

SUSTAINABILITY REPORT

2022



Table of Contents

03 MESSAGE FROM THE CEO**06 CORPORATE PROFILE**

About this Report
Who We Are
Operations map

17 ESG MANAGEMENT

Cosan ESG 2030 Vision
Material topics
Stakeholder engagement

28 CORPORATE GOVERNANCE

Administrative structure
Policies and commitments
Ethics and Compliance
Fiscal controls
Risk management

**46 ECONOMIC-
FINANCIAL PERFORMANCE**
Results 2022**50 ENVIRONMENTAL AND
SOCIAL IMPACT**
Socio-environmental management
Environmental management
Social action**65 PEOPLE MANAGEMENT**
Profile of employees
Diversity, Equity & Inclusion
Training and development
Safety, health and well-being**79 GRI CONTENT INDEX**
Annexes
Assurance report
Credits



MESSAGE FROM THE CEO

A year of steady investments

GRI 2-22

It is with great pleasure that I present to you our **Annual Sustainability Report**. We were faced with another challenging year in 2022 but this did not stop us from consolidating the promises made by the Group.

We are talking about the most efficient agribusiness in the world - which needs competent logistics on rails to be transported -, and local expertise in the production of renewable, clean energy, including biofuels and bioenergy made possible by the circular economy and technological upgrades. We are also referring to the energy security provided by the oil and gas from the pre-salt, which is still essential to sustain the energy transition process, and to Brazil's mineral wealth and its iron deposits, which contain the world's highest grade iron ore. Lastly, we also need to mention Brazil's very high capacity to be a top player in generating carbon credits, which is only possible because we have the largest forest on the planet and incentive programs to decarbonize different modes of mobility.

The past year has possibly been a milestone in the expansion and consolidation of our portfolio. **Raízen** remained steadfast in stepping up its production of second-generation ethanol, a competitive solution for reducing our customers' carbon footprint and which is recognized globally as a high value-added product.

Rumo has kicked off the construction of the Senador Vicente Emílio Vuolo Railroad. This new railroad, which will cover over 700 km, will be an important logistic corridor, connecting the cities of Rondonópolis, Lucas do Rio Verde and Cuiabá in the state of Mato Grosso. In the first half of 2023, the first drainage and earthwork services will be carried out on a 26 kilometer stretch of the new railroad. The first phase will also include the construction of 211 kilometers to Campo Verde, where the first road-rail terminal will be built.


Moove has finalized the purchase of PetroChoice, which will enable us to become an important global player and will

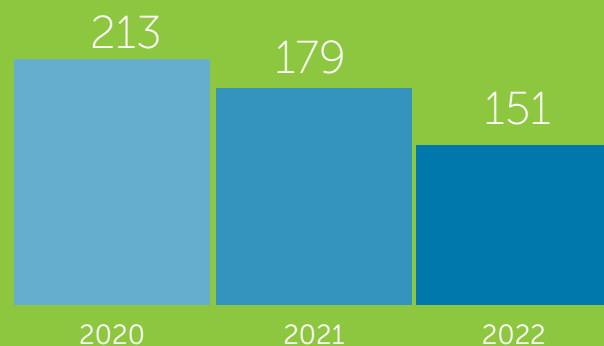


MESSAGE FROM THE CEO

boost our growth strategy by adding a robust portfolio as well as placing us in a differentiated position in the American and European markets.

Compass took on the management of Sulgás, a piped gas distributor of Rio Grande do Sul state, after it was acquired

 Reduction in greenhouse gas (GHG) emissions compared to proforma adjusted EBITDA:



* In tons of carbon dioxide equivalent divided by the value in Reais (tCO₂e/BRL)

* Calculation with scope of Cosan, Raízen, Compass, Moove and Rumo

* The updated 2021 data due from the audited results of the Raízen GHG Inventory for the 21/22 reporting period

* The 2022 result considers unaudited data from Raízen's GHG Inventory, the process is underway for the 22/23 cycle.

through privatization in 2021, and successfully secured the controlling interest of Gaspetro, now known as Commit, a holding company with stakes in piped gas distributors in different Brazilian states. In addition, Compass continues to invest in the construction of the regasification terminal in São Paulo, which should begin operating in 2023.

Concurrently, **Cosan Investimentos** has completed the purchase of the Port of São Luís, which is expected to become an important hub for ore exports, and acquired an additional stake in Tellus and Janus, holding companies that own productive land in Brazil. It also continued investing in Fifth Wall, a climate tech fund that promises to pursue disruptive technologies towards a low-carbon economy, such as the use of hydrogen as a fuel.

In October, we announced the purchase of 4.92% (on 31/Dec/2022) of **Vale's** shares in Cosan amounting to BRL 16 billion. This investment underpins our belief in the role of mining for the energy transition and in Brazil's capacity to produce high quality ore. As such, I am particularly pleased because we will also be a member of the company's Board of Directors, starting in 2023, which underscores our willingness to collaborate in its management and participate in collective discussions involving different visions that complement each other, all with a single objective - to improve Vale's processes and performance, an irreplicable asset that is aligned with the guiding principles of our portfolio.

We continue with our usual capital discipline, seeking to optimize CAPEX and increase cost and supply synergies in the portfolio. We allocate capital responsibly - we distribute to our shareholders BRL 800 million in dividends and carry out share buybacks (including via total return swaps), accounting for almost BRL 380 million in 2022. All of this without neglecting to invest in strategic projects that will ensure the longevity of our business, while the financial leverage remains within the optimal levels for the group.

Therefore, our proforma adjusted EBITDA (including 50% of Raízen) reached BRL 15.8 billion in 2022, up 33% in comparison to the same period last year, which confirms our teams' ability to execute. Our results were leveraged by the completion of the key projects mentioned above, as well as benefited from record transport volumes at Rumo, geographic expansion at Compass and Moove, more favorable sugar prices at Raízen, and gains from the appreciation of our agricultural land.

These are consistent results, reached even in the face of the complex challenges of recent times - high interest rates, risk of inflation, and the threat of global recession - and, above all, without giving up what is most important to us - the safety of people, operations and information.



MESSAGE FROM THE CEO

In whatever industry we operate in, employee safety is a non-negotiable value. We continue focused on reducing our accidents to zero and, as has been the case in recent years, we have once again achieved remarkable results in operational safety.

We remain steadfast in our journey to increase diversity, equity, and inclusion in our organization. At Cosan, in addition to maintaining 40% women in leadership positions (above the target of 30% set for 2025), the portfolio companies have recorded advances in this indicator: 21% in Raízen's high leadership, 36% in Compass, 28% in Moove, and 23% in Rumo. We continue to work to include in our companies other groups that are still under-represented in our society and we know that we have a long way to go to overcome this challenge.

We also made a great deal of progress in our commitment to the environment, with a drop in greenhouse gas emissions (GHG) compared to the proforma adjusted EBITDA. This number, which had already dropped from 213 in 2020 to 183 in 2021, stood at 151 in 2022 (16% less than the previous year).

Our transparency actions also continue to evolve. Cosan is a member of the Global Compact, as are Raízen, Rumo, Moove and Compass (through Comgás), this initiative launched by the United Nations Organization is based on corporate commitments to implement sustainability in business. In line with our position of adopting the best governance practices as well as our legal obligations, we signed in 2023 the letter of commitment of the 100% Transparency Movement aimed

at engaging companies in the fight against corruption with a view to achieving the Sustainable Development Goals (SDGs) of Agenda 2030.

As for performance in market indexes, Cosan and Rumo continue in the portfolio of B3's Corporate Sustainability Index (ISE) and Raízen, a year after going public, has also joined this index. Lastly, we also answered again the climate change questionnaire of the Carbon Disclosure Project (CDP), the main global platform for demonstrating results on emissions management.

Also in 2022, we created and completed the meeting schedule for the Strategy and Sustainability Committee, which reports directly to the Board of Directors and is headed by an independent board member. One of the missions of this committee is to monitor the Company's and the Group's business strategies, targets, and commitments to Sustainability, taking into account performance on ESG criteria.

To further underpin our decision-making, our ESG team coordinated the construction of Cosan's ESG Vision 2030, an important tool that strengthens the Group's strategic vision under the sustainability and governance umbrella. This instrument also sets goals and drivers for all the companies with basis on five priority material topics.

We believe that Brazil can become the first carbon-neutral country and as such lead the world in the low emission-

based economy of the future. The path forward is to value the economy that keeps the forest standing, promote sustainable agriculture and lower the carbon footprint of the energy sector, all initiatives that Cosan is strategically positioned to become a top player in. Advancing low-carbon technologies is the best way to achieve significant cuts in greenhouse gas emissions, and we want to be among the companies leading the way.

In 2022 we were resilient, we showed our strength, and we ended the year with a more robust company. I would like to take this opportunity to thank our employees who, with great determination, delivered results and elevated our business; the different spheres of public administration, which provided us with sufficient legal and regulatory security to continue our investments; the press, which, through its professionalism and critical vision, strengthened our relationship of transparency; our investors, who trusted in Cosan's potential as a portfolio manager, and all those who believe in our sustainable growth and helped us deliver consistent results.

We will continue to overcome obstacles with the determination that we can go further by transforming strategy into performance.

I hope you enjoy the read.

Thank you very much and a warm hug to all!

Luis Henrique Guimarães
CEO da Cosan



CORPORATE PROFILE

IN THIS CHAPTER:

- ABOUT THIS REPORT
- WHO WE ARE
- OPERATIONS MAP



ABOUT THIS REPORT

Commitment to transparency

GRI 2-2, 2-3, 2-5, 2-14

Cosan discloses its performance and 2022 progress towards the best ESG practices



This is the **Annual Sustainability Report of Cosan S.A.**

Approved by Cosan's Executive Board, this report discloses our main initiatives with information about our environmental, social and governance (ESG) performance. The content of this report considers our consolidated economic result on a proforma basis¹ and the performance of our businesses², referring to material topics, in the period between January 1 and December 31, 2022³ - with the exception of a few indexes whose scope is explained in the footnotes.

¹ Considers the consolidation of 50% of the results of Raízen S.A. and 100% of the other operations.

² Raízen, Compass, Moove, Rumo and Cosan Investimentos.

³ The financial results are audited by an independent company.

The text was prepared in accordance with Global Reporting Initiative (GRI) standards and also considers the guidelines of the Sustainability Accounting Standards Board (SASB). In addition, the structure of the report is based on the principles of Integrated Reporting published by the International Integrated Reporting Council (IIRC).

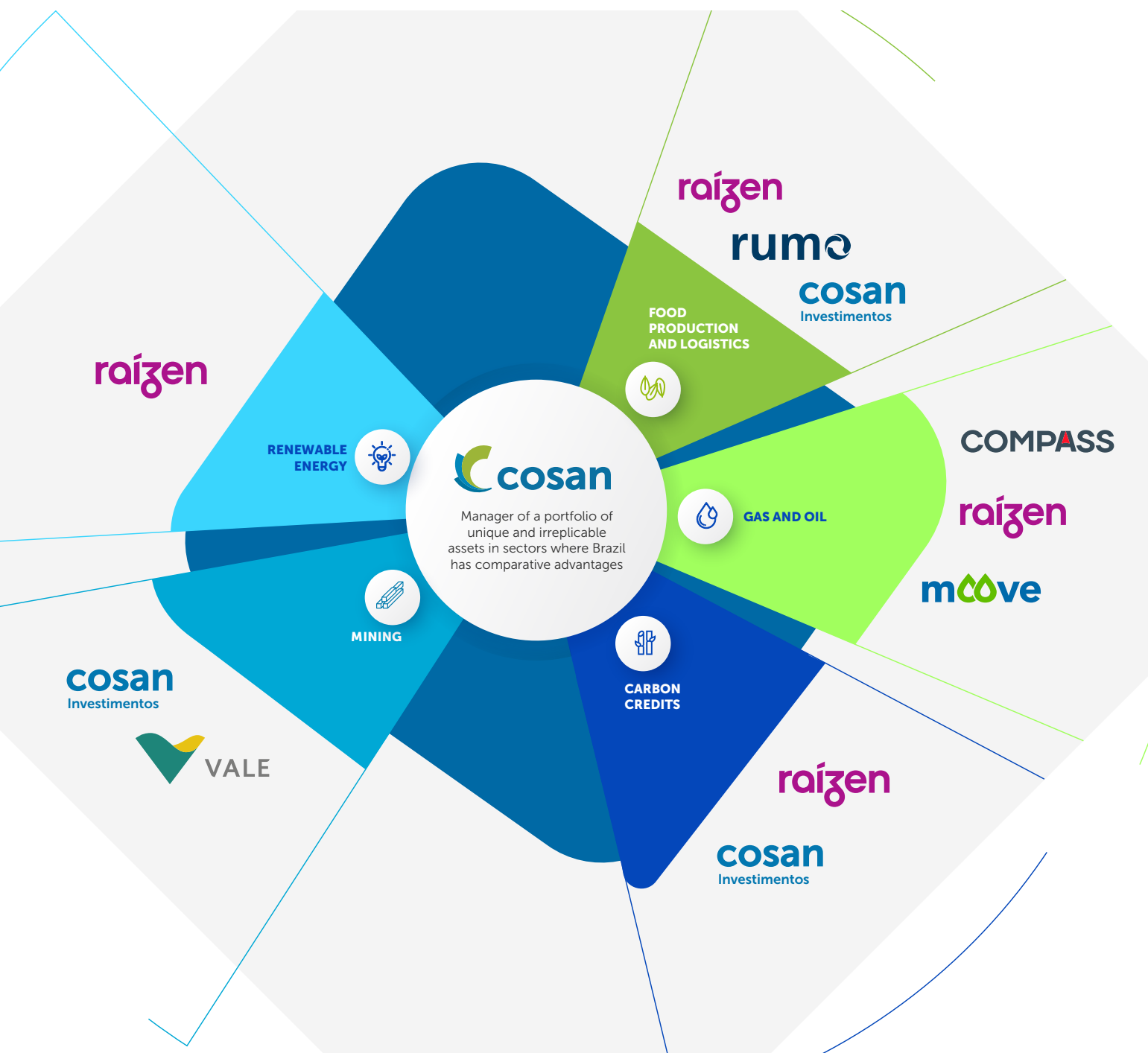
The financial results are based on the IFRS Foundation, while the non-financial information, relating to ESG topics, reflects our commitment to transparency and our corporate policies and procedures, as well as the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

The assurance of Cosan's Sustainability Report and its indexes is carried out by Ernst & Young, while information from companies of the Group is verified by independent auditors in their respective Sustainability Reports, ensuring the integrity of information and in compliance with GRI and SASB standards.

Questions or suggestions about this report may be sent via email to ri@cosan.com.

Enjoy your read!

WHO WE ARE



We boost Brazil's strengths

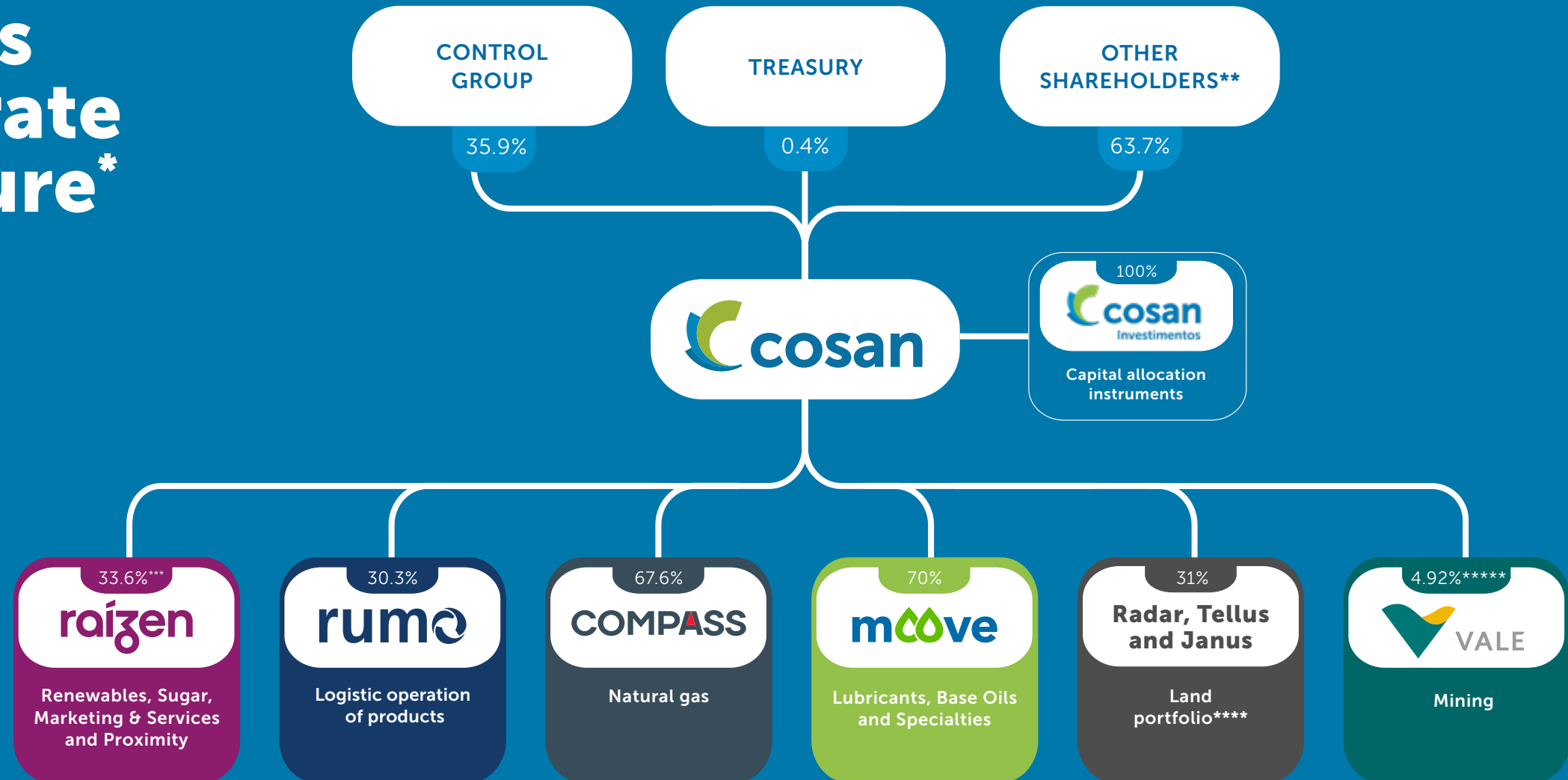
GRI 2-1, 2-6

We are Cosan, a holding company committed to the development of Brazil and in investing in irreplicable assets, operating in sectors where the country has a clear competitive and comparative edge. Our portfolio is made up of: **Raízen** (joint-venture with Shell), **Rumo**, **Compass**, **Moove**, **Cosan Investimentos** (Radar, Tellus and Janus) and, in October 2022, we concluded the acquisition of a minority stake in **Vale**.

Without losing sight of the sustainability of our operations, we deliver consistent results and generate value for all our stakeholders. The companies in our portfolio are leaders in their respective industries, employ more than 50,000 professionals*, and have operations in Latin America, North America and Europe.

* Considers the workforce of Cosan, Raízen, Rumo, Moove and Compass.

Cosan's corporate structure*



* Data on December 31, 2022.

** Includes administrators.

*** After the share of Raizen to Cosan Nove and of Compass to Cosan Dez, Cosan now holds directly and indirectly 33.63% of Raizen's shares and indirectly 67.58% of Compass' shares. For more information and details see note 1.2.6 of the 2022 Financial Statements.

**** 31% consolidated land portfolio, 50% Radar, 20% Tellus and 20% Janus.

***** Interest on 31/Dec/2022.

WHO WE ARE



Redefining the Future of Energy

With the mission of redefining the future of energy through a broad portfolio of renewable solutions, Raízen, a joint venture with Shell created in 2011, has a unique and irreplicable performance model since it has a prominent role in all sectors where it operates and is leading the energy transition.

Through its ecosystem and its cutting-edge, proprietary technologies, Raízen has expanded its renewable energy portfolio, such as second-generation ethanol (E2G), first-generation ethanol for various applications, bioelectricity from 100% clean sources, and biogas. Another objective of Raízen is to become the best partner in decarbonization and, as such, is working towards deriving 80% of its adjusted EBITDA from business and renewable sources by 2030.

The company currently has 35 bioenergy farms with an installed capacity to crush 105 million tons of sugarcane from around 1.3 million hectares of agricultural areas that are planted with state-of-the-art technology and have fully mechanized harvesting.

HIGHLIGHTS 2022

- Record production of E2G at the operating plant: **30 million liters** (accumulated in March 2023)
- Implementation of the planning reported to the market, giving strong traction to the execution of agreements for the sale of the **E2G**
- Review of its public Sustainability commitments to make them **more ambitious** in the **area of Climate Change**
- **1200 Shell stores** and over **300 Oxxo markets**
- Progress made in the construction of **3 new E2G plants**. Another five will be built and put into operation between 2025 and 2027 with an investment of around BRL 6 billion to meet the portfolio of contracted demand that currently totals 4 million m³ in long-term contracts with customers worldwide
- Expansion of the customer base in the energy segment, which already has more than **24,000 consumer units**
- **8,000 retail stations** under the Shell brand in Brazil. **1,500 Shell Select convenience stores** and OXXO Markets

Through a network of more than 8,000 retail stations that carry the Shell brand in Brazil, Argentina and, since 2022, Paraguay, it serves millions of consumers daily. Through the Nós group (a joint venture with FEMSA Comercio), it operates in convenience and proximity retail with more than 1,200 Shell Select stores and more than 300 OXXO markets.

Raízen also acquired Payly, a fintech that works to expand the financial services ecosystem and supports Shell Box, which focuses on working capital solutions.



WHO WE ARE



Actions that move Brazil

Rumo is currently the largest independent rail-based logistics operator in Brazil. The company was founded in 2008 with the primary focus of being Cosan's logistics arm for sugar exports and, in 2015, merged with the former ALL - América Latina Logística.

The business offers a full range of services, has more than 1,400 locomotives and around 35,000 wagons and manages more than 13,500 km of railroads that cross 9 Brazilian states connecting production centers, consumer complexes and seaports. The railroad concessions serve relevant export corridors for agricultural commodities, covering an area that accounts for approximately 80% of Brazil's GDP and for almost 70% of the total soy and corn produced in the country.

Rumo has invested billions of reais to develop a logistics infrastructure that is able to make Brazilian agribusiness increasingly more competitive and can reduce emissions. Through its transport efficiency gains, Rumo has since 2015 avoided emitting more than 2.2 million tons of CO₂ into the atmosphere, which underscores its commitment to energy transition and decarbonization.



