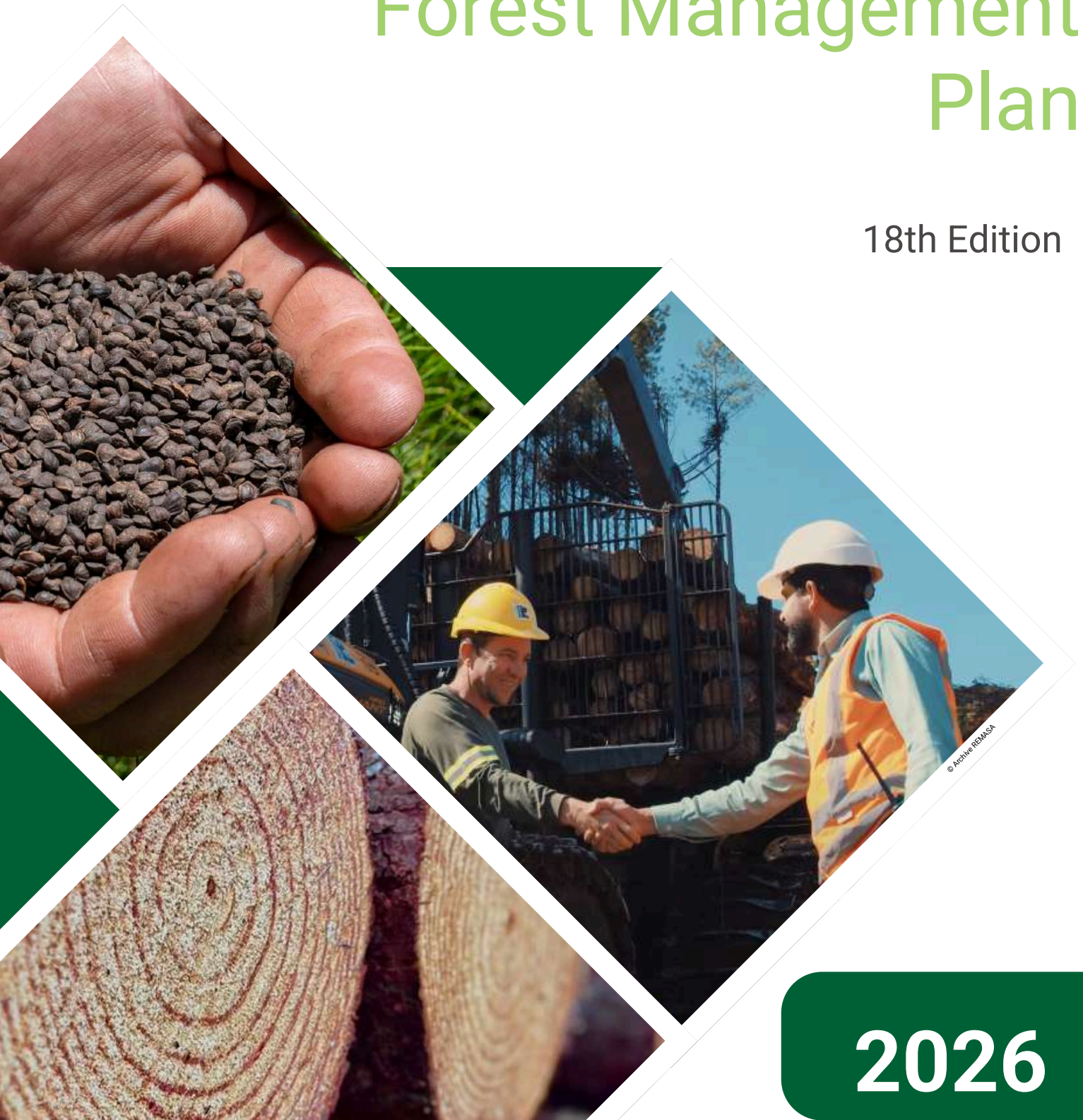


Remasa Reflorestadora Ltda.

# Public Summary

## Forest Management Plan

18th Edition



2026

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The digital version of  
REMASA's Forest  
Management Public  
Summary is available  
at:

[remasa.com.br](http://remasa.com.br)



Or scan the QR  
code with your  
phone to  
download it:



This document summarizes the Forest Management Plan, bringing together and organizing REMASA's main activities as an important management and corporate communication tool. It provides concise information on the activities, resources and responsibilities involved in REMASA's forest management. Since September 2014, the group has comprised the following companies:

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**Remasa**  
**Reflorestadora Ltda.**

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**Chopim**  
**Empreendimentos**  
**Florestais S.A.**

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**Timbó**  
**Empreendimentos**  
**Florestais S.A.**



# ABOUT REMASA

**Remasa Reflorestadora Ltda.**, located in south-central Paraná and northern Santa Catarina, was founded by the Gugelmin Group in 1973. Since then, it has built its business around growing high-quality forests to supply the forest products industry in Brazil and around the world. From 2012 onward, REMASA attracted new investment and expanded its acquisition of existing forest assets, becoming one of Brazil's largest independent pine log producers, with an average timber production capacity of **600,000 metric tons per year**.



The REMASA Group also includes Timbó Empreendimentos Florestais S.A. and Chopim Empreendimentos Florestais S.A. In 2011, the group obtained FSC® (Forest Stewardship Council®) certification for well-managed plantations.



# MISSION, VISION & VALUES



## MISSION

### PRODUCE HIGH-QUALITY TIMBER

for a wide range of uses, meeting demand from the forest products industry in Brazil and around the world while remaining committed to economic sustainability and environmental and social responsibility.

## VISION

**INNOVATION, ENVIRONMENTAL PRESERVATION, SAFETY AND A GREAT PLACE TO WORK.**

## VALUES

### ETHICS

With responsibility  
With commitment  
With honesty

### CARE

#### For people

Attract, welcome, integrate, engage, train, care for and recognize our employees, prioritizing their safety, health and well-being.

#### For assets

Protect and care for our forests, equipment, materials and infrastructure.

#### For the environment

Make environmental care a priority, always pursuing sustainability.

### DEVELOP

- People
- Processes
- The community

### RESPECT

- People
- The environment
- The community



# Management Objectives

## Preserve environmental values through integrated measures, including:

- Establish and manage high-yield forests while protecting the environment;
- Monitor local flora and fauna;
- Continuously assess the environmental impacts of forestry operations;
- Maintain ecological corridors to ensure connectivity between habitats;
- Develop forest protection strategies against wildfires, pests, illegal hunting and fishing.



## Promote the well-being of employees and communities around our management units through:

- Prioritize local hiring and locally sourced raw materials to strengthen the regional economy;
- Partner with schools and educational institutions on activities that encourage environmental awareness among children and young people;
- Keep REMASA a great place to work, where people are our greatest asset;
- Promote employees' overall health and safety.

## Support the economic sustainability of the business through:

- Sustainably produce high-quality timber for different market segments, adding value to the product;
- Invest in innovation and technology to improve operational processes, increase production efficiency and reduce environmental impacts.



# Commitment to FSC®

In recognition of good practices, REMASA obtained FSC® (Forest Stewardship Council®) forest management certification in 2011, demonstrating its ongoing commitment to continuous improvement to customers, employees and the community.

REMASA formally commits to FSC® standards, including compliance with the following Principles:

**PRINCIPLE 1** - Compliance with Laws

**PRINCIPLE 2** - Workers’ Rights and Employment Conditions

**PRINCIPLE 3** - Indigenous Peoples’ Rights

**PRINCIPLE 4** - Community Relations

**PRINCIPLE 5** - Benefits from the Forest

**PRINCIPLE 6** - Environmental Values and Impacts

**PRINCIPLE 7** - Management Planning

**PRINCIPLE 8** - Monitoring and Assessment

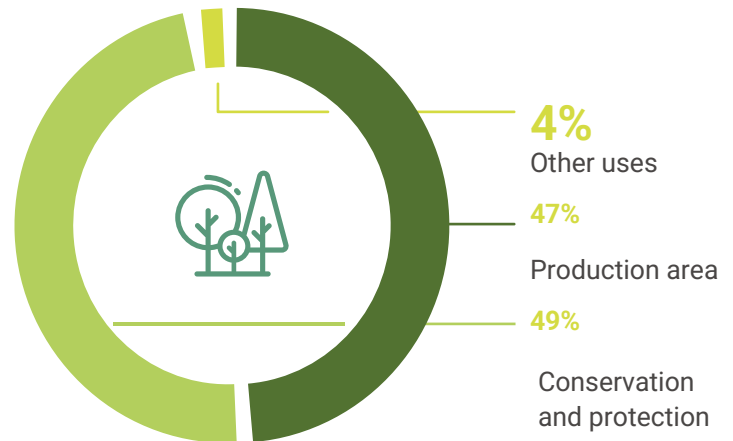
**PRINCIPLE 9** - High Conservation Values

**PRINCIPLE 10** - Implementation of Management Activities



## Areas of Operation

REMASA's Forest Management Unit (FMU) covers approximately 38,000 hectares, of which 36,376 hectares are FSC® certified. Its farms are distributed across six municipalities, as shown below. The chart shows REMASA's conservation and production areas: 18,856 hectares and 18,125 hectares, respectively.



