

# Sustainability Report 2023

Base year 2022

Grupo Eurofarma

**Innovation**

**Internationalization**

**People and culture**

**Sustainability**





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Financial performance  
& indicators

Creditis



**INSTITUTIONAL**





# Message from the President

## 2022: achievements and inspiration to celebrate 100 years

GRI 2-22

In 2022, we completed 50 years of history and planted important seeds for the future. We bought our first company in the US, a small operation focused on dermatology that will act as a source of knowledge to confirm the theses that will enable us to operate in the largest market in the world. We achieved FDA certification for our largest plant, a key step in bringing products manufactured here to any market in the world; we bought the Valda line to enter the OTC market - the last relevant segment in which we had no presence.

Our first steps were the result of the creation of an Italian immigrant, visionary and entrepreneur, who saw in the provision of production services an opportunity to start his own business. True to his teachings, we have built an aspirational vision that reflects our long-term ambition. Something that inspires our people on a daily basis, makes the enormous challenges tangible and guides the paths of an increasingly global and perennial company.

With pride, we consolidated important milestones in closing the Vision 2022. Our strategic planning has five-year cycles and is executed with discipline, even in periods of uncertainty. By achieving great goals, such as being among the

three largest pharmaceutical companies in Latin America, being leaders in medical prescriptions and vice-leaders in generics in Brazil, we strengthened ourselves and went further: we advanced to other continents and segments, maintaining leadership in new products released in the last 24 months.

The closing of Vision 2022 allowed us to assess in depth the routes that brought us here and the major development levers. With this, we prepare ourselves for a new cycle of growth, which will demand a lot from us. Aware of the new demands and trends that will impact health, we will be ready to take advantage of opportunities, aiming at the objectives of Vision 2027 and towards 100 years.

With net revenue of R\$8 billion and an Ebitda margin of 24.9%, in 2022, our sales grew by 13.3%. The value is slightly below our historical average, mainly as a result of failures in global supply chains, which made our service level drop to the lowest level. Even so, we gained market share in the main business units and consolidated our leadership in medical prescriptions, which motivated us to expand the advertising force by another 26% in January 2023. The construction of our new industrial plant in Montes Claros (MG) is delayed, but the project is huge and will provide the necessary capacity and support for this new cycle.

Our investments in R&D in the year totaled more than R\$590 million (equivalent to 7.4% of net revenue), with more than 500 researchers and a pipeline of more than 400 projects. In total, there were more than 180 products launched in 2022. In open innovation, Neuron, our venture capital fund, already has investments in eight companies focused on health-oriented solutions.

In the international area, our biggest project, the learning accumulated over more than a decade has allowed us to make operations even more efficient. For the third consecutive year, we maintained positive and growing results and our culture is increasingly present in the 22 countries in which we operate. Representing around 16.2% of the total, international revenue will be driven by organic growth and acquisitions as we continue to target opportunities in target markets.

Human capital is still our biggest differential compared to the competition. Our ability to attract, develop and retain talent enables our team to grow together in a diverse, inclusive and open environment. We have gender equality in senior management, more than 70% of our leadership vacancies are filled internally and for 19 consecutive years we have been among the best companies to work for. Here, more than 90% of people say they would recommend the company for a family member to work for and voluntary layoffs do not exceed 3.2%.

We also advanced our ESG practices. Pioneers in neutralizing direct emissions and launching medicines that incorporate sustainability concepts, we issued our first green debt with interest linked to environmental and diversity goals, in addition to signing an agreement with the largest generator of renewable energy for a 100% clean matrix in the Brazil, from 2024. A new wind farm in Bahia will supply our energy demand and our commercial fleet, with more than 4 thousand vehicles, fueled exclusively with ethanol.

In the social field, the Eurofarma Institute acts in the training and qualification of young people through regular and complementary education projects - more than 10 thousand students are

benefited annually. Last year, we launched a scholarship program for secondary education and extended the nursing technician course to Montes Claros (MG). Lactare, our human milk bank, collected more than 2,900 liters of breast milk in the period, serving 1,043 newborns and supplying neonatal ICUs in São Paulo and Itapevi.

We are proud of our achievements and aware of mistakes and opportunities for improvement so that, with humility, we continue to evolve in a sustained manner. For this reason, we do not trade the medium and long term for specific results and we know the value of the seeds we are planting, from which our future will sprout.

We will fondly remember those first 50 years, but our eyes are already turning to what lies ahead; for the inspiring 100-year vision and set of goals that make up the 2027 strategic cycle.

I can only thank our more than 11,000 employees for another year. Thank you for the advances and for writing together another chapter of our history.

**Maurizio Billi**  
CEO





## Eurofarma's market gain is one of the highest in the industry

In a scenario that cannot yet be described as post-pandemic, the pharmaceutical market, like other industrial sectors, made efforts in 2022 to resolve issues related to the supply of raw materials and the shortage of important supplies in the production chain. Along with the pandemic, the worsening of a war in Europe, with global consequences, marked the macro-economic and social scenario in the last year.

As a Brazilian multinational present in 22 countries, Eurofarma also faced relevant regional political and economic movements, which impacted the markets, such as the presidential and legislative elections in Brazil.

Even with a volatile scenario, the pharmaceutical sector in Brazil had revenues of BRL

162.7 billion<sup>1</sup>, with 5.3 billion units<sup>2</sup> sold in 2022 - 7.6% more than in 2021.

In this context, Eurofarma stands out among the corporations that showed the greatest gain, both in medical prescription and demand. The company is the leader in medical prescriptions in Brazil and had, in the year, the greatest evolution in this area among the three main competitors, with 15.9%. Deputy leader in the generics segment, Eurofarma is the laboratory with the highest revenue evolution among the top 3. In 2022, the company produced more than 430 million units of medication.

Eurofarma also maintained leadership in market share of new products (launched in the last 24 months - MAT Corporação), with a 10.1% share.

Given the relevance of new products in the evolution of the pharmaceutical market, this gives it a very important perspective for future growth.

The highlight is the launch of the innovative products Delabaxi®, Suganon® and Nuvyor®, in addition to the investment in Research & Development, which totaled R\$ 590.6 million in 2022, equivalent to 7.4% of net revenue and which represents a growth of 63% in relation to the total invested in 2021.

In the year in which it celebrated its 50th anniversary, Eurofarma also completed the journey of its Vision 2022: 90% of the goals established in its strategic plan were achieved.

In the internationalization plan, the company entered the US market with the acquisition of Medimetriks

Pharmaceuticals, a small platform focused on dermatology. This step is another important milestone in the company's international trajectory, which began in 2009.

Still in the M&A area, with the objective of strengthening its presence in the OTC segment, Eurofarma acquired, in December, the assets of Laboratorio Canonne in Brazil, including the centenary brand Valda, famous for the tablets of the same name, created in 1902.

Increasingly global, Eurofarma aims its steps towards the next 50 years. The new Vision 2027 articulates its objectives and aspirations with the demands and transformations of society.

1. Source IQVIA Institucional + canal farmácia (mercado total)  
2. Source IQVIA Unidades (canal farmácia)



# Results - Vision 2017-2022

In a five-year cycle marked by an important leap in sales, governance and international expansion, Eurofarma concluded the 2022 Vision with the achievement of 90% of the corporate goals established in 13 macro-objectives and divided into five major topics.





# Vision 2027

Leaders in Latin America, we will advance in the US and in other geographic regions. With sustainable growth, we will evolve organically with innovative products, acquisitions and new technological solutions in health. Faithful to the purpose of access and quality of life, we will be recognized for our culture, people management and ESG practices.



## PEOPLE AND CULTURE

- Make the organizational structure more global
- Attract, develop and retain the best talent
- Consolidate the “Eurofarma Way of Being”

## INTERNACIONALIZATION

- Leadership in Latin America
- Expand presence in the United States
- Explore other geographic regions and business models

## RESULT

- Focus on growth with sustainable profitability
- Guarantee the return on strategic investments
- Optimize operational efficiency and costs

## INNOVATION

- Expand the percentage of exclusives and move forward with radical products
- Develop health technological solutions via open innovation
- Evolve the digital transformation

## ESG

- Vanguardism in environmental practices
- Strengthening of governance practices
- Progress in Diversity and Inclusion programs



# Acknowledgments



## GPTW Central America e Caribe

2nd place in the Los Mejores Lugares para Trabajar - Women awards; 4th place in the Multinational category of the general award.

## GPTW São Paulo

5th place among large companies / metropolitan region

## GPTW Brasil – Saúde

6th place in the overall ranking

## GPTW Brasil

40th overall among companies with 1,000 to 9,999 employees

## GPTW Peru

4th place in the general awards, 12th place among the Best Places to Work – Women, 16th place in the Best Places to Work – Diversity and Inclusion award

## GPTW Colombia

12th place in the national award and also in the Best Places to Work - Women award, 20th place in the category Companies from 301 to 1,500 employees, being the only pharmaceutical company

## GPTW Chile

9th place in the national award, 15th place in the Best Places to Work - Women award

## GPTW América Latina

16th place in the Multinational category

## GPTW™ Indústria 2022

10th place in the Large Company category

## GPTW™ Mexico

Among the best to work for in the period 2022-2023



## Exame Melhores e Maiores

1st place in the Pharma and Beauty category

## Exame Melhores ESG 2022

Among the top 5 in the Pharmaceuticals and Beauty segment

## Melhores da Dinheiro

1st place in several categories: Health and Wellness; Financial Sustainability; Human Resources; Innovation and Quality, Corporate Governance. Highlight in Management, Innovation and Quality, 2nd place in Social Responsibility

## Época Negócios 360o

1st place in Sustainability, 2nd place in Innovation and Vision of the Future; 4th place in People, winning 43rd place overall among 420 participants

## Merco Responsabilidade ESG

4th place in the pharmaceutical category and 87th position in the leader ranking with Maurizio Billi

## Valor Inovação

Deputy leader in the segment and 42nd in the overall ranking

## Valor Carreiras – As melhores na Gestão de Pessoas

3rd place in the category Companies with 3 to 7 thousand employees

## Prêmio Estadão Empresas Mais

1st place among pharmaceuticals

## Estadão Marcas Mais

One of the main health brands in consumer preference

## Prêmio Best WorkPlaces 2022

Among the top 5 in the Hospitals and Pharmaceuticals category

## Ranking 100 Open Corps

1st place in Health and Wellness

## Pesquisa de Diversidade e Inclusão nas Empresas – Ethos

3rd place achievement

## 26º Prêmio Sindusfarma de Qualidade

1st position in the Medicine Storage and Distribution category

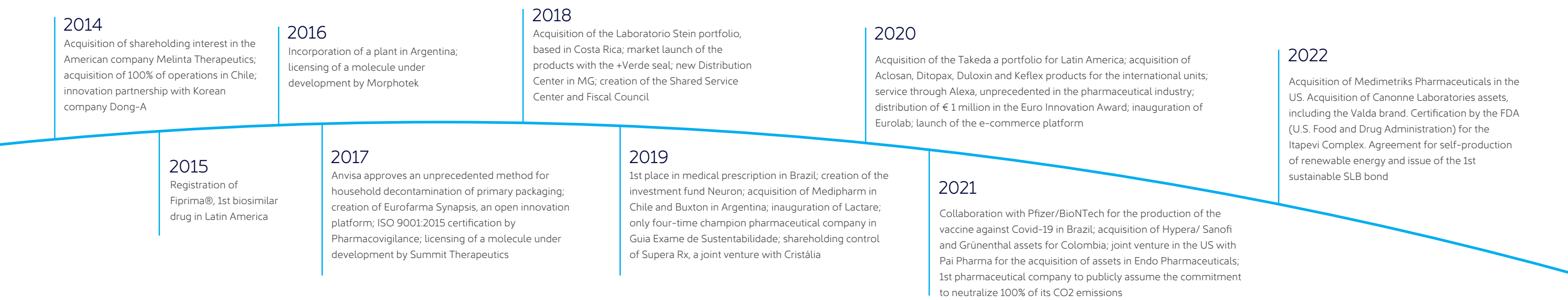
## 46º Lupa de Ouro

Best ESG Project with Lactare, Best Prescription Product Central Nervous System with Prysma® and Generic Business Performance

## Prêmio Global Generics & Biosimilars Award

Champion in Social Responsibility – initiative of the year with the Nursing Center project, from the Eurofarma Institute







# Perfil Grupo Eurofarma

**Who we are**  
GRI 2-1 | GRI 2-6

Founded in 1972, the Eurofarma Group is the first pharmaceutical multinational with 100% Brazilian capital. The company operates in the health sector, developing research, producing and selling innovative products and services to improve people's quality of life and promote access to health. Headquartered in Brazil, the Eurofarma Group has its own operations in 22 countries, covering 100% of Latin America, and has more than 11,000 employees.

With a focus on generating shared value, it operates in the areas of Medical Prescription, Over-the-Counter, OTC, Generics, Hospital and Oncology. The company has 700 products sold in Latin America, in 2,000 presentations, 2,799 SKUs (770 in Brazil and 2,029 internationally). It serves 42 medical specialties and covers 141 therapeutic classes. In Brazil, the corporation holds 9.6% of all medical prescriptions.



## Eurofarma Group

**Eurofarma Parent Company:**

- Eurofarma Parent Company
- Eurofarma Laboratórios S.A.

**Eurofarma Consolidated:**

- Eurofarma Laboratórios S.A.
- Momenta Farmacêutica
- Magabi Pesquisas
- Supera Rx
- International units (Central America, Argentina, Bolivia, Chile, Colombia, Ecuador, Paraguay, Peru, Uruguay, Mexico and Mozambique)

## Production units' structure

GRI 2-1| GRI 2-6

In addition its headquarters in Itapevi (SP) and administrative office in the Brooklin district in São Paulo (SP), the Eurofarma Group has three manufacturing plants in Brazil, two distribution centers, and two research and development centers, in Brazil and in Argentina. The company has seven industrial parks in six other Latin American countries. The Group ended 2022 with 10.1 thousand active employees, of which around 3.7 thousand are in the sales force. With net sales of R\$ 8 billion, it grew by 13% compared to the previous year and produced 439 million units of medication.