HIGHLIGHTS 2022

- > Beginning of the work on the Mato Grosso State Integration Railroad, the first state railroad in the country that will extend over 700 km and will strengthen Rumo's role in the infrastructure to **supply grain and inputs for the global food chain**, connecting the Rondonópolis road-rail terminal to Cuiabá and Lucas do Rio Verde (MT), crossing 16 municipalities in the state. The expectation is to start operations at the Campo Verde Terminal in 2026 and continue building the rails towards Lucas do Rio Verde
- > **Record capacity use** of the company's transported volume of 74.9 billion TKM (ton kilometer), 17% higher than in 2021
- > **Start of the first fertilizer** operations in Rio Verde (GO) and in the sugar market in Iturama (MG)
- > **Growth of 13% in 2022** in the volume of Container Operations, surpassing for the first time the mark of 100,000 containers transported in the year
- > Early achievement of the **15% reduction target of GHG emissions per TKM**, initially projected for 2023, reaching a 17% drop in the last 3 years
- > Investment of **BRL 4.3 million** in communities and the first year of Instituto Rumo's activities to generate positive social impact in the regions where it operates
- > Improved rail safety performance, with a **25% drop** in accident severity

WHO WE ARE

COMPASS

Building a more sustainable future

Compass was created in March 2020 with the purpose of offering options in a gas and energy market that is gradually opening up in Brazil. Over BRL 9 billion was invested over three years of operation in the Brazilian natural gas market.

In the last year, the company's business strategy has evolved and from now on, the operations will be grouped into two segments: Gas Distribution and Marketing & Services.

The first covers the piped gas distribution operations. Compass currently holds stakes in 12 distributors and manages these businesses through two companies: Comgás, the largest natural gas distributor in the country, and Commit, a joint venture between Compass and the Japanese conglomerate Mitsui, which was born from the acquisition of 51% of the capital stock of Gaspetro. One of the assets managed by Commit is Sulgás, whose operational control was acquired by Compass in early 2022, and GasBrasiliano, which is directly controlled by Commit.

The second segment, Marketing & Services, contemplates the businesses that have as their mission the origination and sale of natural gas, aiming to create an efficient and



competitive option for the Brazilian market by supplying captive and free market customers connected to the distribution grid as well as off-grid consumers through other modes. In this area, Compass holds the Trading, the São Paulo Re-gasification Terminal (TRSP) and Rota 4. The TRSP, which is in the final stage of construction and will start operating in 2023, will connect the global supply of liquid natural gas (LNG) to the Brazilian market. Rota 4, meanwhile, currently in the licensing stage, consists of a natural gas outflow infrastructure that will transport the energy produced in the pre-salt offshore fields to the coast.

Based on the evolution of its business portfolio, Compass has revised its ESG strategy and has defined three pillars of action:

- Enabling a safe and efficient energy transition
- Developing people and society
- Promote a broad, transparent, and competitive gas market.

Compass has also outlined its ESG commitments for 2030, which can be found in the Compass Sustainability Report.

HIGHLIGHTS 2022

- Conclusion of the acquisition of a 51% stake in Gaspetro after an **investment of BRL 2 billion** and the creation of Commit, a company that currently holds stakes in 11 natural gas distributors
- In the first year of the Commit operation, the company conducted the 1st GHG Emissions Inventory for Sulgás and GasBrasiliano. Comgás continues on its path of **emission reduction**, having achieved a decrease of 38% in 2022 and 63% since 2019 (in scopes 1 and 2).
- **First year of managing Sulgás**, the natural gas distributor in Rio Grande do Sul, of which we acquired controlling interest in early 2022
- Progress was made in the construction of the São Paulo Regasification Terminal with **investments of BRL 1 billion** in the Santos valley region
- Obtained an **A- score in CDP Climate Change**, placing it in the group of leading companies in climate change in the sector
- 36% of the leadership positions were **held by women** in our business

WHO WE ARE



Global benchmark in lubricants

Moove, the multinational company of the group, was created in 2008 after the acquisition of ExxonMobil's assets in Brazil. Currently, the company is a leader in the country's premium lubricant market, and also operates globally in the production and distribution of greases, fluids, and specialties of various brands, such as Mobil, Comma, and professional brands, developing specialized products and services that are essential to move and provide greater efficiency in industrial equipment and commercial and passenger vehicles.

Moove has operations in South America (Brazil, Argentina, Bolivia, Paraguay, and Uruguay), Europe (United Kingdom, Portugal, France, and Spain), and North America (United States), where in 2022 it expanded its operation after the acquisition of PetroChoice, one of the largest lubricant distributors in the United States. The company has a wide array of high-quality products, including Mobil lubricants and also produces and distributes proprietary brands. Headquartered in Pennsylvania, it operates two manufacturing plants and over 50 distribution centers strategically located in 25 states, reaching approximately 70% of the US market.



HIGHLIGHTS 2022

- Acquisition of **PetroChoice**, one of the largest distributors and producers of lubricants in the United States, operating more than 50 distribution centers strategically located in 25 states, reaching approximately **70% of the North American market**
- Acquisition of **Tirreno**, a Brazilian manufacturer of specialty chemicals for vehicles and industries, which brings a complementary portfolio with great synergy in terms of **distribution capillarity and expansion potential**

WHO WE ARE



Our capital allocation business

Cosan Investimentos was created in 2021 to develop new business and increase value in the group's portfolio.

The main assets in this portfolio are Radar, Tellus, and Janus, in which it has a 31% stake. Radar has farms based in the states of São Paulo, Maranhão, and Mato Grosso that have benchmark sustainability certifications and which contribute greatly to the development of Brazilian agribusiness and forest conservation.

Tellus and Janus are land portfolio management companies that invest in assets with high productive potential in Brazil. In addition to Radar's existing portfolio, Cosan consolidates its land portfolio by managing approximately 320,000 hectares for the planting of sugarcane, soy, cotton, corn and other commodities in several states in Brazil.

We also acquired 100% of the Porto São Luís Private Use Terminal (TUP) and formed Ligga, where the plan is to have an integrated iron ore project, also with an eye on decarbonization opportunities. Another investment was made in the Fifth Wall fund, a climate tech fund aimed at early stage investments on the technology edge of battery development and hydrogen production.



HIGHLIGHTS 2022

➤ We have announced the acquisition of an additional 13% stake in Tellus and Janus through an investment of approximately **BRL 1 billion**

WHO WE ARE



Acquisition of stake in Vale

In October, in the largest operation of its kind in Brazil, we concluded the acquisition of 4.92%* of Vale's capital stock. In addition, a second operation, corresponding to an additional financial exposure of 1.6%, has been structured and may be converted into a direct stake in Vale. As such, we have become the fifth largest shareholder (as of October/22) in what is the country's leading mining conglomerate.

We have been working consistently for years to become a key player in the natural resources segment. Therefore, this is a move that is fully aligned with our strategy of capital allocation and portfolio diversification. We are investing in unreplicable assets with great potential for value generation and sectors where Brazil has a competitive and comparative edge; increasing our international exposure, to a strong currency; and helping to position the country as a key player in the energy transition.

This is why we have been interested in mining for several years. We know that Vale's products play an important role in the energy transition towards a more sustainable world - and this is what drove us to making such a significant investment. From the so-called financial engineering point of view, we made a variety of investments. We consider

* Value of Cosan's position on 31/Dec/2022

4.92%

VOTING
INTEREST:

1.57% + 3.35%

direct equity

direct purchase with a collar
loan financing structure,
limited economic exposure,
full voting rights, shares used
to secure financing

Vale a unique and irreplicable asset. The quality of the iron ore and base metal deposits (especially nickel and copper) is essential in the production of clean technology and the construction of renewable infrastructure such as wind power, green hydrogen, and electrification. This huge potential to actively participate in the process of decarbonizing the economy, encouraging the replacement of fossil fuels for renewable sources of energy generation, storage, and distribution towards a low-carbon economy aligns directly with our operations. This is why we believe there are great opportunities for exchanges between Cosan and Vale. We want to become a relevant shareholder with the ability to contribute to the company's sustainability journey.

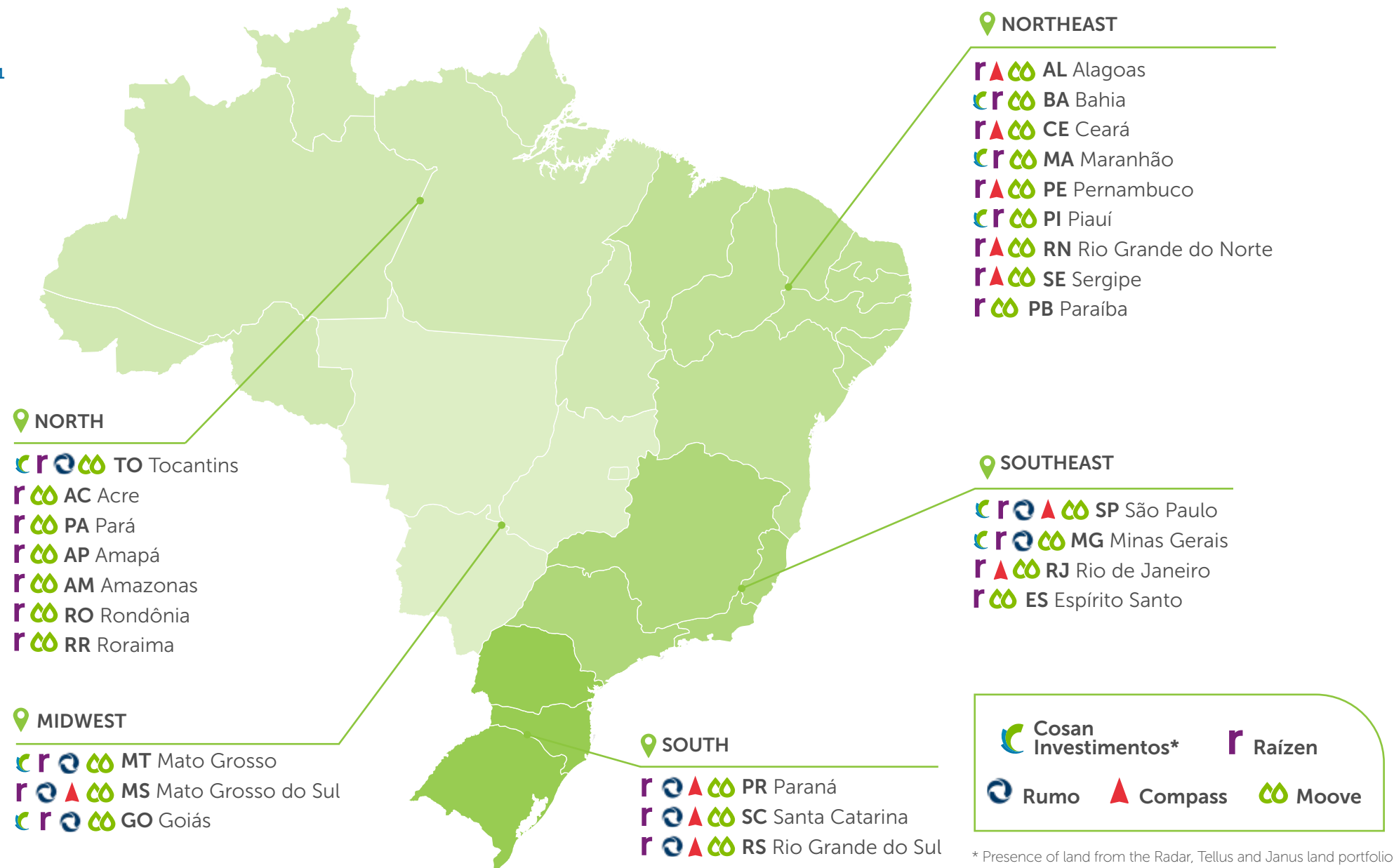
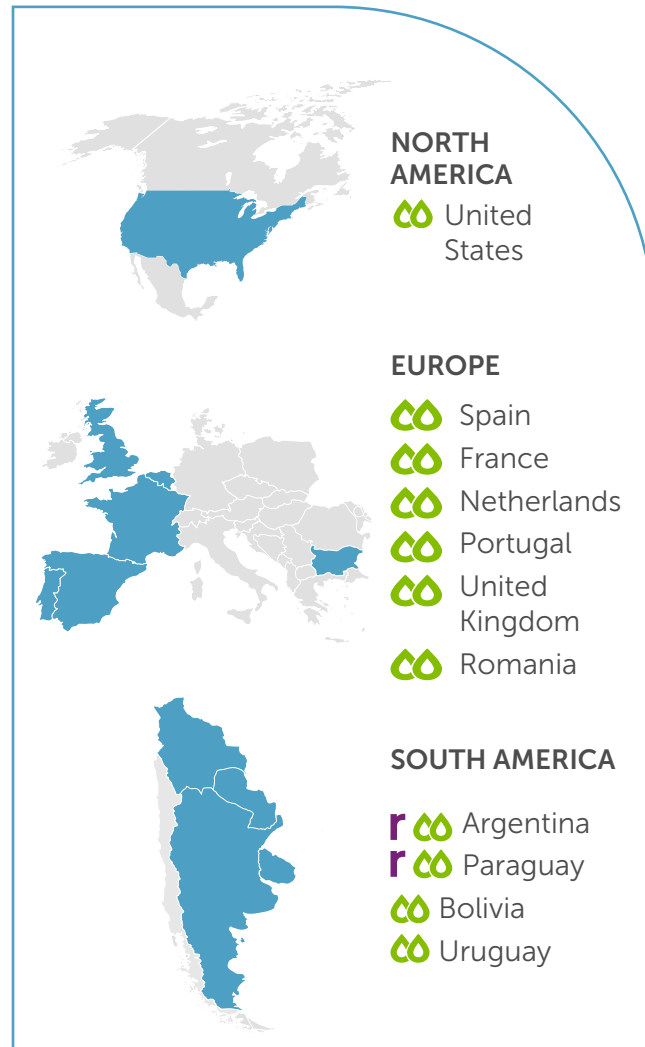


Vitor Nogueira/Vale

OPERATIONS MAP

Our path from Brazil to the world

GRI 2-1



* Presence of land from the Radar, Tellus and Janus land portfolio.



ESG MANAGEMENT

GRI 2-22, 2-29, 3-1

IN THIS CHAPTER:

- COSAN ESG 2030 VISION
- MATERIAL TOPICS
- STAKEHOLDER ENGAGEMENT



ESG as part of the strategy

GRI 2-22, 2-23, 2-24



Implementing an ESG agenda is proving to be a huge challenge, given the complexity and growing number of different players involved and engaged in this area. For us at Cosan, this opens up opportunities since operating in a sustainable way from an environmental and social standpoint has always been an integral part of our culture.

Our portfolio is committed to the United Nations' Global Compact, which underpins our actions in the fields of human and labor rights, environment, and anti-corruption practices.

Our companies also have their own ESG strategies and public commitments, and have fully dedicated Sustainability areas. In addition, they incorporate ESG KPIs into their corporate scorecards and executive targets and maintain Sustainability Committees to discuss strategy and support decisions related to the topic.

Having the opportunity to continue evolving on the sustainability journey, tracking trends, and meeting the demands of our stakeholders show that our belief in performing well on this agenda means sustaining the delivery of financial results.

Recognizing that our financial performance and future growth are inextricably linked to excellent ESG performance, we have committed to a long-term vision for this agenda at Cosan, formalizing our dedication to the market and sending a clear message that we will continuously improve and maintain aligned with our Sustainability Policy (approved by our Administration Council and available in our [website](#)).

In the second half of 2022, we made significant progress in structuring the management of ESG issues in the Group by creating along with the holding company and the business teams of our **Cosan ESG Vision 2030**, which bring together



COSAN ESG 2030 VISION

our Objectives and Drivers, a set of guidelines that will guide the environmental, social and governance performance of the entire Group over the next years. Concurrently, we have reiterated and formalized the governance of these topics so as to ensure that our goals become reality and our evolution can be monitored by our stakeholders and the market.

As a basis for this process, we reviewed materiality, a study that seeks to identify everything that is relevant to the success of the business, according to the company's stakeholders. This study takes a holistic approach to sustainability by considering a wide range of factors including social, economic, environmental, political, and geographic impacts.

The project was conducted in collaboration with GlobeScan, an independent international consulting firm, based on analyzing best global practices among holding companies that are investing in the area of sustainability and included interviews with 36 executives and employees of Cosan and its 25 invested companies, as well as discussions with investors, associations, NGOs, and experts. By gaining this insight into the outlook and expectations of our stakeholders, we were able to define a performance model for the holding company within this agenda.

Our responsibility is to reflect on our activities in regard to the topics that are transversal and make up our business vocation. With basis on this approach, we defined three key attributes for ESG management: **target** the business actions of the portfolio,

encourage exchanges and synergy between them, above all, in regard to environmental and social topics, and **consolidate** the information about ESG performance, disclosing our performance with transparency to the stakeholders. On a day-to-day basis, the company teams define how they will conduct their operations and how they plan to evolve to achieve their goals and objectives and, as such, have the autonomy to implement the guidelines agreed upon with the Group's senior management.

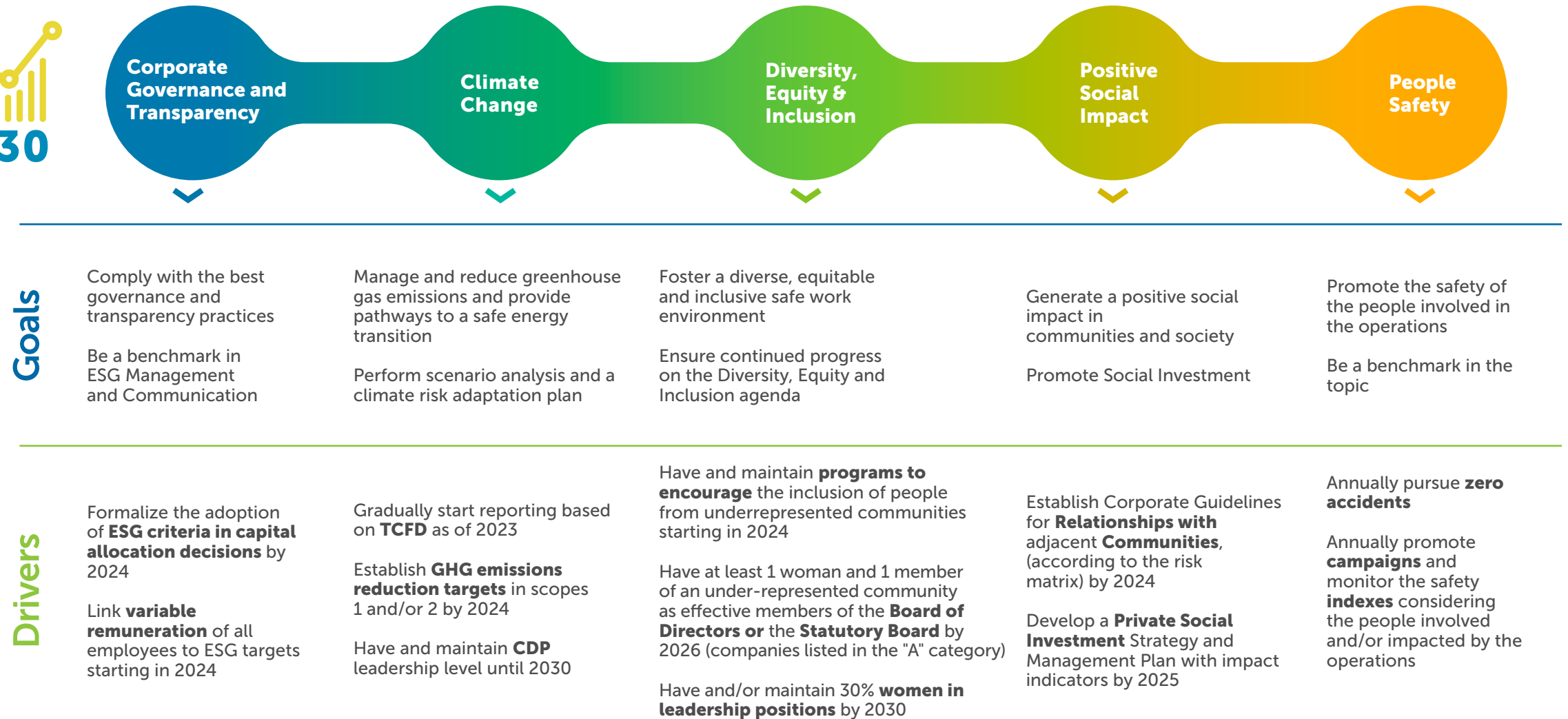
This structure will enable us to actively put in place best practices and become a benchmark on ESG topics. Our Group's current and future reality shows that our initiatives are making a positive contribution to the rational and efficient use of natural resources, clearly placing us in the position of more sustainable production.

As part of this commitment, we have established a Sustainability Committee comprised of sustainability teams and leaders from both the holding company and our businesses. The Committee is responsible for implementing and monitoring commitments and targets, presenting the status of each one to the Group's senior management, conducting debates on ESG agenda trends by engaging with different players, suggesting agendas for Cosan's Strategy and Sustainability Committee, as well as identifying synergies and encouraging an exchange of experiences among the companies in our portfolio.

Therefore, on the next page, we set out our five pillars of action together with their respective Objectives and Drivers, forming the Cosan ESG 2030 Vision.



COSAN ESG 2030 VISION



Valid for Cosan holding and businesses, with base year 2022 (Raizen; Rumo; Compass - controlled companies; Moove - operation Ilha do Governador/RJ - BR). New acquisitions will be incorporated with adaptation time and will be informed in the next publications.

Sustainability Governance

Cosan Group's Sustainability Committee*

Cosan's Strategy and Sustainability Committee

Cosan's Board of Directors

*Committee composed of leaders and ESG teams of Cosan's portfolio that will be in charge of monitoring the performance of the drivers of the ESG 2030 Vision and contributing to reporting to the Committee and Board, as well as other responsibilities.

The compass of our ESG actions

GRI 3-1, 3-2, 3-3

While we restructured Cosan's ESG 2030 Vision strategy, we reviewed our materiality matrix. Regularly conducting this work enables the Company to focus its management on the most relevant sustainability aspects of its operation, the so-called material topics. A materiality study is the cornerstone for building a sustainability strategy since drivers, goals, and aspirations must be aligned with material topics. In addition, materiality is also a way to engage stakeholders and build internal mobilization in any company.

In defining the new matrix, we follow the concept of double materiality, first proposed by the European Commission in 2019 in the Guidelines on Non-Financial Reporting. This approach values both internal and external impacts. The first group reflects how environmental and social issues affect the company's business performance and value creation, while the second focuses on how the company's activities interfere positively and negatively with society or the environment. Therefore, it is necessary to evaluate the interconnectivity of these two impacts: in business and, at the same time, in society and nature.