## Legal Status of the Land

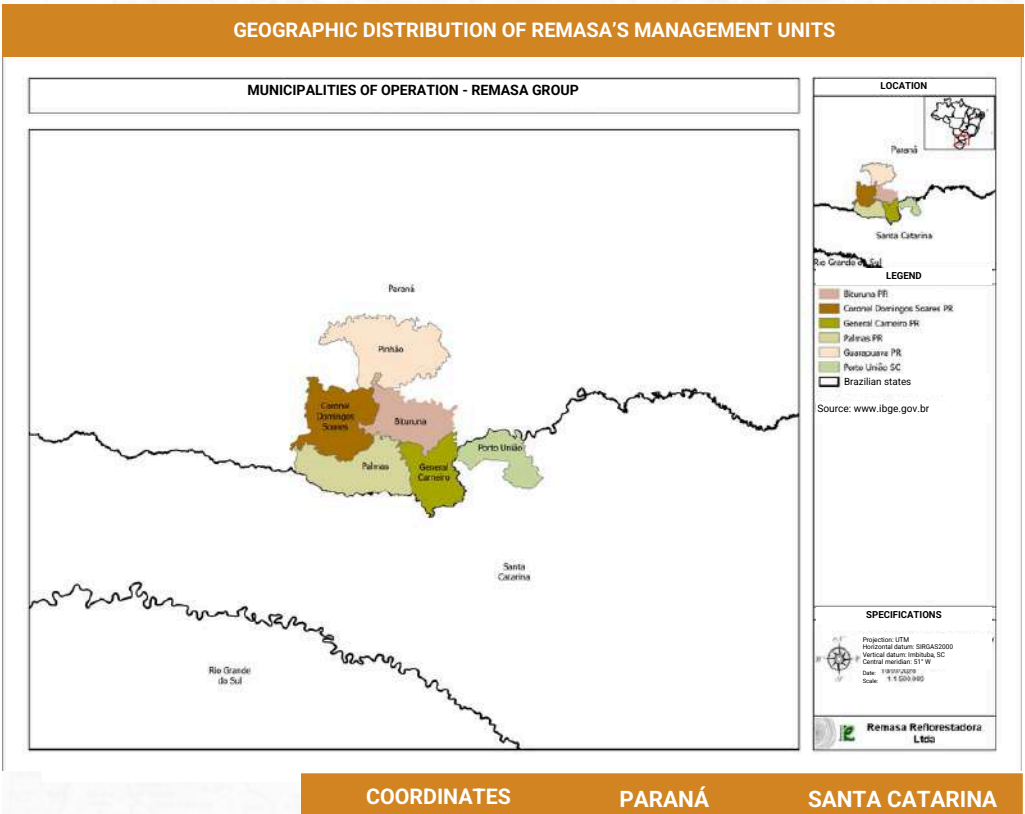
REMASA's properties are registered with the relevant land registries, as required by land registration law.

| OWNERSHIP            | COMPANY  | DISTRICT               | CONSERVATION<br>AREA (ha) | PRODUCTION AREA<br>(ha) | OTHER USES (ha) | GRAND TOTAL (ha) |
|----------------------|----------|------------------------|---------------------------|-------------------------|-----------------|------------------|
| OWNED                | CHOPIM   | Cel. Domingo<br>Soares | 3,218                     | 5,672                   | 237             | 9,128            |
|                      |          | Palmas                 | 45                        | 80                      | 5               | 130              |
|                      | SUBTOTAL |                        | 3,263                     | 5,752                   | 242             | 9,258            |
|                      | REMASA   | Bituruna               | 4,427                     | 3,330                   | 368             | 8,125            |
|                      |          | Cel. Domingo<br>Soares | 2,605                     | 1,526                   | 137             | 4,268            |
|                      |          | General Carneiro       | 2,041                     | 3,018                   | 299             | 5,358            |
|                      |          | Palmas                 | 2,068                     | 1,882                   | 130             | 4,080            |
|                      |          | Pinhão                 | 290                       | 286                     | 30              | 605              |
|                      |          | Porto União            | 251                       | 160                     | 10              | 421              |
|                      | SUBTOTAL |                        | 11,682                    | 10,202                  | 974             | 22,857           |
|                      | TIMBÓ    | Pinhão                 | 2,207                     | 1,797                   | 127             | 4,130            |
| SUBTOTAL             |          | 2,207                  | 1,797                     | 127                     | 4,130           |                  |
| LEASED               | REMASA   | Bituruna               | 52                        | 75                      | 3               | 131              |
|                      | SUBTOTAL |                        | 52                        | 75                      | 3               | 131              |
| OUTSIDE FSC<br>SCOPE | CHOPIM   | Cel. Domingo<br>Soares | 47                        | 74                      | 9               | 131              |
|                      | REMASA   | Cel. Domingo<br>Soares | 26                        | 55                      | 6               | 86               |
|                      | REMASA   | General Carneiro       | 1,108                     | 233                     | 35              | 1,376            |
|                      | REMASA   | Palmas                 | 368                       | 4                       | 8               | 380              |
|                      | TIMBÓ    | Pinhão                 | 13                        | 23                      | 2               | 38               |
|                      | SUBTOTAL |                        | 1,562                     | 389                     | 60              | 2,011            |
| GRAND TOTAL          |          |                        | 18,765                    | 18,215                  | 1,407           | 38,387           |

# The Region

## Location of Forest Resources

REMASA's farms in Paraná and Santa Catarina lie within the following UTM coordinates:



Elevations range from 900 to 1,200

meters above sea level, and the terrain ranges from flat to strongly rolling.

## Climate, Terrain and Soils

The prevailing climate is humid subtropical mesothermal, with cool summers and harsh winters marked by severe, frequent frosts. In the Bituruna region, the geological formation lies on Paraná's Third Plateau, also known as the Guarapuava Plateau. The terrain ranges from

rolling to strongly rolling. Cambissolos and Argissolos predominate in areas of Araucaria forest, while Neossolos Litólicos occur in grassland steppe areas. Around Palmas, the terrain is rolling, with Cambissolos predominating in open grassland areas (Campos Limpos).

## Socioeconomic Profile of the Areas of Interest

REMASA's properties are located in five municipalities in southern Paraná and one municipality on Santa Catarina's Northern Plateau. Timber and yerba mate play important roles in these local economies. Areas around REMASA's farms support a variety of activities, including forestry, crop farming, beef and dairy cattle farming, and forest products industries. The table below presents the main socioeconomic indicators for the municipalities where REMASA operates.

