

BRAZILIAN BIOCOMBUSTÍVEIS LTDA

SOCIO-ENVIRONMENTAL AND NON- DISCRIMINATION POLICY

Brazilian Biocombustíveis Ltda – 2025
Preliminary document

1. Introduction

Brazilian Biocombustíveis Ltda (BBL) reaffirms its commitment to sustainable, ethical and inclusive development, in line with the best international practices in corporate governance, socio-environmental responsibility and human rights. Our performance in the synthetic fuels and advanced biofuels sector reflects the mission of contributing to a cleaner, more efficient and socially responsible energy matrix.

This Social and Environmental and Non-Discrimination Policy establishes the principles, commitments and guidelines that guide the activities of BBL, its employees, partners, suppliers, service providers and other stakeholders.

2. General Principles

BBL adheres to the following fundamental principles:

- **Unconditional respect for human dignity**
- **Protection of the environment and natural resources**
- **Promoting diversity, equity, and inclusion**
- **Ethical, transparent and responsible conduct**
- **Zero tolerance for discriminatory, abusive or illegal practices**
- **Full compliance with Brazilian and international legislation**
- **Commitment to sustainable development and a low-carbon economy**

3. Social and Environmental Responsibility (ESG) Policy

3.1 Environmental Commitments

BBL undertakes to:

1. Develop, produce and promote low-carbon synthetic fuels that contribute to the reduction of greenhouse gas emissions.
2. Adopt safe, clean industrial processes aligned with the principles of the circular economy.
3. Promote the responsible use of natural resources and avoid waste.
4. Correctly manage waste, effluents and chemical substances, with a focus on pollution prevention.

5. Prioritize suppliers that adopt sustainable and transparent practices.
6. Continuously assess the environmental impact of operations, seeking continuous improvement.
7. Fully comply with current environmental legislation and the applicable rules of ANP, IBAMA, CONAMA and other regulatory bodies.

3.2 Social Commitments

BBL recognizes that its performance must generate value for society as a whole. To do this:

1. It guarantees decent working conditions, operational safety and full respect for labor laws.
2. It repudiates any form of forced labor, analogous to slavery or child.
3. It promotes a healthy, safe, diverse, and collaborative work environment.
4. It encourages the technical training and professional training of its employees.
5. It prioritizes ethical relationships with local communities, partners, and customers.
6. It supports socio-environmental initiatives that generate a positive impact on the communities where it operates.

4. Non-Discrimination and Inclusion Policy

BBL adopts **zero tolerance** for any type of discrimination, prejudice or harassment, including but not limited to:

- race or color
- ethnicity or national origin
- sex or gender identity
- sexual orientation
- age
- religion or belief
- Health condition
- deficiency
- socioeconomic status
- Political opinion

4.1 Commitments

1. Ensure that no hiring, promotion, compensation, termination, or evaluation decisions are based on discriminatory factors.
2. Protect employees and partners from bullying, sexual harassment or abusive behavior.
3. Ensure equal opportunities and fair treatment.
4. Create secure and confidential reporting channels for any violation of this policy.
5. Take immediate action to investigate and correct instances of discrimination or harassment.

5. Ethical Conduct and Transparency

BBL establishes strict ethical standards in all its relationships and is committed to:

- act with integrity, honesty and transparency;
- combat corruption, fraud, bribery and conflicts of interest;
- comply with Brazilian legislation and international anti-corruption standards;
- maintain accurate and reliable accounting records and information;
- ensure confidentiality of personal and strategic data;
- also demand ethical behavior from suppliers and business partners.

6. Relationship with Suppliers, Partners and Communities

All BBL suppliers, service providers and partners must:

- observe this policy;
- comply with environmental, labor and human rights standards;
- act with ethics and transparency;
- not to use child labor or labor analogous to slavery;
- respect local communities and indigenous peoples;
- adopt responsible environmental practices.

BBL reserves the right to terminate contracts in the event of a serious breach of these guidelines.

7. Governance and Internal Responsibilities

The implementation of this policy is the responsibility of:

- **BBL Executive Board**
- **ESG & Compliance**
- **Technical-operational departments**
- **All employees of the company**

The Board of Directors undertakes to:

- periodically review this Policy;
- ensure resources for its implementation;
- promote training;
- monitor socio-environmental indicators;
- ensure transparency in the disclosure of results.

8. Updating and Availability

This policy:

- enters into force on the date of its publication on the official website of the BBL;
- it must be reviewed annually or whenever there is a significant change in operations or applicable legislation;
- It is available in its entirety in www.newbiofuel.com.br, accessible to partners, employees, customers and the general public.

9. Final Declaration

BBL reaffirms its permanent commitment to sustainability, inclusion and respect for people and the environment. Every product, process and business relationship of the company will be conducted based on these principles, contributing to a cleaner, fairer and more responsible future.