## Operations in Brazil

**Head office**

Itapevi Complex (Itapevi/SP)  
Administrative office  
Brooklin unit (São Paulo/SP)

**Eurolab - Research and Development Center**  
(Itapevi/SP)

**Manufacturing Units**

Itapevi (SP)  
Production of solids and semi-solids, liquids, oncologics, lyophilized and hormonal products, as well as packaging  
São Paulo (SP)  
Production of penicillins, cephalosporins and carbapenems  
Ribeirão Preto (SP)  
Production of large volume parenteral solutions

**Distribution Centerst**  
Itapevi (SP)  
Varginha (MG)

## Operations in Latin America

**Argentina**

Production of solids, semi-solids, and liquids

**Chile (Cerrillos)**

Production of solids, semi-solids, liquids, and ophthalmic

**Chile (Pudahuel)**

Production of solids and liquids

**Colombia**

Production of solids, semi-solids, liquids and granules

**Chile**



**Peru**

Production of solids, semi-solids and liquids

**Uruguay**

Production of solids and liquids

**Guatemala**

Production of solids, semi-solids and liquids







# How We Create Shared Value

## Operating Resources

- 3 manufacturing plants in Brazil and 7 plants in Latin America - important operating units
- New industrial park under construction, in Montes Claros (MG)
- Headquarters in Brazil and 18 international offices
- 2 Distribution Centers in Brazil (Itapevi/SP and Varginha/MG)
- 2 Research & Development Centers (Brazil and Argentina)
- Investments in a new industrial complex in Montes Claros/MG

## Human and Intellectual Capital

- More than 11,000 employees located in offices, factories, research centers and universities.
- Largest sales force in Latin America
- Mentorships in startups accelerated by internal innovation programs
- Partnerships with innovative healthtechs with health solutions
- Market intelligence and big data
- Structured and monitored management processes
- Investment in Diversity & Inclusion Program
- Continuous improvement and intrapreneurship

## Financial resources

- Investments in drug research & development, clinical trials, scientific partnerships with universities, licenses and distribution agreements
- Investment in biotech and open innovation
- Factory investments in modernization and capacity expansion
- Logistic investments in distribution centers and fleet renewal for more eco-efficient vehicles
- Investments in national and international expansion through acquisitions, launches and expansion of the sales force
- Environmental investments in products that incorporate concepts of sustainability, reduction and neutralization of emissions, waste management, water reuse and renewable energy source
- Social investments with the Eurofarma Institute, Banco de Leite Humano Lactare, humanitarian aid, donations of assets and medicines and investments in sport and culture

## Natural resources

- Water
- Energy
- Waste
- Organically managed vegetable garden in manufacturing plants
- CO2 emissions
- Conservation of green areas
- Investments in innovative environmental solutions

## Relationships

- Shareholders
- Regulatory agencies
- Research centers and certifiers
- Customers
- Collaborators
- Communities
- Consumer
- Suppliers
- Governments
- Press
- Health institutions/hospitals
- Financial Institution
- NGOs
- Unions and class associations
- Universities

### In addition to being present as

- Ethos Institute Benchmarking
- UN Global Compact signatory



# Our Deliveries in 2022

## Financial resources

- BRL 8 billion in net revenue, growth of 13%
- Adjusted Ebitda1 of BRL 2.4 billion, an increase of 22.6% compared to 2021
- Adjusted Ebitda margin1 of 29.6%, expansion of 2.3 pp compared to 2021
- Distribution of added value of BRL 5.4 billion (39% employees; 32% government; 19% shareholders; 10% third parties)
- Average retail inventory at major distributors (Brazil): 48 days
- Average sales receipt period: 68 days
- Leverage: 1.59 Ebitda1
- 4 consecutive years with AAA Rating by Fitch Ratings agency

## Highlights in Results

- 439 million units of medicine produced
- Greater evolution of prescriptions among the main competitors
- 188 products launched – 45 in Brazil and 143 in international operations\*
- Market share leadership in Brazil in new products
- BRL 590.6 million invested in R&D, equivalent to 7.4% of net revenue
- + 400 projects in pipeline
- 25 patent applications filed

## Recognition Indicators

- 19 years among the best companies to work for (GPTW)
- 85% of employees are proud to work at Eurofarma
- + 70% of leadership vacancies filled by internal use
- 3.2% voluntary turnover
- R\$ 222 million distributed to employees in profit sharing for 20222
- + Diverse Program, which promotes equity and inclusion
- 627 professionals dedicated to research & development at Eurolab
- BRL 78.6 million invested in education, sports, culture and social and health projects, with own and incentive resources

## Social Indicators

- BRL 17 million in humanitarian aid, totaling BRL 88 million since the beginning of the pandemic
- 14,000 direct services provided by the Eurofarma Institute, with 130,000 direct beneficiaries since its foundation
- Opening of the headquarters of the Eurofarma Institute, in Montes Claros (MG)
- 88% is the consumer satisfaction index
- 97% positivity in the press
- 11.1 million visitors on Eurofarma websites
- 871 thousand followers on LinkedIn

## Environmental Indicators

- R\$32.6 million invested in the environment, an increase of 55%
- Agreement for self-production of renewable energy
- 1st sustainable SLB title in Latin America
- 1st Brazilian pharmaceutical company to assume a public commitment to neutralize 100% of direct CO2 emissions
- 23.5 million units of medication with the +Green seal
- 9% reduction in the water consumption indicator (m3/100 UP)
- 77,027 m3 of reused water

1. (Demonstrated by the Net Debt/Ebitda indicator). 2. Amounts paid in 2023.





# Stewardship to Promote Access to Health

GRI 3-3

## Attention to the most underserved areas

Eurofarma has a clear purpose, which is outlined in all of the company's strategies: to make healthcare accessible so that everyone can live longer and better. The tools for this purpose are forged based on innovation, collaboration with the medical-scientific community and the dedication of thousands of collaborators.

Partnerships with important research institutes, such as the Center for Medicinal Chemistry (CQMED) at the University of Campinas (UNICAMP), focus on the search for new drugs for so-called neglected diseases, such as leishmaniasis, a disease that has one of the largest endemic areas in Brazil in the world.

Councils and committees with the medical community are part of the project management model for incremental or innovative medicines. In these forums, physicians present the demands and needs of the sector, based on their clinical experiences. Among the highlights of 2022 is the committee for new antimicrobials indicated in infections with gram-negative bacteria, the Committee for Rare Diseases, and also the committee focused on alopecia.

With the largest sales force in Latin America, with more than 3,700 professionals, Eurofarma's differential is its wide capillarity, establishing contacts with physicians in the most distant places of the continent. In the last year, the teams made more than 5.5 million visits to doctors and health professionals in Brazil alone, both in person and online.

Free samples given to professionals during visits are extremely important for starting treatment and adherence to medical prescriptions, as they allow patients to organize themselves and have a lower cost for completing treatment. In 2022, more than 20 million free samples were distributed.



With the aim of strengthening relationships and bringing relevant content to different audiences, more than eight million electronic contacts were made with health professionals, including doctors, nutritionists, nurses, pharmacists, in addition to points of sale throughout Latin America.

The Medication Donation program also fulfills the objective of expanding access for the low-income population. With the full payment of taxes, Eurofarma donates medicines to non-governmental organizations and health entities that provide medical and pharmaceutical assistance to these populations.

In 2022, more than 300,000 units were donated to 24 institutions, totaling more than R\$7 million. In international operations, donations totaled more than R\$ 3.1 million, covering more than 196 thousand units distributed among 77 organizations in Latin America.

In a pioneering and internationally awarded initiative, Eurofarma developed an online platform for searching for and purchasing medication. These and other actions put the company in tune with the demands of health professionals and their patients.

GRI 2-23

## Vision 2027

Acting in health and with a global presence, we will be one of the largest pharmaceutical companies in the world. Recognized for our ESG practices, we will be among the most desirable companies to work for. Faithful to the purpose of promoting access and quality of life, we will perpetuate ourselves with the discovery of new treatments and a legacy of innovation.

## Our purpose

Making health accessible so that everyone can live longer and better

## Our causes

Health Innovation | Health education | Mental health

## Mission

Promote access to health and quality of life with treatments at a fair price and profitable operations, which ensures the sustainable growth of the company and the sharing of value generated with employees and society.

## Values

- Agility
- Commitment
- Sustainable Development
- Focus on Health
- Ethics
- Entrepreneurship
- Reinvestment
- Equality
- Respect
- Results

# International Expansion

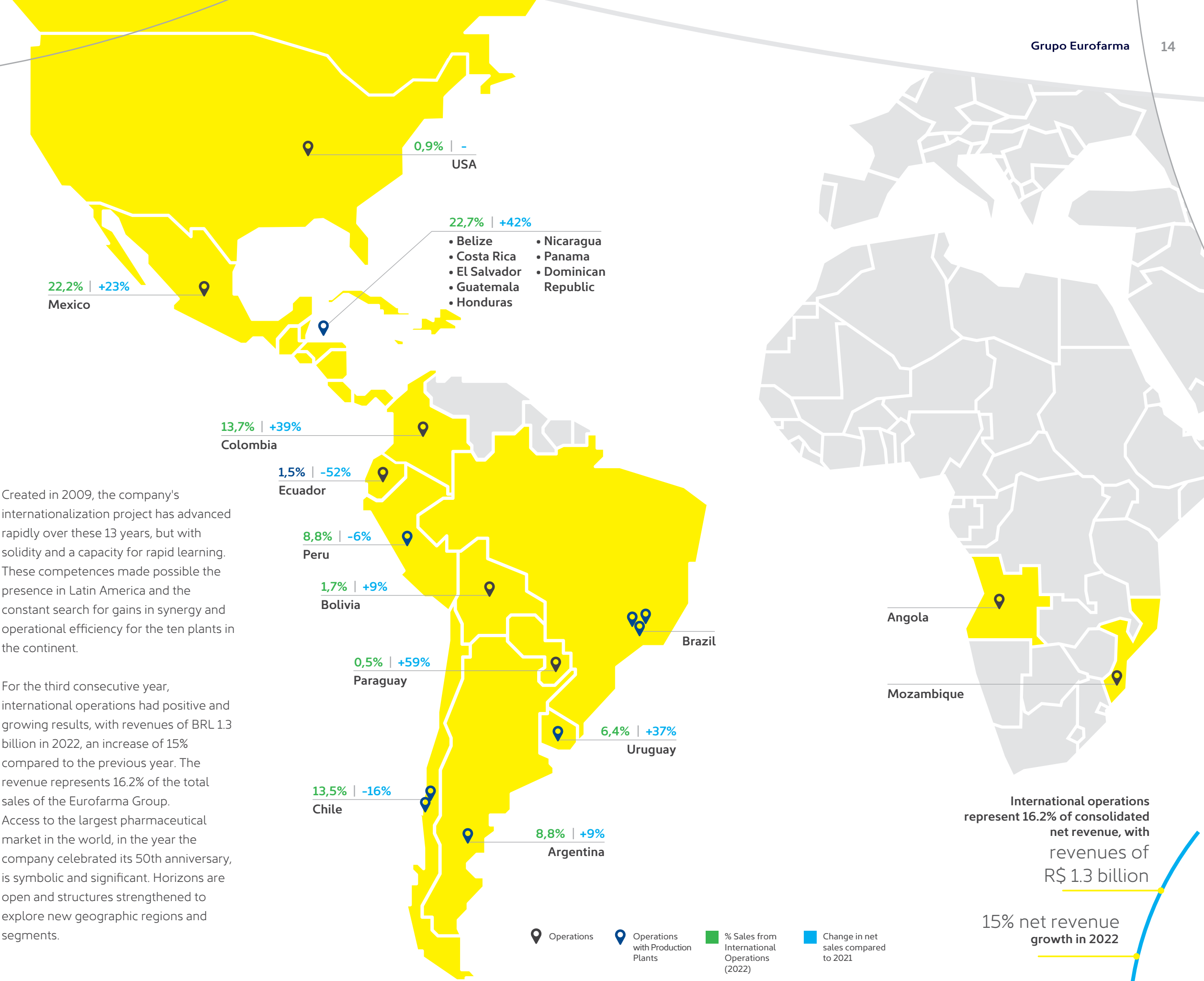
## Start of activities in the US market

With 100% coverage of Latin America, one of the goals of Vision 2022, the company can dedicate itself to strengthening international operations and exploring new geographic regions. One of the main ambitions, entering the US market, was achieved in 2022 with the acquisition of Medimetriks Pharmaceuticals. The operation will act as a platform for growth in that country. Founded in 2008, Medimetriks is a company focused on dermatology, whose portfolio includes drugs indicated for acne, rosacea, psoriasis, fungal infections and dystrophic nails.

The result of a lot of planning and opportunity assessments, this first acquisition outside Latin America reinforces the solid steps taken towards building a global company. Expansion into new markets will also be boosted with the certification granted to the Itapevi Complex, the company's largest industrial hub, by the FDA (U.S. Food and Drug Administration), the agency that regulates medications in the United States. This achievement enables the production and export of products to the most regulated markets in the world.

Created in 2009, the company's internationalization project has advanced rapidly over these 13 years, but with solidity and a capacity for rapid learning. These competences made possible the presence in Latin America and the constant search for gains in synergy and operational efficiency for the ten plants in the continent.

For the third consecutive year, international operations had positive and growing results, with revenues of BRL 1.3 billion in 2022, an increase of 15% compared to the previous year. The revenue represents 16.2% of the total sales of the Eurofarma Group. Access to the largest pharmaceutical market in the world, in the year the company celebrated its 50th anniversary, is symbolic and significant. Horizons are open and structures strengthened to explore new geographic regions and segments.



International operations represent 16.2% of consolidated net revenue, with revenues of R\$ 1.3 billion

15% net revenue growth in 2022

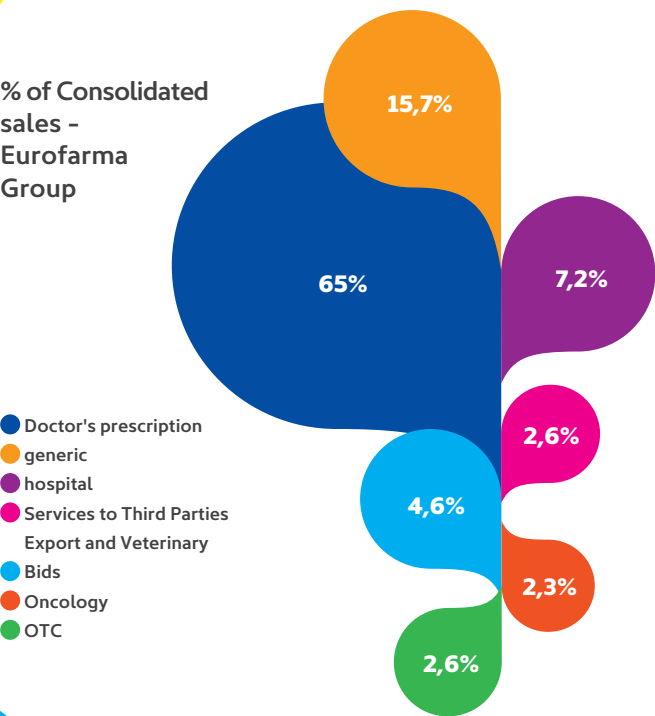


# Areas of Activity

GRI 2-6

In the last 15 years, Eurofarma has registered an average growth of 17%. In 2022, the company completed the purchase of assets from Laboratório Canonne, owner of the Valda brand. According to the audit of the pharmaceutical sector, Close-up Internacional, in Brazil, Valda is the third largest non-medicated product in sales in the pharmacy channel. The acquisition of assets also included the brands Fixaderme, Practivar, Paravision and Inove Cálcio. A set of products to strengthen the company's position in the OTC (over-the-counter) segment.

