addition to strengthening organizational culture.

Diana’s CCI (Training and Integration Center)

Diana Bioenergia is proud to have an advanced training center, the Centro de Capacitação e Integração (CCI – Training and Integration Center), which plays a critical role in the development of employees and the Avanhadava community.

CCI is a space strategically created by the Company to offer resources and learning opportunities for employees and the local community. Through training, lectures, meetings and other activities, CCI seeks to promote the exchange of experiences, train employees in various areas and encourage continuous development.

In 2022, Diana Bioenergia employees received, on average, 20.7 hours of training/qualification, on topics such as:

- Leader Development;
- First aid training;
- Training on NR 06. Defensive driving;
- Training on NR 10. Safety in electrical installations and services;
- Training on NR 11. Transport, moving, storage, and handling of materials;
- Training on NR 12. PTR Signaling and Blocking;
- Training on NR 18. Crane Operator;
- Training on NR 23. Fire brigade;
- Training on NR 26. Safety Signage;
- Training on NR 33. Work in confined spaces;
- Training on NR 34. Hot work;
- Training on NR 35. Work at height.

In addition to benefiting Diana Bioenergia employees, CCI also plays an important role in the Avanhadava community. By offering training and qualification opportunities, the Company contributes to the development of the region, strengthening human capital and providing new perspectives for professional growth.

SENSE OF OWNERSHIP PROGRAM

Diana Bioenergia is the creator of the Sense of Ownership Program (Programa Senso de Dono), whose main goal is to train operators so that they can handle equipment in accordance with established operational procedures. Furthermore, the program aims to encourage the development of a sense of ownership of equipment by operators, promoting the creation of inspection checklists and the performance of authorized maintenance.

The “maintainer operator”, within this program, represents a work philosophy that strongly encompasses the aspects of management, operation, and maintenance of equipment. This approach integrates operators more broadly into the care and maintenance process of equipment, making them feel responsible for its operation and conservation.

OCCUPATIONAL HEALTH AND SAFETY  
[GRI: 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 3-3, 409-1]

Promoting a healthy and safe working environment is one of Diana Bioenergia’s values, which always works diligently to obtain a “zero accident” harvest.

To achieve this goal, the Company implemented DuPont’s STOP Program – Safety and Human Resources Training a few years ago, which underwent internal adaptations to integrate with the Company’s safety culture. As a result, the program was renamed Interdependence for Safety (Vivos – Vivendo a Interdependência Voltada à Segurança). Inspired by the concepts of DuPont’s deviation pyramid and other references on behavior-driven cultural change, Vivos was introduced in 2020.

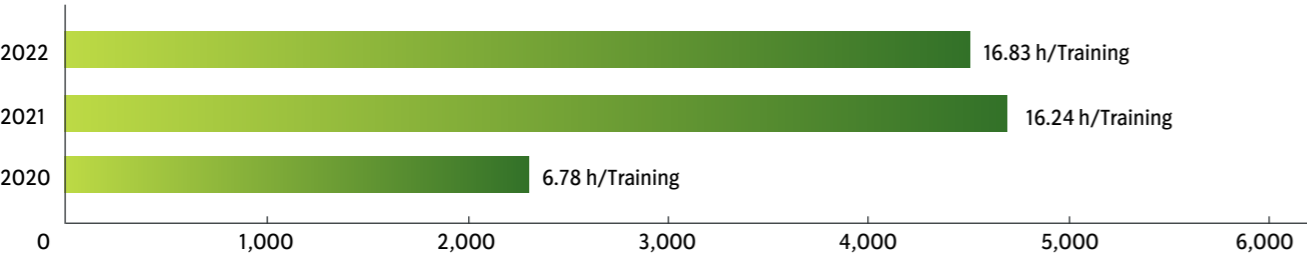
Behavioral observations are carried out throughout Diana Bioenergia’s agroindustry by managers and board members. These employees undergo theoretical and practical training to understand the purpose of the program. In day-to-day work, observations aim at identifying opportunities for improvement in the industry, correcting behavioral deviations and reinforcing safe behaviors by using the weekly reports issued by the occupational safety area.

From 2020 to 2022, 11,565 observations were carried out, an average of 80 observations per week. A prominent observer is also chosen on a weekly basis based on the relevance of their performance, such as stopping an activity with an imminent risk of an accident.

Through the implementation of the VIVOS Program, Diana Bioenergia seeks to create a sustainable safety culture, engaging all hierarchical levels in promoting safe behaviors. These behavioral observations and the recognition of outstanding employees encourage awareness and individual and collective responsibility for safety in the workplace. Thus, the Company strengthens its safety culture, reducing risks and promoting a safer and healthier workspace for all employees.

In parallel to the Vivos Program, Diana Bioenergia will implement, at the beginning of 2023, the “TST Coach Program”, whose purpose is to increase the cultural maturity of Company’s leaders and supervisors in terms of occupational health and safety, through monitoring in the area, enabling them to assess and perceive risks through the use of proactive tools.

AMOUNT AND HOURS OF TRAINING PER PARTICIPANT





Below are the tools that will be evaluated by technicians together with managers, following the implementation of this new program:

- Clearance of risk activity;
- Application of Daily Safety Dialogues (DDS);
- Risk perception through sectoral inspections;
- Monitoring feedback during behavioral observations;
- Conducting work accident investigations.

Reports will be prepared monthly identifying skills that each manager should develop, which will be specifically addressed in action plans.

Related to the monitoring and evaluation of technicians, a tool called PAT RISK will be applied to each manager. It consists of an innovative solution based on studies on the drivers of human behavior, which provides proven results in preventing risks and reducing the number of accidents in the workplace.

In the end, the data collected by technicians and the PAT RISK assessment will be cross-referenced, helping Diana Bioenergia to increase the cultural maturity of its managers.

The program aims to serve 100% of the leaders in the Company's operational areas.

## RISK ASSESSMENT AND ACCIDENT PREVENTION

Diana Bioenergia has robust health and safety management at work, both for its own employees and outsourced employees. The Company adopts a wide range of measures, from anticipating and recognizing risks to evaluating projects, areas and processes. To this end, the Company has the following structure:

- Mission, vision, and values: Basic principles that guide the Company's practices in relation to health and safety at work;
- Rural Work Risk Management Program (PGRTR – Programa de Gerenciamento de Riscos no Trabalho Rural): Set of actions and guidelines aimed at managing risks specific to work in rural areas;

- Multidisciplinary team for management of Regulatory Standards NR 10, NR 11, NR 12, and NR 13: Specialized professionals responsible for implementing and monitoring the requirements of these standards;
- Health and safety operational procedures: Documented guidelines that establish the standards and practices to be followed by employees;
- Vivos Program (Behavioral observation);
- Digital system for managing service providers: Tool used to control and monitor the activities of service providers in relation to health and safety.

Occupational health and safety management is coordinated by the Specialized Service in Safety Engineering and Rural Occupational Medicine (SESTR), which works together with the departments to ensure compliance with applicable legislation and technical standards. Through programs and actions focused on internal activities and service providers, the Company seeks to prevent work-related accidents and illnesses.

Diana Bioenergia has extensive tools for risk analysis and control. In the industrial electrical workshop, a Preliminary Risk Analysis (APR) is used with an emphasis on electrical risks. In the industrial park, the Risk Work Permit (PTR – Permissão para Trabalho de Risco) is adopted for activities at heights, hot work, lifting loads, confined spaces, and maintenance tasks in general. In agriculture and automotive workshops, APR is used to assess risks in the work environment, as well as in the maintenance of vehicles and agricultural machinery.

Hazard identification and risk assessment are carried out systematically across all processes, areas, facilities, and projects. Through the Risk Management Program (PGR), the Company seeks to eliminate, neutralize or minimize risk factors at work, which include physical, chemical, biological, ergonomic, and accident agents.

To promote a safe work environment, Diana Bioenergia adopts several actions, such as safety dialogues, safety service orders, training, use of Personal Protective Equipment (PPE), specific work permits for each area, inspections for identification and correction of unsafe conditions, the "Idea Factory" project (which will be presented later).

Internal inspections are conducted by technicians and the results are reported to department leaders. These reports are used to eliminate or control the risks of accidents and occupational illnesses, with defined deadlines, monitoring and dissemination of results.

Diana Bioenergia adopts a strict approach towards service providers who carry out work within the Company. These providers are requested to present documents related to labor and social security and to other applicable legislation. Our organization has employees and internal procedures dedicated to efficient third-party management, from requesting documents to controlling and storing data. Service providers are monitored to ensure compliance with established safety standards, through safety integrations, theoretical and practical assessments, inspections and contracts. In the event of non-compliance with these standards or the occurrence of accidents, the contract may be terminated.

The occupational medicine area offers significant support for workers working in the field. First aid training is carried out and guidance is provided on the use of sunscreen and electrolyte replacement.

In addition, workers' health is monitored on site, with blood pressure measurement and glycemic testing. The weather forecast is also closely monitored to ensure that rural activities are stopped during periods of high temperatures, to ensure the safety and well-being of workers.

## PARTICIPATION OF EMPLOYEES IN THE DEVELOPMENT AND STRENGTHENING OF THE SAFETY CULTURE

Diana Bioenergia values the prevention of accidents and the promotion of a healthy work environment as has two active committees, the Internal Committee for the Prevention of Accidents and Harassment (Cipa – Comissão Interna de Prevenção de Acidentes e Assédio) and the Internal Committee for the Prevention of Accidents and Harassment in Rural Work (CIPATR – Comissão Interna de Prevenção de Acidentes e Assédio no Trabalho Rural), in accordance with Regulatory Standards NR 5 and NR 31. These committees play fundamental roles, such as preparing risk maps, participating in the

Internal Accident Prevention Week (Sipat – Semana Interna de Prevenção de Acidentes), reviewing the risk analysis tools used in the Company and implementing safe paths for pedestrian movement, among other actions.

CEO Ricardo Junqueira reaffirms annually his and the board's commitment to the committee members, demonstrating support for their observations and requests, participating in the installation and inauguration meeting. This commitment from senior management strengthens the engagement and importance of committees in the Company's safety culture.

The Emergency Brigade, made up of workers from all areas, is trained and acts independently to ensure the effectiveness of the fire prevention and protection system. They hold regular meetings and apply checklists to monitor and ensure the team's readiness. In addition, rescue and first aid simulations are carried out to identify areas for improvement. Each sector of the industrial park has boxes with first aid kits and stretchers with neck braces, providing adequate resources for emergency care.

For urgent and emergency situations, the Company provides a specialized vehicle with trained drivers, who are available on all three shifts. Furthermore, fleet vehicles are ready for transport in cases where medical care is needed, ensuring the necessary efficiency and safety.

The "Idea Factory" (Usina de Ideias) project is Diana Bioenergia's initiative aimed at developing and applying innovations that also aim to prevent accidents, reduce costs, and optimize processes. Employees are encouraged to share their ideas through a form, and the best suggestions are financially rewarded. The board annually evaluates ideas based on predefined criteria to identify those with the greatest relevance and impact.

Through these practices and initiatives, Diana Bioenergia reinforces its commitment to the safety and health of its employees, promoting a culture of accident prevention, valuing innovation and everyone's engagement. These actions contribute to a safer, more efficient working environment that favors the Company's growth and development.

## CARE FOR THE HEALTH AT WORK

Following the guidelines of NR 07, the Company implements the Programa de Controle Médico de Saúde Ocupacional (PCMSO – Occupational Health Medical Control Program), which is directly linked to the Risk Management Program. PCMSO monitors workers exposed to chemical, physical, biological, mechanical, and ergonomic agents. Diana Bioenergia has the support of trained employees and adequate equipment to carry out complementary examinations, such as electrocardiograms, spirometry, and visual acuity assessment. These examinations guarantee a quick and accurate diagnosis, with reports issued by third-party companies. Employees receive a copy of the examinations they underwent as proof of receipt.