Three stages were needed to define the material topics:



Benchmarking, rating analysis, ESG rankings and frameworks

Nine large corporate holding companies operating in Brazil and abroad were assessed based on participation in market indexes (Sustainalytics, B3's Corporate Sustainability Index, and the Dow Jones Sustainability Index, among others), adherence to international initiatives (Global Compact and Sustainable Development Goals), as well as identification of the best sustainability strategies and metrics, and comparison of materiality matrices.



Interviews

Held with 60 internal and external stakeholders, including 36 directors and employees of Cosan and the Group's companies, and another 25 specialists from NGOs, banks and investment funds, and representatives from academia and industry associations.



Prioritizing the topics and mapping the matrix

At the end of the process, five topics stood out in our matrix (as can be seen on the next page). They are "aggregators" from a series of other topics in the original list that show the interdependence between the topics and the holistic approach needed to understand and take action based on the sustainable development agenda.



MATERIAL TOPICS



Material topics	Ambition and scope	Sustainable Development Goals (SDGs)	Global Compact Principles
 Climate Change	This is the global sustainability concern and it carries relevant weight in the assessment of stakeholders and the frameworks of civil society and investors. In our materiality, two other topics are strongly linked to it: Clean and Renewable Energy and Energy Transition.		8. Develop initiatives to champion greater environmental responsibility. 9. Encourage the development and dissemination of environmentally-friendly technologies.
 Corporate Governance and Transparency	This is particularly relevant for a holding company because it adds significant value to business performance. It includes economic transparency and fair market practices, as well as portfolio management, ethics, and integrity.		10. Companies must fight corruption in all its forms, including extortion and bribery.
 Positive Social Impact	It is the umbrella that encompasses our relationship with communities, private social investment, and issues related to fighting social inequalities and valuing human rights.	     	4. Eliminate all forms of forced or compulsory labor. 5. Effectively abolish child labor.
 People Safety	This encompasses our care for the health and well-being of everyone, whether they are Group employees, customers, suppliers or people in the vicinity of our operations, and is essential to ensuring the longevity of our business as well as the safety of our assets.	 	1. The companies should support and respect the protection of internationally-recognized human rights. 2. Ensure that these rights are not infringed
 Diversity, Equity & Inclusion	This continues to be a priority in a country still as unequal as Brazil. Likewise to the Positive Social Impact, the concern with valuing human rights and fighting social inequalities is also present here and merits our attention.	  	1. The companies should support and respect the protection of internationally-recognized human rights. 2. Ensure they are not involved in the infringement of these rights. 6. Eliminate discrimination in employment.



MATERIAL TOPICS

MATERIALITY OF THE COMPANIES OF THE GROUP

Here are the material topics of each business of the group. For more details about each topic, click on their individual corporate reports.



- > Climate Change
- > Diversity, Equity and Inclusion
- > Positive Social Impact
- > People Safety
- > Corporate Governance and Transparency



- > Climate Change and Emissions Management
- > Agricultural Management & Biodiversity
- > Water Management
- > Human Rights and Welfare
- > Relationship with Communities
- > Governance, Ethics and Compliance
- > Sustainable Procurement

 [See the full report](#)



- > Climate Change and Energy Transition
- > Energy Efficiency and Security
- > Responsibility and Positive Social Impact
- > Diversity, Equity & Inclusion
- > Health and safety of people and Operations
- > Ethics, Compliance and Corporate Governance
- > Value Generation and Distribution

 [See the full report](#)



- > Fighting Climate Change
- > Human Rights Impact Management
- > Operational Security
- > Good Labor Practices in Operation
- > Occupational Health and Safety
- > Diversity, Equality and Non-Discrimination
- > Customer Relationship
- > Governance Structure for Compliance and Integrity
- > Ethical Conduct
- > Good Socio-Environmental Practices in the Supply Chain
- > Risk Management Framework for Best Practices

 [See the full report](#)



- > Environmental Management
- > Health and Safety
- > People Development and Culture
- > Relationship with Local Communities
- > Efficiency and Performance

 [See the full report](#)

MATERIAL TOPICS

ESG performance in market scores



Similarly to Cosan, Rumo and Raízen also belong to B3's Corporate Sustainability Index (ISE) portfolio, which selects the listed companies that stand out the most in sustainability

At Cosan, we are on a journey to enhance our ESG performance, develop best practices, and reach various indexes and ratings, each with their own methodology and assessment criteria. For this reason we annually review our action framework to ensure that what we are planning and executing is addressing our gaps in these reports.

The management model for this process involves all Cosan teams and includes the establishment of corporate and individual performance indexes, ensuring that all areas are engaged in improving the Company's ESG performance.

We presented good results in this agenda in 2022. We advanced 13 points in the Dow Jones Sustainability Index report, an index we are actively working on to ensure our place in the emerging markets portfolio. In addition, we were

selected for the third year in a row to join B3's ISE portfolio and we maintained an excellent rating in the CDP climate questionnaire, and moved up from A to AA in the MSCI, positioning Cosan as a leader in its business sector.

	2021	2022
S&P Dow Jones Indices <small>A Division of S&P Global</small>	50	63
ISEB3	74.58	76.32
 <small>DRIVING SUSTAINABLE ECONOMIES</small>	A-	A-
MSCI 	A	AA



INTERNAL ESG AUDIT

Between May and July 2022, we conducted an internal audit focused on ESG issues to review processes and controls. The work was carried out through interviews with employees, process mapping, control tests, and risk rating. The ESG pillars are overseen directly by the Boards of Directors of each business and by the Strategy and Sustainability Committee. All the companies have managements dedicated to ESG topics. After analyzing the risks related to the shortfalls detected and their potential effects, the final rating was that the controls and processes analyzed are satisfactory.

Climate Change Management

Directly linked to the ESG 2030 Vision, this topic opens paths to a more secure energy transition

The topic of climate change is directly connected to our ESG Vision 2030. Through it, we set goals and targets focused on managing our greenhouse gas emissions and can find ways to a safe energy transition through our business portfolio.

Committed to transparency in relation to our climate practices, we continue to make progress in our reporting of the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), a framework developed to understand how a company's governance, strategy, risk management, and the goals and metrics that govern its performance on climate change are carried out.

TCFD GUIDELINES



We have developed an additional layer of ESG governance through our ESG Vision 2030, which applies to the controlled and co-controlled companies of Cosan. This enables direct oversight of the climate agenda by the Cosan Board of Directors through the Sustainability and Strategy Committee. We have also established a Sustainability Committee, comprising ESG leaders and teams from our portfolio, as well as an executive management team that reports directly to the CEO, to monitor the development and implementation of strategies and actions to further the ESG agenda.

More information about our governance is available on [page 29](#).

In 2022, we kicked off a project to improve Cosan's risk and opportunity matrix. This includes reporting on climate risks and opportunities, their impact on our plans, the established scenarios, and the timeline for the study, in a specific document throughout 2023. This work is linked to our ESG Vision 2030, in which climate change is identified as a material topic for Cosan and its investments.

More information about our governance is available on [page 41](#).

The processes used to identify, assess, and manage risks related to climate change are being fine-tuned and will be disclosed throughout 2023, along with the requirements of the strategy in a specific document. Here is a summary of the work done.

Through the ESG 2030 Vision, we defined external and internal drivers focused on monitoring and developing the climate agenda at the Cosan Group. In addition, we report annually on scope 1, 2 and 3 emissions for Cosan and our businesses: Raízen, Rumo, Moove and Compass.

More information about our governance is available on [pages 43, 52 and 54](#).



STAKEHOLDER ENGAGEMENT




Permanent communication GRI 2-29

We have permanent communication with the stakeholders that are more closely connected to the holding company's activities, in particular investors, financial agents and business

partners, or from the business sectors in which we operate, corporate associations or even multisector associations, such as the Brazilian network of the Global Compact and the

Carbon Disclosure Project. Our goal is always to listen carefully to understand the demands and incorporate them into our decision-making process, and to encourage collaboration.

Relationship with the different stakeholders



Audience	Type of Engagement	Main outcome of each engagement	Frequency	Topics and concerns
 Investment and development banks	Ongoing face-to-face group meetings, one-on-ones, conferences, conference calls, email and telephone support.	Closer relationship with the counterparty and better targeting of proposals and operations, in addition to possible opportunities.	Daily	Corporate information, takeovers, debt strategy, topics related to the business and its corporate operations.
 Insurance companies and brokers	Face-to-face group meetings, one-on-ones, conferences, conference calls, email and telephone support.	Closer relationship with the counterparty and better targeting of proposals and operations, in addition to possible opportunities.	Daily	Corporate information, demand for quotes and hiring of insurance, topics related to business and its corporate operations and legal proceedings.
 Assets	Dissemination of public information, one-on-one and group meetings, conferences, results calls, email and telephone support, and Cosan website updates.	Closer relationship with the counterparty and better targeting of proposals and operations, in addition to possible opportunities.	Daily	Capital allocation strategy, investment thesis, mergers and acquisitions, dividends, share buybacks, and topics related to the businesses and their respective sectors.





STAKEHOLDER ENGAGEMENT

Relationship with the different stakeholders

Audience	Type of Engagement	Main outcome of each engagement	Frequency	Topics and concerns raised
 Fiduciary agents, trustees, exchange brokers and rating agencies	Conferences, conference calls, email and telephone support.	Closer relationship with the counterparty, better direction for transactions and reports that are generated by the counterparty, such as rating agencies.	Sporadic	Corporate information, takeovers, debt strategy, topics related to the business and its corporate operations.
 Shareholders and potential national and foreign investors	Dissemination of public information, one-on-one and group meetings, conferences, results calls, email and telephone support, and Cosan website updates.	Movement of the shareholder base, fostering share liquidity; alignment with shareholders on our intrinsic value.	Daily	Capital allocation strategy, investment mergers and acquisitions, dividends, share buybacks, and topics related to the businesses and their respective sectors.
 Internal Audience Senior management and employees of the holding company, subsidiaries and co-controlled companies	<i>Você Fala</i> (You Talk) Survey, engagement campaigns, and internal communication.	Engaged employees and increasingly objective communication tools. The survey was answered by 90% of the company employees and the favorability rating reached 81%.	Daily (in the case of surveys, yearly).	Events, internal processes, and other information according to the demands of each area. The survey revealed employees' interest in development opportunities, security to take risks, reconciliation of personal and work activities, regular feedback from leadership, and competitive pay.
 Press Journalists, columnists and local and international media channels	Relationship meetings, interviews, proactive releases, articles, notes in ON, mapping of forums and live-streams, mapping of awards and rankings, monitoring news clippings concerning the group, relationship through paid media, and sector-based campaigns.	Position Cosan as a player and turn it into a spokesperson in priority agendas, such as sustainability and create a reputational cushion for the Group's actions.	Monthly.	Cosan's external position, ESG agenda, new investment cycle, company with differentials for attracting talent, capital allocation, portfolio of leading companies and operations in mining, among others.



GOVERNANCE CORPORATE

IN THIS CHAPTER:

- ADMINISTRATIVE STRUCTURE
- POLICIES AND COMMITMENTS
- ETHICS AND COMPLIANCE
- FISCAL CONTROLS
- RISK MANAGEMENT

ADMINISTRATIVE STRUCTURE

Transparent management

[GRI 3-3, 2-9, 2-11, 2-12, 2-13, 2-17](#)

We know that the path to good governance is long. For this reason, we are always very attentive to the best market practices in the area and value our own internal maturing process. We have bolstered our governance model in recent years and 2022 was key for the consolidation and maturation of this structure.

To support the Company's Management, we created Committees that report directly to the Board of Directors, and we have a solid risk management structure to identify events that may negatively impact our business sustainability. We also have a senior team that works in an integrated manner with the business areas because we know that good governance is essential in making good decisions.

We reviewed the scope of the Statutory Audit Committee, increasing the focus on Information Security and Cybersecurity, so progress on this topic is now reported to the Board of Directors. We also expanded the Statutory People Committee to include Nominations, aiming at the sustainability and diversity of our talent pipeline, as well as

increasing the independence and diversity of our Board. We also established a Compliance Committee to consolidate the guidelines of the Cosan Anti-Corruption Program and concentrate all reports, involving ethical issues and violations of the Code of Conduct, in one place.

To ensure we continue to grow, we have put in place a program of partners where our top executives become partners in the Company and can dedicate themselves to strategic thinking to support decision-making as a whole. In a large and complex group like Cosan, the governance team needs to provide that security without losing speed, which has always been our hallmark.

Corporate Governance and Transparency were reaffirmed as one of the most relevant topics for Cosan in our new materiality matrix. We have been listed on the Novo Mercado of B3 since 2005, a public commitment that shows we pledge to adopt the best governance practices, beyond those required by Brazilian law and by the Brazilian Securities & Exchange Commission (CVM) and the U.S. Securities & Exchange Commission (SEC).

The company worked on several action plans in 2022 in response to material weakness related to the IT environment reported in the 2021 annual SOx certification report. The remediation plan was conducted by the Internal Controls area in conjunction with external consulting with the aim to mitigate the control weaknesses found and reported by the external auditor in 2021. During the year several work fronts were carried out in all the Group's businesses such as:

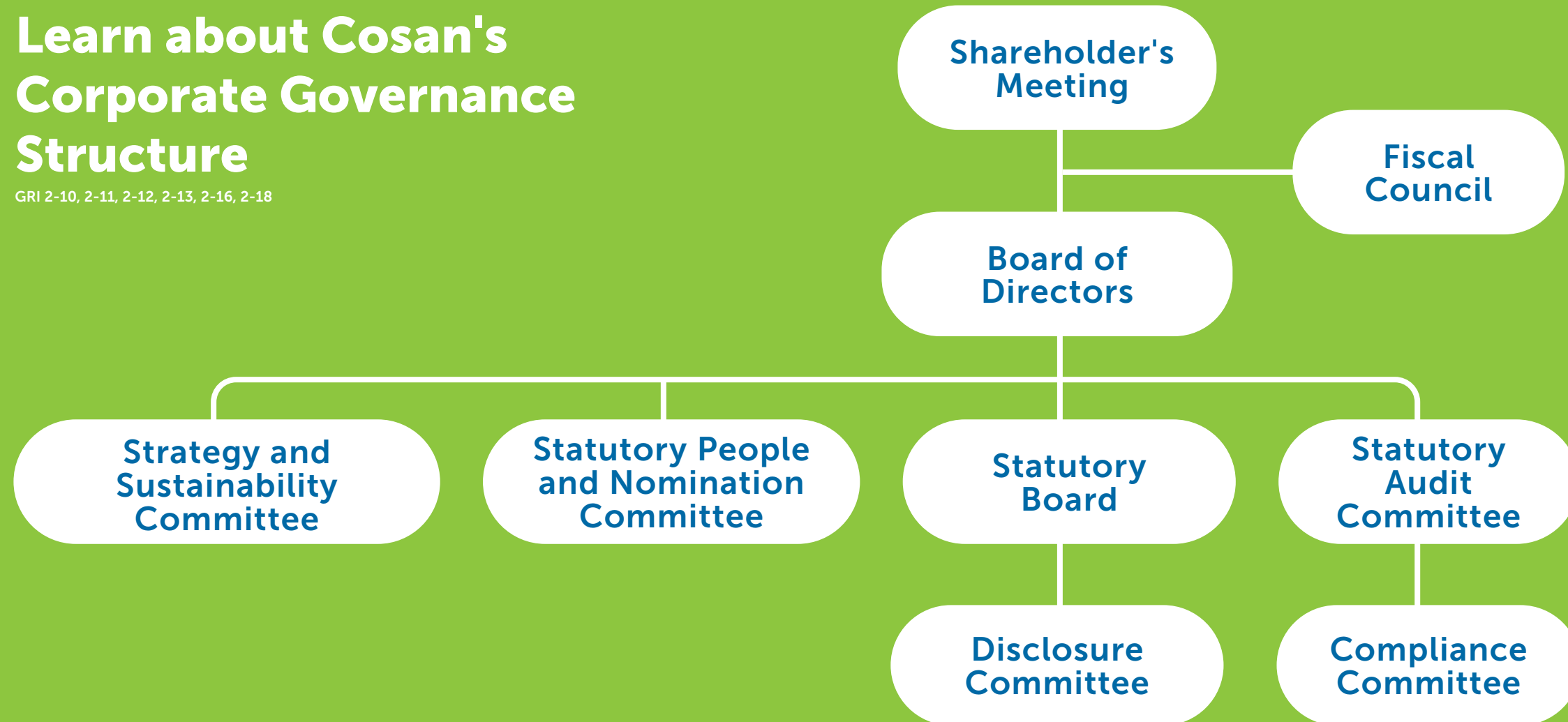
- i.** Creation of a committee with the CFOs of each business to monitor and report on the work program to address weaknesses, conducted biweekly.
- ii.** Execution of the remediation plan to tackle weaknesses.
- iii.** Conduct workshops on the rules of the SOx Act, covering both basic and specific concepts.

For the year ended December 31, 2022, we identified significant weaknesses in our internal control over financial reporting related to the implementation of controls for significant and complex non-routine transactions and business combinations.

Despite the material weaknesses described above, the company has made a great deal of progress in the maturity of its internal control environment, with a commitment to make this journey a driving force for our business.

Learn about Cosan's Corporate Governance Structure

GRI 2-10, 2-11, 2-12, 2-13, 2-16, 2-18





ADMINISTRATIVE STRUCTURE

**Board of Directors**

We have a robust corporate governance structure through which strategies and action plans are widely discussed by varied and competent professionals. We made significant progress in 2022 in the assessment of our board members and in 2023, we have developed an action plan to continue this process with a focus on maximizing the decision-making process and ensuring alignment with our corporate strategies:

- Set a deadline for board approval via Boardvantage (3 days).
- Invite a market professional to speak on a specific topic (once every six months).
- Hold bi-monthly meetings with independent board members and the company's CFO for business and result updates.
- Bring in a business executive to report/present the area at every quarterly meeting.
- Periodic conversation between the CFO and independent board members to monitor financial results. Continue to send materials and videos with at least 3 days' availability before the meeting for questions.

Our Board of Directors is our highest governance and collective decision-making body. It is responsible for defining general business guidelines and policies. This body monitors the implementation of these guidelines, supervises the management of the subsidiaries, and has a key position in supporting and monitoring the Company's sustainable transformation. It must be composed of at least five and at most twenty effective members, elected by the General Shareholders' Meeting for two-year terms, with reelection allowed.

As defined by the B3 New Market Regulation, at least two of these directors (or 20%, whichever is greater) must be independent*, with no direct involvement in the holding company or the companies of the portfolio. In order to strengthen our governance, in the Annual General Meeting held in April 2023, 10 members were elected to serve until the Annual General Meeting of 2025, with 50% qualified as non-independent members and 50% as independent members, a change once again aligned with our agenda to increase independence and diversity. This breakdown helped to maintain

an experienced and highly-qualified Board in terms of overall business guidance and decision-making on strategic issues, while increasing the proportion of independent members in the structure of the Company's Board of Directors. The Board meets regularly every three months - and has special meetings whenever necessary. The chair does not hold an executive role in the Group. There is no formal process for reporting crucial concerns to the Board. However, whenever necessary, any such issues are included in the agenda of quarterly meetings for awareness and decision-making.

In order to continuously improve the effectiveness and performance of the Board, a formal assessment of its performance is conducted once a year.

* According to the definition in B3's Novo Mercado Regulations.



ADMINISTRATIVE STRUCTURE

PROFILE OF MEMBERS

Name/ Title	Election/ Term	1 st Election	AREAS OF OPERATION OF THE COSAN GROUP					FUNCTIONAL COMPETENCIES								
			Oil and Gas	Biofuels	Logistics	Agri- business	Mining	Economy and Finance	Governance and Compliance	Risk Manage- ment	People Manage- ment	Regulatory	ESG	Strategy	Innovation	Information and Cybersecurity
Rubens Ometto Silveira Mello Chair of the Board of Directors	27/Apr/23 2 years	07/Nov/00 21 years	●	● ●	●	● ●		●	●	●	● ●	●	●	● ●		
Luis Henrique Cals de Beauclair Guimarães Board Member	27/Apr/23 2 years	22/Feb/21 1 year	● ●	● ●	●	●	●	●	●	●	● ●	●	● ●	●	●	●
Burkhard Otto Cordes Board Member	27/Apr/23 2 years	30/Aug/05 16 years		●	●	●		● ●		● ●	●					
Marcelo Eduardo Martins Deputy Chair	27/Apr/23 2 years	22/Jan/21 1 year	●	●	●	●		● ●	●	● ●	●		●	● ●	● ●	
Pedro Isamu Mizutani Board Member	27/Apr/23 2 years	22/Feb/21 1 year	●	● ●		● ●		●			●	●	● ●			
Ana Paula Pessoa Independent Board Member	27/Apr/23 2 years	22/Feb/21 1 year						●	●		●		● ●	●	●	●
Dan Ioschpe Independent Board Member	27/Apr/23 2 years	30/Apr/14 7 years						●	●		●		●		●	●
José Alexandre Scheinkman Independent Board Member	27/Apr/23 2 years	22/Feb/21 1 year						● ●	● ●	● ●			●			
Silvia Brasil Coutinho Independent Board Member	27/Apr/23 2 years	22/ Feb/2021 1 year				● ●		●		●		●		●		
Vasco Augusto Pinto da Fonseca Dias Júnior Independent Board Member	27/Apr/23 2 years	22/Feb/21 1 year	● ●	● ●	●	●	●	●		●	●	●	●	●		●

● ● Considered an expert in the relevant field.

● Has knowledge/experience.



ADMINISTRATIVE STRUCTURE

**Executive Board**

Our Executive Board is composed of four people, whose responsibility is to ensure the internal organization and good day-to-day running of operations, according to the general guidelines defined by the Board of Directors. As established by the Bylaws, they are the legal representatives of the company. All are elected by the board members for two-year terms, which can be renewed. The current directors were elected on January 2, 2022 by the Board, effective January 2, 2022, and were elected unanimously, including the Chief Executive Officer (CEO).

Luis Henrique Guimarães
(Chief Executive Officer)

Marcelo Eduardo Martins
(Strategy Vice-President)

Maria Rita de Carvalho Drummond
(Legal Vice-President)

Ricardo Lewin
(Financial and Investor Vice-President)

**Fiscal Council**

The Fiscal Council operates independently from the board of directors and the external audit and one of its duties is to review the financial statements. It functions on a non-permanent basis and is convened only when such is decided by the General Shareholders. It is currently composed of three members (and their alternates).

Members of the Fiscal Council cannot hold positions in the Board of Directors, Executive Board or be employees of the holding company and its controlled entities nor be spouses or direct relatives of the company executives. The current councilors were elected on March 27, 2023, and their term will last until the next General Shareholders' Meeting.