% of Consolidated sales - Eurofarma Group



## Results

13% growth in net revenue, which totaled R\$8 billion

Adjusted Ebtida of BRL 2.4 billion, up 22.6%

Adjusted Ebitda Margin of 29.6%, expansion of 2.3%

## Doctor's prescription

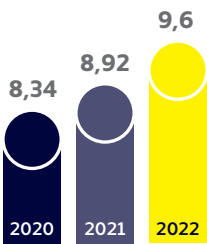
Eurofarma was the most prescribed corporation in Brazil in 2022, with a 9.6% market share. In the same year, the Unit was responsible for 44% of the group's revenue, showing a growth of 17% compared to 2021, with revenue of R\$ 2.8 billion, which added up to more than 77 million units sold.

2022 was a challenging year for growth, given that medications used for Covid-19, such as Versa® (enoxoparin), among other molecules in the mix of respiratory products, had their bases for 2020/2021 greatly inflated by the pandemic. With the advancement of vaccination, the movement of doctors' offices was gradually resumed and, in the second half, it was very close to normal. With that, and considering the history of success in similar movements, the company took the important decision to expand its sales force, which came to fruition as of January 2023, with the arrival of over 750 new employees. The expansion is in line with the company's strategic plan and the increase in promotion capacity, taking into account the number of launches. Eurofarma closes 2022 meeting the goals set for the year and takes an important step forward in the face of future challenges, consolidating itself as the company with the largest medical prescription sales force in Latin America.

### Position in the BR Medical Prescription Ranking



### Market Share BR (%)



## Generic Drugs

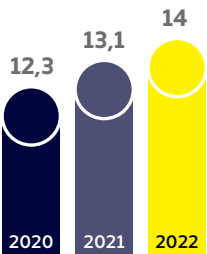
Second in the Brazilian generics market, with a 13.7% market share, the Unit grew by 17%, with more than R\$2.1 billion. The Unit sold more than 138 million units<sup>1</sup>, with a 53% share of the company's volume<sup>2</sup>.

1. Auditoria de demanda IQVIA, Edição fevereiro de 2023 - Medida: valores e unidades.  
2. Sistema SAP transação KE30, Atualização: março de 2023 - Medida: unidades.

### Position in the Generic Drugs Ranking



### Market Share (%)



### Best Performances

Tamisa®, Pondera®, Astro®, Selene®, Duomo®, Sinot Clav®, Quet®, Trok®, Carbolitium®, AltaD®, BetaTrinta®, ESC®, Prysmá®, Noex®, Versa®, Esio®, Paco®

### New Releases

**Eurofarma:** Delabaxi®, Rebrive®, Ciprofloxacino®, Dugar®, Dexametasona  
**Momenta:** Rivar®, Monax®, Sincro XR®, Hisbila®, Citobê®, Umbi Gotas® e Pílox  
**Supera:** Drospire + Estrad mg cpr  
Revest 2.00 mg x 28/1

### Best Performances

Olmesartana H, Sertralina, Azitromicina, Tadalafila, Desvenlafaxina, Venlafaxina, Amoxicilina, Escitalopram, Amoxicilina Clav, Rivaroxabana, Promestrieno e Nimesulida

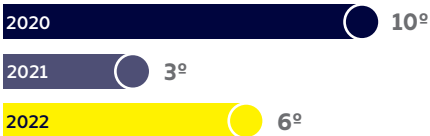
### New Releases

**Genéricos:** Aceclofenaco CPR Revest 100 mg x 12, Bilastina cpr 20 mg x 15, Bilastina cpr 20 mg x 30, Dexametasona +cian+tia+pi amp i+ii 3 ml x 3, Drospi +Etiniles cpr revest 3.00 mg x 24 / .02, Drospi +Etiniles cpr revest 3.00 mg x 72 / .02, Drospire + Estrad cpr revest 2.00 mg x 28 /1, Isotretinoína caps 20 mg x 30, Carbonato Lítio cpr revest 300 mg x 60, Carbonato Lítio cpr revest 300 mg x 90, Furoato de Mometasona spray nasal 50.0Y 9 ml x 60, Furoato de Mometasona spray nasal 50.0Y 17.5 ml x 120

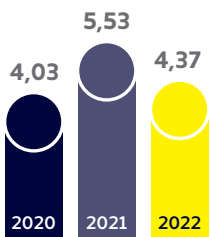
Hospital

The hospital market, one of the most impacted during the pandemic period, began to return to its normal levels. After two years of greater warming, with a large occupation of beds and greater demand, the main casualties in the market were detected in the classes that were most directly impacted, such as antibiotics and anesthetics. Given this scenario, the Unit recorded sales of R\$615 million, 34% less than the previous year. Even so, it showed growth when considering the CAGR of the last three years. The customer list has 1,645 active hospitals and more than 100 distributors, totaling 1,750 active customers.

Position in the Hospital Ranking



Market Share (%)



**Best Performances**  
Piperacilina + Tazobactam, Heptar®, Pantocal® e Meropenem

**New Releases**  
Delabaxi®, Rebrive®, Dugar®, Dexametasona e Ciprofloxacino®

OTC

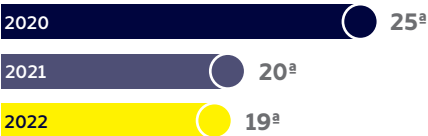
Representing approximately 70% of shopping baskets in pharmacies, the so-called OTCs (supplements, food, over-the-counter medicines, cosmetics, among others) gained strong representation at Eurofarma. Currently within the Generic Medicines Division, at the end of 2022 it incorporated the Valda product line, after the purchase of Canonne Laboratory. Along with this project, OTC's biggest bet for 2023 is the official launch of the OAZ® line, with more than 30 SKUs and a media campaign.

**New Releases**  
OAZ® Enxaguante Hortelã 429342 e Vitamina D 500 ui gotas 10 ml 428414

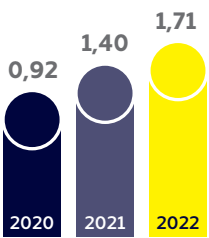
Bids

The Business Unit was challenged to consolidate the growth of 2021, driven by the efforts of all areas to deliver products intended to combat Covid-19. In 2022, it recorded sales of BRL 293.4 million, growth of 2.1% compared to the previous year. In volume, growth was 14.6%, totaling 8.4 million units sold. With the decrease in cases of Covid-19 and the need for drugs used in critically ill patients, the Unit sought to understand the new needs of the public market. As a result, it doubled its direct share in sales to the Government, with emphasis on supplying Antara 750 mg and Norethisterone Enanthate + Estradiol to the Ministry of Health.

Position in the Bids Ranking



Market Share (%)



**Best Performances**  
Noretisterona + Estradiol, Antara, Pen Ve Oral®, Piperacilina, Benzetacil®, Polimixina, Meropenem, Versa®, Amoxicilina + Clavulanato





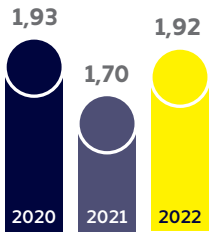
Oncology

Eurofarma is the company with the largest number of oncology drug molecules on the national market, 31 in total. In 2022, there was a resumption of diagnoses and screening of oncological and hematological diseases, a situation that was delayed due to the pandemic. With this scenario, the Unit recorded growth of 22.1% in its revenue, compared to 2021, and 73.3% in volume. The Unit launched the drug Nuvyor® (Lenalidomide), which marks its entry into Hematology, being the first similar equivalent on the market

Position in the Oncology Ranking



Market Share (%)



Best Performances

Folinato Cálcio®, Anastrosol, Corretal® 500 mg 120CP, Letrozol, Imatinibe 400 mg, Doceuno® 80 ml/4 ml inj, Seletiv inj 2ser, Fiprima® inj 1ser, Oxaliplatina 100 mg I, Nuvyor®, Oxaliplatina, Flusan® 1g inj 20fa

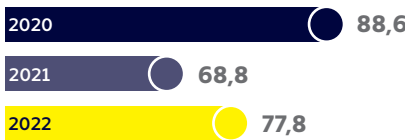
New Releases

Elome® (Bortezomibe), Altryxen® (Decitabina) e Nuvyor® (Lenalidomida)

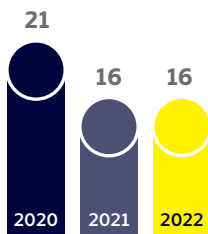
Third party services

For the third consecutive year, the Business Unit won the Sindusfarma Production Outsourcing award, a kind of certificate of quality and recognition in the provision of production services. In 2022, 16 client laboratories, national and multinational pharmaceutical companies, were served. Still in progress, the project for the implantation and certification of the area for the production of the vaccine of the Pfizer-BioNTech consortium against Covid continues to advance.

Turnover (BRL million)



Total contracting laboratories



Exports

The year 2022 was marked by Eurofarma's entry into the Middle East, with its first export to Iraq, a partnership that tends to develop more and more. The Unit currently exports to six countries, including Georgia, Iraq, Paraguay, Turkmenistan, Uganda and Vietnam. Compared to 2021, the unit recorded a 23% increase in revenue.

Sales performance (BRL million)



Orygen Biotecnologia

Joint-venture between Eurofarma and Laboratório Biolab for the development and production of biosimilar medicines.



Magabi Pesquisas Clínicas e Farmacêuticas

It operates as a research center and is responsible for analyzing samples for studies of relative bioavailability and bioequivalence, mandatory steps to obtain registration at the National Health Surveillance Agency (Anvisa).

Our brands, Subsidiaries and Joint-ventures



Momenta

Operates in the production of prescription and over-the-counter medicines, supplying the companies of the Eurofarma Group and some third parties.



Supera RX

Partnership with Cristália Laboratory in the promotion and distribution of medical prescription products, including MSD licenses.



# INNOVATION





# Digital Transformation

## Ongoing digital revolution

There is an ongoing revolution in the area of Health that goes beyond the development of medicines, modern and effective treatments: it is a digital transformation in the daily life of the many areas related to health. Driven by the challenges faced in the pandemic, digital tools and applications are no longer credited as the future. They have become reality and are shaping new forms of relationship between patients and health professionals, care and monitoring in hospitals.

This theme is fascinating for Eurofarma and the company is proud to be at the forefront in the search for solutions that can expand access to health and improve people's quality of life. The company also encourages a culture of innovation among employees. Ouselab is being structured, a physical space to encourage experimentation and the exchange of knowledge, that is, an effective laboratory where innovative ideas can emerge and welcome intrapreneurship and healthtechs.

The digital transformation at Eurofarma is based on open innovation, encouraging intrapreneurship, big data and artificial intelligence, with disruptive technologies and business models.

Vanguardism is also present in industrial automation. The new manufacturing plant, which is under construction in Montes Claros (MG), was planned within the Industry 4.0 concept. Eurofarma was the first pharmaceutical company in South America to introduce MES (Manufacturing Execution Systems), an automated production execution management system that allows the transfer of printed documentation to electronic media.

## Open innovation and new business models

To encourage open innovation, a specialized consulting service was implemented with the business areas, to support the execution of projects with startups. Projects were carried out with four of them. On another innovative front, in partnership with the startup Nexfar, a digital product was developed using blockchain to support the initiation of patient treatment.



### Eurofarma Synapsis

This program, pioneered by Eurofarma for accelerating startups, was expanded in 2022 to all countries in Latin America. In its fifth edition, Synapsis featured 13 projects and 12 startups in nine countries, covering the Industrial, Operational, Regulatory, Financial and Human Milk Bank sectors. Synapsis Talks, a chat with collaborators and CEOs of startups, was also expanded to other Latin American countries.

### Neuron Ventures

Eurofarma's venture capital fund is focused on investments in healthtechs with the potential to transform the health sector and already has eight invested companies, all focused on the segment. In 2022, the Santa Catarina startup Ocean Drop received investments of BRL 4 million from Neuron.

## Intrapreneurship

### Ideias Clic

Creative solutions are encouraged and rewarded at Eurofarma. Structured for years, the Clic program is a platform to receive ideas and suggestions for improvements related to any themes and areas. Clic covers all the countries where the company operates and has a global policy for greater synergy between ideas coming from all operations. In 2022, 33 employees were awarded for their innovative ideas, which brought a return of more than BRL 3.4 million to the company, in addition to productivity and sustainability gains.



### Oficina Digital

Action implemented in 2022 for low code solutions for operational challenges, with the delivery of 30 digital solutions for business areas. The project will be expanded to other Latin American countries in 2023.



## Results and evolution

- The first private human milk bank, Lactare gained a system for monitoring milk pasteurization processes, in partnership with the startup Ledcorp.
- Creation of the agility treadmill, with the mechanisms and tools that support the realization of digital products.
- Development of a system for prescription and medical records offered to physicians, together with Nexup Health.
- Digitization of internal contract management.
- Implementation of various automation and digital processes in areas of the company related to information technology.
- Expansion of the use of artificial intelligence for production sequencing in other units.