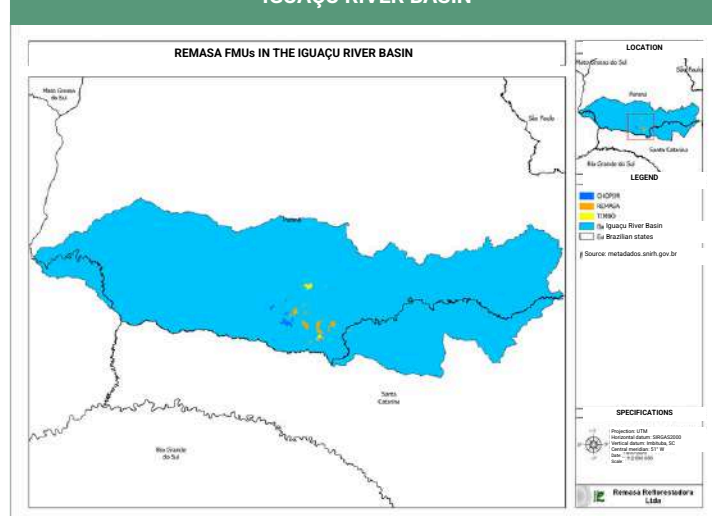


SOCIOECONOMIC INDICATORS BY MUNICIPALITY

| Municipality    | Population <sup>1</sup> | Territorial area <sup>2</sup> (km <sup>2</sup> ) | GDP per capita (R\$) <sup>3</sup> | Municipal HDI <sup>4</sup> | Average earnings (R\$) <sup>5</sup> | School enrollment (%) <sup>6</sup> | Infant mortality <sup>7</sup> | Urbanization (%) <sup>8</sup> |
|-----------------|-------------------------|--------------------------------------------------|-----------------------------------|----------------------------|-------------------------------------|------------------------------------|-------------------------------|-------------------------------|
| Bituruna        | 15,533                  | 1,280                                            | 42,256                            | 0.67                       | 3,142                               | 98.4                               | 7.7                           | 65.7                          |
| Cel. Dom Soares | 5,649                   | 1,511                                            | 58,230                            | 0.60                       | 3,599                               | 98.7                               | 8.8                           | 35.8                          |
| Gal. Carneiro   | 11,062                  | 1,068                                            | 39,531                            | 0.65                       | 3,149                               | 98.7                               | 24.2                          | 76.8                          |
| Palmas          | 48,247                  | 1,561                                            | 35,819                            | 0.66                       | 3,272                               | 97.9                               | 17.7                          | 90.1                          |
| Pinhão          | 29,886                  | 2,003                                            | 61,938                            | 0.65                       | 4,301                               | 98.2                               | 20.3                          | 62.5                          |
| Porto União     | 32,970                  | 848                                              | 39,882                            | 0.78                       | 3,600                               | 99.5                               | 10.96                         | 86.9                          |

1) Population at the latest census (IBGE, 2022). 2) Territorial area (IBGE, 2025). 3) Gross Domestic Product (GDP): value added by the main economic activities (IBGE, 2023). 4) Human Development Index (HDI): based on education, longevity and income (IBGE, 2010). 5) Average municipal earnings (IPARDES, 2025; Instituto Caravelas, 2025). 6) School enrollment: share of children aged 6 to 14 attending school (IBGE, 2022). 7) Infant mortality: deaths per thousand live births (IBGE, 2023). 8) Urbanization: urban population as a percentage of the total population (IBGE, 2022; IPARDES, 2022).

### IGUAÇU RIVER BASIN



## Hydrography

All REMASA farms are located in the Iguaçu River Basin. Its main tributaries are the Chopim, Iratim and Jangada rivers, in southern Paraná near the border with Santa Catarina. The map shows the farms and their hydrography.

## Environmental Constraints

Abiotic characteristics in the areas where REMASA operates impose the following environmental constraints:

### Soil Preparation



#### TERRAIN

Mechanical soil preparation is not carried out on steep or rolling terrain.

### Planting and Replanting



#### TERRAIN

In some areas, terrain conditions directly affect operational productivity.

### Controlled Burning



#### CLIMATE

Strong winds, very dry conditions and heavy rainfall limit this operation.

### Ant Control



#### CLIMATE

Ant control is not carried out on rainy days or when the ground is very wet.

### Herbicide Application



#### CLIMATE

Herbicides are not applied in rainy weather or strong winds.

### Brush Cutting



#### CLIMATE

The region's harsh winters reduce the intensity of brush cutting.

### Thinning



#### CLIMATE

During rainy periods, work crews are directed to more favorable areas.

### Clear-cutting



#### CLIMATE

During rainy periods, work crews are directed to more favorable areas.

#### TERRAIN

Semi-mechanized harvesting is used on slopes with operational restrictions; shovel logging is used where possible.

### Transport



#### CLIMATE

Transport is suspended on rainy days or during prolonged rainfall to prevent damage to the road surface.

### Road Maintenance

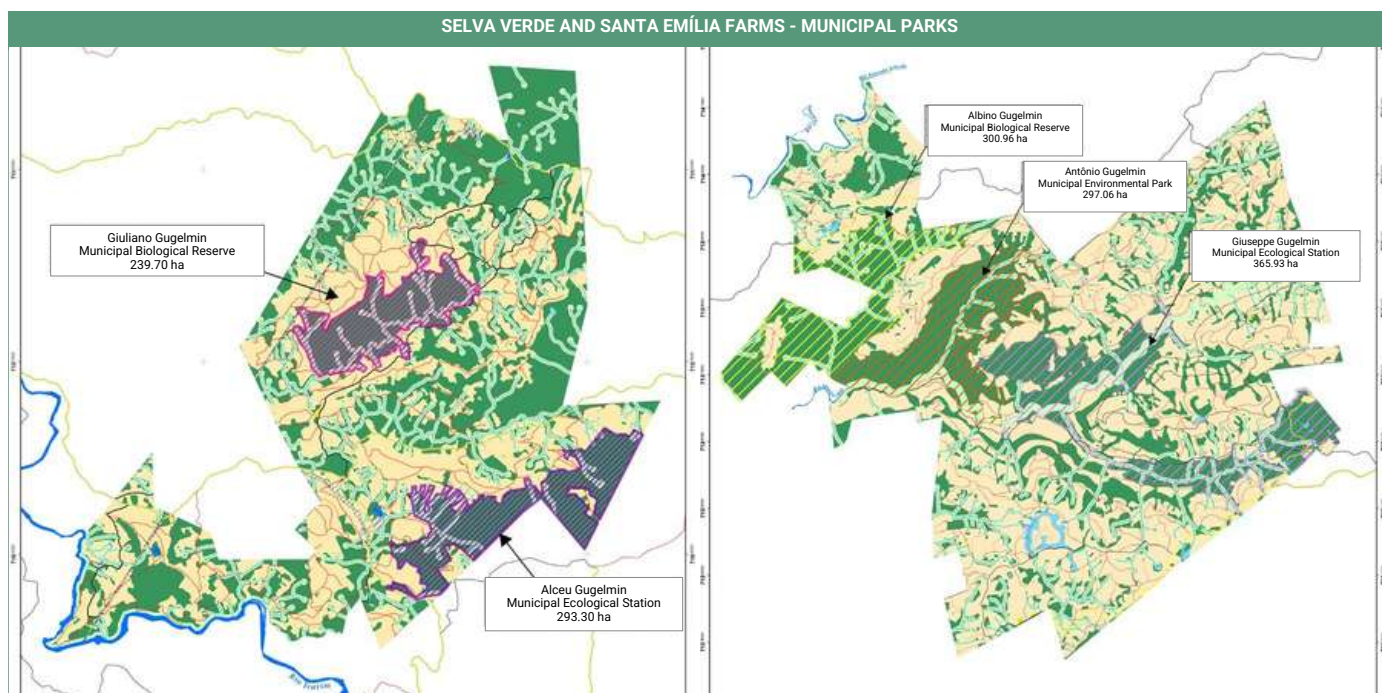


#### CLIMATE

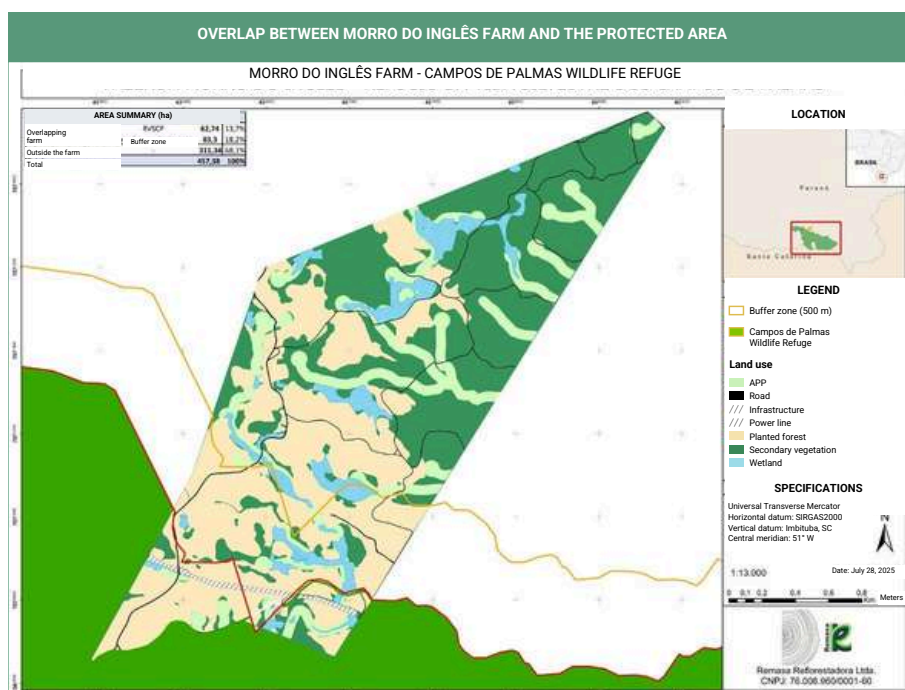
Road conservation and maintenance are suspended on rainy days or during prolonged rainfall to prevent erosion.