José Cezário Menezes de Barros Sobrinho

Marcelo Curti

Vanessa Claro Lopes

For more details about each member's CV, go to the IR [website](#).

Cosan has two statutory committees and three non-statutory committees that are intended to advise the Board of Directors or the Executive Board on issues most relevant to the conduct of matters considered strategic to the business.

**Audit Committee - Statutory**

Among its other attributions, this Committee is responsible for advising the Board of Directors in internal control processes; risk management; supervision of internal audit activities; supervision of the activities of the independent audit firms of the Cosan Group; and the supervision and monitoring of information and cybersecurity.

It is 100% composed of independent members.

José Alexandre Scheinkman
(Coordinator and independent member)

Felicio Mascarenhas de Andrade
(Independent Member)

João Ricardo Ducatti
(Independent Member)



ADMINISTRATIVE STRUCTURE

**People and Nomination Committee – Statutory**

The Statutory People Committee has been expanded to include Nominations aiming at the sustainability and diversity of the company's talent pipeline, as well as to increase the independence and diversity of our Board. This committee is in charge of allocating the amount intended as global allowance to the managers, as defined at the general shareholders' meeting. The division of this amount among the members of each body is carried out according to the nature of the benefits, in accordance with the provisions of the bylaws and internal rules.

In addition, we have included ESG in the KPIs for assessment of all executives of the Group's holding company and have worked on the transparency of this information. The Committee is composed of three members of the Board of Directors, with a term until January 2024. They are:

Rubens Mello
(Chair)

Burkhard Otto Cordes

Dan Ioschpe
(Independent Member)

**Strategy and Sustainability Committee – Non-Statutory**

The purpose of the Strategy and Sustainability Committee is to advise the management on the integration of environmental and social issues in the decision-making process. In addition to monitoring the strategies, goals, and commitments of the holding company and its subsidiaries, as well as promoting a broad debate about trends surrounding the topic, such as climate change, diversity, and stakeholder engagement, this Committee is responsible for monitoring corporate performance in indexes and ratings, assisting in the development of the strategic plan, and reporting to the Board of Directors on the progress made by the companies in the portfolio in relation to these aspects.

It consists of 4 members of the Board of Directors, including the CEO and the VP of Strategy, and is chaired by an independent director. This committee is key in adding the view of the top leadership into Cosan's ESG performance.

Ana Paula Pessoa
(Chair and Independent Member)

Luis Henrique Guimarães

Marcelo Eduardo Martins

Vasco Augusto Pinto da Fonseca Dias Júnior
(Independent Member)

**Disclosure Committee - Non-statutory**

The Disclosure Committee is in charge of advising the Investor Relations Director as to the decision on the disclosure of market information and any decision-making attributed to the Director by the Policies or by the applicable rules, among others.

The Committee is composed of three members, who are all Cosan employees, with a term until April 2024. They are:

Ana Luisa de Assis Perina Perez
(Chair)

Rodrigo Fiorese Castaldeli

Rafael Rodrigues Suzano

ADMINISTRATIVE STRUCTURE

**Compliance Committee - Non-statutory**

The Compliance Committee reports to the Audit Committee and its purpose is to consolidate the guidelines of Cosan's Anti-corruption Program to prevent, detect and remedy risks related to compliance with laws and regulations from the standpoint of ethics and integrity, as well as to deliberate on issues related to Law 12846/2023 (Anti-corruption Law) arising from the Ethics Committees of the controlled companies.

The Committee is composed of five members, including some of Cosan's directors and employees, with a term until April 2024. They are:

Wagner de Cicco
(Chair)

Ricardo Lewin

Maria Rita de Carvalho Drummond

Paula Carvalho Benevides

Rodrigo Fiorese Castaldeli



EFFECTIVE DECISION MAKING

The Partners' Program was rolled out in 2021 with the aim of ensuring the retention of key executives, rewarding performance based on the most relevant indicators for the Company and ensuring long-term succession planning. The purpose of this program is to integrate senior management in efficient decision-making to ensure the sustainability of the Company and its investments in the long run, as well as to ensure the continuity of the strategy for the group's future.

The program was also developed to bring together a group of executives committed to "Our Way" to create a sense of ownership among participants. This group includes senior executives from the holding company, CEOs of the controlled entities, and our main shareholder, Rubens Mello, founder of Cosan and Chair of the Board of Directors.



POLICIES AND COMMITMENTS

Remuneration aligned to business strategy

GRI 2-15, 2-19, 2-20, 2-21, 2-23, 2-30, 202-2, 3-3, 206, 415

With the aim of developing best sustainability practices internally and improving our performance in market ESG reporting, as well as engaging senior leadership in this agenda, the variable compensation of our executives has, since 2021, taken into account ESG metrics. These metrics are based on the analysis of our companies' performance in highly relevant market indexes and ratings for various stakeholders, including our investors and shareholders. Variable remuneration also considers strategic projects, including the information security maturity of the group and internal control maturity.

In this way, we can ensure that the management of environmental, social, and governance issues is interconnected with our business strategy and our goal of contributing to the sustainable development of Brazil.

Our remuneration practices aim to recognize the work of the professionals in alignment with the corporate strategy.

We periodically conduct market surveys with the support of specialized consulting firms to compare our practices with those of other companies of similar size. The results serve as a basis for updating values, salary multiples (short-term and long-term incentives) and benefits. At the same time, we seek to adjust the distribution of the overall compensation amount between fixed and variable components to ensure alignment between the interests of executives and shareholders. The overall compensation of administrators* and members of the Fiscal Council is defined at the General Shareholders' Meeting and individually allocated in accordance with the recommendation of the People and Nomination Committee, subordinate to the Board of Directors. The results, such as the Remuneration Policy and the meeting minutes, are published in our [website](#). Additionally, at Cosan, 100% of employees are covered by collective labor agreements.

* Includes members of the Board of Directors and Statutory Management.





POLICIES AND COMMITMENTS

Cosan has several policies that guide the company's good governance practices, in addition to those already mentioned in this report, all of which can be found on our website, [here](#).



Related Party and Conflict of Interest Policy

Establishes the guidelines and consolidates the procedures to be followed for Related-Party Transactions and for cases of Conflict and potential Conflict of Interest, which will ensure that our business is competitive, compliant, transparent, equitable and mutual reciprocity. There is no mandatory rule for disclosing conflicts of interest, however, the Bylaws of the Board of Directors set forth the expected conduct in these cases - it is the Board member's own duty to communicate this fact to the other members, and the fact must be included in the minutes of the meeting.

See more about the policy [here](#).



Human Rights Policy

Guides business conduct. Was approved by the Board of Directors in July 2022. We are committed to honoring human rights in accordance with international standards, including: the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Global Reporting Initiative (GRI) guidelines, and the United Nations Global Compact. Among other guidelines, it states that a great company can only be built on a foundation of sound values. Therefore, respecting and honoring Human Rights is essential for the development of our business.

See more about the policy [here](#).



Code of Conduct

Our Code of Conduct is revised periodically and establishes the rules of behavior expected of the Group's employees and service providers. All employees must sign a term of commitment to the code, with biennial recertification, in addition to taking specific training on the Code of Conduct and Anti-corruption when hired (held remotely, through our internal system). We uphold the highest moral and ethical standards based on three major pillars: respect, transparency, and integrity.

See more about the policy [here](#).



Ethical business practices

[GRI 2-24](#), [2-25](#), [3-3](#), [205](#), [205-1](#), [205-2](#), [205-3](#), [206-1](#), [415-1](#)

The Risk Management, Internal Controls, and Legal Compliance areas have multiple controls in place to prevent the occurrence of suspicious operations in purchases, payments, and reimbursements that require transaction receipts and depends on approvals by the authority, as well as follow a predefined corporate governance model.

Additionally, anti-corruption policies and the Code of Conduct are shared with all third parties in the engagement process. For contracts classified as high risk, individualized mitigation action plans are created, including the adoption of training on anti-corruption practices, the Code of Conduct, and Third-Party Compliance, along with other best practice measures in the market.

Throughout 2022, 100% (130) of Cosan's employees (including governance members) were informed about integrity and anti-corruption policies and procedures. In 2022, 88% (114) of employees actively participated in the Integrity Track, a set of online training courses covering

our compliance policies, addressing topics ranging from anti-corruption, gifts and hospitality, to relationships with public agencies, donations, and sponsorships, among other related subjects. During the period covered by this Report, we subjected 100% of our risk operations to corruption-related analyses, totaling 101 assessments. Similarly, we did not record any cases of corruption or legal actions involving unfair competition, trust practices or monopolies. By law, we do not make political party donations.

As a non-operational holding company, the Company does not have material analysis regarding negative impacts. However, in line with best practices, the Company provides all its stakeholders with an Ethics Channel operated by an independent company, which confidentially records and pre-analyzes concerns regarding illegal or unethical conduct, as well as discrimination, questionable accounting practices, violations of internal controls, and other actions that violate our guidelines or the laws of the countries where we operate.

ETHICS AND COMPLIANCE

There were no legal actions involving unfair competition, trust practices or monopolies filed against the holding company. Regarding business units, Raízen reports that in the 2021/2022 year, there were ten pending legal actions, three of which do not directly involve the company's name but rather those of its employees. A total of 27 cases of corruption were also registered at Raízen. In 21 of these cases, the employees were terminated or penalized. There were also two cases in which contracts with business partners were terminated or not renewed due to corruption-related violations. Confirmed and substantiated cases of corruption include fraud in business negotiations, embezzlement and theft of materials, bribery payments and manipulation of working hour records, among others.

Before entering into contracts, all partners undergo due diligence and adhere to contractual terms and conditions to ensure that they conduct their business with integrity and in compliance with our guidelines and rules on corruption, human rights, and labor issues (such as slave and child labor) and other behaviors that we consider non-negotiable. The payments follow a specific control flow established by the system and audited internally and externally.

The areas of Risk Management, Internal Controls, and Legal Compliance operate to prevent suspicious transactions from materializing, within a predefined model of approvals and authority. In this way we ensure that 100% of our operations are assessed for corruption-related risks.

Ethical line 2-26

In day-to-day work, our employees are encouraged to get explanations from their immediate superiors or representatives from Legal Compliance. We also ensure that everyone has the ability to report inappropriate behavior. The company offers an Ethics Channel, accessible by phone (0800-725-0039) and through the [website](#) (including for external audiences). Reports can be made anonymously to protect the caller from retaliation. Concerns and advice are treated as confidential, taking into consideration severity, anonymity, and the Brazilian Law for the Protection of Personal Data (LGPD). In 2022, we received 31 complaints referring to Rumo and Comgás, which resulted in 11 cases investigated and closed by December 31 - four of which were considered substantiated (see table).

Cases of discrimination and remedial measures taken GRI 406-1

	2020	2021	2022
Cosan*	0	1	0**
Compass	0	1	2
Moove	0	2	0
Raízen	37	17	22***
Rumo	0	9	27****
Total	0	30	51

* The holding company received 29 reports, referring to Rumo and Comgás, in the period between January 1, 2022 and December 31, 2022, through the ethics channel, of which 11 cases were investigated and closed within the period. Four of the 11 cases assessed were considered as substantiated and 2 cases as partially substantiated.

** No cases involving discrimination were registered at Cosan Holding company in 2022.

*** Raízen - In the 2021/2022 reporting period, 22 claims of discrimination were registered through the Ethics Channel, with only three confirmed cases. Our legal department has received two labor lawsuits, which are in the discovery phase, without trial. The cases refer to racism, homophobia, and discrimination against gender and PwDs. The appropriate measures were taken and, with the support of the Diversity and Inclusion area, remedial actions aimed at increasing the team's awareness of the topic were put in place during the year.

**** Rumo published 29 such cases in its 2022 Annual Sustainability Report. Both cases in addition to those informed in the table above were classified under another category in the system.

FISCAL CONTROLS

Keen eye for ethics and transparency

GRI 207-1, 207-2, 207-3, 3-3

We follow the guidelines of regulatory bodies and implement internal controls to ensure compliance with fiscal obligations

Our tax strategy is focused on adhering to current legal regulations and the best practices of ethics and transparency, underpinned by experienced and market recognized legal consultants. Tax planning actions are analyzed and approved by the Fiscal Council, which meets regularly every 3 months. In addition to following the guidance of regulatory bodies, we adopt internal controls to ensure compliance with tax obligations. Although we do not have a formal record of a tax policy statement in the financial statements, compliance with good practices and the proper fulfillment of requirements defined in tax legislation is a necessary condition for the approval of the financial statements by independent auditors and the Board of Directors.

Fiscal compliance activities are carried out by a specialized tax team, with audited control requirements on a regular basis. Both the business as well as the holding company executives monitor the fiscal results on a monthly basis, integrating them into the Group's planning studies. To analyze unethical and illegal behavior, we have an ethics channel that offers confidentiality and evaluates reports through internal auditing.

The opinions and concerns of stakeholders, including external ones, are collected during the conference calls for result disclosure. Our participation in the Brazilian Association for Publicly-Listed Companies (Abrasca) also aims to insert the company in discussions about tax issues of common interest. We do this transparently and always in accordance with the legal regulations in effect.



Protecting our businesses

We challenge the entire Group on a day-to-day basis to identify any potential events that could prevent us from reaching our goals and affecting the sustainability of the business. To manage the risks to which we are exposed, we rely on the support of the Audit Committee and the Risk Management, Audit, Internal Controls, Information Security, and Legal Compliance areas, which operate in a concerted manner for the benefit of all the controlled companies.

Our risk management methodology includes assessments of the probability of occurrence and financial, environmental, social, commercial, legal/regulatory, health, safety, image, and reputational impacts. Those that are high impact and are most likely to occur are classified as priorities. The definition of action plans and controls involves the board responsible for the process in which the risk was identified, and the priority risks are reported periodically to the Senior Management of the businesses. In addition, the mapped risks are taken to the Audit Committee for discussion and knowledge.

Although we coordinate the risk management process in the stages of identification, assessment, categorization, and prioritization, the implementation of action plans is the responsibility of the managers of the controlled companies, who maintain dedicated governance structures such as Internal Controls, Health, Safety and Environment (HSE), Crisis Management, and Information and Cybersecurity.

We conducted training throughout the year on the Sarbanes-Oxley Act - SOx for employees and executives directly involved in internal control processes to boost best practices and knowledge about internal controls and risk management related to financial statements. Approximately 3,000 hours of workshops were conducted to refresh concepts, including over 1,000 employees and executives (including C-level). E-learning training was also offered to the members of the Board of Directors on the Company's risk management methodology.

DIFFERENT TYPES OF RISKS

Identified risks are categorized according to their origin (internal or external) and nature, and divided into four categories:



Strategic risks, associated with the decision-making of Senior Management, which can generate substantial loss in economic value.



Financial risks, associated with the exposure of our financial operations.



Compliance risks, resulting from non-compliance with laws, regulations or internal rules.



Operational risks, arising from failures, weaknesses or unsuitable internal processes, people, and systems, as well as natural disasters or strikes capable of generating production, asset, customer or revenue losses.

RISK MANAGEMENT

Key risks, opportunities and impacts

Financial instability caused by economic imbalance in the country

- The capacity to grow of the Company and its controlled entities depends on various factors, including the financial stability of the country.
- Focus on cash generation of the companies, austerity in the allocation of funds and fund-raising strategies.

Supply chain disruption

- Risk of not meeting growth strategies due to disruptions in the supply of goods, input and/or services.
- Implementation of various strategies to expand business agreements.

Accidents in operations and activities

- Accidents that may affect the continuity of operations, employees and society.
- Application of actions to reduce the accident index in operations and activities, such as periodic training for employees, contracting insurance companies that put in place accident prevention actions, and investing in better security systems, among others.



Socio-environmental damage and impacts

- Impact on the community and the environment caused by operations.
- Application of several mitigating actions to support society and actions to reduce the impact generated by the operations, compliance with the Terms for Adjustment of Conduct (TACs).

Cyber attacks

- We may become the target of cyber threat attempts in the future that could harm our business.
- Ongoing monitoring of our networks and IT infrastructure, and annual testing to prevent, detect, address, and mitigate the risk of unauthorized access, misuse, cyber threats, and other events that may have an impact on our security.



RISK MANAGEMENT

Effects of climate change

GRI 201-2, 3-3 SASB TR-RA-110a.2, FB-AG-110a.2, FB-AG-440a.1, EM-MD-110a.2, EM-RM-110a.2

The topic of climate change is undoubtedly one of the most relevant for any company today. In terms of sustainability, the issue is a focal point for companies, investors and society. With this in mind, we added the topic to our ESG Vision 2030, as well as in our material topics.

As a holding company with extensive activities in sectors where Brazil has a competitive and comparative edge through its multisector businesses, we are susceptible to possible risks and opportunities arising from climate change. With the purpose of improving our management on the matter and developing assertive action plans, we are working on enhancing our matrix and such will be disclosed throughout 2023 in a specific document.

Below are some of the risks identified with basis on the pre-established methodology that considers, among other things, IPCC AR6 (2021) Shared Socioeconomic Pathways climate

scenarios and the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD).

In terms of climate risks and opportunities, since most of the business of **Raízen** is currently in the sale of bioproducts to international markets, it needs to manage risks caused by droughts in plantations, for example. Besides monitoring the main agricultural areas, the company, along with its partners, values good management practices as a way to ensure more resilience to the crop.

At **Rumo**, a specialized consulting firm conducted a survey of the timeline of climate-related events faced by the company in every region of operation. The study took into account the selection of parameters for the assets, time horizons, and climate scenarios. An example of a physical risk caused by increased temperature is the buckling of rails, which causes a deformation in the structure. Lower

temperatures can cause the rails to break, while heavy rainfall means threats of falls, which may also affect assets.

To **Moove**, environmental risks include events that may compromise its ability to raise the budgetary and financial funds needed to perform its activities. Management began to observe the risks and opportunities related to climate in 2022 and improved its disclosure on the subject in the company's financial statements. We have made progress in studies for scenario analysis based on scientifically recognized climate models, aiming for business resilience. The results will be incorporated into the risk matrix, as applicable, and action plans will be structured to mitigate and minimize negative impacts and maximize positive ones.

At **Compass**, the study is ongoing and will enable the development of strategies based on mapping and managing risks, as well as capturing opportunities related to climate change.



RISK MANAGEMENT

Always secure information

We devote a great deal of attention to the topic of information and cybersecurity. The operation is organized in a way that integrates all our companies. The Chief Information Security Officer (CISO) works within a matrix structure, reporting to the Finance and Investor Relations Officers while the CISO collaborates with the Business Information Security Officers (BISOs) of each of the controlled companies. The matrix model also applies to the managers, who report to the IT director of each company and also to the CISO.

Furthermore, there is a cascading process in place for decisions. At the highest level, all CIOs meet monthly with the CISO and CEO of Cosan to exchange information and deliberate on the most relevant topics, ensuring alignment and the implementation of agreed measures. Within each company, monthly meetings are held for both executive

and technical discussions. Project monitoring is conducted biweekly to expedite processes. We have also expanded the Security Moment initiative in our day-to-day operations. At first, we only addressed workplace accidents. We now dedicate a few minutes to discussing information and cybersecurity to raise awareness among the employees.

The Information and Cybersecurity department, in addition to providing monthly reports to the CEO and CFO of Cosan, also delivers periodic presentations to the Audit Committee and Board of Directors, with this topic being a regular item on the Audit Committee's agenda.

Monitoring indicators, sharing experiences and exchanging best practices are part of our daily routine. The model is one of shared intelligence. Together we develop strategies, policies, standards and ways to manage risk, and education

programs. The unified cyber defense team oversees all companies to prevent threats, attacks or intrusions.

Our operation includes the entire operational environment (plants, train operation, lubricant factory, and others) and the corporate activities. Since January 2022, data protection has been incorporated to the team's duties - previously it was the responsibility of the Legal area. As such, we centralize the task of understanding who owns that data and how to ensure that it is protected. The fact that we have a single governance for the solutions, tools, and procedures related to information and cybersecurity is proving highly beneficial to the Group at a time when there are increasing reports of attempted hacker-type attacks on industries and companies. In addition, the unification of processes generates cost synergies, both in the execution of agreements with partners and in team management.

We continued, in 2022, with our planning that began in 2021 and is planned to last until 2025. We have completed phase 1 of the information and cybersecurity project for our operational and industrial environments (OT Security), and now have incident management, vulnerability management and 24x7 monitoring in our bioenergy (Raizen), gas distribution (Comgás), logistics operations and railway transport (Rumo) complexes, as well as in our lubricant production (Moove). We managed to exceed our 2022 goal and raise our maturity to level 3.12 (scale from 0 to 5 based



RISK MANAGEMENT

on CMMI and NIST Framework), which means more robust governance, with more critical processes and controls, cyber crisis testing and drills, vulnerability management with technological intelligence, and extensive 24x7 monitoring with incident and attack response.

Throughout the year, we also actively worked to increase employees' awareness of the importance of cybersecurity. To demonstrate how people can often be deceived, we simulated phishing attacks and conducted educational campaigns on the importance of paying attention to any strange or unusual messages through a comprehensive program called "Guardian.

Meanwhile, we continue to update our industrial systems, which will continue over the next few years. It is worth noting that information security is not just an internal problem to be managed by us. For example, a cyber attack on the gas supply service can affect the supply to customers, hospitals, and industries. Therefore, we have made great strides to develop mechanisms to protect data and the systems that manage our operations.

We also continued with the so-called crisis simulators in 2022. Initiated in 2021 with the purpose of planning, implementing, and executing routine exercises through realistic simulations of major security incidents, the project has the following **objectives**:

- Assess the behavior of those involved (C-level executives, managers, specialists, analysts) from the areas of information security and cybersecurity, IT, HR, Legal, DPO, IR, Internal and External Communications, and other related areas.
- Empower key individuals to handle major incidents effectively.
- Test the activation of key areas and external entities.
- Test the communication plan and generate situations for the recovery of technology and/or business environments.

In the first year, twenty training sessions and simulations were conducted at Cosan, Comgás, Moove, Rumo, and Raízen, involving over 275 employees. In 2022, an additional 22 sessions were held with 135 new employees. Some key business partners (critical suppliers) also participated in targeted training sessions. The plan for 2023 is to expand this initiative to other companies within the Group.

Cosan Group establishes a structured process to monitor, analyze and pinpoint weaknesses, threats, and impacts on information assets so suitable controls can be put in place and their effectiveness is tested periodically. As a result, security

risks are mapped and duly communicated to the responsible stakeholders for treatment and mitigation.

Monthly meetings are held to report on information security.

The Security Maturity Program includes independent assessments conducted twice a year. The security maturity rating is also a variable of the Profit-Sharing Component. This program encompasses key international frameworks such as NIST-CSF, ISO 27001/2, and CIS Controls.