# Innovation Applied to Health

GRI 3-3 | SASB HC-BP-330a.1

## Research & Development grows at a fast pace

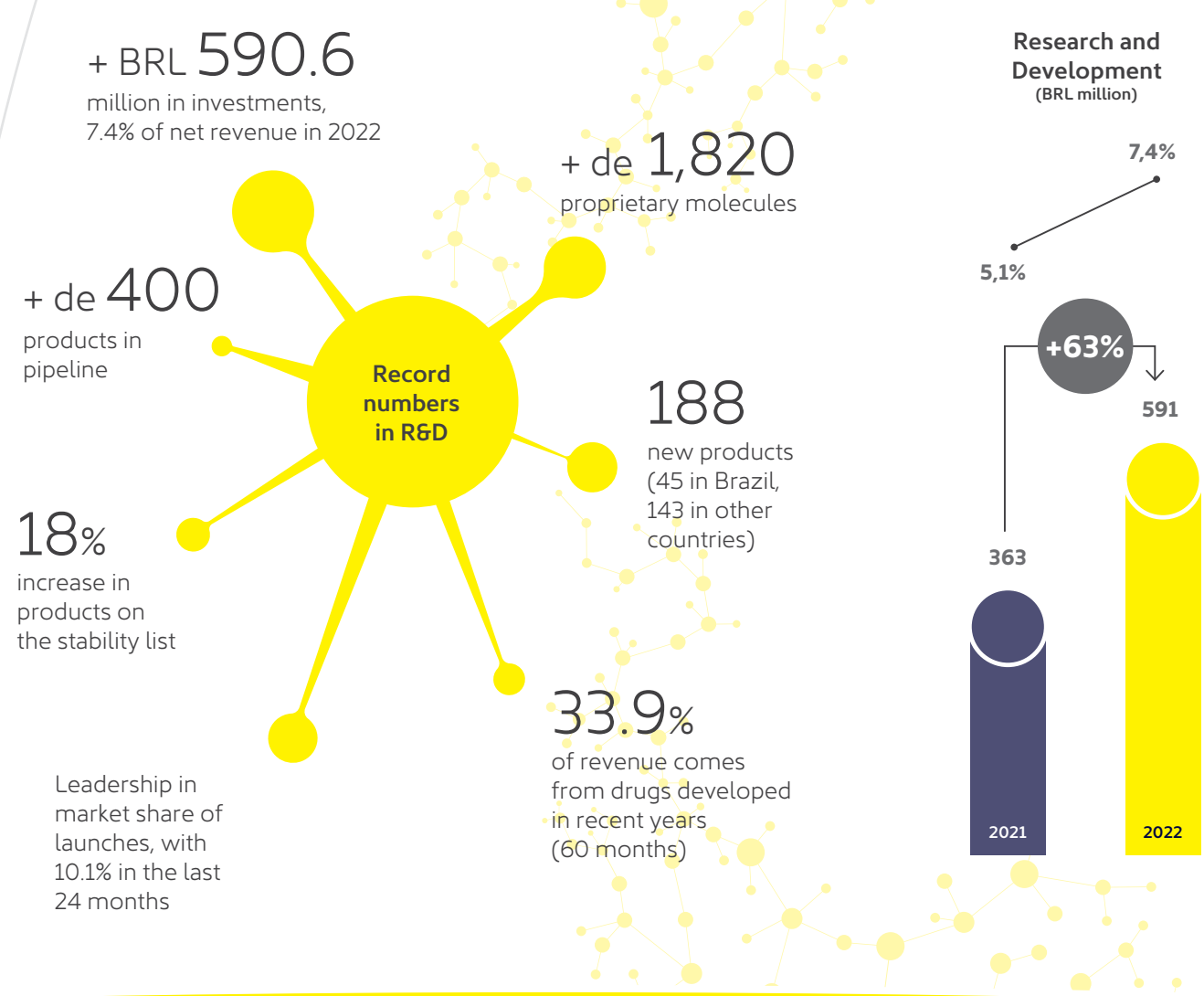
The Research and Development (R&D) area is beginning to reap the rewards of well-structured planning for long-term expansion, focusing on innovative medicines. The plan included the inauguration of Eurolab in 2020, one of the largest and most modern pharmaceutical research centers in Latin America, the hiring of scientists and qualified professionals for projects and growing investments. In 2022, the R&D area received BRL 590.6 million, equivalent to 7.4% of net revenue, an amount 63% higher than the previous year. There are currently more than 400 products in the development pipeline.

Biochemists, chemists and pharmacists reinforced the teams in the pre-clinical development area. The expansion also generated many growth opportunities for employees who were already working in the area. In all, there are 627 employees dedicated to the development of new products.

The results of the investments can be seen in the exponential growth of the main indicators in the area, such as the 82% increase in the number of products in the pipeline, the 18% increase in products placed in stability and the number of dossiers submitted to the National Health Surveillance Agency (Anvisa), which increased by 110% compared to 2021.

For the second consecutive year, Eurofarma maintains its leadership in the market share of new products launched in the last 24 months. In 2022, there were 188 products, 45 in Brazil and 143 in other Latin American countries. Highlight for the innovative products Delabaxi®, Suganon® and Nuvyor® in Brazil.

Another fundamental achievement is certification by the US health agency FDA (U.S. Food and Drug Administration) granted to the industrial plant at the Itapevi Unit, which reinforces the commitment to the quality of products and processes.



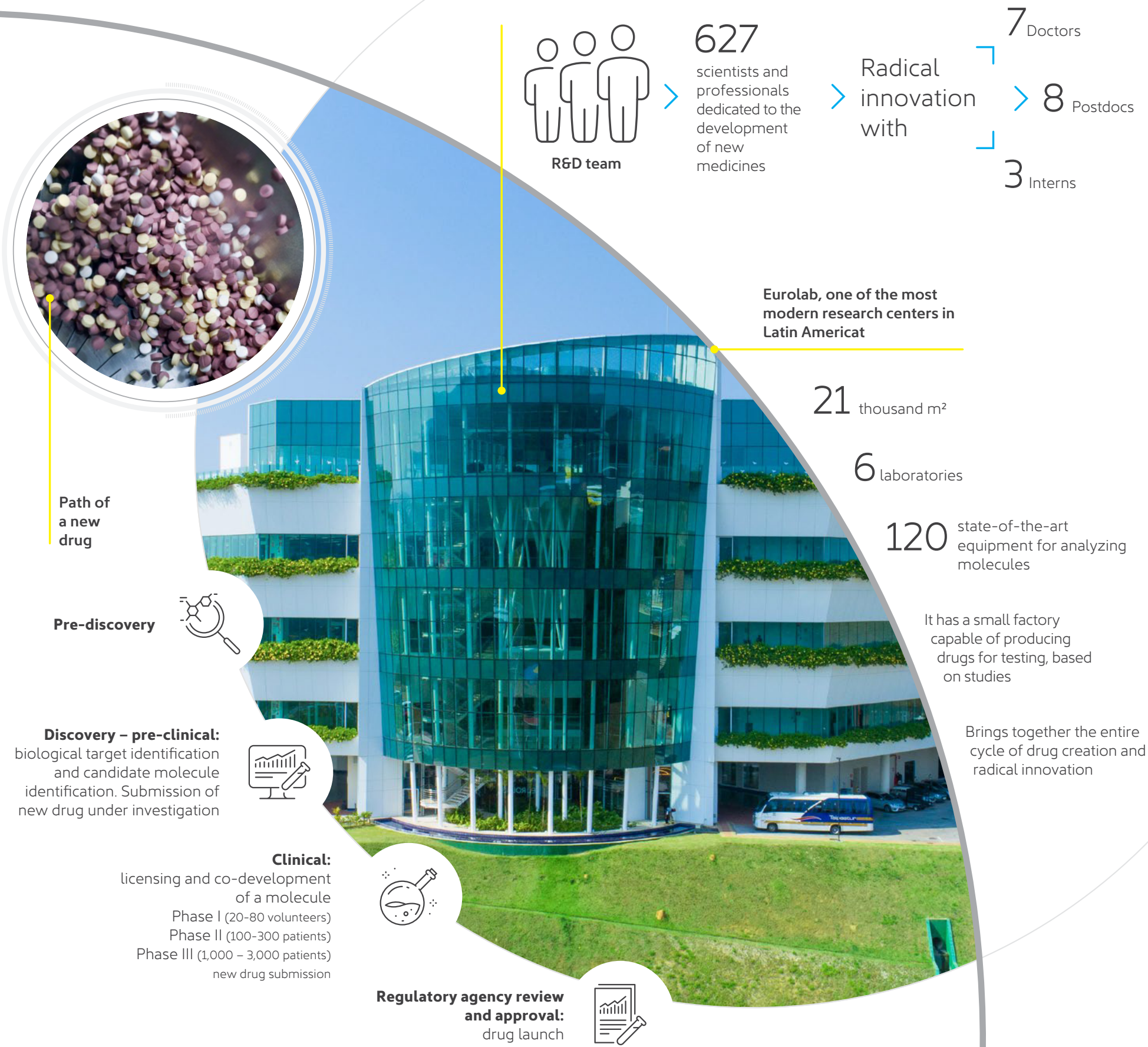
- Strategic pillars for innovation in health**
- Similar & Generic**  
Focus on launching the first generics
  - Incremental innovation**  
Development of differentiated products, focusing on unmet market needs
  - Radical innovation via partnership**  
Licensing and co-development with global biotechnology companies for unique molecules in Latin America
  - Own racial innovation**  
Focus on pharmaceutical innovation and the development of proprietary molecules.



R&D Management

The development of innovative products relies on a well-established governance process, which includes a technical-financial assessment to include a project in the pipeline. Once the project starts, an annual goal is set. Monitoring is carried out through bimonthly executive meetings, with the participation of senior management. Projects are monitored using the Stage & Gates management method.

Governance also provides for a monthly technical-executive forum to align the stages of the innovation, supply chain and technical-regulatory strategies. The results of innovation actions are monitored in strategic planning through performance indicators.







Technical efficiency to promote access to health

Growing and significant investments in R&D also resulted in an increase in the number of product registrations submitted to the National Health Surveillance Agency (Anvisa), with a new record of submissions and approvals. Among the submissions to the Brazilian agency are two biosimilar products and an innovative medicine. All submissions were made in the CTD format, a dossier methodology that facilitates the internationalization of regulatory processes.

Through workshops and international forums, the regulatory area increased its interaction with regulatory agencies in Latin America. There is an expectation of optimized analysis of dossiers in Brazil based on the Reliance standards approved by Anvisa. Internally, there was implementation of the regulatory information management system (RIM) and new corporate processes, intensifying international compliance.

Records e deferrals	Brazil	International Operations
Submitted dossiers	92	391
Records	61	194

Featured releases

**Delabaxi® (delafloxacin):** innovative antibiotic for the treatment of acute skin infections. Result of a partnership with the North American Melinta Therapeutics; the 1st release outside the US.

**Suganon® (evogliptin):** innovative medication aimed at patients with type 2 diabetes mellitus. Developed by the South Korean Dong-A and with a clinical study in Brazil conducted by Eurofarma, which has a partnership to market the product throughout Latin America.

**Nuvyor® (Lenalidomide):** is the first similar to the lenalidomide molecule on the Brazilian market, being used in the treatment of multiple myeloma.

Radical Innovation

Investments to make a difference in people's lives

The Radical Innovation area translates Eurofarma's desire to leave its legacy and bring medicines that can make a difference in people's lives. The area aims to identify new proprietary drugs. In 2022, the company's radical innovation showed its maturity and consolidation with the filing of 25 definitive patent applications, covering a total of 435 new molecules in the Patent Cooperation Treaty (PCT) and in countries such as Argentina, Bolivia, Paraguay, Uruguay and Venezuela, which are not part of the treaty.

The Laboratory of Biological Analysis of Pre-Clinical Development (LABDPC) is responsible for carrying out potency determinations of innovative molecules as part of exploratory radical innovation projects.



Last year, 90,300 tests were carried out for ten projects. A large part of the area's activities were carried out in these two laboratories, in the Itapevi Industrial Complex.

More than 780 new molecules, belonging to nine drug discovery projects, were synthesized in 2022 at Eurolab. Today, Eurofarma has over 1,800 of its own molecules.





Developments

- 3 projects with the National Institute of Science and Technology (INCT) in Pharmaceutical Innovation (InoFar), based at UFRJ
- 4 projects with CQMED/Unicamp
- 9 Eurofarma internal projects
- Partnership with the English company IN-PART to identify new projects in the area of antibiotics with universities and international research institutes
- Partnership with the University of São Carlos for the development of a methodology for in vitro toxicological tests, using the “zebrafish” model as an alternative method to experimentation with large vertebrate animals.

**Hand in hand with the academy**  
A pioneer in fostering innovation, linking academia and industry, Eurofarma conceived and signed a contract for the start of a Scientific Training Program, aimed at undergraduate students from research laboratories at the Federal University of Rio de Janeiro (UFRJ).

Portfolio Management, Partnerships and Licenses

The last year was historic for Eurofarma in the establishment of new alliances, with five closed contracts, which include ten products.

In 2002, revenue from products resulting from partnerships was approximately R\$732 million, which represents around 10% of the company's revenue.

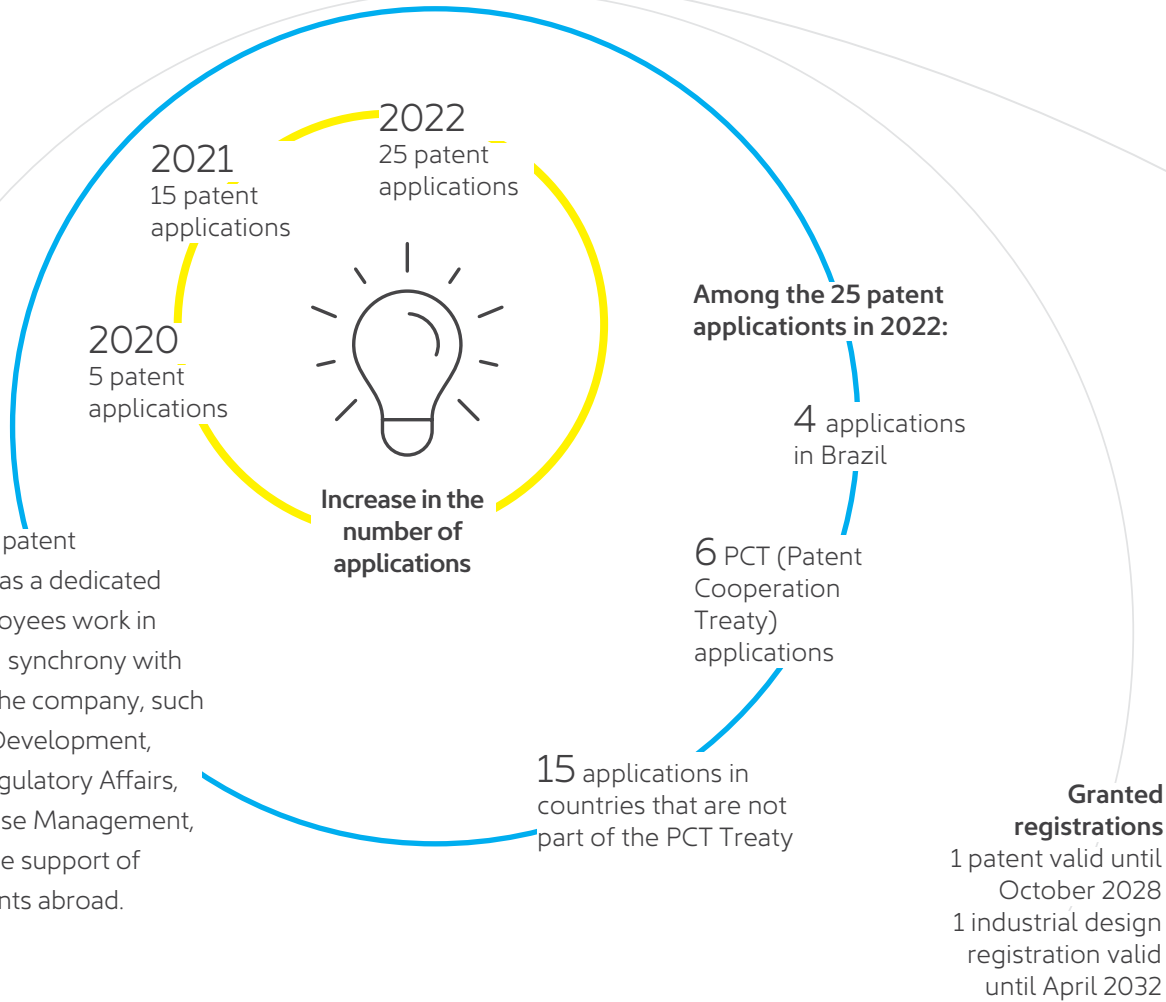
Developments

- Launch of eight products (two radical innovators – delafloxacin and evogliptin)
- Deferment of an incremental innovative product
- Submission of four products

Increasingly protected portfolio

With the goal of having an increasingly protected portfolio, Eurofarma ended the year 2022 with a significant increase in patent deposits, as well as product launches with patents from international partners.