In any occupational examination, if a clinical assessment indicates a pathology that may interfere with the worker's health or physical integrity, with a potential change in their performance capacity, the examining physician may request additional examinations that are not included in the Annual Physical Examination Plan.

The medical record is individualized and contains all documents and information related to the health of employees, such as clinical records, questionnaires, and supplementary exams. This folder contains confidential information, which is of exclusive interest to the doctor and employee. Therefore, from an ethical and legal standpoint, only the doctor and the healthcare team are allowed to access this information following the ethical principles established by professional councils, such as the Conselho Regional de Enfermagem (COREN – Regional Nursing Council) and the Conselho Regional de Medicina (CRM – Regional Medicine Council).

Based on the occupational risk factors identified in the PGR and PCMSO, Diana Bioenergia develops education and training activities focused on promoting health in the workplace. The topics covered are specific and the program content takes into account the identified risk factors, their possible consequences for health, and prevention approaches. Some of these topics include monitoring high blood pressure, diabetes, obesity, chemical dependency, smoking, Sexually Transmitted Diseases (STDs)/AIDS, as well as campaigns such as Yellow September, Pink October,

Blue November and the National Immunization Program, with the aim of minimize complications.

Since the beginning of the COVID-19 pandemic, Diana Bioenergia has adopted exemplary measures providing guidance and monitoring its employees, service providers, suppliers, and partners regarding good prevention practices. These measures included the cleaning of workplaces with 70% alcohol provided by the Company, the provision and mandatory use of masks in all areas, increased bus fleet to guarantee one employee per seat during transport, the requirement of updated vaccination cards, monitoring vaccination calendars, and monitoring infected employees. Thanks to these measures, the Company did not record any deaths due to the disease.

## OCCUPATIONAL HEALTH AND SAFETY TRAINING

At Diana Bioenergia, we recognize the importance of a training focused on health and safety at work for developing the competence of each employee. To this end, our organization has a comprehensive training program, which includes initial and periodic training specific to each role, as determined by the risk analysis carried out by the Specialized Service in Safety Engineering and Rural Occupational Medicine (SESTR).

All personnel responsible for providing training have proven qualifications and proficiency in the topic. It is important to highlight that our training program is multidisciplinary and, therefore, involves instructors, operational area leaders, and occupational safety professionals. This approach is especially applied to training aimed at field work, such as operating agricultural machinery (according to NR 31.12) and applying agricultural pesticides (according to NR 31.7).

In operational training, managers also address aspects related to occupational safety and health based on Safety Service Orders and Internal Safety Procedures. It is important to point out that the training is adapted according to the role of each worker, ensuring that they receive the necessary information and guidance to carry out their activities safely and healthily.



INTERNAL WORK ACCIDENT PREVENTION WEEK – SIPAT 2022

From February 14th to 18th, 2022, Diana Bioenergia held the Internal Work Accident Prevention Week.

This year, due to the COVID-19 Pandemic, Sipat was 100% online, through an virtual, playful and interactive platform, which was available to all workers 24 hours a day. Additionally, employee participation was tracked through an internal audit.

WORK ACCIDENT INDICATORS

At Diana Bioenergia, occupational accident indicators are measured based on NR 4 and NBR 14280:2001, through frequency and severity rates, which serve as a starting point for us to strategically work on our actions to reduce work accidents. The frequency and severity rate targets, which are established each year, are based on our best historical result.

In 2022, the main type of accident was hand injuries, representing 54% of occurrences. However, in a total of 2,338,124.5 Man Hours Worked (MHW), there were no fatal accidents.

Diana Bioenergia Workers GRI 2-7

Indicator	Year					
	2020		2021		2022	
Frequency rate without leave	1.50		0.49		7.28	
Frequency rate with leave	8.53		13.62		4.71	
Severity rate	564.28		199.50		92.08	
Days lost	1.125		410		210	
Deaths	0		0		0	
Work accidents (GRI 403-9)	2020		2021		2022	
	Amount	Rate*	Amount	Rate*	Amount	Rate*
Work accidents with serious consequences	2	1.00	0	0	0	0
Mandatory reporting work accidents	20	10.03	29	14.11	28	11.98
Deaths	0	0	0	0	0	0

\* rates based on 1,000,000 work hours

SOCIAL RESPONSIBILITY

[GRI: 3-3, 413-1, 413-2]

Since our founding, Diana Bioenergia has been dedicated to acting with respect for the environment and the appreciation of human beings. Our Company is committed to contributing not only economically, but also to the cultural and social transformation of the inhabitants of the city of Avanhanda, where we are located.

Over the years, we have been intensely committed to creating and maintaining social projects that cover areas such as sustainability, valuing of diversity, sport, education, quality of life and professional qualification, among others. We believe we must promote actions that foster sustainable development and the well-being of people in our community.

These efforts have been recognized with ten award-winning cases and the honor of being considered the “Company of the Year in the Socio-Corporate Responsibility Category” by the renowned MasterCana award. These achievements inspire us to continue seeking excellence in our initiatives and further improve our commitment to social responsibility.



PARCEIROS DA EDUCAÇÃO

Diana Bioenergia believes that education is the key to transforming lives and is investing in the future. From 2014 to 2017, a valuable partnership was established with the Associação Parceiros da Educação, aimed at the public education network in Avanhanda. Various training courses were provided to managers and teachers, in addition to the support for pedagogical projects that contributed to a significant improvement in students’ academic performance – São Paulo Education Development Index (Idesp), which nearly doubled from 2013 (1.62) to 2017 (3.19)



KHAN ACADEMY

Boosting Mathematics learning, this innovative online digital platform was introduced in Brazil by Lehman Institute, which aims to allow high school students to study mathematics at their own pace. The platform was implemented at Professora Maria Eunice Martins Ferreira State School, with the support of Diana Bioenergia. The result was improved student learning.



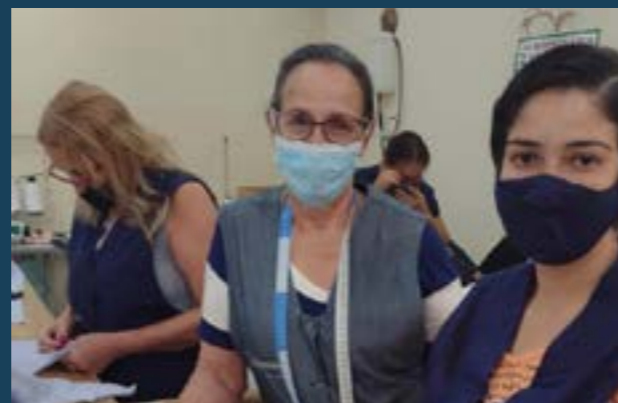
## MATIFIC

Developing mathematical thinking playfully, Diana Bioenergia invested in 2017 in an innovative mathematics platform, Matific. To serve students from Preschool, from the age of four, up to the 5<sup>th</sup> grade of Middle School. Matific is an online platform that offers interactive activities designed to encourage students' self-discovery and engage them in concrete learning situations. Through games, students are encouraged to analyze problems, develop strategic thinking and improve their logical thinking skills. In addition to the pedagogical program, Diana contributes by donating tablets.



## UNIFORMIZANDO

The Uniformizando Project aims to improve the talent of people in the community who have sewing skills or are interested in learning this craft. The project offers opportunities for training and improving sewing skills with workshops, courses and mentoring taught by experienced professionals. This initiative strengthens entrepreneurship, encourages financial autonomy and provides a valuable opportunity for the personal and professional growth of these people.



## VÔLEI PROJECT

Created by Diana Bioenergia in 2012, Vôlei's project main goal is to promote the initiation of sports for children and adolescents in the city of Avanhandava-SP. Being widely spread, the project aims to benefit more than 90 children and adolescents, aged between 7 and 18, during school hours. Classes are held throughout the week and are taught by a team of qualified physical education teachers, who seek to transmit not only the techniques and fundamentals of volleyball but also values such as teamwork, discipline, resilience, and mutual respect. In 2022, medical and nutritional assessments of students were included in the project to ensure that they were in good physical and health condition to practice sports. The project has provided students with the opportunity to participate in local and state competitions, and they have already won several championships. The volleyball team from the city of Avanhandava has become a reference in the region.



## JIU-JITSU PROJECT

Diana Bioenergia acts as a partner in the Jiu-Jitsu project in the city of Avanhandava-SP. This project's main goal is to save and protect children and adolescents in situations of social vulnerability, offering them learning opportunities and keeping them away from the streets and the world of drugs. In addition to teaching the art of Jiu-Jitsu, the project seeks to transmit the philosophy of this martial art, disciplining participants and providing them with fundamental values, such as freedom, discipline, loyalty, balance and a spirit of solidarity, involving participants in a meaningful activity that goes beyond fighting techniques. The children and adolescents assisted by Projeto Jiu-Jitsu in the city of Avanhandava have achieved excellent results in competitions, bringing home medals that represent their effort and dedication.



## CONHECER PROJECT

Conhecer Project aims to highlight the importance of children being close to their parents' workplace, not only to satisfy their curiosity but also to familiarize them with the work and the degree of responsibility involved in the day-to-day of running a company. Furthermore, children become proud in knowing that their parents, through their work, are responsible for the development and success of Diana Bioenergia and vice versa. The program is aimed exclusively at employees' children and has been running since 2011. The tour changes every year, with different entertainment options for the children. Over the years, more than 1,000 children have been able to participate in the project.

## SEMEAR ECO

Inspired by the concepts of Environmental Education and its mission, vision, and values commitments, Diana Bioenergia created the Semear Eco project, which is carried out annually with public school students and employees' children. The project provides a practical and playful experience of sustainability concepts, such as recycling, preservation of riparian forests and permanent preservation. Participants have the opportunity to attend lectures, visit reforestation areas, visit ecological parks and plant seedlings in areas established by the plant. The project won the MasterCana Social Award in 2017, in the socio-environmental responsibility category.

## RESPONSIBILITY TOWARDS CUSTOMERS AND CONSUMERS

### [GRI: 3-3, 416-1, 416-2]

Diana Bioenergia is an Individual Production Unit (UPI), responsible for planning and marketing strategy for its products, sugar, biofuel (hydrated ethanol), Decarbonization Credit (CBIO), and electricity.

Guaranteeing the quality of our products, VHP sugar, produced to the standards required in world markets, is 100% destined for export and follows strict production standardization.

### VHP Sugar Quality:

- Minimum polarization 99.00 and maximum polarization 99.49;
- Maximum ash 0.15%;
- Minimum humidity 0.10% and maximum humidity 0.15%;
- Maximum color of 1,200 ICUMSA.
- Average Opening – minimum 0.70 (mm);
- CV: maximum coefficient of variation 28.0%;
- Flow #70 maximum 0.40%.

**The Ethanol produced is hydrated**, used in flex-fuel vehicles, which helps reduce the emission of greenhouse gases. Its production complies with ANP quality standards.

- Colorless appearance;
- Max total acidity 30;
- Max conductivity 300;
- Specific mass at 20° 807.6 to 811.00;
- PH – 6.00 to 8.00;
- Alcohol content – 92.5 to 93.8.

Diana Bioenergia has always been aware of possible impacts on health and safety. To ensure transparency and the solution of problems, we receive complaints through our ombudsman, as well as directly from customers and unloading terminals.

In the year 2022, we received a complaint related to VHP sugar, which was received directly from the unloading terminal and involved a single vehicle, containing 36 tons of VHP sugar. The complaint was promptly analyzed by our responsible sector and was identified as the result of a safety flaw in our product.

We have taken the necessary measures to correct this error and ensure that similar issues do not occur in the future. It is important to highlight that we have not received any complaints related to other products manufactured by Diana Bioenergia.

We are committed to ensuring the quality and safety of our products, as well as responding quickly and efficiently to any questions that may arise. We thank you for the trust placed in our Company and reiterate our ongoing commitment to excellence in health, safety, and satisfaction of our customers.