22

**TRAINING SESSIONS FOR
135 EMPLOYEES WERE
HELD IN 2022**



ECONOMIC-FINANCIAL PERFORMANCE

IN THIS CHAPTER:

➤ RESULTS 2022



Expansion and numbers

GRI 2-4

In recent years, the macroeconomic landscape has been particularly challenging for companies and governments. Amid the global slowdown, high inflation, rising interest rates, changes in monetary policy and increased cost of capital, we have once again shown our discipline and speed in optimizing our capital structure and ensuring liquidity in our day-to-day operations, focusing on consistent performance.

Throughout 2022, we expanded our businesses on various fronts and thanks to best management practices, we were able to deliver consistent results. The Group's proforma net revenue hit BRL 162 billion (up 43% as compared to 2021), the adjusted proforma net income was BRL 1.6 billion (-40%), and adjusted proforma EBITDA totaled BRL 15.7 billion (33% up from the previous year). These indicators are even more significant when compared to Brazil's GDP, which grew 2.9% in the year. It is worth noting that our total net debt represented on December 31, 2022, 2.2 times the EBITDA of the last 12 months (known as leverage). All of this within a context of increasing exposure of our businesses to global demand.

These numbers represent the sum of the excellent performance of each of the companies in our portfolio.



33% WAS THE PRO-FORMA
ADJUSTED EBITDA
GROWTH FROM 2021
TO 2022

RESULTS 2022

raízen

In **Raízen**¹, the Renewable segment achieved an adjusted EBITDA of BRL 4.6 billion, in line with the previous year, with a higher ethanol volume offsetting inflationary pressure. The Sugar sector reached an adjusted EBITDA of BRL 1.9 billion, a 7% increase that reflects the improved pricing and increase in volume traded. Marketing & Services, the integrated platform in Brazil and Latin America (Argentina and Paraguay), registered an adjusted EBITDA of BRL 3.3 billion with increasing results and improved performance in the Latin American operation offsetting the inventory impact in Brazil.

¹ Results refer to the accumulated 9-month period of the 2022/23 reporting period



móove

At **Moove**, the EBITDA for 2022 reached BRL 850.7 million (41% up from 2021), with growth in sales, improved portfolio profitability and the consolidation of Petrochoice and Tirreno since June 2022. The net operating income reached BRL 9 billion driven by a more profitable portfolio and an increase in sales.



COMPASS

Compass closed 2022 with an EBITDA of BRL 3.5 billion, up 28%, driven by higher volumes of natural gas distributed by Comgás in the residential and commercial segments, which offset the decline in the industrial segment. The improved results are also due to the merger with Sulgás, which took place at the beginning of the year, and of Commit in 3Q22.



rumo

Rumo reached an adjusted EBITDA of BRL 4.5 billion in the year driven by significant growth in transported volume, particularly in the Northern Operation, which registered a 24% increase as compared with the volume transported in 2021. In 2022, Rumo's transported volume reached 74.9 billion TKU, a 17% increase from the previous year. The company also completed the sale of an 80% stake in its subsidiary, Elevações Portuárias S.A., on November 16, 2022. Following the sale, the company now holds a 20% stake in the storage and port lifting operation.



Cosan Investimentos contributed with an additional BRL 1.5 billion to Cosan's EBITDA, with the main component being the Land segment, composed of Radar, Tellus, and Janus. The significant growth is the result of the revaluation of agricultural properties in Radar's portfolio.

RESULTS 2022

Direct economic value generated and distributed GRI 201-1

Parent Company

Direct economic value generated (BRL)	2020	2021	2022
Revenue	68,545.00	438,045.00	243,655.00
Economic value distributed (BRL)			
Financial expenses and leases	593,412.00	1,369,948.00	3,620,179.00
Personal and charges	75,554.00	142,101.00	157,309.00
Participation of non-controlling shareholders	-	-	-
Proposed dividends	202,316.00	1,454,263.00	279,308.00
Labor, social and tax charges	-193,568.00	-611,053.00	-1,058,494.00
Continuing operations result	649,543.00	4,668,953.00	896,724.00
Discontinued operations result	-	-	-
Total	1,327,257.00	7,024,212.00	3,895,026.00

The variation in 2021 was due to the net gain generated in Raízen's IPO and the exercise of subscription bonuses by Hédera in Raízen in 2021. In 2022, we have the positive effect generated by the acquisitions of new investments.

Retained economic value (BRL)

"Direct economic value generated" minus "Economic value distributed"	-1,395,802.00	-6,586,166.00	-3,651,371.00
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Economic value distributed (%)

Financial expenses and leases	45.00	20.00	92.94
Personal and charges	6.00	2.00	4.04
Participation of non-controlling shareholders	-	-	-
Proposed dividends	15.00	21.00	7.17
Taxes, charges and contributions	-15.00	9.00	-27.18
Continuing operations result	49.00	66.00	23.02
Discontinued operations result	-	-	-
Total	100.00	100.00	100.00

The consolidated results consider the proforma view, i.e., the consolidation of 100% of the results of the directly controlled companies, including the 12-month result of Rumo S.A. for all periods, and 50% of the result for the jointly-controlled company, Raízen S.A.

Consolidated Proforma results

Direct economic value generated (BRL)	2020	2021	2022
Revenue	84,062,331.00	126,089,563.00	178,299,689.00
Economic value distributed (BRL)			
Financial expenses and leases	9,147,152.00	12,433,040.00	15,027,967.00
Personal and charges	1,737,624.00	3,932,803.00	4,383,868.00
Participation of non-controlling shareholders	653,573.00	405,034.00	1,661,915.00
Proposed dividends	202,316.00	1,454,263.00	435,678.00
Labor, social and tax charges	9,147,152.00	12,433,040.00	9,897,943.00
Continuing operations result	859,482.00	6,312,140.00	716,364.00
Discontinued operations result	-	-	-
Total	21,747,299.00	36,970,320.00	32,123,735.00

Economic value retained (BRL)

"Direct economic value generated" minus "Economic value distributed"	62,315,032.00	89,119,243.00	146,175,955.00
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Economic value distributed (%)

Financial expenses and leases	42.00	34.00	46.78
Personal and charges	8.00	11.00	13.65
Participation of non-controlling shareholders	3.00	1.00	5.17
Proposed dividends	1.00	4.00	1.36
Taxes, charges and contributions	42.00	34.00	30.81
Continuing operations result	4.00	17.00	2.23
Discontinued operations result	-	-	-
Total	100.00	100.00	100.00



ENVIRONMENTAL AND SOCIAL IMPACT

IN THIS CHAPTER:

- SOCIO-ENVIRONMENTAL MANAGEMENT
- ENVIRONMENTAL MANAGEMENT
- SOCIAL ACTIVITIES



Acting responsibly to generate value

We are aware that our decisions as the holding company of extensive businesses have social and environmental impacts, and therefore, we take our role as a driver of sustainability in our companies very seriously. As detailed in the ESG Management chapter, we established our Cosan ESG Vision 2030 in 2022, which consolidated existing practices and, above all, defined our approach to generating environmental and social value through our businesses.

Environmental management is carried out within the companies, which have the autonomy to decide how to conduct their operations in a way that reduces environmental impact and gradually contributes to the energy transition and decarbonization of the sectors in which they operate. Our role as a holding company is to consolidate, facilitate, and guide the actions of the companies, fostering the exchange of experiences between teams and monitoring performance against agreed

targets. Our greatest value lies precisely in this careful approach to finding solutions, products, and services that can help with the energy transition through a decrease in emissions.

Similarly, it is the companies that develop social investment initiatives to raise quality of life and develop the communities surrounding their operations. They do this directly through community relations teams or through specialized structures such as the Raízen Foundation and the Rumo Institute, which has just completed its first year of operation.

At Cosan, we also form partnerships with renowned social organizations, always aiming to strengthen the support structures for youth education and communities, contributing to a better future for the country. More details about our social and environmental activities are included in the following pages of this Report.





Focus on reducing carbon footprint

GRI 3-3, 300

The key common element of our environmental efforts as a Group is the reduction of our carbon footprint. It is present in all the companies in our portfolio and guides Cosan's ESG activities. In our operations, we strive for efficiency and productivity in order to reduce greenhouse gas emissions and develop effective solutions for the climate changes threatening our planet. *Please refer to the goal chart on page 54.*

The ethanol we produce is less polluting than gasoline. The trains we use to transport agricultural commodities emit fewer greenhouse gases into the atmosphere compared to trucks. The gas we distribute to homes, industries, and power generation plants is essential for replacing coal and ensuring the energy transition. Our lubricants enable an increase in productivity at a low cost, both in vehicles and in industrial plants.

Year after year, our companies have evolved their emission management processes and, each one within its own reality, have reached important milestones. In 2022, one of the most important achievements was obtained by Rumo, which had 17% less emissions per ton of useful kilometer transported compared to that recorded in the base year of 2019, reaching ahead of schedule the goal of emitting 15% less, planned for 2023. In just one year, between 2021 and 2022, Rumo's specific emissions* declined by 4.9%, driven by various energy efficiency and performance improvement actions.

Driven mainly by new investments in second-generation ethanol, Raízen has revised some of its public commitments for 2030 with emphasis on climate change to expand its role in the country's energy transition towards a low-carbon economy.

* Absolute emissions/TKU (ton per transported kilometer).

ENVIRONMENTAL MANAGEMENT

Compass' strategic pillar is to enable a safe and efficient energy transition by neutralizing GHG emissions by 2030 under scopes 1 and 2 of its controlled piped natural gas distribution business.

In 2022, Compass drew up the first GHG emissions inventory of Sulgás and GasBrasiliano, recently acquired distributors. Meanwhile, Comgás, has also made progress in its greenhouse gas emission reduction trajectory by reducing its emissions in scopes 1 and 2 by 38%.

Moove's manufacturing operations in Brazil and England began using the International Renewable Energy Certificate (IREC), thus confirming the use of renewable energy sources and a reduction of about 504.6 tons of CO₂ equivalent, zeroing Scope 2 for both locations.

For our products to reach customers across Brazil and the world, we invest in reducing Scope 3 emissions through multimodality. We leveraged our partnership with Rumo, transporting our lubricants and greases on railroads, mainly in the midwestern region of Brazil. By 2022, this action reduced more than 480 tons of carbon that would have been emitted into the atmosphere.

We are committed across all of our businesses to ensure that our production is more efficient, with lower energy and water consumption, correct management of all waste, and attention to biodiversity, among other relevant environmental management topics. The details of the commitments can be followed up in the companies' reports according to the materiality of each business.

Working to reduce our carbon footprint is the common element of our environmental performance across all Group companies





CLIMATE COMMITMENTS AND GOALS OF OUR BUSINESSES

raízen

80%
INCREASE IN
RENEWABLE
ENERGY
PRODUCTION
by 2030



REDUCE CARBON
INTENSITY OF
PRODUCT USE BY
10%
by 2030



REDUCE THE
CARBON DEMAND
OF ETHANOL
20%
by 2030
(base year 2018/2019)



INCREASE TO
80%
OUR SHARE OF
RENEWABLE
BUSINESSES
in Adjusted EBITDA

rumo

REDUCE SPECIFIC
EMISSIONS BY
15%
by 2023
(base year 2019)

REDUCE SPECIFIC
EMISSIONS BY
21%
by 2030
(base year 2020)

✓ goal
achieved!

móve

INCORPORATE
15%
RECYCLED PLASTIC
in packaging by 2025

COMPASS

REACH CARBON
NEUTRALITY (NET ZERO)
in scopes 1 and 2 in the
distribution business



LEAD THE DISTRIBUTION
OF GAS from renewable
sources in Brazil



DRIVE THE USE OF GAS
in the national transport
matrix, replacing more
pollutant fuels

ENVIRONMENTAL MANAGEMENT

Innovation for energy transition

We believe that, besides being essential for the survival of the planet, the environmental agenda offers great opportunities for development: new technologies that can improve everyone's lives and also bring enormous economic potential.

One example is the so-called second generation ethanol, a biofuel produced from the residue of the manufacturing process of regular ethanol and sugar. In 2022, Raízen reached the 30 million cubic meter mark, the highest number ever reached worldwide by a company in the sector. Another is biomethane, a renewable energy source that emits less greenhouse gases. This gas is obtained both from the byproducts of the sugar-alcohol industry, such as landfills, and has similar efficiency to natural gas of fossil origin, and can be used in homes, in the industry, and as fuel for vehicles.

In addition, the process of obtaining biomethane from sugarcane waste still generates a highly concentrated nutrient biofertilizer. To expand the uses of this material, Gasbrasiliiano, the piped gas distributor in the Compass portfolio, opened in December 2022 the first distribution pipeline network exclusively for biomethane in Brazil, located in the municipalities of Presidente Prudente, Narandiba, and Pirapozinho.



The concession operator is responsible for the construction of the gas pipeline and for the distribution of the product, and the Cocal Plant for the production of up to 25,000 m³/day of biomethane. The network went into operation in February 2023 and is one more step towards our mission of enabling a safe, fair, and efficient energy transition.

One of Compass' companies, Comgás developed Plugue, the largest open innovation platform for the gas and energy sector currently operating in the country. There are 23 projects in progress under the topics of Energy Efficiency, Clean and Renewable Energy, Volume and Profitability, Digital Construction, and Cities of Tomorrow. They account for BRL 23.8 million in investments for research & development.

In the largest open innovation platform in the gas and energy sector, we have 23 projects and almost BRL 24 million in investments

At Rumo, two hybrid locomotives, combining diesel / battery engines, were acquired in 2022 and will be put into operation in 2023 in the Southern Operation to reduce diesel consumption and consequently reduce CO₂ emissions. During the testing period, it will be possible to perform a comparative analysis of the operational performance and, based on the results, assess the expansion of the use of the models, leveraging the company's continuous innovation initiatives.

ENVIRONMENTAL MANAGEMENT

Reduction of GHG emissions GRI 305-5

Calculating and managing our greenhouse gas inventories is essential in mapping Grupo Cosan's emissions. Therefore, since 2019 we have drawn up and kept updated the documentation of all our businesses based on the Greenhouse Gas Protocol guidelines and its national version, the Brazilian GHG Protocol Program. In 2022, Raízen, Rumo, Compass and Moove were recognized by GHG with the Gold seal awarded to companies that meet all transparency criteria in the publication of their emissions data and submit it for auditing to an independent institution.

In 2022, Cosan, Rumo and Compass registered a drop in electricity consumption (Scope 2) of 25 tCO₂e, 4,871.6 tCO₂e and 224.28tCO₂e, respectively, while Moove zeroed its emissions due to the purchase of renewable energy certificates (I-RECs). In the same period, Compass reduced its emissions by 529,963 tCO₂e from scope 1, 2 and 3, considering only Comgás since this was the first year for the emissions inventory of Sulgás and GasBrasiliano.

Rumo registered 0.0003934 t/h of Particulate Material in the reporting period. Moove did not emit a sufficient amount of emissions to report. Raízen recorded the following results reporting period in metric tons: 7,949.65 (NO_x), 2,613 (SO_x), 2977 (volatile organic compounds), 8,982.97 (particulate matter). Compass does not monitor this indicator.

Direct (Scope 1) GHG emissions (tCO₂e) GRI 305-1, SASB TR-RA-110a.1, FB-AG-110a.1, EM-MD-110a.1, EM-RM-110a.1

	2020	2021	2022
Cosan ¹	252.00	166.23	166.85
Moove ²	4,632.80	4,539.00	4,816.39
Compass ³	12,219.00	11,164.94	9,421.97
Raízen ⁴	2,427,764.55	2,409,015.36	n/d*
Rumo ⁵	895,366.00	881,421.00	981,114.00

¹ Our GHG inventory considers CO₂, CH₄ and N₂O emissions, according to mapped emission sources and data availability, and covers emissions from activities carried out by the holding company. The data was collected using the GHG Protocol spreadsheet and is not audited by a third party company.

² All scopes were calculated from CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃ gases.

³ As of 2022, the emissions consider the businesses for Comgás, GasBrasiliano and Sulgás. The calculation of emissions, emission factors, and greenhouse gas warming potential follows the Greenhouse Gas Protocol Program and its local version, the Brazilian GHG Program. The emissions will also be audited using the same methodology.

⁴ The GHGs included in the emissions calculations are those controlled by the Kyoto Protocol: CO₂, CH₄, N₂O, SF₆, NF₃ and the gas families of HFCs and PFCs, and emissions from NF₃, SF₆ and PCF gases are not applicable to our activities. Raízen's 2022 emissions are not yet publicly available.

⁵ The following gases were considered in the above calculations: CO₂ – Carbon dioxide, CH₄ – Methane, N₂O – Nitrous oxide, HFCs – hydrofluorocarbons. The methodology and emission factors are based on the GHG Protocol and audited annually by an independent third party (Totum Institute).

* Raízen's emission data for 2022 is being audited and will be reported in the 2022 Greenhouse Gas Emissions Inventory.

Energy indirect (Scope 2) GHG emissions (tCO₂e) GRI 305-2

	2020	2021	2022
Cosan	20.00	37.79	12.86
Moove*	342.70	677.00	0.00
Compass**	232.00	490.78	266.50
Raízen***	11,740.93	16,762.53	n/d
Rumo	2,164.00	7,504.00	2,632.00

* In January 2022, Moove began using certified electricity at the Rio de Janeiro site. Therefore, the calculated emission was reported as zero since 250.5 tCO₂e is no longer being emitted into the atmosphere.

** Compass: considers all controlled gas distribution businesses.

*** The emission data for 2022 is being audited and will be reported in the 2022 Raízen Greenhouse Gas Emissions Inventory

Other indirect (Scope 3) GHG emissions (tCO₂e) GRI 305-3

	2020	2021	2022
Cosan*	18.00	20.61	88.23
Moove**	10,238.00	32,980.00	285,268.74***
Compass***	8,440,833.00	9,674,634.69	10,892,920.80
Raízen****	44,582,401.48	49,282,716.66	n/d*
Rumo	577,514.51	863,791.67	264,468.28

* The number of business trips increased in 2022 due to the rise in face-to-face meetings following the pandemic.

** Moove's scope 3 now includes all emissions from upstream and downstream transport processes, either by road, rail or waterway, causing a sharp increase in these emissions.

*** Compass: considers all controlled gas distribution businesses.

**** The emission data for 2022 is being audited and will be reported in the 2022 Raízen Greenhouse Gas Emissions Inventory.



ENVIRONMENTAL MANAGEMENT

FARMING LAND PORTFOLIO

We have a portfolio of farming land consisting of three land managers: Radar, Tellus and Janus. Radar's activities are the most directly linked to environmental preservation. Since it was created in September 2008, it is an asset manager that seeks the best rural lands in Brazil so it can lease them to top producers, such as Raízen, which is one of its main partners and uses the areas to plant sugarcane. When Radar acquires new properties, it follows a strict land title and environmental regularization process, which includes replanting permanent protection areas (APPs) and restoring legal reserves.

We acquired an additional 13% stake in Tellus and Janus by investing approximately BRL 1 billion in 2022. These are land portfolio management companies that invest in assets with high productive potential in Brazil.

Over the course of more than a decade, three companies were formed, totaling currently approximately 320,000 hectares. In the past five years, on average, more than 200 hectares have been restored annually or about 1,000 hectares in the total period.



SOCIAL ACTION

For a better Brazil

GRI 3-3, 413, 413-1, 413-2

We work in partnership with organizations renowned for their ability to transform social reality

Contribute to the development of people and, by doing so, build a better Brazil. This is the logic behind our initiatives from the standpoint of the holding company's private social investment, and we endeavor to carry them out in partnership with organizations of renowned expertise in improving public administration and finding solutions to local problems. The projects directly supported by Cosan have in common skill-building for youth and in communities to change Brazil's reality. They are:

Comunitas

BRL 399,800 (Cosan)

Together with this organization, which fosters and promotes a partnership between the public and private sectors for the sustainable development of the country, we develop projects with municipal and state governments. The Juntos Program underpins the efforts of public players with private companies aimed at making public administration more efficient. Comunitas believes that in order to build a country that is more socioeconomically developed it needs to innovate in the way politics is done. Hence the importance of involving different social actors in shared governance, co-creating initiatives, and fostering the exchange of technologies between the sectors. Its main proposal is to make improvements in the provision of public services and, consequently, in the life of the Brazilian people.



Vetor Brasil

BRL 200,000 (Cosan)

We support the initiative to attract and train young people to pursue careers in public administration. Vetor Brasil supports the development of state capacities to promote public policies that respond to the greatest needs of the population. With an eye on the people behind the government's major actions, it identifies, selects, trains, and allocates different people of high potential for public challenges. In seven years, it has supported 76 state and local governments in finding and developing more than 1,000 public professionals.



SOCIAL ACTION

**Ame Sua Mente**

BRL 100,000 (Cosan)

Our partnership aims to promote the culture of mental health in Brazil through actions in schools (production and transmission of scientific knowledge on the subject, focusing on teachers) and campaigns to influence public policy. The Institute acts as a promoter of a new culture in mental health in the country, giving educators the knowledge needed to identify mental health issues in children and adolescents in the classroom, to help prevent the disorders from escalating in the adult life of these girls and boys. In 2022, interventions were carried out through more than 400 educators and in more than 200 public schools in São Paulo.

Gerando Falcões

BRL 1,000,000 (Cosan)

Investment in the project to expand the support network for the development of communities/slums across the country. Besides donating funds to finance actions, we strive to build a long-term relationship by building initiatives together. Gerando Falcões is a social development ecosystem whose main mission is to fight poverty. The work is carried out through a network, with

other NGOs and companies to improve services in education, citizenship, sports, culture, and economic development. The projects involve areas such as urban development, decent housing, education, peace culture, female empowerment, income generation, citizenship, sports, and culture.



SOCIAL ACTION

***Instituto de Cidadania Empresarial (Corporate
Citizenship Institute- ICE)***

BRL 167,325 (Cosan)

ICE Academy

Funding of the so-called ICE Academy to engage faculty and strengthen the performance of higher education institutions in Brazil on the topics of Social and Environmental Impact Investment and Business, through research, teaching and outreach courses. Throughout its more than 20 years, ICE has always aimed at helping reduce social and economic inequalities in Brazil through social innovation by identifying local and global trends. Concurrently, the institution believes in the power of the entrepreneur to create awareness, train, and bring these trends as a way to broaden their engagement and contribute to the social development of the country.

**Coalizão pelo Impacto**

This coalition made up of nine other foundations, institutes and companies aims to develop business models capable of solving social and environmental problems by bringing together governments, universities, entrepreneurs, and the third sector. The agenda of the coalition, an initiative of the Corporate Citizenship Institute (ICE), was created to strengthen ecosystems so that more impact businesses emerge in the cities where the group operates. The more businesses we strengthen, the more they contribute to the economic dynamics of the cities.