## Protected Areas

In 2021, REMASA partnered with the municipal governments of Pinhão and Coronel Domingos Soares to establish **5 municipal parks**, covering a combined area of 1,496.95 hectares.



Of the 34 federal and 73 state protected areas in Paraná and Santa Catarina, one is directly associated with REMASA: the Campos de Palmas Wildlife Refuge.



**Morro do Inglês Farm**, located in Palmas, Paraná, covers 457.3 ha, of which 146 ha lie within the Campos de Palmas Wildlife Refuge.

*REMASA carries out the following activities within the Campos de Palmas Wildlife Refuge:*

- Annual removal of regenerating exotic species;
- Motorized patrols to prevent unauthorized access;
- Signs indicating restricted access and prohibiting hunting and fishing;
- Compliance with the protected area's Management Plan.



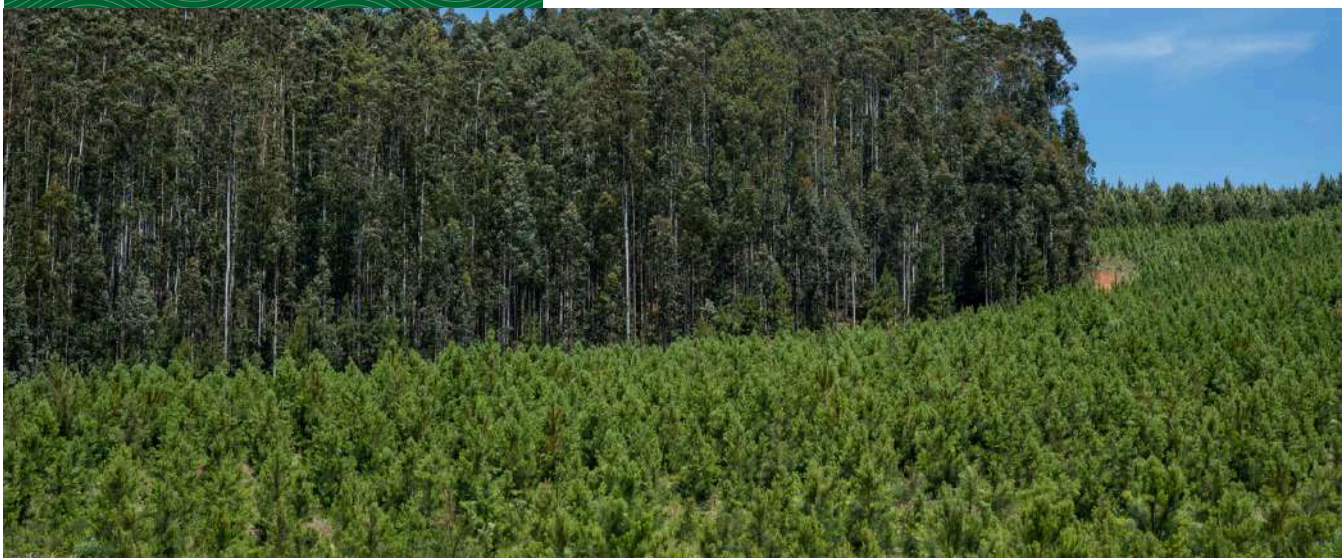
# Timber Forest Management

© Arctive REMASA

## Species Selection

Species selected for planting in our FMU are assessed for both high productivity and suitability to local environmental, soil, climate and biodiversity conditions.

- REMASA's current plantings belong to the genus *Pinus*, predominantly *Pinus taeda*, with smaller proportions of *Pinus patula* and *Pinus elliottii*.
- *Pinus taeda* is preferred because forest inventories demonstrate high volume yields and frost resistance. It is the main pine species managed in southern Brazil and is well established in the region.
- *Eucalyptus* plantings are limited because of low frost resistance. The species used, *E. benthamii* and *E. dunnii*, are better adapted to the region and widely used by other companies.



© Arctive REMASA

*The management system adopted by REMASA reflects the selected species, research, soil and climate conditions, and market requirements, and is implemented as follows:*

© Archive REMASA



## Seedling Production

The nursery can produce **1.5 million seedlings annually**, meeting most of the company's needs. The remainder is purchased on the market.



© Archive REMASA

**1.5** million seedlings

## Delineating Permanent Preservation Areas (APP)

Permanent Preservation Areas (APP) are delineated under the Brazilian Forest Code using pre-established maps adjusted in the field. GPS is used to establish new planting boundaries.

## Controlled Burning

This operation is used only in extreme cases to burn windrows of woody harvesting residues. New alternatives for reducing residues have enabled REMASA to cut controlled burning substantially, with the goal of discontinuing the practice.

prohibited products. Applications follow the technical recommendations in operating procedures and may use spraying drones or backpack sprayers.

Herbicides are also applied manually in the nursery with backpack sprayers. Dose concentrations may vary with the observed level of infestation, always seeking to minimize the volume applied.

## Soil Preparation

REMASA uses forestry mulchers to clear and reduce residues in planting areas and along roadsides. Soil preparation is manual. Where machinery cannot enter, areas with large amounts of harvesting residue are cleared manually along planting rows using sickles and/or brush cutters.

## Brush Cutting

Work may be manual, using sickles, or semi-mechanized with brush cutters. It is carried out along and between rows, across 100% of the area or around individual seedlings.

## Herbicide Application

Herbicides used before and after planting to control competing vegetation are registered for forestry use and are not on the FSC® list of



© Archive REMASA



### **Ant Control**

Ant control is carried out before, during and after planting, systematically or at specific locations, using 5 to 10 g of granular bait per application.

### **Planting**

Seedlings are planted with a Chilean planting spade at a predetermined spacing of  $2.5 \times 2.5$  m in areas suitable for forest management, and  $3.0 \times 3.0$  m on sloping land.



### **Replanting**

Replanting may take place up to 90 days after planting, depending on survival assessments. It is undertaken only when average stand mortality exceeds 3%, or following the field supervisor's assessment.

### **Pruning**

Pruning is limited to forests with the best site, terrain and location conditions. New Zealand-type or electric pruning shears are used between years 3 and 5, to a maximum height of 3.5 m.



## Forest Harvesting

Harvesting takes place in stages: thinning and clear-cutting.

### Thinning

The best trees are retained for clear-cutting, while malformed, thin, crooked, forked and suppressed trees are removed. The first thinning is systematic and selective, between years 9 and 11. Every fifth row is removed, together with selected trees in the other rows, totaling 50% of the trees. The second thinning is selective, between years 13 and 16, removing 50% of the remaining trees.

### Clear-cutting

Clear-cutting preferably takes place between ages 18 and 20, harvesting all trees remaining after thinning. It aims to maximize resource use through safe practices, reducing negative impacts and promoting positive ones.

The system serves the entire production chain, covering every stage from felling to transport to the customer's industrial yard.



REMASA uses cut-to-length harvesting in mechanized areas. Where mechanization is not possible, a semi-mechanized whole-tree system is used for both thinning and clear-cutting.

#### Cut-to-Length

Used in thinning and clear-cutting, this system processes trees at the felling site. Short logs are then forwarded to roadsides and access tracks.

#### STAGES:

Felling, delimbing and bucking are performed by a processing head mounted on a wheeled harvester or hydraulic excavator. A forwarder takes the logs to the roadside, where they are subsequently loaded.

## Cut-to-Length System Sequence





## ***Sales***

Timber is sold in two ways: cut and loaded onto the customer's truck, or delivered directly to the industrial site specified by the buyer. Standing forest assets are also sold occasionally.

## ***Transport***

Logs and short logs are transported to industrial customers by REMASA's own trucks and customers' vehicles.