## PHONE NUMBERS

Contact Us: (+55 18) 3651-9100

Emergency: (+55 18) 3651-9160

Ethics Channel: 0800-515-2204

Email: [dianabioenergia@dianabioenergia.com.br](mailto:dianabioenergia@dianabioenergia.com.br)

# ECONOMIC PERFORMANCE AND VALUE GENERATION

[GRI: 3-3, 201-1, 201-2, 201-3, 201-4, 207-1, 207-2, 3-3, 204-1, 3-3, 203-1, 203-2, 3-3, 415-1]

The financial statement presented in this report covers a different reporting period than the others. This is due to the common industry practice of tracking economic performance during the harvest period: April 1<sup>st</sup>, 2022 to March 31, 2023, rather than the conventional calendar year. This approach allows us to provide a more accurate and relevant view of the Company's activities and financial results, aligned with the seasonal dynamics of our industry.

Diana Bioenergia's economic and financial management is based on consistent Strategic Planning (PE) and strict control of our budget and investments. Long-term projections, with a five-year horizon, are made to assess the Company's financial position and realign resource allocation. Policies and indicators are established and monitored to ensure that the Company is within limits and levels acceptable to the financial market, suppliers and other stakeholders.

Management discipline is a top priority for the Company, as it provides balance throughout the different financial cycles imposed by the commodities market. This means that Diana Bioenergia is prepared to face financial challenges and adapt to market fluctuations, remaining stable and sustainable over time.

This strategic approach allows the Company to make assertive and conscious decisions, considering economic and financial factors. By establishing clear policies and indicators, Diana Bioenergia has a clear vision of its goals and performance, allowing the identification of areas for improvement and the taking of corrective measures when necessary.

To track and monitor the Company's performance, we use several mechanisms, such as the annual budget, five-year strategic planning, reports on indicators from different areas and comparisons with other plants in the sector. Each area of the Company has its own indicators, goals and targets. We can mention a few of them, such as accidents, costs, and compliance with the five-year strategic plan in all areas.

In the agricultural area, we monitor indicators such as tons of sugarcane per hectare (TCH), total recoverable sugar (ATR), average plantation age, harvestability and planting quality. In the industrial area, we monitor time efficiency, industrial efficiency and the UNICOP indicator. In the automotive area, we observe mechanical availability and equipment consumption, among others. In the financial area, we evaluate indicators such as net debt per ton, current liquidity, EBITDA and profit.

In the human resources area, we monitor turnover, hiring time, training offered and the hiring of minorities. In the area of safety, environment and occupational health, we monitor the occurrence of accidents, the delivery of personal protective equipment (PPE), the time taken to respond to incidents, among others. In the areas of IT, controlling and supplies, we also have specific indicators to evaluate performance.

Diana Bioenergia has significantly evolved in recent years, reaching a prominent position in the industry. We have one of the most competitive costs when compared to other plants, and we achieved excellent agricultural productivity, being awarded as Two-time Agricultural Productivity Champions in the Araçatuba Region in the 22/23 harvest. In the industrial area, we

were able to stabilize grinding and increase efficiency. In the area of safety, environment and occupational health, we have drastically reduced accidents. In human resources, we maintain extremely controlled turnover and offer various training and courses for employees and the local community. We have become a reference not only in the Araçatuba region but also in the sugar-energy sector as a whole.

## GENERATED AND DISTRIBUTED DIRECT ECONOMIC VALUE

In financial terms, for the 2022/23 crop year, we had revenue of BRL 416.6 million. For the 23/24 harvest, we estimate a revenue of BRL 523 million. Spending on salaries costed BRL 48 million in the 22/23 harvest, in addition to BRL 2.7 million in benefits for employees. We paid around BRL 30 million in taxes and spent BRL 320 million on suppliers and service providers. Furthermore, we made a profit of BRL 20 million.

The Company is also concerned with the well-being, health and protection of employees and senior management. Therefore, we offer life insurance, property damage and liability insurance for the senior management (D&O) in delicate and necessary times.

## TAXES

Diana Bioenergia fully complies with legislation and pays all necessary taxes. In the period from 04/01/2022 to 03/31/2023, we accrued the following tax credits: BRL 250,557.49 in PIS, BRL 4,726,743.47 in COFINS, BRL 6,902,464.32 in ICMS and BRL 4,608,530.00 in other taxes.

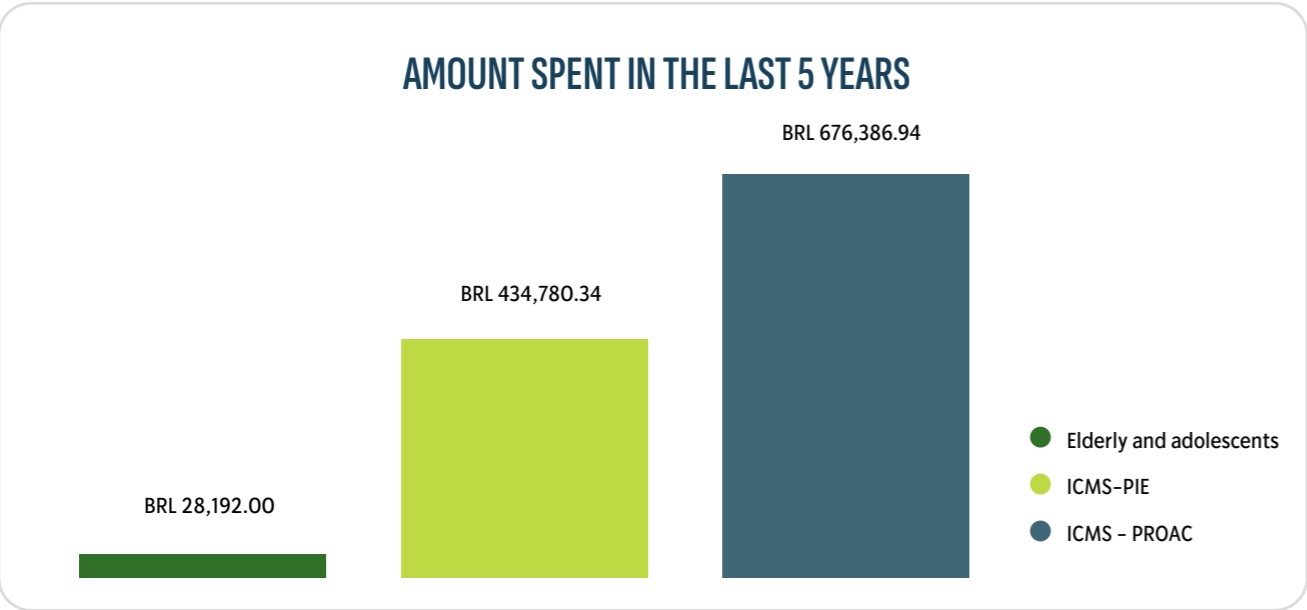
The Company is committed to using the amounts withheld from ICMS and Income Tax to promote social actions and projects that positively impact the community. These resources are directed to initiatives such as the Cultural Action Program (PROAC), the Education Incentive Program (PIE), the Roaunet Law, as well as support programs for the elderly and projects aimed at children and adolescents.

Through these actions, the Company seeks to contribute to the social, cultural and educational development of the regions in which it operates. PROAC, for example, is a program that stimulates cultural and artistic production, encouraging the

implementation of projects in the areas of music, theater, dance, and cinema, among others.

PIE is aimed at supporting educational projects, aiming to improve education and the access to quality education for children and adolescents. Through this program, the Company seeks to collaborate with the strengthening of the educational system and the development of students’ skills and competencies.

Roanet Law is another initiative supported by Diana Bioenergia, which aims to promote culture through the sponsorship of projects in the areas of visual arts, music, literature, audiovisual, and cultural heritage.



Diana Bioenergia is recognized as a reference in generating wealth for the local community and adjacent areas. Over the last four harvests, the Company has achieved impressive results, which were duly audited by an independent auditing company. These results demonstrate the Company’s commitment to transparency and the pursuit of excellence in its operations.

	19-20 Harvest	20-21 Harvest	21-22 Harvest	22-23 Harvest
Gross revenue	202,196	299,070	322,087	416,588
(-) Taxes	(25,044)	(23,204)	(31,151)	(30,136)
(=) Net revenue	177,152	275,866	290,936	386,452
Change in the fair value of the biological asset	6,769	14,388	37,161	22,008
[-] Cost of products sold	(150,144)	(182,743)	(199,743)	(302,693)
(=) Gross profit	33,777	107,511	128,354	105,768
Gross margin	19%	39%	44%	27%
Administrative, commercial and other expenses (revenues)	(15,661)	(25,920)	(30,096)	(26,117)
Result before net financial income (expenses), net exchange variation and taxes	18,116	81,591	98,258	79,651
Financial result	(10,813)	(102,667)	(28,133)	(47,218)
Net exchange variation	(12,647)	(11,298)	3,359	1,103
Result before income tax and social contribution	(5,344)	(32,374)	73,484	33,536
Deferred income tax and social contribution	1,240	17,925	(27,462)	(8,499)
Result for the year	(4,104)	(14,450)	46,022	25,037
Depreciation of machinery, equipment and buildings	7,123	7,618	8,628	8,941
Depreciation of bearer plants	12,962	15,786	17,570	21,489
Biological asset consumption	22,812	26,811	38,731	71,624
Off-season amortization (agricultural and industrial)	18,471	17,704	19,890	31,713
Adjusted EBITDA	79,484	149,510	183,076	213,418
EBITDA Margin	45%	54%	63%	55%
Chargebacks/adjustments				
Unrealized derivatives		60,104	(26,443)	(23,288)
Adjustment to the fair value of the biological asset	(6,769)	(14,388)	(22,773)	15,153
Exchange variation (non-cash)	7,709	3,123	395	710
Income tax and social contribution	(2,391)	(16,265)	16,599	2,524
Result for the year	537	17,124	13,800	20,135

Diana Bioenergia’s tax strategy is carefully defined and based on the tax legislation that governs its activity, comprising the production and sale of VHP Sugar, Hydrated Ethanol and by-products. The Company is committed to complying with all applicable tax and accounting standards, ensuring its legal compliance, duly audited by the independent company Big Four.

The responsibility for analyzing and monitoring tax and accounting standards, as well as compliance with legislation, falls on the Controllershship manager. This professional plays a fundamental role in the Company’s Board of Directors, actively participating in strategic decisions and contributing to the efficient management of the Company’s fiscal aspects.

The Board of Directors, in turn, is constantly attentive to changes in tax legislation, promoting a regular and updated analysis of current tax rules. This practice ensures that Diana Bioenergia is in compliance with tax obligations and can adopt the best strategies to optimize its tax burden, within the limits established by legislation.

The Company understands the importance of transparent and responsible tax management, respecting legal guidelines and avoiding tax risks. In this way, Diana Bioenergia seeks to guarantee the legal safety of its operations and demonstrate its commitment to tax compliance.

Furthermore, the Company has a specific committee dedicated to tax issues, which involves members of the Board of Directors, the CEO, the Controllershship manager and the Human Resources manager. This committee is responsible for dealing with matters related to tax risks and tax opportunities.

When issues involving tax risks or tax opportunities arise, the Company adopts a conservative approach, prioritizing consultation with a firm of lawyers specializing in tax law. If it becomes necessary to enter into legal discussions, the Company uses a writ of mandamus to guarantee their rights and protect their interests. Any change in the Company’s tax practices only occurs after the legal action has become final,

thus ensuring legal certainty.

Furthermore, Diana Bioenergia has for over 10 years permanent tax advice. This consultancy carries out periodic reviews of calculations and ancillary obligations, ensuring that all tax requirements are correctly met. This constant review is essential to avoid errors and maintain compliance with current tax legislation.

SIGNIFICANT PRESENCE IN THE LOCAL ECONOMY

Regarding the acquisition of products, Diana Bioenergia highlights that, currently, around 40% of the volume is purchased from local companies. We recognize the importance of supporting and strengthening the local economy, promoting the sustainable development of the communities in which we operate.