We know that our companies' social responsibility initiatives also have an impact on the surrounding communities and other stakeholders with whom they relate. More details can be found in the reports of each company. Here are some noteworthy examples of the positive effect of our business on society.

COMPASS

The new terminal has led to improvements in the surroundings

A prime example of commitment to the communities surrounding our operations is the work done by the Compass teams during the construction of the São Paulo Regasification Terminal. When the first assessments for the execution of the project began in 2016, local residents were contacted to encourage active communication so the needs of the region could be mapped. After the environmental impact study was carried out, we rolled out 35 social and environmental programs. One of these actions is the Monitoring Artisanal Fishing program, initially carried out at 4 points and voluntarily expanded to 8 landing points within the fishermen colonies based in the Santos estuary: daily, monitors trained and hired by Compass for this task, follow the fishing landing, reporting the volume and species caught, with the objective of building a database for the environmental management of the area.

Besides donating computers and printers to help with data management, an extra course was created with the Brazilian Navy so the fishermen could be trained and so they could obtain the POP - Professional Fisherman certificate to enable them to receive unemployment benefits. Several materials and training sessions were also offered to explain the rights and obligations of professional and artisanal fishermen.

Focusing on the region's residents, we mapped out the existing social actions and opened a communication channel with the community to understand their most urgent needs and those with the greatest potential for positive impact. Therefore, through a partnership with the Elos Institute, work has been developed in the Fishermen's Village in two key areas: Territorial Development and Young Leadership. The main action in the first group was to build, through a community effort, the Cantinho da Felicidade, an area for leisure and interaction. The second group was aimed at creating a sewing workshop (*Costurando Sonhos*) to train seamstresses, offer free jiu-jitsu training, and dance lessons (Empodera Dance), with classes set up around round tables to strengthen self-esteem.

On Diana Island, a place accessible only by boat, we implemented, in partnership with Morada da Floresta, a composting project and trained the residents to manage the waste generated and carry out selective collection. Individual compost bins were installed and the garbage cans were reorganized and raised off the ground so they would not be affected by the movement of the tides.





SOCIAL ACTION

**móove**

Engaging Ilha do Governador's fishermen

MOOVE stepped up its partnership with the NGO Instituto Terrazul and the Rio de Janeiro Center for Environmental Education (CEA) in the project *Plante Para Neutralizar* (Plant to Neutralize) located in the Fishermen's Colony Z10 community on Ilha do Governador island.

With the purpose of generating a positive socio-environmental impact, we put in place actions for the recovery of the mangrove and selective collection in the region. More than 3 tons of waste was collected and more than 865 seedlings of three native species were planted in 2022.



SOCIAL ACTION

INSTITUTO
RUMO

Sonhos em movimento.



rumo

Rumo Institute's First Steps

Created in 2021 with the purpose of contributing to the socio-productive inclusion of young people in the municipalities where Rumo has operations, the Rumo Institute completed its first year of operation by laying the foundations for its initial projects, always honoring the individual talents and socio-economic vocation of the municipality where they live.

An inaugural initiative was the fight against truancy in Rondonópolis (MT), carried out by means of a 100% digital platform. In partnership with the city and state education secretaries and eight public schools. In total, 58 students from 9th and 10th grade were benefited.

The Youth Leadership Index was also created for the purpose of understanding the economic, educational, employment and income scope of the municipalities where Rumo and Brado operate. The Index will be used as a basis to choose the next locations for the Institute's activities. We also support

the *Trilhando seu Futuro* (Tracking Your Future) project, which provides professional mentoring to young people living in the cities of Curitiba (PR), Cubatão (SP), and Rondonópolis (MT). In total, 76 professionals from Rumo and Brado became mentors and offered guidance to youngsters on topics such as purpose, CV, time management, job interview, discovering their purpose, education and career tips.

We also have a partnership with *Aldeias Infantis & Instituto Maurício de Sousa*, aiming to disseminate Sustainable Development Goals (SDGs) and railway safety for children and teenagers in the municipalities where we operate.

To this end, the Sustainable Development Goals (SDGs) and railway safety were turned into comic books and 3,500 comic books were distributed to students from different locations. In addition, the project also included the training of 15 teachers through the platform, with topics related to the SDGs.



Investment in the education of children and teenagers

Focused on improving the education of Brazilian children and teenagers, the Raízen Foundation is committed to extending its activities to 100% of the areas surrounding the company's operations by 2030. It currently has six centers in São Paulo and one in Goiás, and also operates, through partnerships with public schools, in five other Brazilian states.

The Foundation has two main programs. *Ativa Juventude* (Active Youth) aims to help young people discover their vocations and professional paths by encouraging them to stay in school and continue their studies for life. More than 5,400 youngsters have graduated since 2019. The goal is to transform 10,000 lives by 2024.

On the other hand, *Ativa Infância* (Active Childhood) is aimed at the full development of early childhood, with full regular education and complementary activities. It operates regularly in the city of Jaú (SP) in restructured spaces that offer experiments and explorations in line with a new educational

approach. The ambition is to become a benchmark in Early Childhood Education, and the project's methodology has already been shared with the Municipal Education Departments of Morro Agudo, Brotas, Barra Bonita, and Jaú.

In partnership with the Brazilian Development Bank (BNDES), a new program will be implemented that will benefit the training journey of teachers from the public education network in 90 municipalities, with investments planned from 2023 to 2027.

With the aim of developing a community of educators, it introduced *Ativa Educadores* (Active Educators) in 2022 to train 33 education professionals from all over Brazil in the first year. In the 2021/2022 reporting period, Raízen benefited around 798,000 people through social projects and programs. The total investment amounted to around BRL 95 million in positive social impact in the areas.





PEOPLE MANAGEMENT

GRI 3-3

IN THIS CHAPTER:

- PROFILE OF EMPLOYEES
- DIVERSITY, EQUITY & INCLUSION
- TRAINING AND DEVELOPMENT
- SAFETY, HEALTH AND WELL-BEING



**PROFESSIONAL
DEVELOPMENT AND
DIVERSITY WERE OUR
FOCUS IN 2022**

The Cosan Way

GRI 2-7

Valuing our people is part of the Cosan way. Through our entrepreneurial DNA, we are business enablers, i.e., a holding company that strives to allocate its resources - capital and people - with discipline and directs, monitors the evolution of its portfolio as well as helps to build an ecosystem of companies with authority to manage their businesses. Companies that collaborate with each other promoting synergies and best practices.

As portfolio managers, we champion operational excellence in our companies and to this end, we maintain robust governance, due diligence and internal control structures that, coupled with our entrepreneurial culture and commitment to ESG aspects, underpin our delivery of consistent results. In our Cosan DNA we have ethics, safety of people and assets, respect for the environment and people, and operational efficiency as priorities.

PROFILE OF EMPLOYEES

Our People

We believe that people are the fundamental link to guide and drive our business so the People agenda is a priority to Cosan. We constantly invest in attracting, developing, recognizing our team, as well as ensuring their safety, health, and well-being.

One of our most relevant strategic priorities, given the size of our group and the challenges inherent in the many businesses in our portfolio, is to ensure that the right people are in the right positions. What we know is one of the cornerstones that ensure our success and build our future.

Number of employees by gender

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Cosan	73	61	134	58	71	129	57	73	130
Compass	835	360	1,195	791	380	1,171	965	533	1,498
Moove	785	322	1,107	833	336	1,169	865	357	1,222
Raízen	24,901	5,190	30,091	24,798	5,709	30,507	35,219	7,090	42,309*
Rumo	8,397	838	9,235	7,388	724	8,112	7,347	967	8,314
Total	34,991	6,771	41,762	33,868	7,220	41,088	44,471	9,019	53,490

* Raízen: total referring to Raízen Brazil and Argentina for the 21/22 reporting period.

** Moove: total refers to Moove in Brazil, Argentina (teams in the BUPA Bolivia, Uruguay, Paraguay and Argentina regions), Europe (teams in the United Kingdom, France, Spain, Portugal, the Netherlands and Romania) and the United States (not including employees of recently-acquired Petro Choice).



DIVERSITY, EQUITY & INCLUSION

Diversity valuation day

GRI 3-3, 405, 405-1

Valuing diversity and encouraging inclusion are important commitments for the Cosan Group. Within this context, one of the main highlights of the year was the official launch of the Inclusion & Diversity Committee formed voluntarily by employees and leaders, who worked on four fronts: Engagement & Purpose, Safe Environment, Ambassador Leader and Cosan + Diversa. Together they have created action plans to address some of the key challenges mapped in the Diversity Census conducted in 2021.

As a result, a roadmap was approved that guided the groups' actions and generated initiatives such as affirmative recruitment, literacy practices for leaders, and training to leverage diversity and inclusion issues within Cosan.

A few of the action included a communication campaign with actions focused on Pride Month, which included a series of live streams and the dissemination of material on the subject. Offer of books about Diversity in the Library located in the main office and a calendar of initiatives aimed at raising awareness and educating our team through live streams and round tables that took place during the year.



Individuals within the governance bodies* of the company, by age (%)

Members of the governance bodies		
2020	Under 30	0%
	Between 30 and 50	11%
	Over 50	89%
	Total	100%
2021	Under 30	0%
	Between 30 and 50	11%
	Over 50	89%
	Total	100%
2022	Under 30	0
	Between 30 and 50	11%
	Over 50	89%
	Total	100%

Individuals within the governance bodies of the company, by gender (%)

Board of Directors		
2020	Men	89%
	Women	11%
	Total	100%
2021	Men	89%
	Women	11%
	Total	100%
2022	Men	88.89%
	Women	11.11%
	Total	100%

* Reference to the Board of Directors.

Minority groups: There are within the governance body 1 woman and 1 member of the LGBTQIAPN+ community. Information regarding Cosan only.

Increased female participation

GRI 405-2

Since 2021, we have set a goal to have and maintain at least 30% women in Cosan's leadership by 2025. Currently, this number stands at 36% and we are constantly working to open up spaces that generate greater female participation within our leadership. The Group's businesses also have specific targets on the topic, and in 2022 we closed the year with the following indicators: 21% women in Raízen leadership (target is to reach 30% by 2025), 28% in Moove (target is also 30% by 2025, and includes the coordinators). Rumo will have a goal of women in leadership starting in 2023. Until then the goal was gender equity (amount of women/amount of men) from 0.11 to 0.12.

Compass has reached the milestone of 36% of its leadership positions being held by women and has extended the commitment to 2030, when it plans to have 50% diversity in leadership positions.

Representativeness

When it comes to awards and highlights, for example, Compass, through Comgás, and Cosan were recognized for the third year in a row by Bloomberg's Gender-Equality Index, which brings together companies from around the world committed to upholding gender equality. The 2023 list was published in January and includes 484 companies from around the world, among them only 16 Brazilian companies. The five criteria valued in the index are leadership and talent pipeline, gender equality and pay parity, inclusive culture, anti-sexual harassment policies, and external branding.

Another important initiative to expand diversity in operations is a training course for gasmen, conducted by Comgás in partnership with Centro Paulo Souza, an institution that manages technical schools in the state of São Paulo. The courses are offered free of charge, and one of the three classes set up in 2022 was dedicated exclusively to women to encourage female inclusion in this field of work so linked to the male universe.

Ratio of basic salary and remuneration of women to men by job category

	2020	2021	2022
Directors	91%	106%	n/d*
Managers	82%	97%	104%
Specialists	86%	99%	95%
Technicians	103%	94%	96%
Assistants	101%	77 %	n/d

* n/d - not disclosed

* In the directors and assistants group, averages were not reported since we do not have representation in both genders at the same level (GGS) to assess the salary gap.

Data refers only to Cosan.



Diversity at Cosan

Safe environment

In addition to the revision of the Code of Conduct, initiated in 2022 and scheduled to be concluded in 2023 to make the Diversity topic a clearer agenda for all employees, the WG discussed the creation of specific policies on the subject, as is the case of the Anti-Harassment Policy, approved by the Board of Directors in October. One of the proposals is the inclusion of safety aspects in the work environment to help employees with all issues related to our environment and the daily coexistence with other employees. Another prominent topic is the so-called non-violent communication - and how to build healthier communication within the holding company and in our business interactions. Furthermore, to increase knowledge and promote a safe environment for everyone, we created a Diversity Pamphlet filled with concepts and good tips about diversity, equity, and inclusion.

Leadership engagement

We created a Plural Teams track in 2022 within the Leadership Journey Program, our main training and development initiative. All leaders, from coordinators to executive managers, participated in courses, lectures and debates about diversity, inclusion, and equity. We also set up meetings with people from minority groups to think, in practice, of ways to promote plural teams.

Engagement and purpose

We continued the proposal started in 2021 of having a calendar of actions to encourage all the employees of the holding company to reflect on diversity in their day-to-day. We set up live streams, campaigns, round tables on different topics and have set up a library with books and other media to share knowledge about diversity, equity & inclusion. At the same time, we look for partnerships to consolidate this very relevant agenda in our daily lives. We joined up with Womcy in 2022, a community that empowers women to find their space in cybersecurity.

DIVERSITY IN BUSINESS

raízen

Raízen reached 21% women in leadership positions in 2022 and its goal is to **achieve 30% by 2025**. In addition, 52% of the 252 trainees who joined the company through the Raízen Talents program were women. A total of 90% of the trainees selected in the 2022 recruitment process were women. Additionally, Raízen conducted a Diversity Census in 2022 for the administrative areas in order to map the company's talents in points such as gender, color, belief, sexual orientation, among others and to make consistent progress in building a more diverse and inclusive environment based on a strategy that prioritizes efforts and actions.

COMPASS

A significant part of the leadership positions at Compass is occupied by women, who make up 36% of the leadership structure, a percentage that becomes even more relevant in the businesses: at Comgás 43% of the leaders are women, and at the C-Level this percentage rises to 50%; at Sulgás, 50% of the board of directors is female; and at GasBrasiliano about 32% of the leadership is also composed of women. The company also has a commitment to reach **50% diversity in leadership positions by 2030**.

rumo

Rumo set the **goal of increasing the equity ratio** (ratio between women and men in the company considering the entire workforce) from 0.11 to 0.12 and, in 2022, the result reached 0.13. In the last two years, Rumo has created affinity groups so that all diversity and inclusion actions are perceived by the entire company and one of the activities developed was to launch the Impulsionar Project designed to boost the career growth of black and mixed race employees by subsidizing 100% of their university education.

móove

Moove has a public commitment to have at least **30% of its leadership positions in Brazil occupied by women by 2025** and it hit the 28% mark in December 2022. In addition, it is one of the founders of MOVER (Movement for Racial Equality) and it maintains the Plurality Committee, which is aimed at integrating diversity, equity and inclusion actions and programs into the Company's strategy through volunteer teams divided into cells: Colors (racial/ethnic equity), Gender (gender equity), Pride (LGBTQIAPN+ inclusion), and PwD (inclusion of people with disabilities).

HIGHLIGHTS

The inclusion and diversity agenda has been gaining more and more relevance in the company and making more room for an increasingly pluralistic team. See below a few highlights of our leadership.



At the holding company, the leadership journey empowers Cosan's leaders to incorporate and value all team diversity in our work environment. The following projects have been put in place **in partnership with the Santo Caos consulting company:**

4**MEETINGS
WITH 40 LEADERS**

total of **6 hrs 30 min** of training per leader

COMPASS

Comgas implementes in 2022 the Programa 40+ ptogram to attract female talent of over 40s. The program is aimed at finding professionals over 40 who for various reasons chose at a certain point in their life to interrupt their careers to bring up children and were never given an opportunity to return to the job market.

10 women

were selected to restart their careers through the program

móve

One of the founding companies of MOVER, the Movement for Racial Equality - a Brazilian initiative that brings together around 45 large Brazil-based companies and multinationals. **The action plan aims to generate:**

**10,000
NEW LEADING
POSITIONS**

for black people by 2030

rumo

In 2022, Rumo launched the Impulsionar Project to encourage those who have a lot of talent but had little opportunity. Creating professional development opportunities and offering career advancement possibilities is the company's way of participating in the fight against structural racism.

**+ 60
FULL
SCHOLARSHIPS**

subsidized by Rumo for employees who self-identify as black or mixed race

raízen

DIVERSIFICA LAB – the duo Ju Wallauer and Cris Bartis, who head the podcast Mamilos, are supporting the modular D&I awareness trainings for top leadership, management, and coordination.

**+ 300
LEADERS**

have joined the program since September 2022

TRAINING AND DEVELOPMENT

Affirmative internship

This internship program had 12 openings, 60% of which were reserved for black individuals

Equally important is the debate about racial equity. This is a big challenge that began to be addressed during the year. Cosan created an internship program with affirmative positions for black people that focused on training analyst candidates within the holding company. The challenge set by the People department was to have 60% of the 12 positions filled by black individuals. The recruitment process received assistance from an external consulting firm, which underpins the importance of having representation within the company that reflects Brazilian society. For us, affirmative actions are important tools to provide access to historically marginalized groups in our country and serve as measures to address this disparity.



Performance assessment

At Cosan, the development of our people is ongoing. In 2022, all our employees went through a performance cycle. Between January and March, we conducted assessments of individual goals for the 2021 period to measure performance. We also implemented the 360-degree assessment, where each employee conducts

a self-assessment, is evaluated by their leadership and receives input from peers. For those in leadership positions, the assessment also includes feedback from subordinates. At the end of this assessment process, we offer robust training and development plans to provide clarity on how everyone can grow and develop at Cosan.

Continuous learning GRI 3-3_404

Our People team continues to be dedicated to furthering employee development at all levels. The year of 2022 was characterized by the continuation and evolution of successful initiatives from 2021 in this area, including continuous learning programs, technical training, corporate universities, and partnerships with educational institutions, both within the holding company and across the portfolio companies. Our goal is to develop soft skills and train the employees without losing sight of the strategies and specificities of each company.

MORE PREPARED LEADERS

Another example of professional development is the Entre Líderes journey. Throughout 2022, the top leadership of the holding company and business units held various meetings to exchange experiences and discuss major topics of interest to the Group. With the help of external experts, who were invited as guests to the events, we discussed the ESG agenda, the Future of Work, Diversity & Inclusion, Digitization, and other relevant subjects.

In parallel, we value the exchange of experiences among professionals to foster synergies and seek solutions to common problems. An example of this is the EntreNós Program. Launched in 2021 as a pilot, it was expanded in 2022 to ensure the development of a more agile Human Resources area through meetings between employees from the People teams of the companies in the portfolio.

The Leadership Journey has gained new tracks, one of which is dedicated to Diversity literacy, with the mission of training more inclusive leaders committed to promoting representation, preparing them to build plural teams and safer environments for all employees. The second track focuses on self-knowledge and the third seeks to value entrepreneurship, in connection with the Group's business targets. Medium- and high-level leaders participate in this Journey and, in the case of the self-knowledge sessions, also the specialists.

The expectation in 2023 is to continue the work done with the leadership and expand the development tracks to interns, assistants and analysts.

Average hours of training per year per employee GRI 404-1

Average hours of employee training, by gender

	2020	2021	2022**
Men	24	30	25.96
Women	24	27	26.55
Total			26.29

Average hours of employee training by job category

	2020	2021	2022**
Directors	12	36	27.00
Managers	24	57	49.46
Specialists	24	32	34.57
Technicians	24	22	18.00
Assistants	24	22	18.00*

* The trainees are considered in the assistant group.
** As of 2022, data will be reported with decimals.
Data from both tables refer only to Cosan.

SAFETY, HEALTH AND WELL-BEING

Safety always comes first

GRI 3-3, 403, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8

In 2022, we will implement a Health Area dedicated solely to the holding company's teams, expanding the work that has always been carried out along with Raízen. As such, we strengthen our concern with health care in all its spheres: quality of life and well-being, early diagnosis and treatment, recovery and prevention of iatrogenic diseases, all with closer monitoring of employees so that the population's health profile can be mapped and actions can be tailored to the needs of employees. This change has made it easier to access occupational and assistance-based medical care, answer questions and render technical support in strategic decisions that involve the worker's health and safety.

Even without the legal obligation to have its own Specialized Safety Engineering and Occupational Medicine Service (SESMT), the strategy to promote health and quality of life is a component of our culture. This system was implemented based on the Regulatory Standards linked to the Occupational Safety and Medicine of the Labor Law Consolidation (CLT).

Our management system for safety, health, environment, quality, and asset integrity encompasses all business pillars, comprising mostly administrative activities in the corporate environment. Employees with operational activities described in the scope of work (drivers, caterers, and security guards) are also included in the occupational health and safety system.

We regularly conduct health campaigns targeted at mental health, physical activity practice, healthy eating, disease prevention, and immunization, among others, through awareness-raising lectures as well as through the availability of health benefits aimed at quality of life. In addition, we offer differentiated health benefits, such as a health plan with a broad and high-quality referral network, a subsidy for the purchase of medicine, a dental plan, extended parental leave and a corporate check-up program. Currently, 100% of our employees are covered by the occupational health and safety management system.

CONCERN ACROSS ALL BUSINESSES

At Rumo, the concern with safety has enabled the fatality rate to reach zero since 2020 and, on January 8, 2023, we reached the milestone of 1,000 days without fatal accidents. Another important milestone in terms of operational safety was registered in the railway corridor that connects Rondonópolis (MT) to the Port of Santos (SP). In the last five years, between 2017 and 2022, we managed to reduce the number of accidents on this stretch by 78%.

Comgás is proud that, for 14 years in a row, it has won the Safety Achievement Award of the American Gas Association, which recognizes companies in which safety is a priority. Considering all Compass businesses, no employee suffered an accident requiring a leave in 2022.

Risk Prevention

GRI 403-2, 403-4, 403-5

The Preliminary Risk Analysis is a proactive tool for identifying potential risks to employee health. Based on the results of this analysis, we develop health care strategies through thorough occupational exams, mapping of potential work-related health changes, and guidance on preventive health care measures. In addition to work safety measures, with the application of work organization strategies, collective protection equipment and personal protection equipment.

No health problems were reported in 2022. Since the risk factors classified as "Acceptable with Caution" have to do with ergonomic situations at the workstation, we use as control measures unscheduled breaks and micro-breaks, workplace exercises and provide suitable furniture.

Work-related ill health GRI 403-10 (2018)

Number of employee health problems ¹²

	2020		2021		2022	
	Number of deaths as a result of work-related ill health	Number of recordable work-related ill health	Number of deaths as a result of work-related ill health	Number of recordable work-related ill health	Number of deaths as a result of work-related ill health	Number of recordable work-related ill health
Cosan	0	0	0	0	0	0
Compass	0	0	0	0	0	0
Moove	0	2	0	0	0	0
Raízen	0	3	0	2	0	3*
Rumo	0	7	0	8	0	0

* Raízen - A case of recordable work-related ill health for employees in Brazil related to musculoskeletal problems was registered in the 2021/2022 reporting year. In Argentina, two cases were reported. Specific training tracks for every work team, as well as the distribution of suitable equipment, were a few of the actions taken to eliminate these dangers.