The company's patent management has a dedicated team and employees work in partnership and synchrony with other areas of the company, such as Research & Development, Pre-Clinical, Regulatory Affairs, Legal and License Management, in addition to the support of offices and agents abroad.





# Product Quality and Safety

GRI 3-3 | GRI 417-1 | GRI 416-1 | SASB HC-BP-260a.1

## Innovation, studies and certifications to guarantee safety

The Eurofarma group maintains a system for identifying materials from receipt through all stages of production to delivery of the finished product. 100% of the products are assessed for impacts on consumer health and safety.

Each manufactured product is identified by a unique batch number, which shows the traceability of all the material applied, in addition to being packaged in such a way as to display the batch number, the corresponding code, manufacture and expiration date.

Security measures are applied to prevent fraud, such as drug packaging containing a security seal and symbol, coated with metallic material (reactive ink) which, when scraped, attests to the authenticity of the products.

Sustainable, all packages contain information on correct disposal inside. For products with the +Verde seal, there are guidelines for decontaminating the primary packaging in a domestic environment.

Given the dynamics of the sector and the set of rules related to information on package inserts and packaging, in 2022 alone, 375 sets of package inserts and 197 sets of labels were revised.



## FDA certification

At the end of 2022, the Itapevi Unit was inspected by the FDA (U.S. Food and Drug Administration), the agency that regulates medications in the United States. The FDA provided Eurofarma with the Voluntary Action Indicated (VAI) classification, indicating that the company meets the manufacturing standards required by the agency in good practices for future approvals of products for the US market. FDA certification makes it possible to produce and export products to the most regulated markets in the world. Other face-to-face and documentary audits by international agencies were also carried out throughout the year.



## Certifications

### Argentina

Anmat (Administración Nacional de Medicamentos, Alimentos y Tecnología Médica)  
Anvisa (Agência Nacional de Vigilância Sanitária)  
Invima (Instituto Nacional de Vigilancia de Medicamentos y Alimentos)

### Brazil

Anvisa (Agência Nacional de Vigilância Sanitária)  
Anmat (Administración Nacional de Medicamentos, Alimentos y Tecnología Médica)  
Digemid (Dirección General de Medicamentos, Insumos y Drogas)  
FDA (U.S. Food and Drugs Administration)  
Invima (Instituto Nacional de Vigilancia de Medicamentos y Alimentos)

### Colombia

Anvisa (Agência Nacional de Vigilância Sanitária)  
Cofepris (Comisión Federal para la Protección contra Riesgos Sanitarios)  
Digemid (Dirección General de Medicamentos, Insumos y Drogas)  
Invima (Instituto Nacional de Vigilancia de Medicamentos y Alimentos)

### Chile

ISP (Instituto de Salud Pública de Chile)

### Guatemala

Ministerio de Salud Pública y Asistencia Social - Departamento de Regulación y Control de Productos Farmacéuticos y Afine

### Uruguay

Ministerio de Salud Pública del Uruguay





**Pharmacovigilance**

The pharmacovigilance processes at Eurofarma follow the best market practices, such as a global database (gold standard systems) and employees with exclusive dedication. In 2022, the area was once again certified under the ISO 9001/2015 Standard, the basis for the entire pharmacovigilance quality management system in the country.

Pharmacovigilance operations were also structured in all international operations, increasing adherence to regulatory requirements and the Group's internal standards. The local processes for complying with the RDC 406 Standard were improved, including technology for direct sending via xml extension.

**Clinical studies**

With the easing of restrictions related to the pandemic, the Clinical Research area had an intense year, with work on the clinical development of incremental products in different therapeutic areas. In 2022, three clinical studies were approved, in addition to the submission of regulatory petitions for another four.

Throughout the year, 22 clinical and 71 bioequivalence studies were conducted, totaling 93 research projects involving human beings. In all, 142 research centers located in Brazil, India and Latin American countries were involved, with the participation of more than 3,200 people.

**Developments**

35 new consulting physicians for the Clinical Research Committees.

Clinical research	
Clinical and bioequivalence studies	93
Participants	3,222
Investments	BRL 49 million
Research Centers	142



# ENVIRONMENTAL







# Engagement in Global Demands

## Pioneering in sustainable actions

The vision of the future and the aspirations for the next 50 years are intrinsically linked with sustainability on all fronts that make up the ESG principles (or ESG in Portuguese – Environmental, Social and Governance). The sustainable path has been consistently followed in the company for 15 years, when the first Sustainability Plan was established. During this period, Eurofarma became a reference in sustainability in the sector. However, restlessness and nonconformity indicate the permanent need to evolve.

Among the pioneering achievements, Eurofarma continues to be the only Brazilian pharmaceutical company to publicly assume the commitment to neutralize 100% of our direct CO2 emissions and, in yet another vanguard action, established an agreement for the self-production of wind energy, with the goal of have a 100% clean energy matrix by 2024. Also in 2022, the company issued its first sustainable bond, linked to environmental and diversity goals that must be met by 2025.

## Formal commitments to society

GRI 2-23

The business strategies are aligned with two global initiatives of the United Nations (UN), of which Eurofarma is a signatory. The first is the Global Compact, a code of business conduct for the adoption of best practices in the areas of human rights, labor relations, the environment and the fight against corruption. The second is the 2030 Agenda, which defines the 17 Sustainable Development Goals (SDGs), of which five are prioritized at Eurofarma: SDGs 3, 4, 8, 12 and 13.

Every two years, the company applies the self-diagnosis tool of the Ethos Social Responsibility indicators and the results guide the decisions of the Corporate Responsibility Committee and action plans in different areas of the Company. Since 2012, Eurofarma has been part of the Ethos Institute's benchmarking group, being one of the 10 companies with the best performance in the evaluation scores.

Voluntary adhesions are part of the commitment to the best governance practices and validated by senior leadership. Supported by these and other initiatives, Eurofarma works for economic, social and environmental balance.



# Commitment to the Climate

## Cutting-edge actions to help fight climate change

The year was marked by significant developments in Eurofarma's engagement in the fight against climate change. Although the pharmaceutical sector has low emissions, some activities impact the emission of greenhouse gases (GHG), including the consumption of electricity from non-renewable sources and the use of fossil fuels. In 2022, Eurofarma signed a 15-year contract for the self-production of wind energy with the company Omega, the largest generator of clean energy in Brazil. The wind farm established in Bahia will ensure that all units in Brazil have energy from a clean source, meeting 100% of the company's needs. (approved with I-Rec certificate).

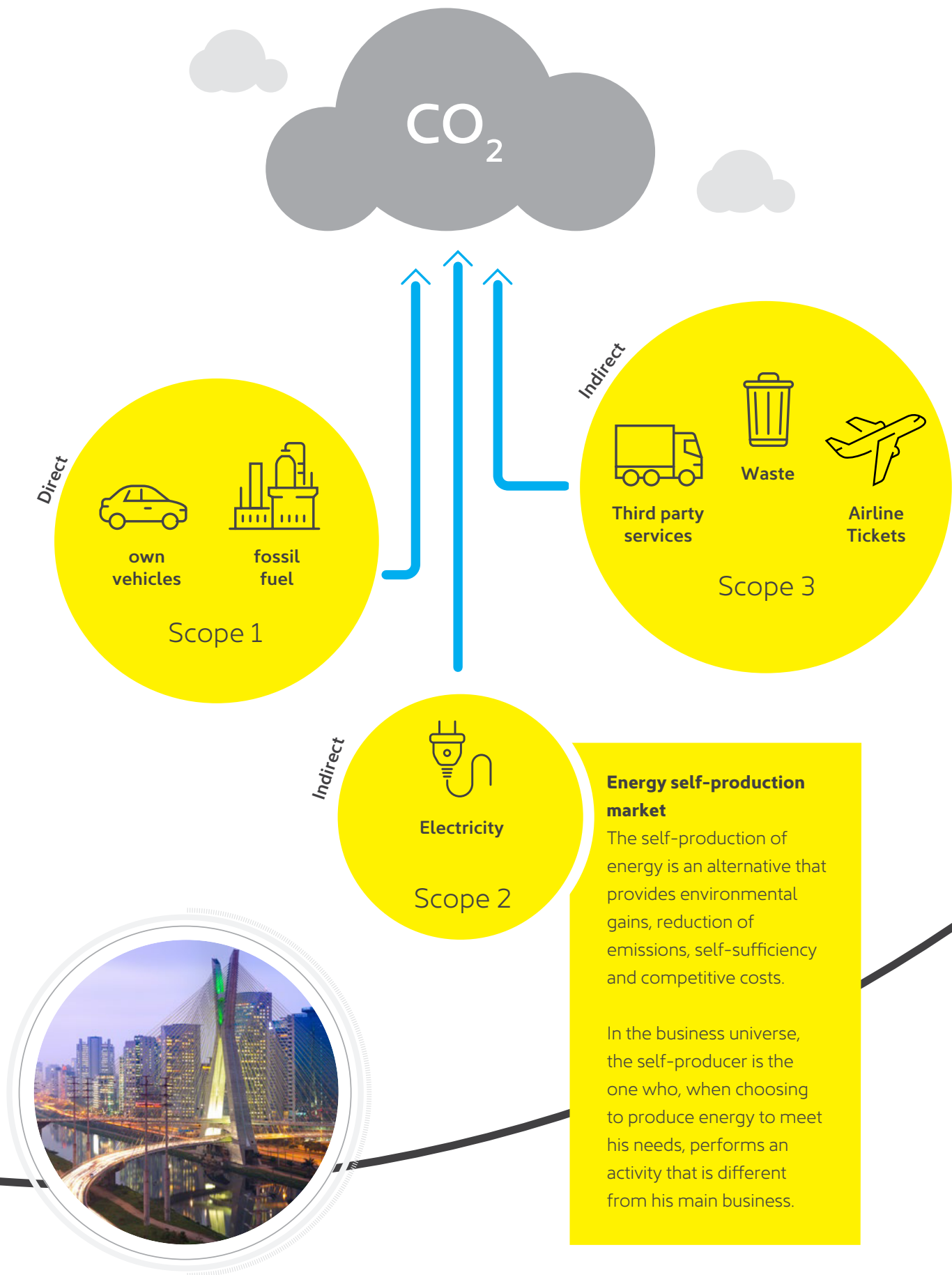


## Emissions inventory

Since 2008, the company follows the GHG Protocol methodology to report its greenhouse gas emissions inventory, divided into three scopes (see chart). Mapping makes it possible to outline efficient policies and strategies for reducing emissions. Two years ago, Eurofarma neutralized its direct emissions (scope 1).

Upon entering the wind energy self-production market, Eurofarma implements its strategy to guarantee a 100% clean energy matrix and will advance towards the neutralization of Scope 2 emissions, related to this consumption. Wind production will have the I-REC certificate, which proves renewable origin and establishes zero carbon emissions.

The park, located in Bahia, should provide 15.6 average megawatts (MWm), with a forecast reduction of 260,000 tons of carbon dioxide (CO2) in the atmosphere by 2038. The partnership will start in 2024.



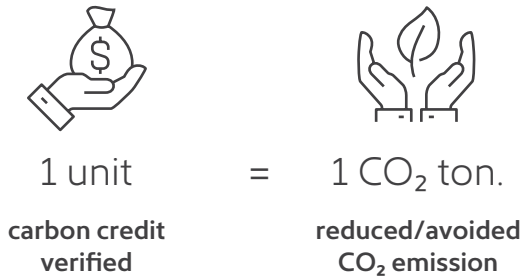


Emissions Management  
GRI 305-1 | GRI 305-2 | GRI 305-3

Emission Sources	2020	2021	2022
	tCO2e	tCO2e	tCO2e
<b>Scope 1</b>	<b>14.529,47</b>	<b>16.920,95</b>	<b>18.802,00</b>
Stationary combustion	8.261,23	10.271,48	10.029,00
Mobile combustion	2.080,00	2.396,49	2.415,00
Effluents	3,26	1,78	2,00
Fugitive emissions	4.183,16	4.222,71	6.354
Solid waste	1,82	28,49	2,00
<b>Scope 2</b>	<b>4.994,20</b>	<b>10.224,10</b>	<b>3.696,00</b>
Electricity	4.994,20	10.224,10	3.696,00
<b>Scope 3</b>	<b>5.594,55</b>	<b>5.026,85</b>	<b>2.249,47</b>
Commuting between home and work	3.839,88	3.078,44	1.235,47
Solid waste generated in operations	1.699,31	1.576,08	732,00
Air travel	55,36	372,33	282
<b>Total</b>	<b>25.118,22</b>	<b>32.171,90</b>	<b>24.747,87</b>

Do you know how CO<sub>2</sub> neutralization works?

Greenhouse gas emissions are inherent to productive activities. In addition to reducing the emission of polluting gases, a solution found to offset their negative effects on the climate is the neutralization carried out through the purchase of carbon credits.



The purchase of carbon credits helps to balance the level of greenhouse gas emissions, through the financing of environmental projects that may include social counterparts and the adoption of actions to reduce emissions.