With regard to services during 2022, approximately 80% of providers were from local companies. This includes a variety of essential services, such as sugarcane transportation, people transportation, soil preparation, road maintenance, straw blanketing, transportation and loading of sugarcane seedlings,

transportation of filter cake, among others. We value the partnership with these local service providers and recognize the quality and reliability they offer.

Although we do not have a rigid geographic definition for our suppliers, as some services and materials are specific to manufacturers located outside of Diana’s region, we seek, whenever possible, to meet our needs with local suppliers. Our selection criteria include the best price and quality, in order to ensure that our business needs are met efficiently.

The definition of strategic suppliers is carried out by consensus between the technical and supply areas. In this process, we take into account the quality of the product/service, the competitive price and the service offered. This approach ensures the establishment of

lasting partnerships with reliable suppliers committed to excellence.

To ensure efficiency and transparency in our approval process, we use an integrated management system (E.R.P.), where we classify suppliers as “Active” when they are able to provide materials/services and “Inactive” when they do not meet the requirements. This way, our filter of approved suppliers is constantly updated, ensuring that we only work with reliable partners capable of meeting our demands.

Priority purchasing processes

Description	Agreement Term	SC Amount	%	Total Days	Deviation	Priority Amount
Total	15	3,448	100%	5	10	BRL 14,348,456.93

Priority	Area	%	Amount
Emergency	Automotive	0.1167	BRL 22,383.40
	Agricultural	0.0017	BRL 331.65
	Industrial	0.0058	BRL 1,113.95
	Administrative	0.1305	BRL 25,033.85
		0.25	BRL 48,862.85

Priority	Area	%	Amount
High	Automotive	0.1160	BRL 22,244.25
	Agricultural	0.0818	BRL 15,685.13
	Industrial	0.2332	BRL 44,724.07
	Administrative	0.4893	BRL 93,836.37
		0.92	BRL 176,489.82

We currently have several small local suppliers with ongoing service provision contracts for Diana Bioenergia. These services include transporting people, transporting sugarcane, recovering roads, transporting industrial waste (filter cake), tool rental, trades, among others.



GIVING BACK TO THE COMMUNITY

Diana Bioenergia has a solid commitment to the local community and invests in services and infrastructure that directly benefit the people of the region. The company is committed to promoting social actions that contribute to the well-being and development of the community.

One of Diana Bioenergia’s initiatives is the donation of rubbing alcohol to various health sectors in cities in the region. This donation is essential to ensure the supply of essential resources, especially in times of need, as occurred during the COVID-19 pandemic.

Furthermore, the Company invests in education by donating tablets to schools in Avanhandava/ SP, providing access to technology and educational resources to students in the region. This initiative aims to strengthen learning and contribute to the educational development of children and adolescents in the community.

Diana Bioenergia also supports the construction of the animal protection association, providing construction materials needed to build the facilities. This action demonstrates the Company’s commitment to animal welfare and promoting awareness of the importance of animal protection.

Another relevant initiative is the investment in equipment for more ICU beds at Santa Casa de Penápolis and the acquisition of air conditioning for pediatric clinic. These actions aim to strengthen the region’s health system, providing better medical care conditions and comfort for patients.

In recent years, our donations totaled BRL 921,166.66 to various institutions in the city and region. These resources were directed to initiatives that aim to improve the community’s quality of life, promote education, encourage the practice of sports, and support important social projects. We are committed to continuing on this path of helping and supporting the community, always seeking to make a difference in a significant and positive way.



INSTITUTIONS BENEFITED WITH DONATIONS FROM DIANA BIOENERGIA

- Associação Comercial E Industrial de Avanhandava
- Igreja do Evangelho Quadrangular
- Associação de Amparo ao Excepcional
- Santa Casa de Misericórdia de Penápolis
- Paróquia São Francisco de Assis
- Centro de Saúde de Avanhandava
- E.E Profª Maria Eunice Martins Ferreira
- Fundação de Arte de Penápolis
- Rotary Clube de Avanhandava
- Associação dos Deficientes Físicos de Penápolis (ADEFIP)
- EMEF Prof. Victor Sansoni
- Fundação Educacional de Penápolis
- Fundo Social de Barbosa
- Hospital Ritinha Prates
- Fundo Municipal dos Direitos da Criança
- Instituto Anelo
- SOS Serviços de Obras Sociais
- Asilo Lar Vicentino de Penápolis
- Paróquia Santa Luzia de Avanhandava
- Colégio Girassol de Avanhandava
- Hospital João Marchesi
- Fundo Municipal dos Direitos do Idoso

# ENVIRONMENTAL MANAGEMENT

[GRI: 3-3]

Responsible and sustainable environmental management is the basis of all of Diana Bioenergia's activities, which always seeks to minimize negative impacts on the environment and maximize the socio-environmental benefits of its activities.

Through the adoption of efficient environmental practices and policies, our Company guarantees the conservation of natural resources, the protection of biodiversity and the mitigation of climate change. At Diana Bioenergia, we implement measures at all stages of the production process, such as the appropriate management of waste and effluents, pollution control, the efficient use of resources and the preservation of environmental protection areas. Furthermore, we promote clean and sustainable technologies, engage local communities and our partners in environmental preservation and contribute to a low-carbon economy.

The highlight of Diana Bioenergia's environmental management in 2022 was the implementation of the Water Treatment and Gas Washing Station (ETALG), which received recognition as a case of success in the MASTER CANA 2022 – Industrial Innovation award. ETALG represents a significant advancement in our industrial practices, demonstrating our commitment to innovation and care for the environment.

ETALG is an advanced water treatment and gas-washing system, which allows the recovery and reuse of water resources in our production processes. Through modern and efficient technologies, we are able to treat the water used in industry, removing impurities and pollutants, making it suitable for reuse in various stages of our process.

In addition, ETALG is also responsible for washing gases generated during production, ensuring the reduction of atmospheric emissions and the control of pollutants. This process is carried out safely and efficiently, contributing to the preservation of air quality and the mitigation of environmental impacts.

## WATER AND EFFLUENTS

[GRI: 3-3, 303-1, 303-2, 303-3, 303-4, 303-5]

Diana Bioenergia has a direct influence in the area of the Córrego Rancharia and Córrego do Brejão sub-basin, where most agricultural and industrial activities are concentrated. As part of our environmental commitment, the plant monitors the quality of surface water in these water bodies, due to their proximity to intensive agricultural areas. We seek to implement practices that promote the circular economy in the management of effluents generated in our production process.

This circular approach aims to direct effluents into a new flow, either through direct reuse or recycling of water, both internally and externally. Water consumption occurs mainly in the industrial process and in support areas, where raw materials are transformed into sugar, ethanol and bioelectricity.

In the industrial process, Diana Bioenergia adopts practices that significantly reduce the use of water, allowing it to operate in a closed circuit, with abstraction of 0.81m<sup>3</sup> per ton of sugarcane. Among the practices adopted are:

1. Reuse of treated wastewater in the Wastewater Treatment System;
2. Use of a cooling system for reuse of excess vegetable vapor condensates, such as water in the pre-fermentation and fermentation section;
3. Use of closed circuits for water cooling.

All water abstractions comply with current regulations, and the plant has concessions for the abstraction of groundwater and surface water. The water sources used by the plant are the Serra Geral Aquifer for groundwater and the Córrego Rancharia for surface water.

Through these practices and the responsible management of water resources, Diana Bioenergia seeks to ensure the sustainability of its operations and minimize environmental impacts related to water use. We are committed to promoting the preservation of local water resources and contributing to the conservation of the environment in our area of operation.



EFFLUENT TREATMENT

For effluent treatment, Diana Bioenergia has three compact water treatment stations: One responsible for treating domestic effluents; one responsible for treating oily water from the milling sector; and one responsible for treating oily water from the lubrication and vehicle washer sector. The wastewater generated in the grinding sector is sent by gravity to the treatment station, which consists of a sedimentation box, a water and oil separator box, ETAR 4000 equipment, and a sludge drying bed. This system is responsible for removing coarse solids, oils and grease present in effluents, together with treated sanitary effluent incorporated into the vinasse.

The oily water generated in the lubrication and vehicle washer sector is sent by gravity to the treatment station, which consists of a water and oil separator box, ETAR Evolution 4000 equipment, and a sludge drying bed. After being treated, these waters return to the process for reuse.

Although effluents, wastewater and vinasse (which are used in fertigation) are not disposed of in water bodies, the quality of these effluents is monitored in accordance with current environmental legislation.

Volume of water withdrawn, by source (ML) 2022 - [GRI: 3-3]

Category	
Surface water	1,184,749.00
Groundwater	60,818.00
Total water withdrawn	1,245,567.00
Processed sugarcane (ton)	1,532,909.97
Abstraction per ton of processed sugarcane (m³/t)	0.81



BIODIVERSITY

[GRI: 3-3, 304-1, 304-3, 304-4]

Diana Bioenergia is a unit in the sugar-energy industry located in the municipality of Avanhandava/SP. Its agricultural activities extend across the municipalities of Promissão, Barbosa and Penápolis, in addition to covering the municipality where the Company is located.

Human action has caused significant changes in natural environments, resulting in highly fragmented native vegetation. Most of the remaining fragments are surrounded by a predominantly agricultural matrix, with emphasis on the cultivation of sugarcane and, to a lesser extent, pastures, rubber tree plantations and fruit production.

The Company adopts a set of protection measures in all forest areas. This includes the implementation of an Emergency Control and Fire Fighting Program, the production of native seedlings and the reforestation of Permanent Preservation Areas (APP – Áreas de Preservação Permanente). In addition, specific signs and identifications are placed on the operation maps.

For the forest management, the Company adopts practices that contribute to the conservation of biodiversity, such as monitoring and pest control, as well as fire prevention measures. These actions aim to preserve the fauna, flora and ecosystems present in the Company’s forest areas.

Table 01 – GRI 304-1		2022/2023		
Owned, leased and/or managed forest area (ha)	Total Owned Area	Total Leased Area	Total Managed Area	Total Owned Area in APP
	2,714.59	16,364.74	19,079.33	105.85

MAPPING OF BEEKEEPERS AND STINGLESS BEEKEEPERS

As of 2022, Diana Bioenergia began a partnership with the Sustainability area of Syngenta S.A., in partnership with Converge Consultoria Agronômica Ltda., owner of the “GeoApis” brand, for the registration and georeferencing of apiaries in the Area of Direct Influence (AID – Área de Influência Direta) of the plant’s agricultural activities.

The purpose of this registration is to preserve and protect bees from activities carried out by the plant, especially those related to the use of agricultural pesticides. The cultivation of Apis and Native bees is an important economic activity for the state of São Paulo and ensuring the health of the hives is fundamental for the quality of products, food security, and sustainability of beekeeping.

After registration, Diana Bioenergia, in partnership with GeoApis, promoted a workshop for beekeepers and stingless beekeepers at the Avanhandava City Council headquarters. The purpose of the event was to demonstrate the importance of building a collaborative relationship between both parties. The meeting was also attended by the Environmental Military Police of the State of São Paulo.

In total, 13 thousand hectares were monitored, covering four municipalities (Avanhandava, Penápolis, Barbosa and Promissão). During the process, 4 beekeepers and 7 apiaries were registered, totaling 73 hives, 50 in meliponiculture and 23 in beekeeping. 250 thousand Native bees and 1 million and 840 thousand Apis bees were counted.

Through the GeoApis application, Diana Bioenergia informs beekeepers and stingless beekeepers of the dates and locations of use of agricultural pesticides,

aiming to avoid negative impacts on fauna. In 2022, 20 alerts were issued, resulting in 246 notifications, of which 144 were read by beekeepers and stingless beekeepers.

## PRODUCTION OF NATIVE SEEDLINGS AND THE REFORESTATION OF PERMANENT PRESERVATION AREAS

In recent years, Diana Bioenergia has faced a water crisis that has resulted in a significant reduction in the volume of water in water bodies, aggravated by the absence of native vegetation in riparian areas. Faced with this situation, the Company has dedicated itself to the production of native tree seedlings and the voluntary reforestation of Permanent Preservation Areas (APPs – Áreas de Preservação Permanente) located on its farms, intending to promote ecological restoration of ecosystems.