Awards and recognition

Throughout 2022, the commitment and dedication of our entire team in making headway in our journey to promote and accelerate an efficient energy transition by creating and offering alternatives that increase the decarbonization process and generate value for all Brazilians, resulted in the achievement of important awards, certifications, and recognitions. See some of our achievements below.

The Best of Dinheiro

In the award offered by IstoÉ Dinheiro magazine, Cosan was ranked in 37th overall place in 2022.



Merco Corporate Responsibility and Governance Ranking in Brazil

Cosan was ranked fourth in the Energy category and 93rd in the overall ranking coordinated by Merco.

Valor 1.000

In the list compiled by the Valor Econômico newspaper, Cosan ranked 6th among the thousand largest Brazilian companies. It also ranked in 13th place for the Highest Net Profits, 17th for the Highest Earnings from Activities, 14th for the Highest EBITDA, and 12th for the Highest Shareholders' Equity.

Valued Executive

Luis Henrique Guimarães, CEO of Cosan, was recognized in this award granted by the Valor Econômico newspaper.

**Teva Women in Leadership**

For the second time in a row, we have been included in the portfolio for this indicator and are among the 15 companies listed in the general ranking that selects the corporations with the highest representation of women in governance.

**Abrasca Annual Report Award**

In this survey that values the best corporate reports, Cosan received an honorable mention in the category of Risk Management, Internal Controls and Compliance Structure.

**Biggest & Best**

In the annual award organized by Exame magazine, Cosan won "Company of the Year". It also ranked 32nd overall and first in the Energy sector.

**Bloomberg Global-Equity Index**

In the 2023 edition of the index organized by Bloomberg, we are one of the 16 Brazilian companies (and 484 global companies) that stand out in gender equity.



Membership associations

GRI 2-28

We are affiliated to the Brazilian Association of Publicly-Held Companies (Abrasca), an entity dedicated to upholding the interests of publicly-listed companies, mostly in the regulatory sector (Brazilian Securities & Exchange Commission and B3, among other organizations). Our controlled companies participate in associations linked to each sector of activity, as described in their respective Reports.



GRI Content Index

Usage Statement

Cosan reported in compliance with the GRI Standards for the period from January 1, 2022 to December 31, 2022.

GRI 1 used

GRI 1: 2021 Foundations

GRI Standard / Other source	Content	Page	Omission			SDG
			Omitted requirement(s)	Reason	Explanation	
General Disclosure						
GRI 2: General Disclosure 2021	2-1 Organizational details	8, 16				
	2-2 Entities included in the organization's sustainability reporting	7				
	2-3 Reporting period, frequency, and contact point	Report published in June and 2023 with information from January 2022 to December 2022.				
	2-4 Restatements of information	47				
	2-5 External assurance	7				
	2-6 Activities, value chain and other business relationships	8				
	2-7 Employees	66, 101				8 10
	2-8 Workers who are not employees	99				8
	2-9 Governance structure and composition	29				5 15



GRI Standard / Other source	Content	Page	Omission			SDG
			Omitted requirement(s)	Reason	Explanation	
GRI 2: General Disclosure 2021	2-10 Nomination and selection of the highest governance body	30				5 15
	2-11 Chair of the highest governance body	29, 30				15
	2-12 Role of the highest governance body in overseeing the management of impacts	29, 30				15
	2-13 Delegation of responsibility for managing impacts	29, 30				
	2-14 Role of the highest governance body in sustainability report	7				
	2-15 Conflicts of interest	36				15
	2-16 Communication of critical concerns	30				
	2-17 Collective knowledge of the highest governance body	29				
	2-18 Evaluation of the performance of the highest governance body	30				
	2-19 Remuneration policies	36				
	2-20 Process to determine remuneration	36				



GRI Standard / Other source	Content	Page	Omission			SDG
			Omitted requirement(s)	Reason	Explanation	
GRI 2: General Disclosure 2021	2-21 Annual total compensation ratio	The ratio of the percentage increase in the annual total compensation of the highest paid individual in the organization to the average percentage increase in the annual total compensation of all employees, excluding the highest paid, is 5.21%. Due to the confidentiality of wages, only the calculated factor was taken into consideration for the calculation: 18.37 for 2022. The growth of the highest salary value was 2.3% in 2022 and the growth of the average salary was 9.89% (considering merit, promotion and collective agreement adjustments). Despite the average growth in the percentage applied for adjustments, the average salary for December 2022 is lower than the average for the same period in 2021 because new hirings bring salaries to the start of the range. (p.36)				
	2-22 Statement on sustainable development strategy	3, 17, 18				
	2-23 Policy commitments	18, 36				15
	2-24 Embedding policy commitments	3, 18, 38				
	2-25 Processes to remediate negative impacts	38				
	2-26 Mechanisms for seeking advice and raising concerns	39				15
GRI 2: General Disclosure 2021	2-27 Compliance with laws and regulations	There were no fines or sanctions applied during the reporting period.				
	2-28 Membership in associations	We are affiliated to the Brazilian Association of Publicly-Held Companies (Abrasca), an entity dedicated to protecting the interests of publicly-listed companies, mostly in the regulatory sector (Brazilian Securities & Exchange Commission and B3, among other organizations). Our controlled companies participate in associations linked to each sector of activity, as described in their respective Reports. (p.80)				
	2-29 Approach to stakeholder engagement	17, 26				
	2-30 Collective bargaining agreements	36				8

GRI Standard / Other source	Content	Page	Omission			SDG
			Omitted requirement(s)	Reason	Explanation	
Material topics						
GRI 3: Material Topics 2021	3-1 Process to define material topics	17, 21				
	3-2 List of material topics	21				
Governance / Transparency						
GRI 3: Material Topics 2021	3-3 Management of material topics	29				
	201-1 Direct economic value generated and distributed	49				<div>8</div> <div>9</div>
GRI 200: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	43	a.i / a.v	We do not report the costs of measures taken to manage risks arising from climate change and the classification of risks (items 201-2 a/i and 201-2 a/v)		<div>13</div>



GRI Standard / Other source	Content	Page	Omission			SDG
			Omitted requirement(s)	Reason	Explanation	
	205-1 Operations assessed for risks related to corruption	38				16
GRI 200: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Data refers to Cosan holding company, in the southeast region. (p.38)	ci, cii, d	Data of the type of partners and region not available in this reporting cycle, as well as data by job category of the training.	Data not tracked in this cycle.	16
	205-3 Confirmed incidents of corruption and actions taken	38				16
GRI 200: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	38				16
	207-1 Approach to tax	40				1 10 17
GRI 200: Tax 2019	207-2 Tax governance, control and risk management	40				1 10 17
	404-3 Percentage of employees receiving regular performance and career development assessments	100, 102				
GRI 400: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	39				5 8



GRI Standard / Other source	Content	Page	Omission			SDG
			Omitted requirement(s)	Reason	Explanation	
GRI 400: Public Policy 2016	415-1 Political contributions	38				16
Diversity and Inclusion						
GRI 3: Material Topics 2021	3-3 Management of material topics	68				
GRI 200: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	The ratio between the lowest wage and the local minimum wage for men is 188.31% and for women it is 110.12%. At Raízen Brasil, the ratio between the lowest salary paid to men and the national minimum wage was 103%. For women, in the same comparison, the proportion was 112%. Compass, The ratio between the lowest wage and the local minimum wage for men is 287.19% and for women it is 275.57%.				1 5 8
GRI 400: Employment 2016	401-1 New employee hires and employee turnover	99				5 8 10
	401-3 Parental Leave	102				5 8
	405-1 Diversity in governance bodies and employees	68, 100				5 8
GRI 400: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	69				5 8 10
	413-2 Operations with significant actual and potential negative impacts on local communities	Raízen conducts the mapping of socio-environmental aspects and impacts of the business, analysis of direct and indirect risks to communities and monitoring by applying the Risk Factors Matrix, in which factors such as probability and consequence of the impacts identified are weighted. (p.58)				

GRI Standard / Other source	Content	Page	Omission			SDG
			Omitted requirement(s)	Reason	Explanation	
Positive Social Impact						
GRI 3: Material Topics 2021	3-3 Management of material topics	40, 58				
GRI 200: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	<p>In the 2021/2022 reporting period, Raizen benefited around 798,000 people through social projects and programs. A total of BRL 66,900,005 was invested, of which BRL 40,024,942 was spent on the maintenance of rural roads so they can be used to transport raw materials and products, as well as for use by the population. In addition, BRL 4,500,838 was invested in specific projects (renovation and construction of bridges, regularization and improvement of accesses and detours), aimed at reducing the flow of heavy vehicles on the highways by improving road safety, and BRL 22,374,22 to help fight forest fires. The total investment amounted to around BRL 95 million in positive social impact in the areas.</p> <p>Moove has adopted the Iaia Garcia square to perform annual renovations, making it the first accessible park in the region. Every year it maintains the structure so that the children can use it. The goal is to promote inclusion and accessibility for children with disabilities. The final investment of BRL 9,000/year. The company also maintains the <i>Plante para Neutralizar</i> (Plant to Neutralize) project in partnership with the Terrazul Institute aimed at recovering the degraded mangrove by collecting waste and planting of seedlings of native species. The revenue transferred monthly is approximately BRL 35,000. Totaling BRL 420,000.</p>				<div><div>5</div><div>9</div><div>11</div></div>
GRI 200: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	40				<div><div>1</div><div>10</div><div>17</div></div>
GRI 400: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	All Cosan's businesses have actions that prohibit the risk of child labor				<div><div>5</div><div>8</div><div>16</div></div>
GRI 400: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk of forced or compulsory labor	All Cosan's businesses have actions that prohibit the risk of slave-like labor.				<div><div>5</div><div>8</div></div>

GRI Standard / Other source	Content	Page	Omission			SDG
			Omitted requirement(s)	Reason	Explanation	
GRI 400: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	100% of Moove's operations (North America, South America and Europe) have Social Impact Assessments, including gender impact assessments, based on participatory processes, Environmental Impact Assessments and continuous monitoring, and Public disclosure of the results of environmental and social impact assessments. 33.33% of the operations have local development programs based on the needs of local communities, and committees and processes for wide consultation with the local community including vulnerable groups. Raízen, during the 2021/2022 reporting year in Brazil, carried out local community engagement programs and impact assessments in 97% of the facilities, as well as 77% of local development programs in areas where the company's operations were based. In Argentina, 72% of the operations had community engagement programs and a local development program. Rumo has a total of 5 operational units. In 3 of them it has carried out social impact assessments, including gender impact assessments, based on participatory processes; in 2 it has carried out local development programs based on the needs of local communities; in 4 it has carried out stakeholder engagement plans based on mappings of these parties and committees/wide inquiry processes with the local community including vulnerable groups, and in all of them it has work councils, occupational health and safety committees and other employee representative bodies to discuss impacts, as well as formal complaints and grievance processes by local communities. (p.60)				
GRI 400: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	100% of Raízen's new suppliers were selected based on social criteria (considering the operations in Brazil, for which this topic is material). The same goes for Rumo. In order to ensure the relationship with responsible suppliers, a series of criteria is applied during the supplier approval process to ensure that we work only with reputable suppliers with good conduct in social, environmental, and ethical aspects. All 1,808 companies approved in 2022 by Rumo answered the questionnaires and 915 of the total represent new partners of the company.				5816
Climate Change						
GRI 3: Material Topics 2021	3-3 Management of material topics	43, 52				



GRI Standard / Other source	Content	Page	Omission			SDG
			Omitted requirement(s)	Reason	Explanation	
GRI 300: Energy 2016	302-1 Energy consumption within the organization	97, 98				7 8 12 13
	302-3 Energy intensity	97				7 12 13
	302-4 Reduction of energy consumption	In this cycle, Cosan did not report any reductions in energy consumption due to the resumption of in-person activities at the office and also Cosan helicopter trips. In regard to Rumo, while there was no decrease in diesel usage, there was a significant 17% increase in transported volume. However, the rise in diesel consumption was only 11.41%, indicating that it did not occur in the same proportion due to improved efficiency. Fuel values were calculated based on monthly consumption and separated according to each network. Conversion factors from the 2022 National Energy Balance were used for value conversion. The energy reduction could not be quantified for Moove. However, there were numerous projects to reduce electricity consumption, including lighting adjustments, reduction of steam production by preventing steam waste, and a shrink in electricity consumption by preventing compressed air waste. Raízen does not monitor this indicator.				7 8 12 13
	305-1 Direct (Scope 1) GRI emissions	56				3 12 13 14
GRI 300: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Cosan's emission accounting and emission factors comply with the Brazilian GHG Protocol Program. Emission reductions are linked to emission factors for the year (according to the National Grid - SIN) and in relation to the efficiency of the country's energy matrix compared to the previous cycle. Even with the increase in energy acquisition, this led to a decrease in scope 2 emissions. (p.58)				3 12 13 14 15
	305-3 Other indirect (Scope 3) GHG emissions	56				3 12 13 14 15

GRI Standard / Other source	Content	Page	Omission			SDG
			Omitted requirement(s)	Reason	Explanation	
	305-4 GHG emissions intensity	98				131415
GRI 300: Emissions 2016	305-5 Reduction of GHG emissions	The reduction in emissions of the indicator in 2022 was 5,120.88 tCO ₂ , considering Cosan, Compass and Rumo - a variation of -63% in relation to the previous year. The reduction in emissions is linked to the emission factors for the year (according to the National GRid - SIN) and in relation to the efficiency of the country's energy matrix compared to the previous cycle (pandemic period) and the current one, with the return of on-site activities. In this case a reduction was registered, however, it was lower than the amount reported in the 2021 annual sustainability report. (p.58)	a.ii	We do not report the reduction of GHG emissions as a direct result of reduction initiatives		131415
GRI 300: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Rumo registered 0.39 ton/h of Particulate Material in the reporting period. Moove had no relevant emissions to report. Raízen accounted for the following results reporting period in metric tons: 7,949.65 (NO _x), 2613 (SO _x), 2977 (volatile organic compounds), 8,982.97 (Particulate matter). Compass does not monitor this indicator.				3121415
Safety of People						
GRI 3: Material Topics 2021	3-3 Management of material topics	75				
GRI 400: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	75				8
	403-2 Hazard identification, risk assessment, and incident investigation	75, 76				8
GRI 400: Occupational Health and Safety 2018	403-3 Occupational health services	75				8
	403-4 Worker participation, consultation, and communication on occupational health and safety	75, 76				816



GRI Standard / Other source	Content	Page	Omission			SDG
			Omitted requirement(s)	Reason	Explanation	
GRI 400: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	75, 76				8
	403-6 Promotion of worker health	75				3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	75				8
GRI 400: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	75				8
	403-9 Work-related injuries	103				3 8 16
	403-10 Work-related ill health	76, 103				3 8 16
GRI 400: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Rumo considers the entire railway network where it operates as a generator of actual and potential negative impacts on local communities. The aspects arising from railroad operations that, in particular, may negatively impact local communities relate to urban mobility, train horns, and mowing services on the tracks. In order to have an open communication channel with the community, Rumo has a 0800 channel dedicated to responding 24/7 to requests from the community. Moove's operation on Ilha do Governador island in Rio de Janeiro has the potential to cause a disturbance in the community mostly due to the surrounding truck traffic, in addition to the potential environmental impact of the maritime operation in Guanabara Bay; therefore, strict controls are maintained in its ISO14001 certified Environmental Management System. (p.58)				1 2
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No customer data leaks, thefts or robberies were reported in the year covered by the Report at Cosan nor at any of the business units.				



SASB Summary

SASB	Unit	Content	Page	Omission		
				Omitted requirement(s)	Reason	Explanation
Governance / Transparency						
SASB-TR-RA: Competitive Behavior	Rumo	520a.1 Total value of monetary loss for legal actions associated with anticompetitive behavior regulations	There is no conviction in a judicial process referring to anticompetitive practices. There was, however, a conviction in an administrative proceeding at the Brazilian Antitrust Authority (CADE) amounting to BRL 247 million, which occurred in 2021, and which is under judicial discussion.			
SASB-EM-MD: Competitive Behavior	Raízen	520a.1 Total amount of monetary losses associated with federal pipeline and storage regulations	For strategic or management reasons, we did not report this information in our Raízen 21/22 Annual Report.			
SASB-EM-MD: Competitive Behavior	Compass	520a.1 Total value of monetary loss for legal actions associated with federal oil pipelines and storage regulations	Indicator not applicable since current operations are regulated by ARSESP (state level) in the case of Comgás and GasBrasiliano and by AGERGS (state level) in the case of Sulgás.			

SASB	Unit	Content	Page	Omission		
				Omitted requirement(s)	Reason	Explanation
Climate Change						
SASB-TR-RA: GHG Emissions	Rumo	110a.1 Gross global Scope 1 emissions	56			
		110a.2 Discussion of the long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	In regard to the target to "Reduce specific emissions by 15% by 2023, with the base year as 2019", we reached this target one year ahead of time, after registering an 18% drop in 2022. Furthermore, regarding the target to "Reduce specific emissions by 21% by 2030, base year 2020", we have already advanced by 8.7%. These results derive from all the energy efficiency actions implemented, as well as from an increase in transported volume.			
		110a.3 Total fuel consumed, renewable percentage	In 2020 the law determined that the percentage of biodiesel in diesel was 11.3% in 2020 and in 2021 it was 11.2%, but in 2022 it was 10%, which consequently impacted our emissions reduction.			
		120a.1 Air emissions of the following pollutants: (1) NOx (excluding N ₂ O) and (2) particulate matter (PM10)	Particulate matter (PM10) - 0.0003934 ton/h. The result is the average of the measurements of 9 chimneys from the Rondonópolis and Port Elevations units. Rondonópolis registered a drop in PM emissions.			



SASB	Unit	Content	Page	Omission		
				Omitted requirement(s)	Reason	Explanation
SASB-FB-AG: Greenhouse Gas Emissions	Raízen	110a.2 Discussion of the long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	43			
		130a.1 Operational energy consumed, percentage of electricity from the grid, percentage of renewable	97			
SASB-FB-AG: Greenhouse Gas Emissions	Raízen	110a.2 Discussion of the long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	43			
SASB-FB-AG: Supply of raw material	Raízen	440a.1 Identification of major crops and description of the risks and opportunities presented by climate change	More information in Raízen Report 21'22 , page 43.			

SASB	Unit	Content	Page	Omission		
				Omitted requirement(s)	Reason	Explanation
SASB-RR-BI: Air Quality	Raízen	120a.1 Air emissions of the following pollutants: Nox (excluding N ₂ O), SOx, volatile organic compounds (VOCs), particulate (PM10) and hazardous air pollutants (HAPs))	Nox (excluding N ₂ O) - 7,949.65 t Sox - 2,613 t Volatile Organic Compounds (VOCs) - 2,977 t Particulate Matter (PM10) - 8,982.97 t In Brazil, the main sources of gas/ steam generation for electric power used in industrial processes are the sugarcane pulp boilers. The monitoring of atmospheric emissions for units that generate energy based on the burning of sugarcane pulp in boilers must follow with the control of the pollutants Particulate Material (PM) and NOx (nitrogen oxides), based on the Atmospheric Emissions Monitoring Plan (PMEA) of the State Environmental Agency of São Paulo (CETESB).			
SASB-EM-MD: Greenhouse Gas Emissions	Raízen	110a.1 Gross global Scope 1 emissions, percentage of methane, percentage covered under emissions-limiting regulations	More information in Raízen Report 21'22 , pages 77 and 78.			
		110a.2 Discussion of the long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	More information in Raízen Report 21'22 , pages 77 and 78.			

SASB	Unit	Content	Page	Omission		
				Omitted requirement(s)	Reason	Explanation
SASB-EM-MD: Air Quality	Raízen	120a.1 Air emissions of the following pollutants: Nox (excluding N ₂ O), SOx, volatile organic compounds (VOCs) and particulate matter (PM10)	NOx (excluding N ₂ O) - 7,949.65 t Sox - 2,613 t Volatile Organic Compounds (VOCs) - 2,977 t Particulate Matter (PM10) - 8,982.97 t In Brazil, the main sources of gas/ steam generation for electric power used in industrial processes are the sugarcane pulp boilers. The monitoring of atmospheric emissions for units that generate energy based on the burning of sugarcane pulp in boilers must follow with the control of the pollutants Particulate Material (PM) and NOx (nitrogen oxides), based on the Atmospheric Emissions Monitoring Plan (PMEA) of the State Environmental Agency of São Paulo (CETESB).			
			More information in Raízen Report 21'22 , page 102.			
SASB-EM-MD: Greenhouse Gas Emissions	Compass	110a.1 Gross global Scope 1 emissions, percentage of methane, percentage covered under emissions-limiting regulations	In the year covered by the report, Compass had total gross emissions of 9422 tCO ₂ e (Scope 1). Percentage of methane: 85%.			
		110a.2 Discussion of the long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	43			

SASB	Unit	Content	Page	Omission		
				Omitted requirement(s)	Reason	Explanation
SASB-EM-MD: Air Quality	Compass	120a.1 Air emissions of the following pollutants: NOx (excluding N ₂ O), SOx, volatile organic compounds (VOCs) and particulate matter (PM10)		Compass' current inventory only considers GHG emissions regulated by the Kyoto Protocol: CO ₂ , CH ₄ , N ₂ O, SF ₆ , PFCs, HCFCs and regulated by the Montreal Protocol (CFCs and HCFCs). As such, NOx, SOx, organic volatile compounds, PAHs and particulate matter are not monitored		
SASB-EM-RM: Greenhouse Gas Emissions	Raízen	110a.1 Gross global Scope 1, percentage covered under emissions-limiting regulations	56			
		110a.2 Discussion of the long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	43			
SASB-EM-RM: Air Quality	Raízen	120a.1 Air emissions of the following pollutants: Nox (excluding N ₂ O), Sox, particulate matter (PM10), H2S and volatile organic compounds (VOCs)		Moove's operations monitor, evaluate and determine the concentrations of the NOx, CO and CO ₂ parameters from four natural gas vaporizers and two natural gas boilers, which are stationary sources.		
		110a.1 Gross global Scope 1, percentage covered under emissions-limiting regulations	58			
SASB-EM-RM: Greenhouse Gas Emissions	Moove	110a.2 Discussion of the long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	43			

SASB	Unit	Content	Page	Omission		
				Omitted requirement(s)	Reason	Explanation
SASB-EM-RM: Air Quality	Moove	120a.1 Air emissions of the following pollutants: NOx (excluding N ₂ O), SOx, particulate matter (PM10), H2S and volatile organic compounds (VOCs)	Moove's operations monitor, evaluate and determine the concentrations of the NOx, CO and CO ₂ parameters from four natural gas vaporizers and two natural gas boilers, which are stationary sources.			
Safety of People						
SASB-EM-RM: Workforce Health and Safety	Raízen	320a.1 Total recordable incident rate (TRIR), fatality rate and near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	103			
		320a.2 Discussion of management systems used to integrate a safety culture	103			
SASB-EM-RM: Workforce Health and Safety	Moove	320a.1 Total recordable incident rate (TRIR), fatality rate and near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	103			
		320a.2 Discussion of management systems used to integrate a safety culture	103			
SASB-FB-AG: Workforce Health and Safety	Raízen	320a.1 (1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) seasonal and migrant employees	103			
SASB-TR-RA: Workforce Health and Safety	Rumo	320a.1 (1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	103			

Annexes

Energy consumption GRI 302-1, SASB FB-AG-130a.1

Energy consumed (GJ)*

	2020	2021	2022
Aviation fuel	3,418.47	2,248.70	2,263.30
Electricity	1,107.33	1,076.18	1,098.13
Total	4,525.80	3,324.88	3,361.42

* Data refers only to Cosan. For the calculation, the electricity data is collected in MWh and converted to GJ and the aviation fuel data is collected in liters and converted to GJ. The conversion factor is provided by the GHG Procolot tool, in this case: 1 GJ = 0.277777 MWh.