## ***Road and Firebreak Conservation and Maintenance***

REMASA maintains an annual schedule and technical and operating instructions for conserving and maintaining roads and firebreaks, including measures to minimize environmental impacts on water resources and conservation areas.

During prolonged rainfall, loaded timber trucks are kept off unpaved roads as a preventive conservation measure.



# Forest Planning

REMASA's forest planning covers the following activities:

## Forest Register

A unified system holds the database and geographic information used to generate thematic maps.

## Land-Use Planning

Technical, environmental and economic information is combined with the specific characteristics of each property.

## Production Planning

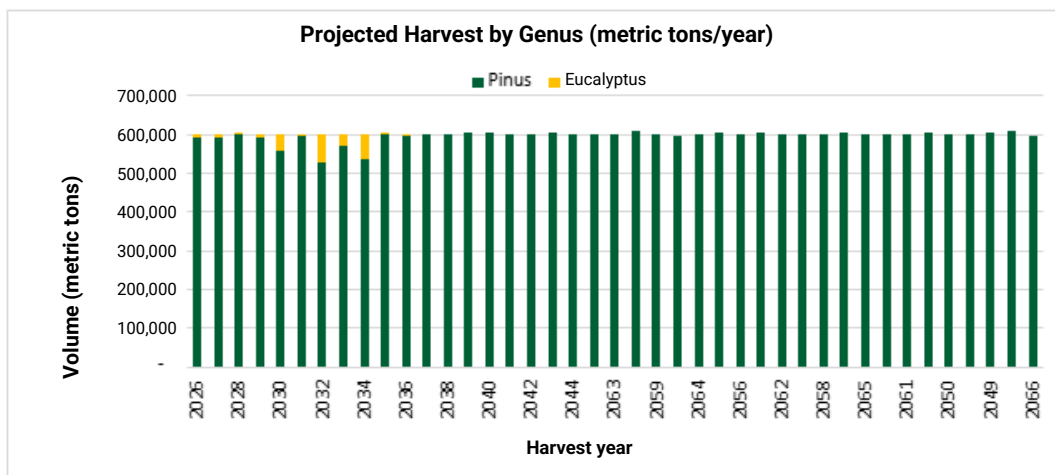
Forest growth and dynamics projections are used to determine the timber volume available for harvest. Long-term planning, over a 40-year horizon, supports strategic decisions. Operational planning, over 12 months, provides the basis for forestry budgets.

## Forest Inventory

Forest inventories track growth, monitor quality and provide more accurate estimates of standing timber stocks. They are a strategic planning tool for Remasa.

The chart projects annual timber volumes for *Pinus* (P) and *Eucalyptus* (E) over 40 years. Based on forest inventories and growth and yield simulations, it supports current harvest rates.

## Projected Harvest by Genus (metric tons/year)



## Asset Protection

REMASA has trained wildfire response teams, permanent farm surveillance, partnerships with neighbors and an on-call system during critical periods. Observation towers with high-resolution cameras also provide 24-hour monitoring.



© Archive REMASA

### **Access Program**

Visitors receive informational leaflets explaining internal safety and environmental procedures, helping ensure compliance with safety rules and environmental care requirements.

### **Asset Security Patrol Program**

Employees patrol predetermined routes by motorcycle, equipped with two-way radios and GPS to report urgent incidents such as trespassing, theft, hunting and fishing.

### **Fire Prevention and Response Program**

REMASA has trained wildfire response teams, observation towers, two-way radios, permanent farm surveillance, partnerships with neighbors and an on-call system during critical periods.

### **Forest Protection**

Through partnerships and research funding with renowned organizations, including universities, EMBRAPA, FUNCEMA, APRE and ACR, REMASA contributes to and participates in pest and disease management projects.

# Environmental Management

REMASA's Environmental Management Program includes the following initiatives:

## *High Conservation Value Forests (HCV)*

REMASA has monitored its areas through studies and research for more than 10 years. No HCV forests have been identified to date.

## *Scenic and Cultural Feature*

A scenic and cultural feature was identified at Morro do Inglês Farm: a small remnant of traditional stone walls, known as "taipas". Located near the farm headquarters, these walls receive the care needed for their preservation.



© Archive REMASA



© Archive REMASA

## *Control of Naturally Regenerating Exotic Species*

REMASA controls the natural regeneration of exotic species, especially pine in conservation areas. It also removes exotic plantations from Permanent Preservation Areas (APP), while monitoring the methods used.

© Adriano Brito

# Environmental Education

REMASA promotes environmental awareness among neighboring communities, schools, teachers, employees and contractors through meetings, talks, visits and other activities.

REMASA's mascot, Naru, is a puma used in environmental awareness and education activities. The character represents the company's values of biodiversity conservation, protection of natural resources and commitment to sustainability.



## Waste Management

REMASA's waste management program covers recyclable and contaminated waste, pesticide containers and organic waste, all sent to appropriate destinations.

### Contaminants

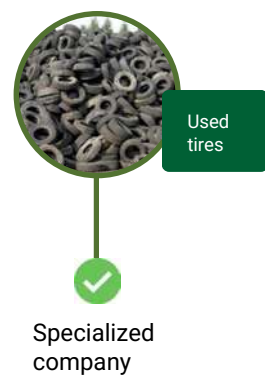
#### (CLASS I)



#### CLASS II - A



#### CLASS II - B



## Monitoring Program

# Wildlife and Flora

Since 2003, REMASA has worked with specialist consultancies to identify its flora through inventories and floristic surveys, and its fauna through studies of birds and mammals.

Over subsequent years, studies at Estrela, Morro do Inglês, Lageado Grande, Santa Cruz, Santa Emília, Selva Verde and São Bento farms inventoried species and identified groups for future monitoring programs.

These studies informed the Environmental Management Plan, which defines the groups studied, locations and sampling intensity. Area selection considered threatened or endangered species, representative landscape habitats and operational activities such as silviculture and harvesting, allowing the findings to serve as a reference for other farms.



*Cyanocorax caeruleus* (Azure jay)

© Bruno Henrique G. Carvalho / Arauka Ambiental



White-lipped peccary track (*Tayassu pecari*)

© Bruno Henrique G. Carvalho / Arauka Ambiental



*Mazama* spp. (Deer)

© Archive Remasa

Bird and mammal studies were updated in 2025, showing high animal species richness within the FMU. The study also reinforces the contribution of mosaic planting to local wildlife conservation.

Species such as the vinaceous-breasted amazon (*Amazona vinaceae*) and the tapir (*Tapirus terrestris*) indicate that REMASA’s areas are conserved, as they require extensive preserved habitats to survive.

Flora



|                    |
|--------------------|
| Species recorded   |
| 246                |
| Threatened species |
| 9                  |

Birds



|                    |
|--------------------|
| Species recorded   |
| 350                |
| Threatened species |
| 22                 |

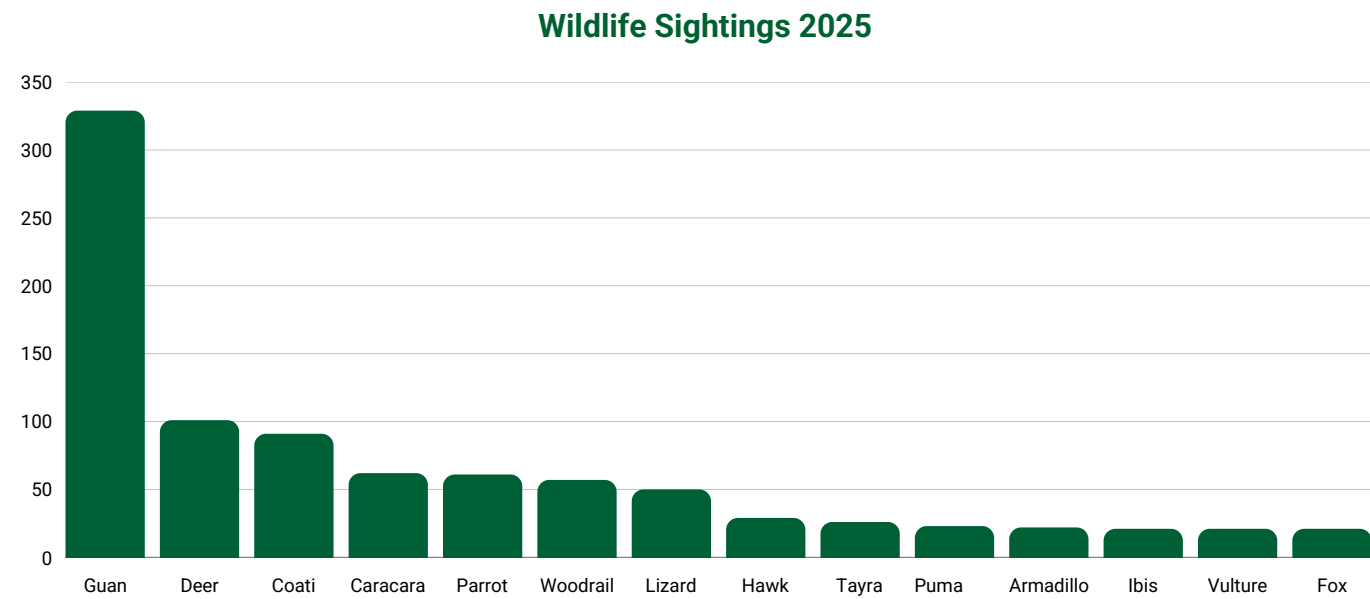
Mammals



|                    |
|--------------------|
| Species recorded   |
| 73                 |
| Threatened species |
| 12                 |