In its first neutralization action, Eurofarma invested in two projects aimed at protecting the Legal Amazon.

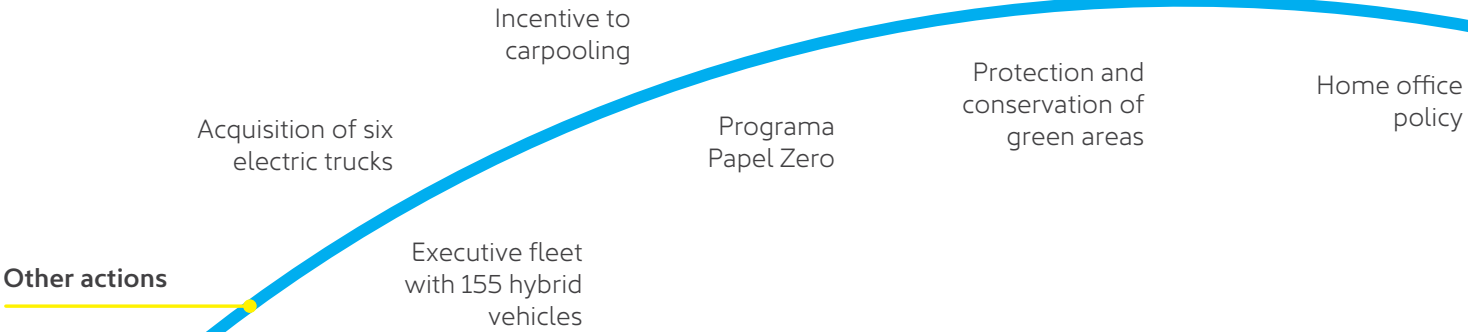
In 2022, the neutralization benefited a project in Salvador (BA) to capture methane gas with treatment for power generation. This project was the first in the world with this scope approved by the United Nations (UN).

Mobility –  
increasingly  
sustainable fleet

As one of the largest fleet owners in Brazil, Eurofarma maintains a Corporate Fuel Policy, which determines the maximum percentage of fossil fuel fueling in its fleet of flex-fuel vehicles. In 2022, the consumption target was achieved at a ratio of 78% ethanol and 22% gasoline. As a result of this measure, since 2009, when the policy was instituted, there has been a reduction of 63,930 tCO<sub>2</sub>. As of 2023, the goal is for ethanol – a renewable fuel – to represent 100% of supply.



Ecobike for transport in Itapevi





# Operational eco-efficiency

## Waste Management

GRI 3-3 | GRI 306-1 | GRI 306-2 |  
GRI 306-3 | GRI 306-4 | GRI 306-5

Eurofarma recognizes and identifies that waste is one of the main environmental aspects of the business, with greater significance in industrial production processes, maintaining the traceability of the entire chain from its generation to final destination, prioritizing solutions aligned with the principles of generation prevention , recovery of waste and strengthening of circularity measures. In this way, we reduce the potential negative risk associated with changing the quality of water and soil, as well as reducing greenhouse gas emissions.

Eurofarma uses in its operations raw materials, materials and inputs associated with the pharmaceutical manufacturing process, in addition to packaging made of paper, plastic and aluminum.

In our manufacturing processes, we use as main non-renewable inputs: methylparaben, mono-sodium phosphate, sorbitol, granular sugar, anhydrous disodium phosphate, propylparaben, microcrystalline cellulose, lactose and propylene glycol, in addition to renewable inputs such as paper, plastic, glass and aluminum. The outputs of our activities are related to the generation of hazardous, non-recyclable, organic, recyclable and reusable waste, each one destined according to its physical-chemical characteristics, with priority being given to the best Environmental destination.

Therefore, the treatment of hazardous waste is done using the co-processing method, which is more sustainable, as it uses waste as fuel in

cement kilns to replace fossil fuel.. In 2022, 92% of hazardous waste in Brazil had this destination. In this way, we reduce the potential negative risk associated with changes in the quality of water and soil and greenhouse gas emissions.

In the case of organic waste, a modern solution is now being used at the company to carry out the internal composting of 100% of what comes from the restaurants at the Itapevi and São Paulo Units, contributing to the reduction of greenhouse gas emissions, due to the disposal transport for external treatment.

Of the waste generated in 2022, 60% was destined for recycling and reuse, with the financial resources arising from the sale of these materials reverted to internal programs to encourage education with the “De Mãos dadas com a Escola” Program.

In 2022, the Sustainable Station was implemented in the Itapevi Complex to serve employees and third parties. It is a collection point for different recyclable waste, such as plastic, paper and metal, clothes, batteries, aerosols, slippers, plastic caps, aluminum seals and empty cosmetic packaging. The initiative also contributes to the generation of employment and income for the cooperative in the region, since the material is donate.

The sustainable management gardens at the Itapevi and Ribeirão Preto Units are also practical examples of circular economy projects.

More than 66,300 vegetables were produced without pesticides and given to employees, in exchange for recyclable materials brought from home. Such resources are also transferred to the local cooperative.

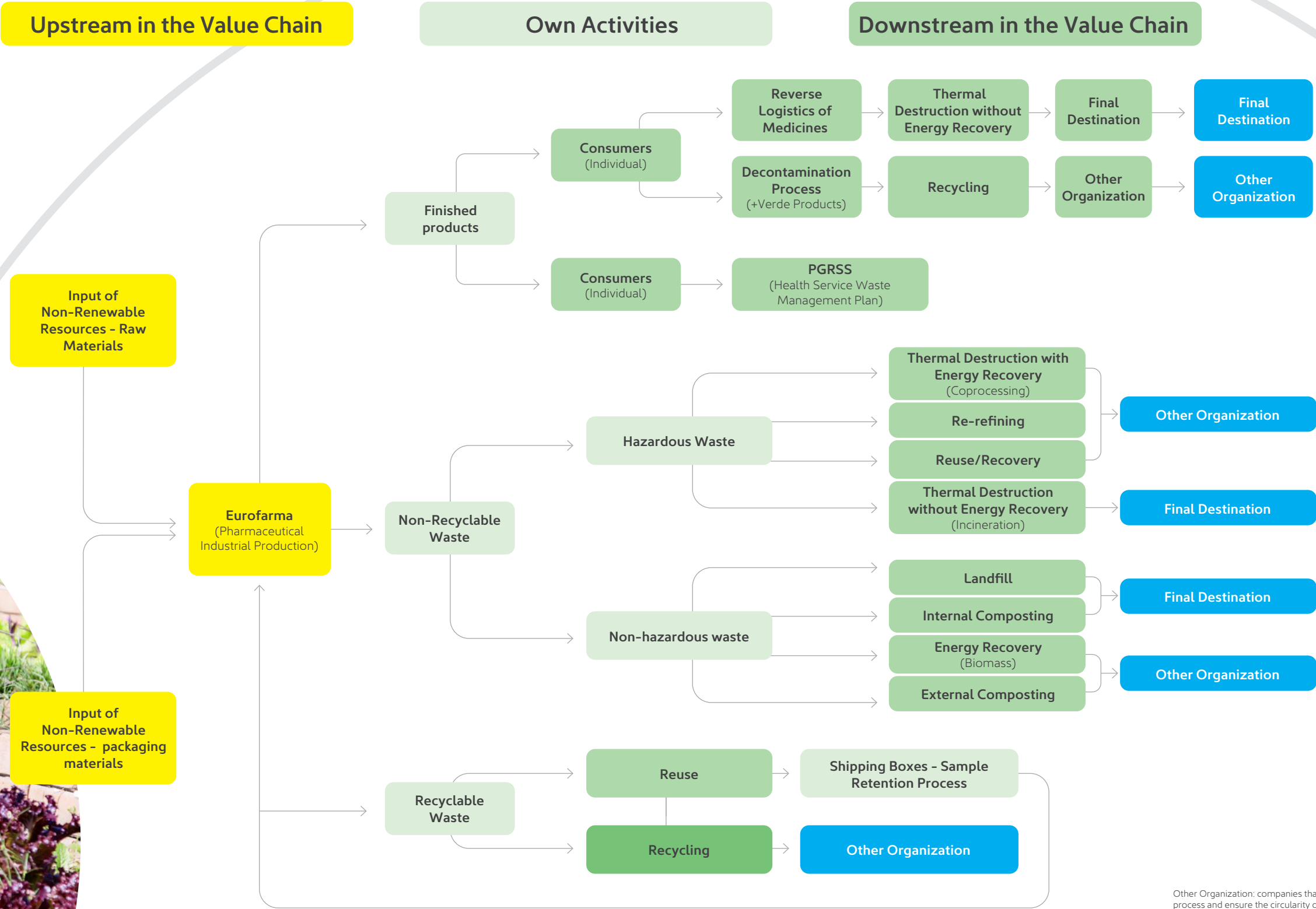
In the case of cardboard boxes, given the significant lack of this input on the market, still due to the effects of the pandemic, a reverse logistics solution was implemented, extending the useful life of shipping boxes. The idea, validated by durability tests and by the quality area, makes it possible to use three times more boxes, based on the implementation of reverse logistics for materials. Once the cycle is complete, they are sent to selective collection.





Waste management organization

GRI 3-3 | GRI 306-1 |  
GRI 306-2 | GRI 306-3 |  
GRI 306-4 | GRI 306-5



Other Organization: companies that process and ensure the circularity of waste generated by Eurofarma



Waste Management

The Waste Management Plan identifies, through activities and materials, the source of generation, defining its classification, segregation, identification, packaging, storage, internal transport, handling, weighing and Final Destination, guaranteeing 100% traceability via SAP systems /PRD, in accordance with current legislation.

In 2022, the goal of reducing industrial hazardous waste was established considering the injectable production area, the most relevant in relation to the environmental performance indicator, satisfactorily meeting the challenge with a 12% reduction compared to the same period of the year previous. The established target was 7.55 kg for every 1,000 units produced, resulting in 6.66 kg for every 1,000 units produced. A multidisciplinary committee was set up in 2022 with the challenge of ensuring performance for the following year.

This action directly contributed to improving the consolidated indicator of productive industrial hazardous waste, reaching a 5% reduction when compared to 2021, with an indicator of 2.19 kg per 1,000 units produced.

Circular economy

We expand the positive impacts of our operations through circular economy projects, which aim to maintain and extend the useful life of waste, restoration, remanufacturing, reuse, recycling and reduction of greenhouse gas emissions, namely:

- Projects that aim to extend the useful life of waste.
- Reuse of hospital product secondary packaging cradles for storage of retention samples.
- Reverse logistics for shipping box, implemented from October 2022, resulting in more than 59 tons of reused cardboard and a total of 50t of CO2 in avoided emissions.
- Drums and pumps are decontaminated at an approved supplier for reuse.
- Restoration, remanufacturing and reuse.
- Use of 30% of post-consumer trimmings, for the production of paperboard that integrates the line of sustainable +Verde products.
- Co-processing of hazardous waste being reused as fuel in cement kilns, reaching a destination of 92% in 2022.
- Lubricating oil for reuse through re-refining.
- Edible oil intended for the manufacture of cleaning products.

Recycling:

- Recyclables intended as inputs for other third-party processes. Programs related to encouraging employees and the surrounding community to deliver recyclables at home.
- Organic garden at the Itapevi and Ribeirão Preto Units. Employees can exchange recyclables for vegetables. In 2022, 337 kg of collected waste and 15,500 vegetables were delivered.
- Sustainable Station implemented in the Itapevi Industrial Complex. The program aims to increase Environmental awareness, generating positive actions throughout the chain, following the logic of the circular economy. The collected waste is sent to a partner cooperative, generating income for members, directing the waste to be reused in other processes and promoting the conservation of natural resources.

Waste management is carried out by Eurofarma's Environmental Management area, with third parties involved in the transport and final treatment of waste, all of which are permanently audited and qualified in relation to mandatory licenses.





Choices of raw materials, materials and product design  
GRI 306-2 | GRI 306-3

Eurofarma, in view of its main function, the manufacture of pharmaceutical products, does not use its own or third-party by-products. In some specific cases, it uses outsourcing of production, maintaining quality and waste management criteria.

On the collective or individual responsibility system, there is the +Verde product line initiative, presenting a comprehensive recycling solution for post-consumer packaging, applied to the decontamination methodology. Still, in the end-of-life interventions, we emphasize the activities of the sustainable stations, organic management garden and the link with the cooperatives.

The company also participated in conferences and public consultations that contributed to the consolidation of the new reverse logistics model, approved by the Federal Government to regulate the disposal of medicines for human use: expired or in disuse. Since 2021, Logmed has been serving the pharmaceutical sector in program management.

Through the website [www.logmed.org.br](http://www.logmed.org.br), it is possible to consult the active points to correctly dispose of home medications.

All suppliers hired by Eurofarma to provide environmental services are Environmentally qualified, considering technical criteria established by legislation and corporate standards. Audits carried out in person are also applicable and, for those classified as being more critical, there is involvement for approval by the areas of Corporate Integrity and Asset Security.

Legal agreements are formalized establishing additional corporate governance criteria, being continuously monitored regarding the quality of services provided, compliance with the established agreement and maintenance of applicable environmental licenses.



Hazardous waste

Priority is given to treating hazardous waste using the co-processing method, which is more sustainable as it uses waste as fuel in cement kilns to replace fossil fuel. In 2022, 92% of our hazardous waste in Brazil was disposed of in this way.