In 2021, 30 thousand seedlings of trees native to the Cerrado and Atlantic Forest biomes were produced, which were used in 2022 for the reforestation of the APPs at Fazenda Nova Recreio and Fazenda Santa Clara.

In 2022, 12 thousand native tree seedlings were produced, which will be used in reforestation planned for 2023.

Fazenda Nova Recreio, where the Diana Bioenergia Industrial Park is located, has approximately 1,685 hectares. A permanent preservation area of 38,879 m<sup>2</sup> (3.89 hectares) located on the banks of Córrego Rancharia is being reforested.

Fazenda Santa Clara, with around 1,045 hectares, is supplied by two bodies of water: Córrego Barra Mansa, whose APP has already been completely reforested, and Ribeirão dos Patos, whose APP area corresponds to 33,300 m<sup>2</sup> (3.33 hectares), is being targeted for reforestation.

Through these seedling production and reforestation actions, Diana Bioenergia seeks to contribute to the recovery of ecosystems and the preservation of water resources, acting in a responsible and sustainable manner on its properties.

## MUTUAL AID PLAN (PAM)

Diana Bioenergia is part of a group of nine plants that make up the Mutual Aid Plan (PAM – Plano de Auxílio Mútuo). PAM aims to unite the efforts of participating companies and entities, in order to supplement resources and materials necessary for joint action in the face of incidents in the participants' areas of activity. This cooperation aims to ensure a more efficient response in emergencies, especially when

fighting fires in sugarcane and native vegetation areas.

To ensure the standardization of emergency response procedures, employees of plants that participate in PAM receive theoretical and practical training annually. These trainings aim to prepare them to deal with different situations safely and effectively.

In addition, annual audits are carried out on combat equipment available at participating plants, to ensure the physical integrity of this equipment and its proper functioning. These audits are important to maintain the readiness of plants to face emergencies, ensuring the effectiveness of combat and protection actions.

Diana Bioenergia's participation in PAM demonstrates the company's commitment to promoting safety, environmental protection, and mutual cooperation between plants in the sector. The goal is to prevent and combat incidents that may affect production areas and native vegetation areas.

## HABITAT MAPPING AND CONSERVATION

To monitor faunal communities over time, as well as evaluate the occurrence and magnitude of impacts caused by Diana Bioenergia's activities on the fauna present in the areas of direct and indirect influence of the project, the Plan for Monitoring the Wild Fauna was prepared in 2014, covering Mammalian fauna, Avifauna, Herpetofauna and ichthyofauna.

Up until 2022, 12 monitoring campaigns were carried out, achieving the following results:

## MAMMALIAN FAUNA

Considering the 12 monitoring campaigns, 2,581 hours of sampling effort were spent; of these, 511 hours of active search and 2,070 hours of use of a camera trap.

During mammal fauna monitoring, 27 species of mammals were recorded, indicating stability in the collector curve. From the 4<sup>th</sup> campaign, there have been no records of new species.

The identified species are distributed in 9 orders and 16 families. The most representative order is carnivorous, with 9 species recorded, representing 33% of the total mammals observed, followed by the order *Rodentia*, with 15%; *Artiodactyla* and *Cingulata*, both with 11%; *Pilosa*, *Lagomorpha* and *Primates*,

with 7% each; and, finally, *Didelphimorphia* and *Perissodactyla* with 4% each.

It is noteworthy that the project has a reforestation area located at both points. In these, a total of 20 species were recorded, the exclusive being *Galictis cuja*. It is worth mentioning that one of the purposes of the reforestation area is sheltering and providing conditions for the maintenance of fauna, being extremely important for the return of species to these forest replacement areas.

Around 48% of the local mammal fauna is classified as being at some level of threat of extinction. The species are distributed among the points, where, analyzed individually, there are 35% or more species with some degree of threat of extinction. This translates into the need to preserve the remaining natural vegetation present in the project's Area of Direct Influence, including those that house the largest number of endangered species, as these act as refuges for medium and large mammalian fauna, both at the local level, as well as regional.

## AVIFAUNA

In all of the 12 monitoring campaigns, 519 hours of monitoring were spent, 213 species were inventoried, which are distributed in 55 families. The three richest families were: *Tyrannidae* (13% of the sample), followed by *Thraupidae* (9%) and *Accipitridae* with 10 species (5%), and 20 families allocated a single species each, totaling 9%.

In the plant's reforestation areas, 55 species were recorded.

Of the 213 registered species, 17 are considered threatened, according to State Decree no. 63,853/2018.



Family	Species	Popular name	Status	Sensitivity
Caprimulgidae	<i>Hydropsalis maculicaudus</i>	Spot-tailed nightjar	Endangered	Medium
Dendrocolaptidae	<i>Campylorhampus trochilirostris</i>	Red-billed scythebill	Endangered	High
Tinamidae	<i>Rhynchotus rufescens</i>	Partridge	Almost endangered	Low
Anhimidae	<i>Anhima cornuta</i>	Horned screamer	Almost endangered	Medium
Cracidae	<i>Penelope superciliaris</i>	Jacupemba	Almost endangered	Medium
Ciconiidae	<i>Jabiru mycteria</i>	Jabiru	Almost endangered	Medium
Accipitridae	<i>Busarellus nigricollis</i>	Gavião-belo	Almost endangered	Medium
Psittacidae	<i>Amazona aestiva</i>	Blue-fronted amazon	Almost endangered	Medium
Cuculidae	<i>Crotophaga major</i>	Greater ani	Almost endangered	Medium
Momotidae	<i>Momotus momota</i>	Amazonian motmot	Almost endangered	Medium
Thamnophilidae	<i>Herpsilochmus longirostris</i>	Large-billed antwren	Almost endangered	Medium
Tityridae	<i>Pachyramphus validus</i>	Crested becard	Almost endangered	Medium
Thraupidae	<i>Tachyphonus rufus</i>	White-lined tanager	Almost endangered	Low
Tinamidae	<i>Crypturellus undulatus</i>	Undulated tinamou	Vulnerable	Medium
Rallidae	<i>Aramides cajaneus</i>	Grey-cowled wood rail	Vulnerable	High
Scolopacidae	<i>Gallinago undulata</i>	Giant snipe	Vulnerable	High
Ramphastidae	<i>Pteroglossus castanotis</i>	Chestnut-eared aracari	Vulnerable	Medium

## HERPETOFAUNA

After carrying out 12 monitoring campaigns, the accumulated sampling effort is 533 hours.

The richness of herpetofauna comprises 37 species, 24 of which are anuran amphibians and 13 reptiles. None of the species recorded to date are classified as threatened or almost threatened with extinction in relation to State Decree No. 63,853/2018, nor are any considered exotic to Brazilian wildlife.

Among anurans, the *Leptodactylidae* family allocated 50% of those identified, followed by *Hylidae*, with 38% of recorded species, *Microhylidae*, 8% and *Bufo**nidae*, 4%. Among the reptiles, 8 families were identified: *Dipsadidae* and *Viperidade*, each comprising 23% of the records, while *Teiidae* allocated 15%. The other families were represented by one species each, which corresponds to 8%.

## ICHTHYOFAUNA

The reference sub-basins for the study are Ribeirão dos Patos and Ribeirão da Corredeira, using the following reference drainages: Ribeirão Barra Mansa, Córrego Rancharia, and Córrego do Brejão.

During monitoring, 24 species of fish were inventoried; none of the recorded species are threatened with extinction in the state of São Paulo; no exotic species were captured. All specimens collected were subject to identification and were not listed in a research institution.

This richness is distributed across the drainages, with 18 species in Ribeirão Barra Mansa (IC-01), 14 in Córrego do Brejão (IC-02) and 8 species in Córrego Rancharia (IC-03). Jackknife 1 estimator shows that the richness obtained in all drainages is below the range established by the estimator, therefore, not satisfactory in representing local richness.

Regarding abundance, 292 animals were captured in the different drainages. Ribeirão Barra Mansa (IC-01) had the greatest abundance: 135 specimens, followed by Córrego do Brejão (IC-02), with 111 specimens, and 46 specimens in Córrego Rancharia (IC-03).

The biometric values show a community made up of small animals, with rare exceptions of specimens that stand out from the average in terms of mass and length. However, among the drainages evaluated, IC02 – Córrego do Brejão has the highest biomass, average mass and body length, 3,688 g, 73.8 g and 17.5 cm, respectively; the greatest contribution attributed to representatives of the genus *Leporinus* spp.

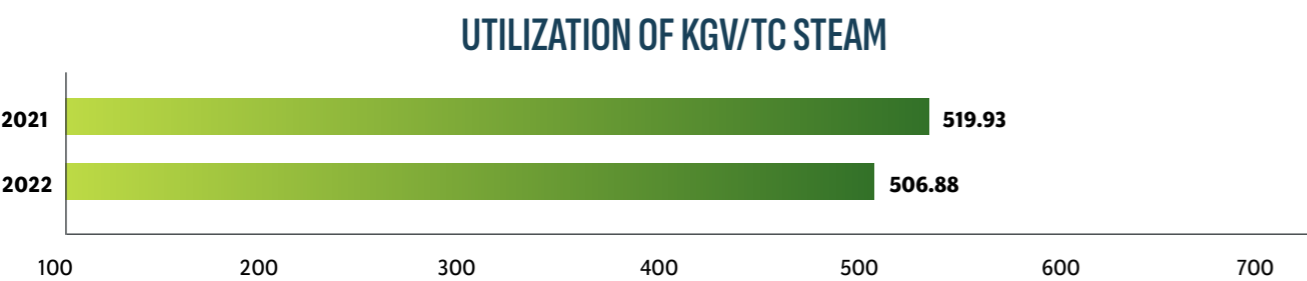
It should be noted that the greater abundance and quantity of species in IC01 is justifiable due to the drainage having better conditions to shelter the species, presenting a larger body and water flow, therefore, greater conditions of food availability. IC03 presents the opposite reality: As it is a drainage with low water flow and some stretches showing levels of siltation, it makes the presence of fish difficult. Finally, IC02 presents intermediate information with values in relation to the abundance of species, however, it stands out in presenting the highest average weight in relation to other drainages.



# ENERGY EFFICIENCY

[GRI: 3-3, 302-1, 302-4, 302-5]

In 2022, Diana Bioenergia implemented improvements that resulted in a reduction in steam consumption of 13.05 kgv/tc. This achievement represented a significant saving of 10,556.86 tons of bagasse, which could be sold or used to export electricity.



For the year 2023, Diana Bioenergia is making investments to achieve a utilization close to 480.00 kgv/Tc. These investments include increasing the production capacity of our boilers and optimizing the broth treatment stage. Improving steam utilization and generation has a direct impact on process costs and the delivery of the company’s products.

In 2022, the Company reached the mark of 1,634 MWh of electrical energy exported. In addition, it achieved greater use of bagasse compared to the previous year, with the sale of an additional 1,019.18 tons of bagasse. This represents an increase of 361.03 tons compared to 2021.

Although energy production is not the main focus of Diana Bioenergia’s production mix, energy cogeneration has become a strategic element for the Company. This strategy allowed for an improvement in the plant’s distribution networks, providing greater reliability in the supply of energy to the industrial park. This reduced stoppages resulting from failures in the distribution company’s power supply and also generated additional revenue from power exports.

## STEAM PRODUCTION: REDUCED ENERGY CONSUMPTION

To promote sustainable consumption, Diana Bioenergia is committed to questioning and intervening in consumption patterns, influencing behaviors and the way our process operates, and aiming for sustainability and its benefits for society and our products. We have come to the conclusion that the key to achieving this goal is to produce more while using fewer resources.

Steam plays a crucial role in our industry, just like any other input, and it is essential to manage it consciously, with organized and structured consumption. However, quantifying and assigning costs within a plant can be complex due to product transformations that involve calculations, determination of efficiency in machines and equipment, construction characteristics, design changes and the behavior of their yields.