Wildlife Sightings

All REMASA employees participate in the Wildlife Sightings Program. The chart shows the animals most frequently sighted within the FMU in 2025.



pest and disease damage, water quality and natural regeneration in APP, among other topics. The table shows completed and planned activities over a four-year horizon.

## Environmental Monitoring Activity Plan (2017-2027 horizon)

[illegible]

## ***Water Resources Monitoring Program***

REMASA's Environmental Management Plan includes monitoring water quality in its forest management areas. We also monitor the volume of water used in silvicultural operations.

## ***Drinking Water Monitoring***

Water is sampled at consumption points and analyzed in a laboratory every six months, ensuring potable water for employees.



# Environmental Safeguards

REMASA also adopts other safeguards throughout its operating areas to protect environmental values, including the following measures:



## Atmosphere

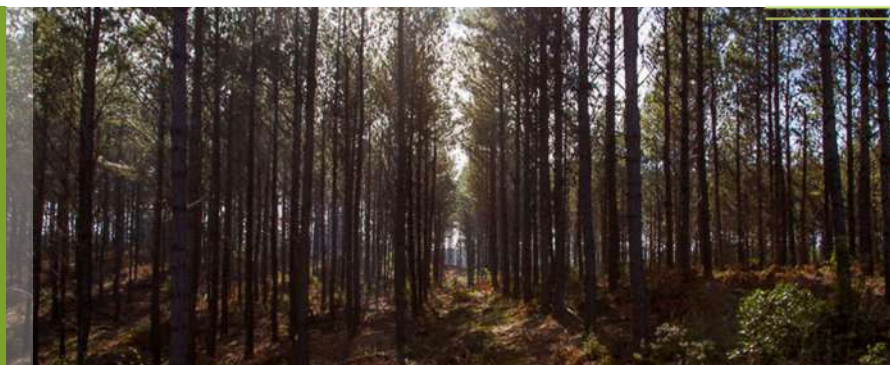
### *Changes in air quality in forest harvesting areas*

- Monitor air quality in areas where machinery operates;
- Maintain machinery regularly.

## Landscape

### *Significant landscape changes after forest harvesting*

- Coordinate harvest and planting schedules to avoid fallow areas.



## Soil

### *Erosion*

- Avoid concentrating machinery movements in the same location;
- Build road drainage outlets, sediment traps and water bars;
- Retain harvesting and brush-cutting residues on the soil.

### *Changes in Chemical Properties*

- Use controlled burning only when there is no alternative.

### *Contamination*

- Monitor regular maintenance of machinery and equipment;
- Place an impermeable plastic sheet on the ground during machinery maintenance;
- Regularly monitor the Waste Management System and worker training.

### *Wetland Drainage*

- Respect the Forest Code boundaries for delineating Permanent Preservation Areas (APP).



# Water Resources



## *Delineating Permanent Preservation Areas*

- Follow the Forest Code requirements for delineating Permanent Preservation Areas.

## *Changes in Flow / Sedimentation*

- Consider alternative routes and bridge construction;
- Topsoil removed during road construction and slope cutting must be deposited outside APP or Legal Reserve areas. The same applies to vegetation residues from harvesting.

## *Chemical Contamination*

- Regularly monitor the Waste Management System and worker training;
- Monitor regular machinery and equipment maintenance. In the event of major leaks, remove the machine or equipment from service until maintenance is completed;
- Place contaminated waste in appropriate bins and dispose of empty pesticide containers correctly.





# Ecological Diversity

## ***Vegetation Removal***

- Train machinery and equipment operators to prevent damage to native vegetation during harvesting, road works and silvicultural operations.

## ***Changes in Natural Regeneration***

- Maintain firebreaks;
- Apply pesticides only under optimal weather conditions;
- Monitor and remove invasive species.

## ***Wildlife Displacement***

- Monitor local wildlife through the Wildlife Sightings Program.

## ***Contamination***

- Control pesticide application doses.

# Social Management

REMASA's social management is built on its relationships with employees and communities.



## Employee Engagement



© Archive REMASA

### EMPLOYEE SATISFACTION AND CLIMATE SURVEY

REMASA conducts an annual organizational climate survey to listen to employees and continuously improve the workplace. Results guide initiatives focused on well-being, engagement, development and professional recognition, strengthening the organizational culture and creating a more collaborative, motivating workplace aligned with the company's values.



© Archive REMASA

### TRAINING AND DEVELOPMENT

REMASA values employees' continuous development, providing technical and behavioral training to support professional performance, personal growth and company objectives. All employees and service providers receive initial onboarding covering rules, procedures, values, health, safety and the environment.

Role-specific training is also provided as needed. The company invests approximately 8,000 hours annually in internal and external training, reinforcing professional development, recognition of people and continuous process improvement, and contributing to a safer, more productive and innovative workplace.



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## Our People Management system also establishes policies and guidelines, including:

### Hiring

REMASA prioritizes local hiring, creating jobs and income and supporting the development of the communities where it operates. Recruitment processes comply with labor law, ensuring safe, dignified and appropriate working conditions for employees and contractors. Guided by equal opportunities, diversity and inclusion, REMASA fosters a respectful, welcoming workplace where people are valued for their skills and potential.

This approach strengthens professional development, employee growth and increasingly engaged teams committed to the organization's success.

Recruitment, selection and professional development practices promote a fair, respectful and equitable workplace for everyone.

### Monitoring Service Providers

REMASA closely monitors service providers to ensure they meet labor and tax obligations, comply with legislation and fulfill contractual requirements.

This reinforces the company's commitment to ethics, transparency and responsibility, promoting fair working relationships, protecting workers' rights and strengthening partnerships based on trust and respect.

## Benefits



#### Meals

Meals provided for employees



#### Meal Allowance

Meal allowances for employees



#### Health Plan

Health and dental plans for employees and their families.



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In 2025,  
we welcomed  
approximately

**300**  
students



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### ***Relationships with Educational Institutions***

REMASA partners with leading educational institutions and regularly welcomes visitors from elementary schools to universities. In 2025, approximately 300 students attended talks by company professionals and field visits, experiencing day-to-day forestry activities.

REMASA also offers internships, complementing academic education with practical experience and helping students develop in the forestry sector.

### ***Community Relations***

REMASA maintains good relationships with neighboring communities through partnerships, local hiring, purchases of local products and regular contact with company representatives traveling through the area. When asked about the company's impacts, communities consistently identify road maintenance and the creation of jobs and income as REMASA's main regional contributions.



**COMMUNITY BENEFITS:** Better roads, employment opportunities, direct and indirect income generation, regional development and educational activities at places such as community schools are the positive impacts most frequently cited in REMASA's interviews.

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**SUPPORT FOR LOCAL SUPPLIERS:** REMASA prioritizes purchasing food, office supplies, construction materials and other items from local suppliers.

**SOCIAL IMPACT MONITORING:** REMASA monitors social impacts in communities where it operates. Houses near the roads with the highest truck traffic are mapped for social monitoring. All these activities are governed by the Social Management Program.