GRI item	Type	Class	Types of waste	Destination	2022
306-4	Not intended for final disposal	Non-hazardous	Organic waste	Composting	298,72
		Non-hazardous	Edible oil	Reuse/recovery	1,36
		Non-hazardous	Paper/cardboard, plastic, glass, metal and recyclable rubble	Recycling	5.145,00
		Hazardous	Electronic scrap / light bulbs, batteries, lubricating oil, plastic drums and iron drums	Reuse/recovery	40,34
				<b>Total</b>	<b>5.485,42</b>
				<b>Total non-hazardous</b>	<b>5.445,07</b>
				<b>Total hazardous</b>	<b>40,34</b>

GRI item	Type	Class	Types of waste	Destination	2022
306-5	Destined for final disposal	Non-hazardous	Wood	Energy recovery	185,28
		Non-hazardous	Non-recyclable, sludge, pruning and rubble	Sanitary landfill	433,80
		Hazardous	Industrial waste	Energy recovery	1.327,95
		Hazardous	Industrial waste	Incineration (mass burning)	113,30
		Hazardous	Industrial waste	Autoclaving - landfill	0,27
				<b>Total</b>	<b>2.060,60</b>
				<b>Total non-hazardous</b>	<b>619,08</b>
				<b>Total hazardous</b>	<b>1.441,52</b>

Total waste generated and disposed of in 2022 (Ton) GRI 306-3				7.546,02
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GRI item	Type	Class	Types of waste	Destinação	2020	2021	2022
306-4	Não destinados para disposição final	Non-hazardous	Organic waste	Composting	407,70	365,90	298,72
		Non-hazardous	Edible oil	Reuse/recovery	0,00	0,00	1,36
		Non-hazardous	Paper/cardboard, plastic, glass, metal and recyclable rubble	Recycling	2.514,69	2.634,80	5.145,00
		Hazardous	Electronic scrap / light bulbs, batteries, lubricating oil, plastic drums and iron drums	Reuse/recovery	60,10	44,10	40,34
				Total	2.982,49	3.044,80	5.485,42
				Total non-hazardous	2.922,39	3.000,70	5.445,07
				Total hazardous	60,10	44,10	40,34

GRI item	Type	Class	Types of waste	Destinação	2020	2021	2022
306-5	Destinado para disposição final	Non-hazardous	Wood	Energy recovery	245,40	186,20	185,28
		Non-hazardous	Non-recyclable, sludge, pruning and rubble	Sanitary landfill	709,00	749,10	433,80
		Hazardous	Industrial waste	Energy recovery	1.399,60	1.171,10	1.327,95
		Hazardous	Industrial waste	Incineration (mass burning)	70,90	66,10	113,30
		Hazardous	Health service waste	Autoclaving - landfill	0,45	0,22	0,27
Total					2.425,35	2.172,72	2.060,60
Total non-hazardous					954,40	935,30	619,08
Total hazardous					1.470,95	1.237,42	1.441,52
Total waste generated and disposed of in 2022 (Ton) GRI 306-3					5.407,84	5.217,52	7.546,02



Organic waste

A modern solution started to be used in the company to carry out the composting of 100% of the organic waste from the restaurants of the Itapevi and Freguesia do Ó Units. At the Itapevi Unit, the processing capacity is 36 tons of organic waste per month, and at the São Paulo Unit, this volume is 4.5 tons. With the use of the Bioconverter equipment, a biodigester that processes food leftovers, transforming them into liquid effluent, it is possible to dispose of the material in the sanitary sewer without impacting the environment. This innovation helped to eliminate the transport of external waste for composting, avoiding the emission of 13 tons of CO<sub>2</sub> in 2022 and we recovered 255 tons of waste through this process.



Sustainable station in Itapevi for the collection of recyclables

Project De Mãos Dadas com a Escola – financing of school supplies and reimbursement of books for the children of employees and third parties using the sale of recyclables

Other actions

Reverse logistics project for reuse of shipping boxes

Organic garden at the Itapevi and Ribeirão Preto Units. Employees can exchange recyclables for vegetables. In 2022, 337 kg of waste and 15,500 vegetables were collected.



Energy management

Eurofarma was the first Brazilian pharmaceutical company to achieve ISO 50001:2018 certification, an international standard that establishes guidelines for efficiency in the energy area. Several actions are underway to reduce energy consumption and increase energy efficiency, including expanding the contribution of renewable sources in the energy matrix. At the Itapevi Complex, there are 7,300 photovoltaic energy panels installed.

Energy management at the Eurofarma Group	2020	2021	2022
Electricity consumption - GJ/year GRI 302-1	291.280	298.739	322.206
GJ/1.000 up	0,8	0,87	0,86
Number of panels	7.294	7.294	7.294
Generation - kWp	2.218	2.218	2.218

As of 2020, there was the inauguration of Eurolab, a factor that contributed to a slight increase in the performance of the performance indicator.

Energy matrix GRI 302-1   GRI 302-3	2020	2021	2022
Non-renewable sources (GJ)			
Natural gas (m³)	37,9%	42,0%	47,2%
Petroleum derivatives	0,4%	0,4%	0,4%
Electricity (concessionaire)	32,6%	29,0%	2,2%
Subtotal	71%	71%	49,8%
Renewable sources (GJ)			
Electricity (concessionaire)	28%	28%	49,7%
Photovoltaics	1%	1%	0,5%
Biodiesel	0,1%	0,0%	0,0%
Subtotal	29%	29%	50,2%



Water and effluent management

GRI 303-1

Reducing water consumption at the company's units is an ESG goal that is linked to top management compensation, focusing on good practices and new projects. In 2022, there was a 9% reduction in the water indicator (m³/1000 UP), when compared to the previous year. Conscious consumption and efficiency gains in production processes are fundamental for achieving targets and improving the indicator.

Water collection per source (megaliter)  
GRI 303-3

Results	2020	2021	2022
Subterranean water	216	204	185
Third-party supply	265	252	263
Total	481	456	448

Water consumption (megaliter)

Results	2020	2021	2022
Water consumption (megaliter)	454	435	431
m³/1000 UP indicator	1,29	1,26	1,15

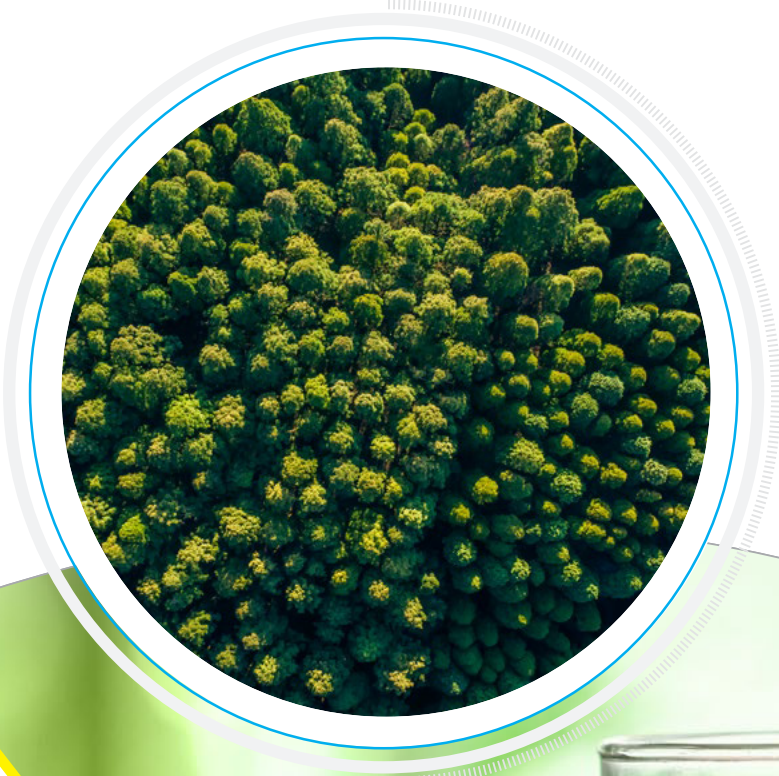
Reused water (megaliters)

Water management at the Eurofarma Group	2020	2021	2022
Total volume of reused water - megaliters	54,48	75,5	77,7
Reused water (%)	31%	48%	49%
Discard by destination (%)	69	52%	51%
Water donation (megaliters)	8,9	7,4	7,8



# More Sustainable Portfolio

The challenges in ESG issues are complex. However, they boost the company in what it has best: the entrepreneurial DNA and the boldness to invest in innovative solutions.



## First sustainable bond in Latin America

Eurofarma's ESG initiatives were also recognized by the financial market. In early 2022, the company obtained the first sustainable CDB title developed in Brazil. The title establishes environmental and diversity targets that must be met by the end of 2025. This is the first initiative of this model in Latin America.

The Sustainable CDB is part of the structure created for green debts, which are issued by the financial institution to encourage certain economic sectors.



## +Verde Products

Developed in 2018 and still a pioneer in the world market, medicines with the +Verde seal incorporate sustainability concepts and allow consumers to decontaminate primary packaging of medicines, those that have contact with the drug in the domestic environment. And they also have more sustainable materials, such as cartridges made of 30% recycled material.

The methodology for domestic decontamination is simple and inexpensive and, after the process, packages made of noble material, such as pvc, pet, glass and



aluminum, can be sent to selective collection to be reused. Eurofarma is the only pharmaceutical company to enable 100% post-consumer packaging recycling.

Each year, we expand the survey so that more products receive the +Verde seal.



+ 73 million products with the +Verde seal have already reached consumers

23.5 million units of medicines with the +Verde seal were sold in 2022



# SOCIAL





# Relations with Society and Communities

## Eurofarma Institute arrives in Montes Claros

With units in the cities of Itapevi and São Paulo, the Eurofarma Institute (IE) expanded its activities in 2022, with the start of its operations in Montes Claros, Minas Gerais. The city of Minas Gerais is hosting the construction of the largest and most modern industrial complex in company. Following the São Paulo model, the IE began its activities in the municipality of Minas Gerais with the Preparatory Course for Technical Nursing Education. 80 vacancies were offered to young people aged between 18 and 29, with low family income and who have completed high school in a public school.

At the end of the preparatory period, the 40 students who obtain the best results are selected to attend the Nursing Technician training course at Senac Montes Claros, with a full scholarship and cost allowance for transportation during the two years of the course.

Since its founding, IE has been working continuously to offer a transformative education that can promote the changes desired by all of us in society.

With educational projects aimed at children and young people, in 2022, it provided more than 14,000 direct services. With the return to face-to-face activities, the year brought many challenges, such as emotional issues and learning deficits due to the isolation generated by the pandemic.

In addition to the territorial expansion and scope of beneficiaries, the year was also marked by new initiatives, such as the census carried out with adolescents aged 14 to 19, students from the public school system, enrolled or who have completed a course at the Institute in recent years. The objective was to map socioeconomic information and expectations regarding learning, in order to strengthen and improve the projects.

Based on assessments, surveys and dialogues with company leaders, the Eurofarma Institute, in line with the Corporate Strategic Planning guidelines, prepared its plan for the next five years.



Results	2020	2021	2022
Total investment (BRL)	11.686.830	14.318.000	17.617.400
Change over the previous year	-16,4%	22,5%	23,0%
People assisted directly	11.854	9.837*	14.100

\*In 2020 and 2021. Sanitary measures were in force that restricted the maximum occupancy of the Institute's spaces, as well as the closure of partner public schools. These factors impacted the total number of patients assisted.

BRL 142 million  
invested since the foundation

130 thousand  
direct calls

Census reveals  
the profile of  
young people  
assisted by the  
Institute

64.5% fit as  
black, brown  
and indigenous

70.5%  
female  
students

70.1% have  
the mother  
as the main  
responsible

35.0% receive  
government  
assistance

43.5% of IE  
alumni are  
financially  
independent

99.0% would  
recommend the Institute  
to someone else

89.9% consider that  
the course they took  
had an impact on their  
professional life and  
trajectory



Main courses at the Instituto Eurofarma

Eurofarma Nursing Center

First educational project of the Eurofarma Institute, it aims to promote the training of nursing technicians. Aimed at low-income young people who have studied in public schools, the course is fully funded by the IE, lasts two years and has a technical partnership with Fundação Zerbini – Hospital das Clínicas; from the Technical School of the Brazilian Israeli Society Albert Einstein and Senac.

One of the main indicators of the project is the employability of young people after completing the course. Since 2005, more than 565 professionals have been trained. Currently, 9 out of 10 students trained at the IE work in the area, the majority in reference hospitals, attesting to the quality of training and ensuring social transformation.

Feedstock

Created to offer, after school hours, playful workshops and tutoring classes for children aged between 7 and 13 from public schools in São Paulo and Itapevi, Matéria-Prima increased its service capacity in São Paulo by 30%. With that, it absorbed over 80 children for an eight-year journey, which includes pedagogical and social support throughout elementary school.

Keeping an Eye on the Enem

Preparation of young people from all over the country for the National High School Examination and entrance exams.

Initiative of the Year by the Global Generics & Biosimilars Awards

In Frankfurt, Germany, the Nursing Center was recognized as the initiative of the year in the Corporate Social Responsibility category of the international Global Generics & Biosimilar Awards, promoted by Pharma Intelligence.



Strategic pillars

-  Suppliers
-  Actions for the Community
-  Instituto Eurofarma
-  Milk bank
-  Sports and Culture

Jornada P.O.P. (Preparo e Orientação Profissional)

The Jornada P.O.P. (Preparo e Orientação Profissional) aims to help give meaning to the educational path of students, aged 14 to 18, from public schools in São Paulo. Through activities with multiple themes, the program focuses on young people's self-knowledge, their values, aspirations and interests, to encourage and support the development of a conscious life project, with the perspective of a future that includes their qualification. The program was held at the Institute's headquarters and in a compact version at partner public schools, bringing together more than 1,200 young people.

Our Developments

- BRL 142 million invested in 16 years
- 130,000 direct assistance since foundation
- 14,100 attendances in 2022
- BRL 17.4 million invested in 2022





**Image consulting**

One of the pillars of the Institute's work is to prepare students for inclusion in the job market. To help them on this journey, IE carried out an unprecedented image consultancy project. In addition to lectures by a specialist in professional image and style, participants had a bazaar held with clothes donated by Eurofarma executives. The group selected pieces and put together proposals to strengthen their visual identity and prepare for interviews.

**Scholarships**

The Eurofarma Institute started a new program that aims to include students from low-income families in private schools, so that they can have access to a higher quality education and pave the way for their future. After being approved in the selection process, 105 young people were awarded 100% subsidized scholarships to study in schools in the South Zone of São Paulo for the three years of high school. During this period, students receive full support from the Eurofarma Institute to ensure their development and academic success.

**Associated schools**

- Colégio Certus (Interlagos)
- Colégio São Luiz de Gonzaga (Campo Limpo)
- Associação Crescer Sempre (Paraisópolis)

**Agenda Saúde**

Agenda Saúde is an initiative of the Eurofarma Institute that aims to offer, to young people aged 14 and over, education on issues related to the prevention of STIs (Sexually Transmitted Infections) and unplanned pregnancy, through a dynamic and informative game. In 2022, more than 1,300 young people from four public schools participated in the project.

**Teacher training**

With the aim of strengthening public education, the training offered by the Eurofarma Institute supports the development of the teaching staff. The activities are carried out in partnership with the Municipal Department of Education of Itapevi and São Paulo (Regional Santo Amaro) and combine theory and practice. The themes are designed based on the wishes and needs of teachers. In 2022, the meetings, including an online seminar, brought together 473 participants.

**Mentoring Program**

In partnership with the Joule Institute and the Corporate Social Responsibility area, the Institute carried out an unprecedented online mentoring program with 20 company volunteers and 20 young people assisted by the Institute. The mentoring program lasted eight weeks and was carried out with the participation of Eurofarma executives and applied using the Joule methodology, which comprises three stages. Among the results narrated by young people after its conclusion, the improvement in self-knowledge, security and confidence, career plan development and job opportunities, including in the company, were highlighted.