Despite the difficulties in estimating costs, it is important to highlight that the production value per ton of steam is dynamic and proportional to the operating conditions of the boilers, the process, and climatic conditions.

When developing any project, accurate data collection is crucial, as these numbers provide us with references to identify areas that need to be improved and determine which variables require intervention to improve energy efficiency. Based on our results and the premise of producing more while consuming less, we work to reduce the consumption of our main process variable: Steam consumption.

Just like in failure analysis with the “5 whys” tool, through which we can identify the root cause by questioning the facts that precede an event, we question each step in our industry and the importance of each element in steam production. This approach not only reinforces the need to invest in improvements but also indicates which steps of the process can be optimized.

## PROCESS IMPROVEMENTS AND OPTIMIZATION SEEKING ENERGY EFFICIENCY

### 2021 – Projects executed:

- 1. Improvement in Water Quality / Water Treatment Plant (ETA);
- 2. Boiler Operation Automation.

### 2022 – Projects executed:

- 1. Automation of Mill Operations (IOC Implementation);
- 2. Installation of Broth Regenerators (Broth x Condensate/Broth x Vinasse);
- 3. Replacement of the Tubular Bundle and Partial Front Wall Boiler 5 – 2022;
- 4. Soot Blowers Installation;
- 5. Replacement of Boiler 5 Superheaters;
- 6. Replacement of the Air Preheater Set in Boilers 3 and 5;
- 7. Water Softener Installation.

### 2023 – Project under development for the 2022/2023 harvest

- 1. Broth Separation (Mixed Broth x Primary Broth) 2023;
- 2. Addition of Secondary Fan to Boiler 5;
- 3. Replacement of the front water wall in Boiler 5;
- 4. Retrofit to the Exhaust Duct of Boiler 3.

Presenting this information in numbers, during 2021, Diana Bioenergia’s set of mills, boilers, power generation and production averaged 520.29 kg of steam per ton of sugarcane processed. These numbers are related to various operational costs, which affect both maintenance expenses and agricultural operations, in addition to industrial effectiveness indicators.

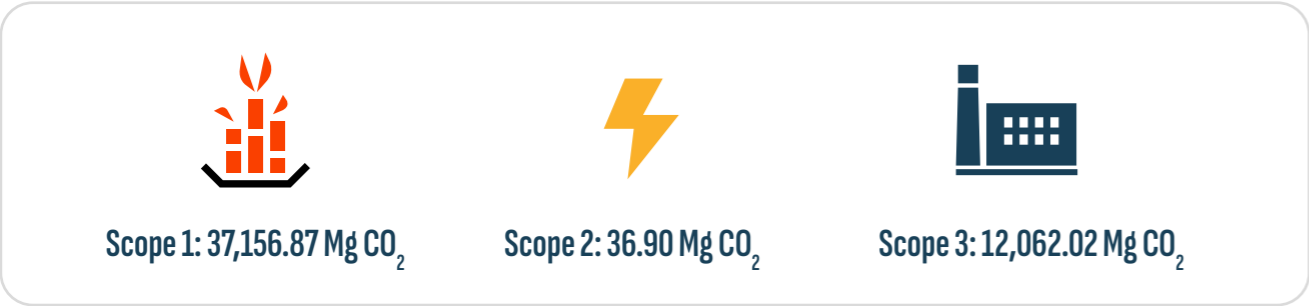
Reducing steam consumption has become Diana Bioenergia’s main goal to improve energy efficiency in the industry. This led us to develop and implement projects aimed at improving steam production, seeking to use our resources more efficiently.

As a result of our efforts, in 2022, the Company achieved crushing of 1,532,910 tons of sugarcane and a significant reduction in specific steam consumption, with an average of 506.88 kg of steam per ton of sugarcane. We are investing in this off-season to reach amounts close to 480.00 kg of steam per ton of processed sugarcane. In these investments, we aim to increase the production capacity of Diana Bioenergia’s boilers and improve the process’s performance.

# EMISSIONS

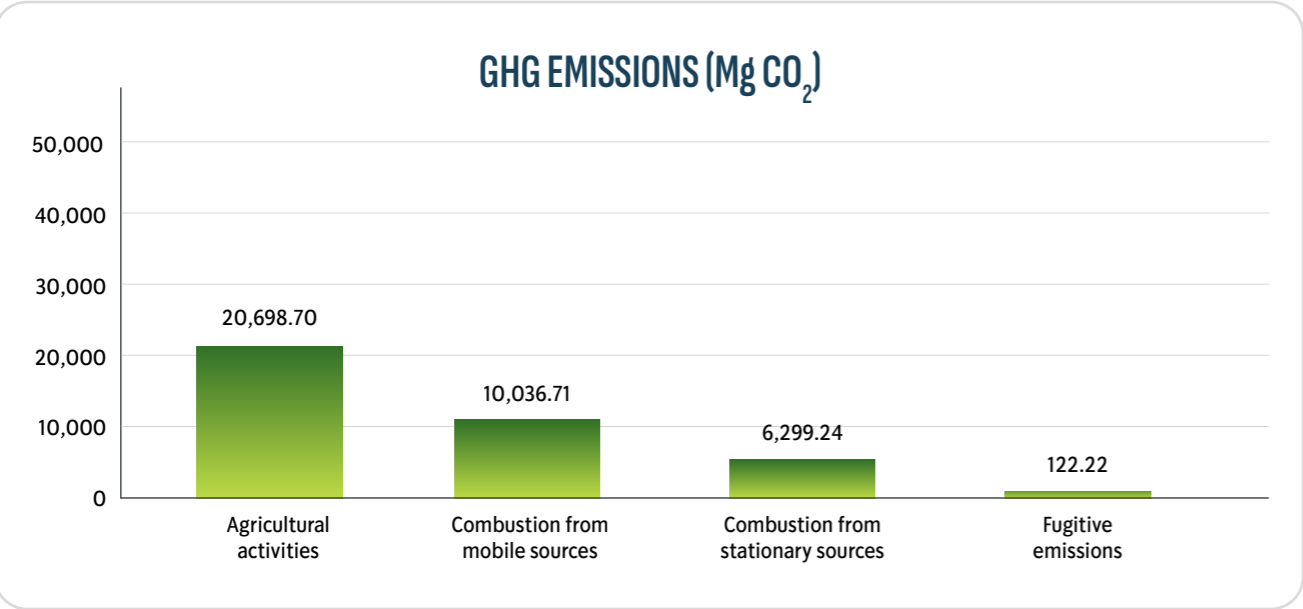
[GRI: 3-3, 305-1, 305-2, 305-3, 305-5, 305-7]

The total Greenhouse Gas (GHG) emission recorded for Diana Bionergia was 49,255.79 Mg CO<sub>2</sub>e for the year 2022. Emissions associated with Scope 1 totaled 37,156.87 Mg CO<sub>2</sub>e (75.44%), Scope 2, 36.90 Mg CO<sub>2</sub>e (0.07%), and Scope 3, 12,062.02 Mg CO<sub>2</sub>e (24.49%).



### SCOPE 1

In Scope 1, emissions from the categories recommended by the Brazilian GHG Protocol Program were included, as follows: Agricultural activities, Combustion from mobile sources, Combustion from stationary sources, and Fugitive emissions.



GHG emissions from combustion from stationary sources and mobile sources associated with Scope 1, by type of fuel, are presented in the following table.

Fuel	GHG emissions Mg CO <sub>2</sub> e
Stationary source	
6,299.24	
Acetylene	9.96
Sugarcane bagasse	6,269.27
LPG	19.07
Wood	0.94
Mobile source	
10,036.71	
Biodiesel	6.13
Hydrous ethanol	2.87
LPG	8.50
Diesel oil	10,019.21



### SCOPE 2

Emissions associated with Scope 2, accounted for Diana Bionergia’s activities that consumed electricity supplied by the grid, totaled 36.90 Mg CO<sub>2</sub> for the year 2022.



### SCOPE 3

GHG emissions associated with Scope 3 totaled 12,062.02 Mg CO<sub>2</sub>e, representing 24.49% of total emissions recorded for 2022.

GHG emissions from the Purchased Goods and Services category totaled approximately 62.59% of Scope 3 emissions. It is important to highlight that the main industrial inputs and inputs used in agricultural activities were covered. In this way, GHG emissions were recorded from the production of synthetic fertilizers (including the macronutrients nitrogen, phosphorus, and potassium), dolomitic limestone and agricultural gypsum and, finally, agricultural pesticides (herbicides, pesticides and fungicides).

In emissions from the category of activities related to fuels and energy not included in Scope 1 (extraction and production), fuels used in mechanized and transport operations at Diana Bionergia were considered and totaled approximately 21.75% of Scope 3 emissions.

In the Upstream Transport and Distribution category, emissions were estimated at 14.59%, arising from combustion from mobile sources of third-party vehicles. Finally, in the Solid Waste category, the emissions recorded were only 1.07% of the scope emissions.

GHG emissions associated with Scope 3 by category are presented in the Table below.

Activities associated with Scope 3	GHG emissions Mg CO <sub>2</sub> e
<b>Fuels and energy not included in scope 1</b>	
Biodiesel	153.00
Hydrous ethanol	84.37
LPG	3.24
Diesel oil	2,382.93
<b>Purchased Goods</b>	
Agricultural inputs	6,320.29
Industrial inputs	1,229.53
<b>Solid Waste</b>	128.76
<b>Upstream Transport and Distribution</b>	1,759.90

Emissions from the categories covered in Scopes 1, 2 and 3 by type of greenhouse gas are presented in the table below. As mentioned above, this study considered the global warming potentials (GWP) proposed in AR5 of the IPCC for a horizon of 100 years, whose GWP for CH4 = 28 and N2O = 265. Additionally, the results are associated with the emission factors available in the literature.

SCOPE 1, 2 and 3 categories	Mg CO <sub>2</sub> e	Mg CH <sub>4</sub>	Mg N <sub>2</sub> O	Mg CO <sub>2</sub> e
<b>SCOPE 1</b>				
Agricultural activities	5,444.10	6.43	56.88	20,698.70
Combustion from stationary sources	29.02	99.00	13.20	6,299.24
Combustion from mobile sources	9,873.64	0.75	0.54	10,036.71
Fugitive emissions	122.22			122.22
<b>SCOPE 2</b>				
Electricity	36.90			36.90
<b>SCOPE 3</b>				
Activities related to fuels and energy not included in scope 1	2,623.53			
Goods and services purchased	7,549.82			
Solid waste				128.76
Upstream Transport and Distribution	1,731.82	0.12	0.09	1,759.90
<b>Fugitive emissions of other GHGs not regulated by the Kyoto Protocol</b>				
Fugitive emissions – non Kyoto	217.75	0.00	0.00	217.75

### DIRECT EMISSIONS

Mobile sources (diesel vehicles)

Atmospheric emissions from mobile sources, characterized by diesel-powered machines and vehicles, are monitored annually through the Internal Self-Inspection Program for Correct Fleet Maintenance, whose applied methodology is the Ringelmann Scale. The use of this method is standardized in Brazilian environmental legislation through NBR 6.016/1986 and IBAMA Ordinance No. 85 of 1996.

It is classified as black smoke or soot, the particulate matter suspended in the atmosphere resulting from the incomplete burning of diesel oil at the exit from the combustion chamber.

In 2022, 74 machines and vehicles were monitored. Of these, 9.5% presented pattern 1; 36.5% presented pattern 2; 50% presented pattern 3; 2.7% presented pattern 4; and 1.3% presented pattern 5.

Machines and vehicles that showed a colorimetric level above standard 2 were sent for corrective maintenance, being released after the black smoke level was met.

### EMISSIONS OF NOX, SOX AND OTHER SIGNIFICANT ATMOSPHERIC EMISSIONS

The electrical energy consumed by Diana Bioenergia is generated by burning sugarcane bagasse in boilers, generating steam that is directed to turbines coupled to generators, transforming the steam into electrical energy.