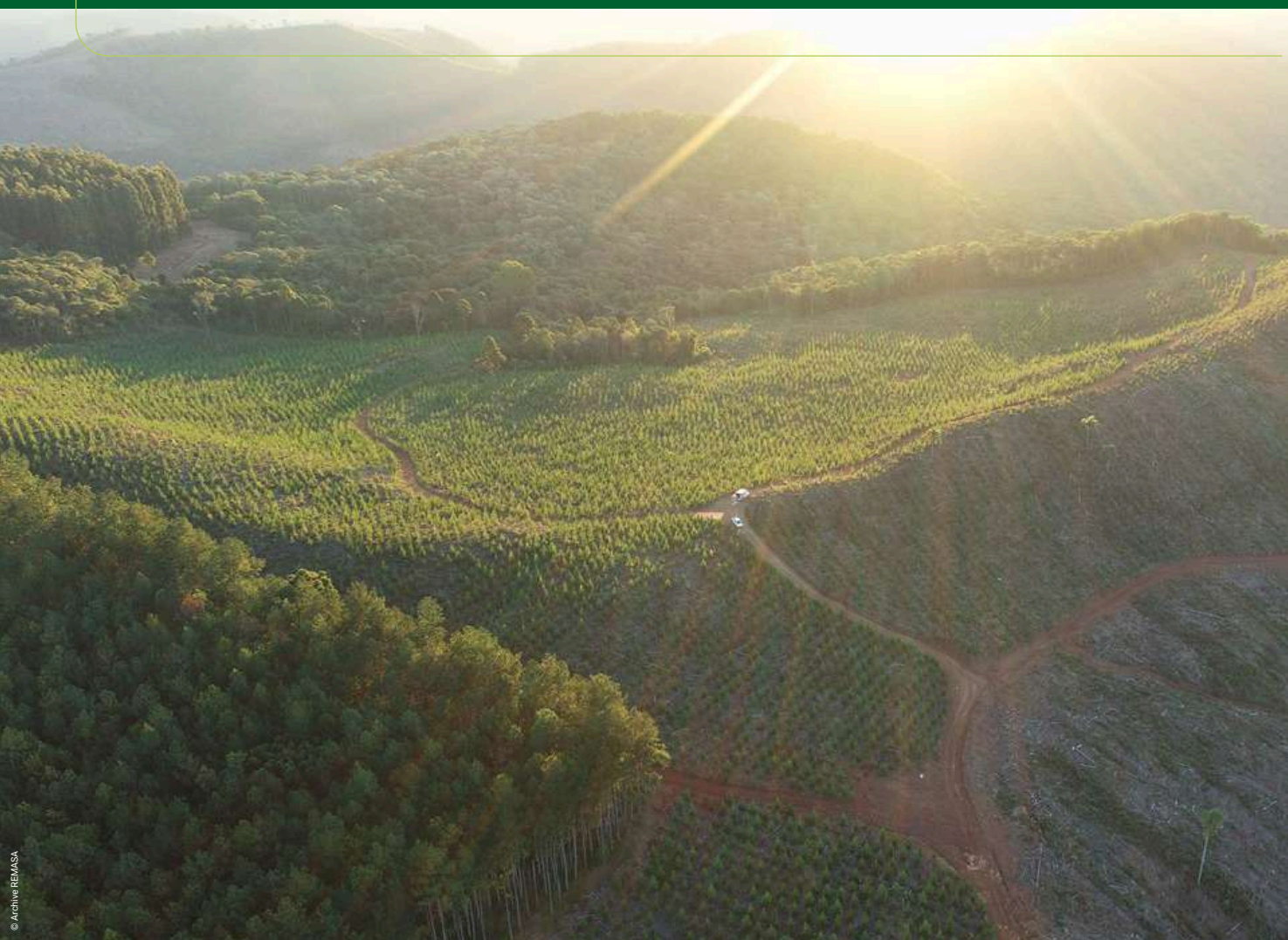
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# Monitoring Indicators

Monitoring indicators reflect REMASA's operational, environmental and social results. They support performance analysis, showing how the management system is developing and where improvements are needed,



while helping maintain the commitments made to FSC®, particularly regarding environmental and social matters.



## ENVIRONMENTAL MANAGEMENT

## BIODIVERSITY

| TARGET                                               | OBJECTIVE                                                | INDICATOR                     | UNIT       | METHOD                                                                                  | FREQUENCY  | SCOPE                        | RESULTS SUMMARY                                           | REVIEW                                                                     |
|------------------------------------------------------|----------------------------------------------------------|-------------------------------|------------|-----------------------------------------------------------------------------------------|------------|------------------------------|-----------------------------------------------------------|----------------------------------------------------------------------------|
| Resolve environmental corrective action orders (OCs) | Comply with environmental safeguards                     | Number of OCs resolved        | Number     | OCs are issued when operational deviations from environmental safeguards are identified | Continuous | Throughout the operating FMU | All environmental OCs issued in 2025 were resolved        | REMASA seeks to comply with its Environmental Management Plan              |
| No adverse land conversion within the FMU            | Check for conversion of native areas to production areas | Percentage of land converted  | Percentage | Image classification using supervised samples                                           | Annual     | Throughout the FMU           | No native areas were converted to production areas        | No adverse land conversion; compliance with FSC® Principles and Criteria   |
| Monitor and remove exotic species from natural areas | Reduce the invasion of natural areas by exotic species   | Number of individuals removed | Number     | Inspections and removal of exotic individuals                                           | Continuous | Sampling                     | 4,795 individuals were removed from natural areas in 2025 | The number of individuals controlled increased. A target remains to be met |
| Respond to 100% of forest fire incidents             | Reduce the environmental impacts caused by fire          | Number of incidents           | Number     | Team-led control and damage assessment                                                  | Continuous | Throughout the FMU           | No incidents were recorded within the FMU in 2025         | Preventive measures have been effective                                    |

## SOILS / WATER RESOURCES

| TARGET                                          | OBJECTIVE                                      | INDICATOR                          | UNIT          | METHOD                                                        | FREQUENCY  | SCOPE              | RESULTS SUMMARY                                        | REVIEW                                           |
|-------------------------------------------------|------------------------------------------------|------------------------------------|---------------|---------------------------------------------------------------|------------|--------------------|--------------------------------------------------------|--------------------------------------------------|
| Maintain water quality within CONAMA parameters | Ensure operations do not affect water quality  | pH, BOD, and total oils and grease | mg/L          | Water samples collected at the nursery and selected locations | Annual     | Sampling           | Values obtained in 2025 were within the expected range | Forest management is not affecting water quality |
| Dispose of agrochemical containers correctly    | Prevent contamination by agrochemical residues | Delivery record                    | Record number | Containers are sent to a specialized company                  | Continuous | Throughout the FMU | All disposals are registered with INPEV                | Proper disposal helps conserve soil and water    |
| Dispose of Class I waste correctly              | Prevent contamination by oil residues          | Final disposal certificate (CDF)   | Record number | Waste is sent to a specialized company                        | Continuous | Throughout the FMU | All disposals are documented through a CDF             | Proper disposal helps conserve soil and water    |

## OPERATIONAL MANAGEMENT

## YIELD OF HARVESTED PRODUCTS

| TARGET                                           | OBJECTIVE                  | INDICATOR       | UNIT        | METHOD                                     | FREQUENCY | SCOPE              | RESULTS SUMMARY                                                                         | REVIEW                                                                                            |
|--------------------------------------------------|----------------------------|-----------------|-------------|--------------------------------------------|-----------|--------------------|-----------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| Record 100% of timber volume produced in the FMU | Assess forest productivity | Timber produced | Metric tons | All timber sold within the FMU is recorded | Monthly   | Throughout the FMU | 331,382 metric tons of logs and 96,464 metric tons of standing timber were sold in 2025 | Volume was lower than in the previous year. Demand follows consumption, explaining the difference |

## USE OF PROCESSING, SERVICES AND ACTIVITIES

| TARGET                             | OBJECTIVE                 | INDICATOR                 | UNIT       | METHOD                                 | FREQUENCY | SCOPE  | RESULTS SUMMARY                                                                    | REVIEW                                                                 |
|------------------------------------|---------------------------|---------------------------|------------|----------------------------------------|-----------|--------|------------------------------------------------------------------------------------|------------------------------------------------------------------------|
| Give preference to local suppliers | Support the local economy | Purchases by municipality | Percentage | Purchases are analyzed by municipality | Monthly   | Census | In 2025, approximately 63% of suppliers were located in REMASA's area of operation | The company prioritizes working with local suppliers whenever possible |