Energy intensity GRI 302-3

	2020	2021	2022
Cosan*	n/d	n/d	n/d
Moove (MWh/MML)	512.51	493.06	426.75
Compass (GJ/million of m3)	13.21	9.90	8.85
Raízen (GJ/ t of crushed sugarcane)	2.65	6.77*	n/d**
Rumo (GJ/TKU)	0.2335	0.2261	0.2229

* Data refers only to Cosan. The holding company works only with administrative activities and does not require the consumption of other sources, apart from electricity used in the office building.

** The emission data for 2022 is being audited and will be reported in the 2022/2023.

2020

2021

2022

Fuels from nonrenewable sources (GJ)

Moove	86,466.69	99,781.70	73,714.63
Compass	31,456.00	26,364.00	21,874.00
Raízen	5,801,102.14	21,766,543.00	n/d**
Rumo	12,048,687.00	11,937,221.53	13,266,191.37
Total	17,967,711.83	33,816,646.82	13,361,780

Consumption of fuels from renewable sources (GJ)

Moove	25,635.60	25,469.93	23,141.00
Compass	9,869.00	11,440.00	9,212.00
Raízen	156,507,651.14	118,897,285.45	n/d**
Rumo	1,597,717.08	1,491,109.55	1,460,843.96
Total	158,140,872.82	120,438,568.33	1,514,845.96

Total energy consumed (GJ)

Moove	112,102.29	125,251.63	193,711.26
Compass	56,324.00	51,965.00	52,934.00
Raízen	159,734,539.74	132,028,054.60	n/d**
Rumo	13,773,222.08	13,635,457.70	14,949,427.92
Total	172,238,242.19	154,493,014.02	14,984,497.59

* The holding company works only with administrative activities and does not require the consumption of other sources of energy, apart from electricity used in the office building.

** The emission data for 2022 is being audited and will be reported in the 2022/2023.

Biogenic emissions - Scope 1 (tCO₂e) [GRI 302-1](#)

	2020	2021	2022
Moove	5.59	9.00	19.81
Compass	738.00	811.38	640.69***
Raízen	17,453,982.00	13,508,091.21	n/d
Rumo	106,462.00	136,254.00	103,254.00

Biogenic emissions - Scope 3 (tCO₂e) [GRI 302-1](#)

	2020	2021	2022
Moove	1,093.73	2,366.00	2,826.82
Compass	1,266.00	815.66	1,022.57***
Raízen	12,229,273.00	11,366,891.25*	n/d**
Rumo	1,590.88	4,849.17	4,710.00

* Raízen - The reported data refers to fiscal year 2021 and includes information from Raízen Brazil and Argentina. Other categories of indirect emissions (Scope 3) include Agricultural Emissions from Mobile Sources, Daily Employee Transport, Franchises, Use of Products Sold, and Fuel Production. The activities included in the calculation of these emissions are: air travel, biomass burning and application of industrial waste in third-party areas, fuel consumption of third-party vehicles and transport of employees from the bioenergy complexes (administrative + industrial + rural), burning of fuel sold by Raízen, production of fuel used in the company's own activities and consumption of electricity by the Shell Select stores. For historical comparability purposes, CH₄ and N₂O conversions consider GWP factors of AR-4 (IPCC, 2006). Other communication may use factors from other IPCC reports, marginally changing the final value of emissions in CO₂e.

** The emission data for 2022 is being audited and will be reported in the 2022/2023 Raízen Integrated Report Inventory

*** Compass: considers all controlled gas distribution businesses.

GHG emissions intensity [GRI 305-4](#)

	2020	2021	2022
Moove (tCO ₂ e/liter of product)	0.019	0.023	0.021
Compass (tCO ₂ e/km)	0.64	0.57	0.39***
Raízen (tCO ₂ e/t of crushed sugarcane)	0.039	0.025*	n/d**
Rumo (gCO ₂ e/TKU)	14.34	13.77	13.09

* Raízen - In 2021, the global intensity index of our GHG emissions was 0.025 tCO₂e per ton of crushed sugarcane. The value was calculated with basis on the sum of emissions from scopes 1 and 2, divided by the total amount of crushed sugarcane.

**The data for 2022 is being audited and will be reported in the 2022 Raízen Greenhouse Gas Emissions Inventory.

***Compass: considers all controlled gas distribution businesses.

Workers who are not employees GRI 2-8

Workers by job category and gender

		2022		
		Men	Women	Total
Cosan	Apprentices	2	1	3
	Intern	8	7	15
	Trainees	0	0	0
Compass*	Apprentices	8	15	23
	Intern	23	20	43
	Trainees	0	0	0
Moove	Apprentices	10	4	14
	Intern	13	13	26
	Trainees	0	0	0
Raízen**	Apprentices	43	57	100
	Intern	0	0	0
	Trainees	6	94	100
Rumo	Apprentices	175	87	262
	Intern	47	73	120
	Trainees	0	0	0

* Compass: On 31/Dec/2022 Comgás had 3,071 workers considered third party workers in operation, construction and connections. It does not include IT contractors, consultancies, agencies, and other services. GasBrasiliano has an average of 200 outsourced workers, variable throughout the months. The compilation of the data takes place through the ERP systems of each business. The outsourced workers of Sulgás were not quantified.

** Raízen: In Argentina, the Trainee job category is composed of 68 men and 32 women. The data that refers to trainees has been zeroed because the GRI protocol restructured the standard and the data requested was never requested before. As of the 22/23 period, the company will begin to report the information requested.

The types of work are learning and administrative. In the table of total employees, items 2-7, there are notes explaining assumptions. The significant fluctuations in Cosan are in relation to internship numbers and can be seen on page 74 of this report.

New employee hires and employee turnover* GRI 401-1

	2020		2021		2022	
	No.	Rate	No.	Rate	No.	Rate
Total number and rate of new hires by age**						
Under 30	6	0.33	18	0.50	23	0.51
Between 30 and 50	12	0.35	18	0.50	22	0.31
Over 50	0	0.12	0	0.0	2	0.13
Total	18	1.00	36	1.00	47	0.36

Total number and turnover rate by age

Under 30	6	0.25	3	0.19	14	0.31
Between 30 and 50	15	0.63	12	0.75	14	0.20
Over 50	3	0.13	1	0.06	0	0
Total	24	1.00	16	1.00	28	0.22

Total number and rate of new hires by gender

Men	12	0.33	14	0.39	28	0.49
Women	6	0.35	22	0.61	19	0.26
Total	18	1.00	36	1.00	47	0.36

Total number and turnover rate by gender

Men	12	0.50	11	0.69	16	0.28
Women	12	0.50	5	0.31	12	0.16
Total	24	1.00	16	1.00	28	0.22

*Data refers only to Cosan. The turnover rate is calculated by the total number of people who left the companies in the category over the total number of people who left the company. The rate of new hires is calculated by the total number of people hired in the category over the total number of people hired.

** The fluctuation in turnover and hiring in 2022 was a result of strategic decisions aimed at optimizing the activities within the holding company's departments.

**Workers by job category and gender (%)** [GRI 405-1](#)

	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Directors	75%	25%	60%	40%	83.33%	16.67%
Managers	61%	39%	58%	42%	50.00%	50.00%
Specialists	45%	55%	38%	62%	37.21%	62.79%
Technicians	39%	61%	34%	66%	46.15%	53.85%
Assistants	70%	30%	57%	43%	39.29%	60.71%
Total	54%	46%	45%	55%	45.11%	54.89%

Workers by job category and age (%) [GRI 405-1](#)

	2020			2021			2022		
	Under 30	Between 30 and 50	Over 50	Under 30	Between 30	Over 50	Under 30	Between 30	Over 50
Directors	0%	50%	50%	0%	40%	60%	0	66.67%	33.33%
Managers	0%	91%	9%	0%	92%	8%	0	85.71%	14.29%
Specialists	5%	83%	12%	8%	85%	8%	9.3%	83.72%	6.98%
Technicians	71%	29%	0%	68%	32%	0%	66.67%	30.77%	2.56%
Assistants	11%	43%	46%	40%	37%	23%	53.57%	21.43%	25%
Total	19.4%	61.2%	19.4%	33%	55%	12%	34.62%	53.85%	11.54%

Employees form underrepresented groups by job category (%) [GRI 405-1](#)

	2020		2021		2022	
	Black	People with Disabilities	Black	People with Disabilities	Black and mixed race	People with Disabilities
Directors	0%	0%	0%	0	0	0
Managers	0%	0%	0%	8.30%	0	7.14%
Specialists	0%	0%	5%	2.60%	11.63%	2.33%
Technicians*	4%	0%	13%	0	15.38%	0
Assistants	16%	0%	20%	2.90%	53.57%	0
Total**	5%	0%	11%	2.30%	19.55%	1.5%

* The grouping of technicians considers the analysts and the interns are included in the grouping of assistants.

** Other minorities have not been included in the report. We are working on evolving systems to get records of this information.

Employees who receive performance reviews by job category (%) [GRI 404-3](#)

	2021			2022		
	Men	Women	Total	Men	Women	Total
Directors	100%	100%	100%	100%	100%	100%
Managers	100%	100%	100%	100%	100%	100%
Specialists	100%	100%	100%	100%	100%	100%
Technicians	100%	100%	100%	100%	100%	100%
Assistants*	100%	100%	100%	100%	100%	100%
Total	100%	100%	100%	100%	100%	100%

* The interns are not included in the assistant group. We started reporting the indicator in the 2021 cycle and changed the 2021 column, compared to the previous reporting period, because in the cycle all employees also received performance reviews.

Employees by region in Brazil and abroad [GRI 2-7](#)

	2020						2021						2022					
	N	NE	MW	SE	Y	EX	N	NE	MW	SE	Y	EX	N	NE	MW	SE	Y	EX
Cosan*	0	0	0	134	0	0	0	0	0	129	0	0	0	0	0	130	0	0
Compass	0	0	0	1,195	0	0	0	0	0	1,171	0	0	0	0	0	1,341	157	0
Moove**	0	0	0	625	0	482	0	0	0	666	0	503	0	0	0	716	0	506
Raízen***	148	247	1,560	26,627	261	n/d	177	260	2,559	25,700	245	1,150	199	292	5,114	35,261	265	1,178
Rumo	22	118	1,341	3,858	3,896	0	12	0	1,238	3,226	3,636	0	6	0	1,261	3,455	3,592	0
Total	170	365	2,901	32,439	4,157	482	189	260	3,797	30,892	3,881	1,653	205	292	6,375	40,903	4,014	1,684

* Cosan: 100% of employees have permanent and full employment contracts (except interns). We have no employees with zero-hour contracts. The apprentices are managed by the Company/School Integration Center (CIEE) and are not on Cosan's payroll.

** Moove: All Moove employees in Brazil are hired full-time with an indefinite term. The company has no cases of employees with zero-hour contracts.

*** Raízen: The data refers to the 2021/2022 year and includes Raízen Brazil and Argentina. The total number of employees includes only direct hires. The numbers referring to the previous cycles have been adjusted.

Percentage of employees receiving regular performance and career developments reviews GRI 404-3

Employees who receive performance reviews by job category

	2021			2022		
	Men	Women	Total	Men	Women	Total
Directors	3	2	5	5	1	6
Managers	7	5	12	7	7	14
Specialists	15	24	39	16	27	43
Technicians	13	25	38	18	21	39
Assistants	20	35	35	11	17	28*
Total	58	71	129	57	73	130

* The interns are included in the assistant group. We began reporting this item in the 2021 cycle.

Parent leave GRI 401-3.

		2020	2021	2022
Total number of employees who took parental leave	Men	1	1	0
	Women	3	3	4
Total number of employees who returned to work during the reporting period after parental leave ended	Men	1	1	1
	Women	3	1	3
Total number of employees who returned to work after parental leave and were still employed 12 months after returning to work	Men	1	1	0
	Women	4	3	1
Return rate	Men	100%	100%	0
	Women	100%	33%	100%
Retention rate	Men	33%	100%	0
	Women	100%	100%	100%

There were no male employees who took paternity leave at Cosan, and there was an additional case of women taking maternity leave in 2022.

Work-related injuries GRI 403-9 (2018), SASB EM-RM-320a.1, EM-RM-320a.2, TR-RA-320a.1, FB-AG-320a.1

LTIF index in the group companies

	2020	2021	2022
Cosan	0	0	0
Compass	0.27	0.09	0.15
Moove	0	0	1.46
Raízen	0.15	0.10	0.31
Rumo	0.14	0.15	0.20

Data from Moove, Rumo and Compassconsider company and outsourced workers.

In Raízen, the reported data refers to the 21/22 period (April 2021 to March 2022); The data considers Raízen Brazil (including former Biosev biocomplexes), without including the operations in Argentina; Raízen's company employees are being considered, without including outsourced workers.

Incidents with leave by million hours worked

	2020		2021		2022	
	Accidents with leave	Million hours worked	Accidents with leave	Million hours worked	Accidents with leave	Million hours worked
Cosan	0	0	0	0	0	0
Compass	1	3	1	11	2	13
Moove	0	2	0	2	3	2
Raízen	15	107*	10	104*	26	84
Rumo	6	42	7	40	7	35
Total	24	154	18	158	38	134

* Raízen - adjusted figures from previous cycles.

Data from Moove, Rumo and Compassconsider company and outsourced workers.

In Raízen, the reported data refers to the 21/22 period (April 2021 to March 2022); The data considers Raízen Brazil (including former Biosev biocomplexes), without including the operations in Argentina; Raízen's company employees are being considered, without including outsourced workers.

Work-related ill health GRI 403-10 (2018)

Number of work-related ill health

	2020		2021		2022	
	Number of deaths as a result of work-related ill health	Number of recordable work-related ill health	Number of deaths as a result of work-related ill health	Number of recordable work-related	Number of deaths as a result of work-related ill health	Number of recordable work-related
Cosan	0	0	0	0	0	0
Compass	0	0	0	0	0	0
Moove	0	2	0	0	0	0
Raízen	0	3	0	2	0	3*
Rumo	0	7	0	8	0	0

* Raízen - A case of recordable work-related ill health for employees in Brazil related to musculoskeletal problems was registered in the 2021/2022 reporting year. In Argentina, two cases were reported. Specific training tracks for every work team, as well as the distribution of suitable equipment, were a few of the actions taken to eliminate these dangers. The numbers referring to the previous cycles have been adjusted.

Rates and numbers of health and safety of company employees

	2021				2022			
	Compass	Moove	Raízen	Rumo	Compass	Moove	Raízen	Rumo***
Number of deaths as a result of work-related injuries	0	0	0	0	0	0	0	0
Rate of deaths as a result of work-related injuries	0	0	0	0	0	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	8*	4	0	0	26	1
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0.08*	0.18	0	0	0.31	0.05
Number of recordable work-related injuries	0	3	62	4	1	3	126	3
Rate of recordable work-related injuries	0	2.29	0.93	0.18	0.35	2.71	1.49	0.14

*Cosan: Cosan's employees are allocated to offices in Faria Lima and are not subject to accidents with serious consequences.

** Raízen: information adjusted for 2022. The reported data refers only to Raízen Brasil

*** Rumo: the numbers consider company and third-party workers

Rates and numbers of health and safety of company employees and outsourced workers

	2021				2022			
	Compass	Moove	Raízen	Rumo	Compass	Moove	Raízen	Rumo
Number of deaths as a result of work-related injuries	0	0	0	0	0	0	0	0
Rate of deaths as a result of work-related injuries	0	0	0	0	0	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	n/d	7	0	0	0	6
Number of high-consequence work-related injuries (excluding fatalities)	0.13	0	n/d	0.17	0.14	0	n/d	0.20
Number of recordable work-related injuries	9	6	n/d*	11	4	3	4	11
Rate of recordable work-related injuries	1.21	3.27	n/d*	0.27	0.56	4.64	0.14	0.34

*Cosan: Cosan's employees are allocated to offices in Faria Lima and are not subject to accidents with serious consequences.

Assurance report



São Paulo Corporate Towers
Av. Pres. Juscelino Kubitschek, 1909
Torre Norte - 9º Andar - Itaim Bibi
04543-011 - São Paulo/SP, Brazil
Tel: (11) 2573-3000
Fax: (11) 2573-5780
ey.com.br

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Independent auditors' limited assurance report on the non-financial information contained in the Annual Sustainability Report

To
Shareholders, Board Members and Management of
Cosan S/A
São Paulo - SP

Introduction

We have been engaged by Cosan S/A ("Cosan" or "Company") to present our limited assurance report on the **holding's** non-financial information contained in Cosan's **2022 Annual Sustainability Report ("Report")**, for the year ended December 31, 2022.

Our limited assurance does not extend to prior period information or any other information disclosed in conjunction with the Report, including any embedded images, audio files or videos.

Responsibilities of Cosan's management

Cosan's management is responsible for:

- select and establish appropriate criteria for preparing the information contained in the Report;
- prepare information in accordance with the criteria and guidelines of the Global Reporting Initiative ("GRI Standards");
- design, implement and maintain internal control over the relevant information for the preparation of the indicators contained in the Report, which are free from material distortion, regardless of whether caused by fraud or error.

Responsibility of the independent auditors

Our responsibility is to express a conclusion on non-financial information contained in the Report, based on the limited assurance work carried out in accordance with Technical Communication CTO 07 - Limited Assurance Engagements regarding the non-financial information contained in the Integrated Report issued by the CFC, and based on NBC TO 3000 - Non-Audit Assurance Work and Review, also issued by the CFC, which is equivalent to the international standard ISAE 3000 - Assurance engagements other than audits or reviews of historical financial information, issued by the International Auditing and Assurance Standards Board (IAASB). These standards require the auditor to comply with ethical requirements, independence and other responsibilities related to it, including the application of the Brazilian Quality Control Standard (NBC PA 01) and, therefore, the maintenance of a comprehensive quality control system, including documented policies and procedures on meeting ethical requirements, professional standards, and applicable legal and regulatory requirements.

Additionally, the aforementioned standards require that the work be planned and executed with the objective of obtaining limited assurance that the non-financial information disclosures contained in the Report, taken as a whole, are free of material distortions.



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A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) consists primarily of inquiries to Cosan's management and other Company professionals who are involved in preparing the information, as well as the application of analytical procedures to obtain evidence that make it possible to conclude, in the form of a limited assurance, on the information taken as a whole. A limited assurance work also requires the execution of additional procedures, when the independent auditor becomes aware of matters that lead him to believe that the indicators disclosed in the Report, taken as a whole, may present material distortions.

The selected procedures were based on our understanding of the aspects related to the compilation, materiality and presentation of information contained in the Report, other circumstances of the work and our consideration of areas and processes associated with the material information disclosed in the Report, in what material misstatements could exist. The procedures comprised, among others:

- a) the planning of the work, considering the relevance, the volume of quantitative and qualitative information and the operational systems and internal controls that served as a basis for the preparation of indicators contained in the Report;
- b) understanding the calculation methodology and procedures for compiling indicators through inquiries with the managers responsible for preparing the information;
- c) the application of analytical procedures on the quantitative information and inquiries about the qualitative information and its correlation with the indicators contained in the Report;
- d) for cases in which the indicators correlate with indicators of a financial nature, the confrontation of these indicators with the financial statements and/or accounting records.

The limited assurance work also included adherence to the guidelines and criteria of the GRI Standards applicable in the preparation of the indicators contained in the Report.

We believe that the evidence obtained in our work is sufficient and appropriate to support our limited conclusion.

Scope and limitations

Procedures performed in limited assurance engagements vary in nature and timing and are less extensive than in reasonable assurance engagements. Consequently, the level of assurance obtained in a limited assurance engagement is substantially less than that which would have been obtained if a reasonable assurance engagement had been performed. If we had carried out a reasonable assurance work, we could have identified other matters and possible distortions that may exist in the indicators contained in the Report. Accordingly, we do not express an opinion on this information.

Non-financial data are subject to more inherent limitations than financial data, given the nature and diversity of methods used to determine, calculate or estimate such data. Qualitative interpretations of data materiality, relevance and accuracy are subject to individual assumptions and judgments. Additionally, we did not carry out any work on data reported for previous periods, nor in relation to future projections and targets.

The preparation and presentation of sustainability indicators followed the GRI Standards, therefore, do not have the objective of ensuring compliance with social, economic, environmental or engineering laws and



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regulations. The aforementioned standards provide, however, for the presentation and disclosure of any non-compliance with such regulations when sanctions or significant fines occur. Our assurance report must be read and understood in this context, inherent to the selected criteria (GRI Standards).

Conclusion

Based on the procedures carried out, described in this report and on the evidence obtained, nothing has come to our attention that leads us to believe that the **holding's** non-financial information contained in Cosan's Report for the year ended December 31, 2022, were not prepared, in all relevant aspects, in accordance with the criteria and guidelines of the Global Reporting Initiative - GRI ("GRI - Standards").

São Paulo (SP), June 2nd, 2023.

Ernst & Young
Auditores Independentes S/S Ltda.
CRC SP- 034519/O

Leonardo Masseli Dutra
Sustainability Partner

Flavio A. Machado
Accountant CRC MG - 065.899/O-2

CREDITS

General coordination and project management

Cosan – ESG & External Disclosure Team

André Tuon

Helena Dalanezi

Laiane Aparecida

Marina Stefani Carlini

Natalia Milani Menezes

Raquel Pereira

Indicator consultant

grupo report – rpt.sustentabilidade

Written by

GlobeScan

Designed by

grupo report – rpt.sustentabilidade

Image sources

Cosan image bank

Translated by

Língua e Mensagem

Audited by

Ernst & Young