The combustion process of sugarcane bagasse generates ash and soot that are retained in pollution control equipment called gas scrubbers, preventing the emission of these pollutants into the atmosphere.

The air quality of an area or region is determined through assessments of atmospheric pollutants, which are compared with the pollutant concentration standards established in environmental legislation. Considering that the main atmospheric pollutants in the sugar and alcohol industries are gases arising from the burning of bagasse in boilers to generate steam, the Atmospheric Emissions Monitoring Plan was drawn up aiming at analyzing the quality of emissions released into the atmosphere.

The parameters analyzed are Particulate Matter (PM) and Nitrogen Dioxide (NOX), which are characterized below.

Pollutant	Characteristics	Effects on health	Effects on the environment
Particulate Matter (PM)	Particles of solid or liquid material that remain suspended in the air, in the form of dust, fog, aerosol, smoke, soot, etc. Size range < 10 microns.	Increase in hospital visits and premature deaths.	Damage to vegetation, deterioration of visibility, dirt and soil contamination.
Nitrogen Dioxide	Nitrogen dioxide (NO <sub>2</sub> ) is a highly toxic substance. It is a reddish-brown gas, with a strong and very irritating odor. It can lead to the formation of nitric acid, nitrates, which contribute to an increase in inhalable particles in the atmosphere, and toxic organic compounds.	Increased sensitivity to asthma and bronchitis, reduced resistance to respiratory infections, emphysema, reduced lung capacity, irritation of the mucous membranes of the respiratory system, carcinogenic.	It can lead to the formation of acid rain, damage to vegetation and crops. Gas that is part of “photochemical smog”, which pollutes urban environments.

The quality standards of atmospheric emissions to be met are stipulated in CONAMA resolution no. 436 of December 26, 2011, for boilers installed or with a licensing request before January 2007.

BOILER 3

Comparing the average of the three results of the concentration of Particulate Matter corrected to 8% of O<sub>2</sub> obtained in the 2022 campaign (153.13 mg/Nm<sup>3</sup>), we can state that the emission of PM into the atmosphere presented 70% below the limits established by Annex III of CONAMA Resolution No. 436/2011, which is 520.00 mg/Nm<sup>3</sup>.

BOILER 4

The average of the 3 collections to determine the concentration of PM corrected to 8% O<sub>2</sub> in Boiler 4 was 32% below the tolerance limits stipulated by CONAMA Resolution No. 436/2011.

BOILER 5

When monitoring atmospheric emissions from boiler 5, the average of the 3 collections to determine the concentration of particulate matter corrected to 8% O<sub>2</sub> was 64% below the tolerance limit stipulated by the current resolution.

In relation to the NOx parameter, the average collection of the presented concentration is 10% lower than the limits established by CONAMA Resolution No. 436/2011.



SOIL HEALTH  
[GRI: 3-3]

Diana Bioenergia understands that all resources are finite and that we must guarantee and promote the quality of life of the current and future generation, therefore, the conservation and maintenance of the environment is extremely important.

When planting or renovating a sugarcane field, the first step is to systematize the soil, which allows us to achieve operational, agronomic and environmental gains. Thus, adapting the soil surface, allowing better water management. To carry out the systematization, it is necessary to study the slope and type of soil, the climatic condition of the region and all the characteristics that are relevant for planting, thus, the shape and arrangement of the sugarcane planting lines are dimensioned. Providing reduction in compaction through reduced trampling, greater efficiency in the use of machines and the application of inputs.

Diana Bioenergia opts for two manual planting methods, the Interrotational Method Occurring Simultaneously (Meiosi – Método Interrotacional Ocorrendo Simultaneamente) and spreading.

Spreading is only carried out in areas where there is an infestation of silk-grass, as reform is the best time to control this weed plant efficiently. At the beginning of October, we planted millet, sunn hemp and other plant species, thereby increasing the microbiology of the soil through the microorganisms that proliferate in these crops, favoring greater fertility through the added organic matter. This also allows for a reduction in the nematode population and helps in decompaction of the soil.

Meiosi is Diana Bioenergia’s top priority in the areas of reform, since, using this method, we improve the physical, chemical, and biological characteristics of the soil. Another advantage of this system is the saving on seedlings, with a reduction in the final cost of implementing the sugarcane plantation. Each planted line can supply seedlings for at least six commercial planting lines. During furrowing, the mother lines receive 40 tons of filter cake. During seedling growth, *Crotalaria spectabilis*, soybeans, millet, and a blend of seeds including sunflower, sunn hemp, millet and buckwheat, among others, are planted. By using Meiosi, we reduce the operational structure and investments in transport and loading of seedlings, as well as improve the quality of the seedlings, which allows a reduction in planting failures. Such a system creates protection for the soil, reducing the risks of erosion, increases nitrogen fixation in the soil through the use of intercrops with this capacity, providing organic matter to the soil.

In all of our reform areas, we carry out mechanical elimination of ratoon crops to control the soil pest called *Sphenophorus levis* during the driest time of the year, between June and August. In this operation, the *Sphenophorus levis* larvae die from dehydration as they are exposed to the sun.

To ensure crop fertility, the Company carries out periodic soil sampling to assess nutrient levels, determine fertilization and soil correction. We use precision agriculture to allocate sample collection points, which allows us to obtain more accurate results in the Company’s crops.

Soil preparation must guarantee the physical and chemical conditions for the sprouting, development and growth of sugarcane. When installing a new cycle after preparing the soil, we adopted deep bedding tillage of the soil, the parallelism of which is done using automatic pilot. Only in the planting beds are the compacted layers broken, stirring the soil in depth, allowing the full growth of the root system, and ensuring adequate physical and water conditions during the crop cycle.



To continue the ‘cane bed’ proposal, we carried out agricultural traffic control, with furrowing of 1.5 m equidistant lines, use of automatic pilot and machines with a gauge of 3.0 m. With agricultural traffic at 1.5 m, we allow for a reduction in fuel consumption and compaction.

We optimized the operation of finishing/covering, which consists of leveling the soil after sugarcane sprouts to avoid unevenness at the time of harvest, by including several other operations such as fertilization, for example, allowing fuel savings and reducing soil compaction.

In all our ratoon areas, after harvesting, straw is mobilized – which can be straw accumulation and de-rowing.

Straw accumulation consists of maintaining one line with straw and removing straw from two lines, in areas harvested at the beginning and end of the harvest and on roadsides. This mobilization helps control pests by reducing the incidence of *Sphenophorus levis* and root hoppers during the period of greatest infestation, reduces the risk of fire and damage caused by frost in areas without straw, facilitates the sprouting of tillers and the triple operation.

De-rowing aims to remove straw from the sugarcane line, leaving the line uncovered and facilitating tiller sprouting, ensuring soil moisture, reducing the risk of erosion and helping to control pests.

We use vinasse as fertilizer in most of our areas, via localized application and spraying, as it is very rich in potassium (K). With this, we replace the chemical potassium fertilizer in the soil.

Diana Bioenergia employs precision agriculture technologies embedded in all its operations, using autopilot with a Real-Time eXtended (RTX) signal.

## USE OF PESTICIDES

[GRI: 3-3]

In 100% of the sugarcane field, we use biological control of *Sphenophorus levis*, also using *Beauveria bassiana* to control the adult insect, in applications carried out during the rainy season. Among the best practices for managing this pest, we use mechanical removal of ratoons in the reform. We monitor mechanically destroyed areas so that there is no regrowth of sugarcane clumps, as well as host plants, in addition to adopting crop rotation as an agronomic practice to prevent *Sphenophorus levis* from remaining in the sugarcane field.

At Diana Bioenergia, pest and disease monitoring is constantly carried out in our areas, with the conscious use of chemical and biological pesticides. Among the control strategies with biological pesticides are *Beauveria bassiana*, *Metarhizium anisopliae*, *Trichogramma galloi*, *Cotesia flavipes*, *Azospirillum brasiliense* and *Trichoderma harzianum*.

In 2022, concerned about the surroundings of the cultivated areas, we hired the GeoApis platform, which promotes a dialogue between the plant and beekeepers in the region to guarantee the safe application of agricultural pesticides, preserving the bees. When we program an application, we issue alerts on the platform with the active ingredients we will use, so that beekeepers can be alert, even though we do not make applications that pose risks to them.

The volumes of pesticides used according to the environmental hazard potential classification levels are:

Herbicide

Environmental Classification	Volume (Kg)	Volume (L)
Class II – Very Dangerous	6,271.20	50,576.45
Class III – Dangerous Product	243.02	64,239.50
Class IV – Slightly Toxic	365.50	-

Fungicide

Environmental Classification	Volume (Kg)	Volume (L)
Class II – Very Dangerous	-	3,073.30
Unclassified	-	99.00

Ripening agent

Environmental Classification	Volume (Kg)	Volume (L)
Class III – Dangerous Product	-	4,184.17
Unclassified	-	165.00

Insecticide

Environmental Classification	Volume (Kg)	Volume (L)
Class I – Highly Dangerous	-	11,467.75
Class II – Very Dangerous	2,854.00	3,650.50
Class III – Dangerous Product	743.13	1,284.10
Class IV – Slightly Toxic	6,349.10	-

WASTE MANAGEMENT

[GRI: 3-3, 306-1, 306-2, 306-5]

At Diana Bioenergia, we adopt sugarcane as a natural raw material and, through its transformation, we generate various products and applications. However, we also produce waste during the production process and maintenance activities, such as packaging and contaminated materials. This waste is properly disposed of in accordance with the principles of the Circular Economy.

To maximize the reuse of waste generated, we implement recycling and reuse practices in our agro-industrial processes. For example:

- 1. Sugarcane bagasse is used as biomass for burning in boilers, generating clean energy that supplies our unit. The surplus of this energy is sold.
- 2. Vinasse, a co-product of ethanol distillation rich in potassium, is applied as fertigation, contributing to plant nutrition.
- 3. The filter cake, enriched with ash, soot and other elements, is used as a source of nutrients, such as phosphorus, calcium, nitrogen and magnesium, important for plant development.

Currently, 92% of waste generated but not reused in our agro-industrial processes is classified as non-hazardous. This waste is destined for recycling, being correctly stored and sent to companies licensed by environmental agencies. Hazardous waste is sent to licensed companies, in accordance with legislation. Furthermore, we adopt reverse logistics for packaging pesticides, ensuring the return and proper disposal of these materials.

Following the evolution of environmental guidelines, we implemented the Waste Transport Manifesto (MTR – Manifesto de Transporte de Resíduos) through the SIGOR and SINIR electronic systems. All waste destined is then controlled and inventoried quarterly, meeting the requirements of environmental control bodies.

Diana Bioenergia is committed to seeking sustainable solutions for waste management, aiming to minimize environmental impacts and contributing to the preservation of the environment.

CIRCULAR ECONOMY

INDUSTRIAL OPERATION	WASTE	AGRICULTURAL OPERATION
<ul style="list-style-type: none"><li>Ethanol</li><li>Sugar</li><li>Electricity</li></ul>	<ul style="list-style-type: none"><li>Vinasse</li><li>Filter cake</li><li>Ash and soot</li><li>Wastewater</li><li>Bagasse</li></ul>	

TOTAL WASTE GENERATED AND DISCARDED (TON)

Non-Hazardous Waste (Class II A and II B)			
Category	Within the Organization	Outside the Organization	Destination
Organic		19.50	Landfill
Plastic/Paper/Cardboard		46.48	Recycling
Input Packaging		12.72	Recycling
Metal		653.87	Recycling
Total non-hazardous waste		732.57	
Hazardous Waste (Class I)			
Burnt lubricating oil		22.12	Oil re-refining
Dangerous		54.80	Landfill
Total hazardous waste		76.92	

# FINAL CONSIDERATIONS

At the end of this sustainability report, it is possible to see Diana Bioenergia's commitment to promoting sustainable and responsible practices in all of our operations. Our company recognizes the importance of evaluating and disclosing socio-environmental performance, seeking transparency and the engagement of all our stakeholders.