## PRODUCTION OF DIVERSIFIED PRODUCTS

| TARGET                              | OBJECTIVE                                                      | INDICATOR                | UNIT       | METHOD                                    | FREQUENCY | SCOPE  | RESULTS SUMMARY                                                                                      | REVIEW                                                                           |
|-------------------------------------|----------------------------------------------------------------|--------------------------|------------|-------------------------------------------|-----------|--------|------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| Maintain sales of multiple products | Support the local economy and the company's economic viability | Volume by log assortment | Percentage | Invoiced volume is analyzed by assortment | Monthly   | Census | 9 product types were sold in 2025. Top sellers were logs of 18 to 23 cm and short logs of 6 to 13 cm | Sales of multiple products sustain the economy of REMASA and regional businesses |

## CHAIN OF CUSTODY

| TARGET                                                                               | OBJECTIVE                            | INDICATOR                 | UNIT   | METHOD                                 | FREQUENCY | SCOPE              | RESULTS SUMMARY                    | REVIEW                                                                        |
|--------------------------------------------------------------------------------------|--------------------------------------|---------------------------|--------|----------------------------------------|-----------|--------------------|------------------------------------|-------------------------------------------------------------------------------|
| Include the FSC® C102407 claim on 100% of invoices for material from a certified FMU | Ensure chain-of-custody traceability | Number of invoices issued | Number | Invoices issued each day are monitored | Daily     | Throughout the FMU | All invoices were issued correctly | Certified timber is dispatched in compliance with the certification standards |

| OPERATIONAL MANAGEMENT                                                               |                                                     |                                  |                 |                                                                  |           |          |                                                                                    |                                                                                                              |
|--------------------------------------------------------------------------------------|-----------------------------------------------------|----------------------------------|-----------------|------------------------------------------------------------------|-----------|----------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|
| FOREST PRODUCTIVITY                                                                  |                                                     |                                  |                 |                                                                  |           |          |                                                                                    |                                                                                                              |
| TARGET                                                                               | OBJECTIVE                                           | INDICATOR                        | UNIT            | METHOD                                                           | FREQUENCY | SCOPE    | RESULTS SUMMARY                                                                    | REVIEW                                                                                                       |
| Timber volume must meet long-term demand                                             | Ensure supply to the production chain               | Multi-Year Forest Plan           | Metric tons     | Forest inventories are used to update the Multi-Year Forest Plan | Annual    | Sampling | Average production capacity is 600,000 metric tons over a 40-year planning horizon | The projection can meet long-term demand                                                                     |
| Monitor the Sirex woodwasp                                                           | Maintain forest health                              | Infested tree                    | Number          | Monitoring through sequential sampling                           | Annual    | Sampling | 12 infested trees were recorded in 2025; 100% were inoculated                      | Sirex woodwasp control is established                                                                        |
| OPERATIONAL QUALITY                                                                  |                                                     |                                  |                 |                                                                  |           |          |                                                                                    |                                                                                                              |
| TARGET                                                                               | OBJECTIVE                                           | INDICATOR                        | UNIT            | METHOD                                                           | FREQUENCY | SCOPE    | RESULTS SUMMARY                                                                    | REVIEW                                                                                                       |
| Seedling productivity at batch completion must be > 75%                              | Produce better batches at lower cost                | Overall average productivity     | Percentage      | Losses are assessed at the end of each batch                     | Monthly   | Census   | Average seedling productivity reached 75% in 2025                                  | Nursery batches reached the minimum productivity requirement                                                 |
| Achieve at least 97% survival in planting and silvicultural operations               | Achieve efficient planting                          | Survival and operational quality | Percentage      | Assessment 30 days after planting and/or activities              | Monthly   | Sampling | Average survival reached 95% in 2025. Operational quality averaged 97%             | Continuous improvement discussions were held with contractors and in-house teams                             |
| Processed timber quality must average at least 9.5 for diameter and length variation | Avoid timber waste and ensure standardized products | Timber quality                   | Score (0 to 10) | Diameter and height are assessed after timber processing         | Monthly   | Sampling | Processed timber quality averaged 9.8 in 2025                                      | Timber quality achieved an excellent score. Quality control identifies nonconformities before timber is sold |

## SOCIAL MANAGEMENT

## SOCIAL IMPACTS OF OPERATIONS

| TARGET                                                                      | OBJECTIVE                                                   | INDICATOR            | UNIT   | METHOD                                                                                     | FREQUENCY  | SCOPE              | RESULTS SUMMARY                                                    | REVIEW                                                                                                 |
|-----------------------------------------------------------------------------|-------------------------------------------------------------|----------------------|--------|--------------------------------------------------------------------------------------------|------------|--------------------|--------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| Record and respond to 100% of comments from interested and affected parties | Maintain an open communication channel with all parties     | Number of requests   | Number | All requests are recorded in an online spreadsheet, with deadlines and supporting evidence | Continuous | Throughout the FMU | 35 requests were received in 2025; 100% were recorded and answered | Responding to requests is essential to good relationships among the company, employees and communities |
| Record and monitor conflicts and/or disputes and seek solutions             | Maintain good relationships with communities around the FMU | Number of complaints | Number | All conflicts and complaints are recorded in a spreadsheet and tracked through resolution  | Continuous | Throughout the FMU | No conflicts or disputes were recorded in certified areas in 2025  | REMASA values peaceful conflict resolution, promoting dialogue and mutual understanding                |

## PEOPLE MANAGEMENT

## COMPLIANCE WITH OCCUPATIONAL HEALTH AND SAFETY LEGISLATION

| TARGET                                                                                    | OBJECTIVE                                 | INDICATOR                    | UNIT   | METHOD                                                         | FREQUENCY | SCOPE              | RESULTS SUMMARY                                                                 | REVIEW                                                              |
|-------------------------------------------------------------------------------------------|-------------------------------------------|------------------------------|--------|----------------------------------------------------------------|-----------|--------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Maintain health and safety frequency and severity rates in the ILO's 'very good' category | Ensure a safe workplace for all employees | Frequency and severity rates | Rate   | All reported accidents are recorded and monitored              | Monthly   | Throughout the FMU | Frequency and severity rates were classified as 'very good' in 2025             | The data show the organization's concern for these indicators       |
| Monitor reported incidents and seek resolution                                            | Ensure a safe workplace for all employees | Number of incidents          | Number | All reported incidents are recorded and monitored              | Monthly   | Throughout the FMU | Four incidents were reported from January to July 2026                          | REMASA is running awareness campaigns for employees and contractors |
| Address corrective actions within the required deadlines                                  | Ensure compliance with NR 31              | Number of SACs               | Number | Field nonconformities are monitored and recorded in the system | Monthly   | Sampling           | 236 inspections were carried out and 247 OCs opened in 2025; all were addressed | The company monitors field teams and identifies nonconforming items |

| PEOPLE MANAGEMENT                                                               |                                                      |                   |        |                                             |            |                    |                                                                                    |                                                                                                                  |
|---------------------------------------------------------------------------------|------------------------------------------------------|-------------------|--------|---------------------------------------------|------------|--------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|
| WORKFORCE QUALIFICATION                                                         |                                                      |                   |        |                                             |            |                    |                                                                                    |                                                                                                                  |
| TARGET                                                                          | OBJECTIVE                                            | INDICATOR         | UNIT   | METHOD                                      | FREQUENCY  | SCOPE              | RESULTS SUMMARY                                                                    | REVIEW                                                                                                           |
| Keep 100% of mandatory training up to date                                      | Ensure employees are qualified to perform their work | Training hours    | Hours  | Courses are scheduled annually and recorded | Annual     | Throughout the FMU | Training totaled 6,287 hours in 2025. All planned mandatory training was completed | The target was achieved, with all mandatory training kept up to date                                             |
| GENDER EQUALITY, SEXUAL HARASSMENT AND DISCRIMINATORY PRACTICES                 |                                                      |                   |        |                                             |            |                    |                                                                                    |                                                                                                                  |
| Monitor and respond to 100% of reports submitted through the compliance channel | Ensure an equitable and safe workplace for everyone  | Number of reports | Number | Reports are recorded and monitored          | Continuous | Throughout the FMU | No reports were recorded in 2025                                                   | REMASA rejects all discrimination and remains committed to an ethical, respectful workplace free from harassment |

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The mark of  
responsible forestry

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