During the period covered in this report, we implemented several initiatives and measures aimed at environmental preservation, the promotion of social development and the continuous search for economic efficiency. Our efforts were directed at the main challenges faced by society, such as mitigating climate change, conserving biodiversity, responsible waste management, conscious use of natural resources and compliance with current rules and regulations.

We highlight the importance of partnerships and cooperation with government organizations, civil society and local communities, strengthening our role as an agent of transformation and contributing to the sustainable development of the regions where we operate. Furthermore, we constantly seek to improve our processes and practices, based on performance analyses, indicators and established goals.

We recognize that the journey towards sustainability is continuous and that there are challenges to be overcome. However, we are committed to maintaining our responsible and sustainable operations, promoting innovation, efficiency and ethics at all levels of the organization.

We thank all employees, partners, customers and other stakeholders who contributed to the results achieved and who share the values of sustainability with us. We will remain committed to building a better future, in harmony with the environment and for the benefit of present and future generations.



# GRI SUMMARY

Declaration of use	This report was prepared in accordance with the Global Reporting Initiative (GRI) 2021 Standards.
GRI 1 used	GRI 1: Foundation 2021
	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI Standard	Contents	Page	Omission			Ref. No. of GRI Sector Standard
			Omitted requirements	Reason	Explanation	
General Contents						
The organization and its reporting practices						
GRI 2: General Disclosures 2021	2-1 Organization data	10				
	2-2 Entities included in the organization's sustainability report	10				
	2-3 Reporting period, frequency and focal point	6				
	2-4 Reformulation of information	0	Not applicable		There was no reformulation.	
	2-5 External check	0	Not applicable		As this is the first report, we will not carry out an external verification.	
Activities and workers						
	2-6 Activities, value chain and business relationships	10,11				
	2-7 Employees	23,36				
	2-8 Workers who are not employees	23			In 2022, we had 702 workers who were not employees (outsourced) performing services at Diana Bioenergia. They performed predominantly sugarcane transportation works during the period from April to December; in the other months, they performed industrial maintenance services and prevention repairs and improvements. All outsourced workers went through a rigorous selection process and documentation analysis, after which we carried out an integration of security and company rules and, after that, they were released to work.	

Governance						
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	12				
	2-10 Appointment and selection of the highest governance body	12				
	2-11 President of the highest governance body	12				
	2-12 Responsibilities of the highest governance body in controlling impact management	12				
	2-13 Delegation of responsibility for impact management	16				
	2-14 Responsibilities of the highest governance body in sustainability reporting	16				
	2-15 Conflicts of interest	19				
	2-16 Critical manifestations	16				
	2-17 Collective knowledge of the highest governance body					
	2-18 Performance assessment of the highest governance body		Not applicable		It is not a governance practice, due to the legal nature of the company.	
GRI 2: General Disclosures 2021	2-19 Remuneration policies		Not applicable		There is no defined remuneration policy.	
	2-20 Processes for determining remuneration	27	Not applicable		There are no defined processes.	
	2-21 Proportion of total annual remuneration		Confidential		The company does not provide this information.	
Strategy, policies and practices						
GRI 2: General Disclosures 2021	2-22 Information on the sustainable development strategy	8				
	2-23 Commitments	19				
	2-24 Internalization of commitments	19				
	2-25 Processes for remediating negative impacts	19				
	2-26 Mechanisms for seeking advice and raising concerns	19				

Strategy, policies and practices				
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	19		
	2-28 Membership in associations		We are members of UNICA and participate in industry events, such as Udop, Gehrai, CTC, among others. We have a good relationship with industry associations and organizations, always present at symposiums, workshops, discussions, networks and union relationships.	
	2-29 Approach to stakeholder engagement	7		
	2-30 Collective bargaining agreements	23		

GRI Standard	Contents	Page	Omission	Ref. No. of GRI Sector Standard
			Omitted requirements	Reason Explanation
Material Topics				

GRI 3: Material Topics 2021	3-1 Process for determining material topic	7		
	3-2 List of material topics	7		

#### Governance, Ethics, and Compliance

GRI 3: Material Topics 2021	3-3 Management of material topics	42	13.25.1 13.26.1	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	42		
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	19	13.26.2	
	205-2 Communication and training in anti-corruption policies and procedures	19	13.26.3	
	205-3 Confirmed cases of corruption and measures taken		There were no cases of corruption. 13.26.4	
206: Anti-competitive Behavior 2016	206-1 Lawsuits against unfair competition, trust and monopoly practices		There were no cases of unfair competition. 13.25.2	

#### Economic Performance

GRI 3: Material Topics 2021	3-3 Management of material topics	42	13.2.1 13.22.1	
-----------------------------	-----------------------------------	----	----------------	--

#### Economic Performance

GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	42		13.22.2
	201-2 Financial implications and other risks and opportunities due to climate change	42		13.2.2
	201-3 Obligations of the defined benefit plan and other retirement plans	42		
	201-4 Financial aid received from the government	42		
	202-1 Ratio between the lowest wage and the local minimum wage, with discrimination by gender	27		
GRI 202: Market Presence 2016	202-2 Proportion of board members hired from the local community	12		a) and b) There are two members of the Management Committee who are from the local community: Wesley Martinez (Human Resources manager) and Ênio Nascimento (Controlling manager). Reinforcing, therefore, that Diana Bioenergia values and recognizes talents in the region, including promoting them c) Diana Bioenergia is located in the city of Avanhandava in the state of São Paulo, specifically in the northwest region, belonging to sub-region of Penápolis/SP. d) Main office.
GRI 203: Indirect Economic Impacts 2016	203-1 Investments in infrastructure and support for services	42		13.22.3
	203-2 Significant indirect economic impacts	42		13.22.4
GRI 207: Tax 2016	207-1 Tax approach	42		
	207-2 Governance, control and management of fiscal risk	42		
Human Capital				
GRI 3: Material Topics 2021	3-3 Management of material topics	23		13.15.1 13.15.5 13.20.1 13.21.1 13.21.2 13.21.3
GRI 401: Employment 2016	401-1 New hires and employee turnover	23		
	401-2 Benefits granted to full-time employees that are not offered to temporary or part-time employees	29	Parameter used	Part-time included. Outsourced employees only benefit related to meals: They use the cafeterias. Part-time employees have all the benefits.
	401-3 Maternity and paternity leave	7		

Human Capital				
GRI 404: Training and Education 2016	404-1 Average hours of training per year, per employee	30		
	404-2 Employee skills improvement and career transition assistance programs	23		
	404-3 Percentage of employees receiving regular performance and career development reviews	23		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity in governance bodies and among employees	23		13.15.2
	405-2 Proportion between the base salary and remuneration received by women and those received by men		At Diana Bioenergia, salaries are defined based on functions and current laws, without differentiation by gender.	13.15.3
GRI 406: Non-discrimination 2016	406-1 Cases of discrimination and corrective measures taken		Not applicable	During the reporting period, there were no cases of discrimination. 13.15.4
Water and Effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	51,52		13.7.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	51		13.7.2
	303-2 Management of impacts related to water disposal	51		13.7.3
	303-3 Water abstraction	51		13.7.4
	303-4 Disposal of water	51		13.7.5
	303-5 Water consumption	51		13.7.6
Energy Efficiency				
GRI 3: Material Topics 2021	3-3 Management of material topics	58		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	58		
	302-2 Energy consumption outside the organization		Not applicable	Data not monitored.
	302-3 Energy intensity		Not applicable	We do not have this rate, we only work with the steam flow.
	302-4 Reduction of energy consumption	58		
	302-5 Reductions in energy requirements for products and services	58		

Supplementary indicators				
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	60		13.1.1
GRI 305: Emissions 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	60		13.1.2
	305-2 Indirect greenhouse gas (GHG) emissions (Scope 2) from electric energy acquisition	60		13.1.3
	305-3 Other indirect greenhouse gases (GHG) emissions (Scope 3)	60		13.1.4
	305-5 Reduction of greenhouse gas (GHG) emissions	60		13.1.6
	305-7 NOX, SOX and other significant atmospheric emissions	60		13.1.8
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	53		13.3.1
GRI 304: Biodiversity 2016	304-1 Company-owned, leased or managed operating units within or adjacent to environmental protection areas and areas of high biodiversity value located outside environmental protection areas	53		13.3.2
	304-3 Protected or restored habitats	53		13.3.4
	304-4 Species included on the IUCN red list and national conservation lists with habitats in areas affected by operations of the organization	53		13.3.5
Soil Health				
GRI 3: Material Topics 2021	3-3 Management of material topics	65		13.5.1
Reports on pesticide use				
GRI 3: Material Topics 2021	3-3 Management of material topics	67		13.6.1 13.6.2
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	68		13.8.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	68		13.8.2
	306-2 Management of significant impacts related to waste	68		13.8.3
	306-5 Waste destined for final disposal	68		13.8.6

Food safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	40		13.10.1 13.10.4 13.10.5
GRI 416: Customer Health and Safety 2016	416-1 Assessment of impacts on health and safety caused by categories of products and services	40		13.10.2
	416-2 Cases of non-compliance in relation to health and safety impacts caused by products and services	40		13.10.3
Local Community				
GRI 3: Material Topics 2021	3-3 Management of material topics	37		13.12.1
GRI 413: Local Communities 2016	413-1 Operations with engagement, impact assessments and development programs aimed at the local community	37		13.12.2
	413-2 Operations with actual or potential significant negative impacts on local communities	37		13.12.3
Forced or Compulsory Labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	31		13.16.1
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers under significant risk of incidents of forced or compulsory labor	31		13.16.2
Child labor				
GRI 3: Material Topics 2021	3-3 Management of material topics		The highest risk operations are sugarcane planting. However, there is no evidence of suppliers under this type of situation who are not being monitored.	13.17.1
GRI 408 Child Labor 2016	408-1 Operations and suppliers under significant risk of incidents of child labor		In addition to holding lectures and meetings, we created booklets to raise awareness about infractions.	13.17.2
Freedom of Association and Collective Bargaining				
GRI 3: Material Topics 2021	3-3 Management of material topics	23		13.18.1
GRI 407 Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	23		13.18.2

Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	31		13.19.1
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	31		13.19.2
	403-2 Hazard identification, risk assessment and incident investigation	31		13.19.3
	403-3 - Occupational health services	31		13.19.4
	403-4 - Workers' participation, consultation and communication to workers regarding health and safety at work	31		13.19.5
	403-5 - Training of workers in occupational health and safety	31		13.19.6
	403-6 - Promotion of worker's health	31		13.19.7
	403-7 - Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	31		13.19.8
	403-8 - Workers covered by an occupational health and safety management system	31		13.19.9
	403-9 - Work accidents	31		13.19.10
	403-10 - Occupational diseases		Not applicable	There were no records of occupational diseases. 13.19.11
Supply Chain Traceability				
GRI 3: Material Topics 2021	3-3 Management of material topics	42		13.23.1 13.23.2 13.23.3 13.23.4
Public Policy				
GRI 3: Material Topics 2021	3-3 Management of material topics	42		13.24.1
GRI 415: Public Policy 2016	415-1 Political Contributions	42		13.24.2

Topics in the applicable GRI Sector Standard defined as non-material	
Topic	Explanation
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	
13.4 Natural Ecosystem conversion	
13.9 Food safety	
13.11 Animal health and well-being	
13.13 Rights to land and resources	
13.14 Rights of Indigenous Peoples	

# CREDITS

GENERAL COORDINATION OF THE SUSTAINABILITY REPORT  
IZA BARBOSA

TERRAGRATA CONSULTORIA EM SUSTENTABILIDADE

CONTENT ACQUISITION AND ORGANIZATION  
TERRAGRATA CONSULTORIA EM SUSTENTABILIDADE STAFF

WRITING  
TERRAGRATA CONSULTORIA EM SUSTENTABILIDADE STAFF

LAYOUT AND ART  
FERNANDO DAVIS

PRODUCTION  
DIANA BIOENERGIA  
TERRAGRATA CONSULTORIA EM SUSTENTABILIDADE