**Odontological office**

In July 2022, the Institute opened its doors to dental care at the Itapevi unit of the Materia-Prima project. The initiative, which already existed at the São Paulo unit, was extended to serve children and young people from both units. In 2022, 695 services were provided, benefiting 473 children and adolescents.

**Drug Donation Program**

The program fulfills the purpose of helping to expand access to medicines. With the full payment of taxes, we donate medicines to non-governmental organizations and health institutions that work with low-income populations. In 2022, more than 300,000 units were donated to 24 institutions, totaling more than R\$7 million. In international operations, donations totaled R\$ 3.1 million, with 196 thousand units distributed to 77 organizations in Latin America.



Chain of goodness

From the indication and participation of volunteer collaborators, we offer financial support to NGOs and philanthropic institutions in Brazil and other Latin American countries. In 2022, six Brazilian institutions were selected and another four projects in countries in the region. The program had 44 registered projects that were submitted to analysis and voting. The winners were those who received the highest number of votes from the members of Eurofarma's Social Responsibility Committee.

Winter clothing campaign

In 2022, more than 1,200 pieces were collected, which were later donated to seven institutions in Brazil. Other Latin American countries that participated in this initiative in 2022 were Uruguay, Ecuador, Chile, Argentina and Peru.

Volunteering for children of employees

After two years of the pandemic, we resumed the program. This year the proposal was to connect the initiative with Solidarity Christmas. After collecting gifts for the Solidarity Christmas action – Christmas letters in our units –, we had the collaboration of 12 young people, who were responsible for checking the names on the gifts, separating and identifying them. The action lasted around six hours and around 700 gifts were organized by them.

The objective of this initiative is to sensitize them to act voluntarily in social causes, learning about other realities and new opportunities and experiences.

Christmas with solidarity

As a way of encouraging solidarity, Eurofarma's Christmas campaign is aimed at internal, administrative and production employees. In 2022, our employees sponsored 813 letters and the company made up the difference to respond to 2,500 letters written by children from different communities in municipalities surrounding our operations.

We also donated 2,000 toys to contribute to the charity Natal Acolher, organized by the Fundo Social de Solidariedade de Itapevi.

McHappy Day

For 19 years, we have been partners with the Ronald McDonald Institute. Since then, we have been one of the great supporters of the McHappy Day campaign. In 2022 alone, we acquired more than 40,000 tickets that benefited GRAACC and TUCCA, totaling an investment of more than R\$729,000. Tickets were distributed to employees who do not work in leadership positions, students from the Eurofarma Institute and the public education network, in addition to service providers.



Community

Lactare - pioneering initiative to save lives

Lactare is the first private human milk bank in Brazil and was created in 2019 to promote breastfeeding and help save lives. Since its creation, it has annually expanded its reach among donor mothers and care for babies hospitalized in neonatal Intensive Care Units (ICUs) of several public hospitals, located in the regions of Itapevi and Greater São Paulo. In 2022, Lactare received ISO: 9001 NBR certification due to the quality of its management system.

Linked to rBLH – Brazilian Network of Milk Banks, Lactare's differential is the collection of breast milk at the donors' homes, in addition to providing assistance to mothers. Headquartered at Eurofarma's facilities in Itapevi, it also serves infants in other nearby municipalities, such as Alumínio, Araçatuba, Mairinque and São Roque. The collected milk is processed and stored at the bank's headquarters, until it is donated to the public hospitals' ICUs.

Indicator	2019	2020	2021	2022	Total
Volume of collected milk	129.355 ml	1.037.369 ml	1.921.661 ml	2.953.928 ml	6.042.313 ml
Number of babies benefited	157	378	744	1.043	2.352
Average of registered donors	53	100	160	200	5.261





**Support for non-profit institutions**

Since 2014, more than BRL 22 million has been contributed to social projects by NGOs and non-profit institutions, with more than BRL 2 million in 2022 alone, through social incentive laws, such as FUMCAD and Fundo do Idoso\*.

\*In 2022, we did not contribute resources to PRONON and PRONAS porbecause there was no maintenance of government programs using tax benefits Sport and Culture



**Sport and Culture**

The management and promotion of initiatives related to sport and culture are shared by the Corporate Social Responsibility & Events areas, with active participation of the Cultural and Sports Sponsorship Committee. With the use of tax waiver laws, more than R\$51 million have already been invested. In 2022, the amount contributed was R\$ 6.6 million in 19 projects. With its own resources, Eurofarma has maintained its own team for 16 years in the main category of national motorsport, Stock Car. In the year, it was R\$ 13.5 million and Eurofarma RC was champion for teams.



**Ophthalmological jointed effort**

The Ophthalmological jointed effort, Ampliando Horizontes, maps the quality of vision of children and adolescents aged between 4 and 14 years of public schools in Itapevi and units of the Eurofarma Institute, in order to detect possible deficiencies that could impact on school performance. Those who have some need are directed to eye exams with doctors and, if necessary, receive corrective glasses free of charge. Since the beginning of the project, in 2017, more than 45,000 students have been screened and more than 7,000 prescription glasses have been donated.

**Humanitarian help**

Since the beginning of the pandemic, Eurofarma has allocated more than BRL 89 million to humanitarian aid, including financial resources for expanding hospital beds, hiring health professionals, maintaining treatment for cancer patients, donating medicines, basic food baskets and PPE. In 2022, there were more than R\$ 17 million in donations.



# GOVERNANCE





# Governance Structure

## Increasingly global governance

A new phase in the group's structure was consolidated in 2022 and, consequently, brought significant developments in the maturity of governance processes. The historic milestone was the transformation of the Eurofarma Group into a publicly-held company, registered with the Securities and Exchange Commission (CVM). Even without the public offering of shares, the company is subject to compliance with obligations and regulations of both the Stock Exchange and the CVM.

This was a natural path in view of the expansion route outlined by the company since its Internationalization Plan. In order for the IPO to be one of the options for more transformational movements, the company has been taking steps that confirm the constant improvement in governance processes.

In 2022, it also carried out several initiatives to approach the capital market and launched new channels for accessing information, such as the investor relations portal, in which it publishes quarterly reports audited by an independent company.

For four consecutive years, Fitch Ratings has maintained the AAA rating, showing the market's confidence in Eurofarma's sustainable development. In 2022, the company invested in the first Sustainable CDB bond, an innovative initiative. The title establishes goals such as

growth in sales of products with the +Verde seal, equity and diversity.

Credit alternatives were also expanded through an unprecedented agreement with the IFC, a member of the World Bank Group, for a loan of US\$ 150 million (approximately R\$ 775 million), which will be allocated mainly to the vaccine production project. of Covid-19 at the Itapevi Industrial Complex (SP) and at the company's new factory in Montes Claros (MG), one of the largest civil works underway in Brazil.

In the last 15 years, the Eurofarma Group recorded an average annual growth of 17%, with performance always above the industry average. In 2022, the company recorded BRL 8 billion in net revenue, a growth of 13% compared to the previous year. Ebitda was BRL 1.9 billion, an increase of 17% compared to 2021, and a margin of 23%.

Anchored in robust strategic planning, financial responsibility, risk management and compliance, transparency in communication and accountability and market trust, Eurofarma marks its steps now with the 2027 Vision, which works as a map that translates the objectives and challenges for the next five years, maintaining the path of growth so that the company can become increasingly global.





Governance System

GRI 2-1 | GRI 2-9 | GRI 2-10 | GRI 2-11 | GRI 2-12 | GRI 2-13 | GRI 2-14 | GRI 2-16 | GRI 2-17 | GRI 2-18

With the natural evolution to a S.A. open, the Advisory Board, which had been operating in the company for over 10 years, became the Board of Directors. The objective is to support and evaluate the company's strategic decisions, being made up of independent business leaders with varied experiences, who allow the company to take an impartial, objective and rational view of the business.

In addition to the three shareholders who hold an executive role in the company, the board is made up of six independent members with no executive role. Meetings are held monthly and participants have two-year terms.

Three committees were instituted to advise the Board of Directors: the Audit Committee; Compliance and People; and ESG.

Monthly, ESG actions are presented to the Board of Directors. Goals and commitments related to sustainability publicly assumed by Eurofarma, such as neutralizing its direct CO emissions, are validated by the Group.

The chairman of the Board is a shareholder and accumulates the role of chairman of the company. Through this integrated vision, the Presidency and Board of Directors assume responsibility for managing impacts on the economy, environment and people, supported by indicators and a risk management map.

Management at the company is supported by other advisory committees to the Board of Directors. They are created and named based on the strategic representation of each executive and in light of tactical demands and needs.

When professionals reach positions related to the Board of Directors and Vice-Presidency, they are automatically accredited to integrate these groups. They are multidisciplinary committees that also exercise the function of making collective and integrating the teams in the execution of the strategic plans. The groups rely on the presence of top management at periodic meetings for discussions and decision-making. Among the crucial topics discussed throughout the year were the lack of inputs from abroad, product shortages and the construction schedule for the new factory.

The Executive and Ethics Committees are directly linked to the Presidency and are responsible for making decisions and supervising the management of the company's impacts. The Executive Committee is made up of 26 members, including all vice presidents and directors of the company, and meets weekly. The meetings are conducted by the company's president. All members of this Committee have institutional, corporate and individual goals, revisited and evaluated annually, in accordance with the best market practices.

The Board of Directors is led by the company's president and is composed of nine members, five of which are independent by the Bylaws, appointed based on criteria related to experience in the Health market and other strategic areas that contribute to the global vision of the business. The stakeholder group represented on the Board is shareholders, who have guaranteed participation with a 33% representation. Eurofarma has not defined a number of representatives of diversity groups on the Board and Committees, but seeks to ensure the plurality of experiences, knowledge and opinions. Eurofarma's Investor Relations website brings professional information on the members of the Board of Directors, as well as the bylaws of the Advisory Committees: <https://ri.eurofarma.com.br>

Remuneration policy

GRI 2-19 | GRI 2-20

For all executives, Eurofarma uses a balanced percentage between fixed and variable remuneration. The variable remuneration of top leadership is linked to environmental targets, social objectives and financial indicators. The percentage is individual and according to the performance of the areas.

Compensation policies are defined and supervised by senior management and the PPR Committee, an advisory body to the company's Board of Directors. The process is supported by market research conducted once a year, confidentially.

Executives have a private retirement plan, according to hierarchical levels, and a benefits package. There is no policy for attraction bonus and bonus payment deduction. Termination payment is in accordance with the contracting regime and established by law.



Multidisciplinary Committees

Presidence

- Administrative Council
- Executive committee
- Statutory Committees
- Ethics Committee

Vice President of Innovation Committees:

- Continuous Improvement and Cost Reduction
- Changes in Products and Processes
- New products
- Patents – Pricing – Products – Innovators

Vice President of Sustainability and New Business Committees:

- Environmental
- Communication and Brand
- Reputational Crisis
- Geographic Expansion
- Strategic planning
- Corporate social responsibility

Vice President of Operations Committees:

- Operational Governance
- Inventory
- Continuous Improvement
- Changes
- Quality
- Supplies

Vice President of Human Resources Committees:

- Diversity and People

Financial Vice Presidency

- Fiscal Council
- Committees: Audit and Investments



# Corporate Integrity

## Ethical management

GRI-2-15 | GRI 2-16 | GRI 2-23 | GRI 2-24 | GRI 2-26 | GRI 2-27 | GRI 205-3

Eurofarma has several instruments to guide ethical management on all fronts of its business, such as the Code of Ethics and Conduct, Anti-Corruption Policy and the Independent Ombudsman Channel. Conflicts of interest are prevented and mitigated, as well as other situations, in the Code of Ethics and Conduct. In 2022, 22 cases of conflict of interest were registered in the Ombudsman Channel and forwarded to the Ethics Committee, treated confidentially between those involved. All cleared and addressed.

The Code of Ethics undergoes frequent updates and is disseminated through training every two years for all employees in all countries where the company operates. It provides guidance on procedures and relations between shareholders, the Board of Directors, employees, health professionals, suppliers and consumers.

The rules related to corrupt practices or harmful acts against the public administration, in accordance with the Brazilian Anti-Corruption Law 12,846, are strictly followed. There is no evidence of non-compliance or violation of this law by the company and no case of non-compliance with laws and regulations, during the year 2022.

## Independent Ombudsman Channel

GRI 2-16 | GRI 2-26

Eurofarma's Ombudsman is an independent and confidential channel for reporting events and behaviors that do not comply with the Code of Ethics and Conduct. It can be used by employees, suppliers and the general public. This channel is managed by an external company, which guarantees the confidentiality of the data and preserves the identity of the whistleblowers, if requested. The process of analysis and investigation of occurrences is conducted by the Corporate Integrity area, which reports to the Ethics Committee, directly linked to the Presidency.

In 2022, there was an increase in staff and resources for managing the Ombudsman Channel. A communication campaign, with monthly announcements on various channels, reinforced the Integrity Program rules. The number of critical concerns communicated to the highest governance body was 270, all of which were addressed.



### Ombudsman Contacts

Global  
[www.contatoseguro.com.br/eurofarma](http://www.contatoseguro.com.br/eurofarma)

0800  
[Click here](#) to know the contacts of each country

### Ombudsman Data

GRI 205-3 | GRI 406-1

Number of occurrences	285
Number of Applicable Occurrences	208
Number of non-applicable occurrences	77
Number of higher risk violation cases	80
Number of dismissals for violation of the Code of Ethics and Conduct	25*
Number of terminations of commercial contracts due to violations of the Code and/or current policies	0

\*In 2022, nine cases of discrimination were registered, all analyzed by the Compliance team. Of these, the origin of four was verified, resulting in disciplinary measures, two of which involved dismissal of the accused.



Risk management  
GRI 2-25

It is a value for Eurofarma to maintain a transparent, ethical and decentralized governance system. The structure prioritizes the exchange of information and opinions in order to outline strategic planning and decision-making. Several stakeholders are involved in these processes, such as suppliers, independent directors and external auditors.

Transparency and compliance with ethical standards are present in all decision-making, guaranteed by the Internal Audit and Risk Management structure. Technology is also present in the organizational structure through software that contributes to agility and control, such as those used in audits, risks, knowledge and contract management.

The company has a solid risk management plan, in which priorities are determined based on the impact and materiality of the issues. Natural disasters and accidents are addressed by the Committee and provided for in the Crisis Manual, whose content serves as a reference for the training of all teams.

The new plant, to be inaugurated in Montes Claros/MG in 2022, has already contemplated, since its creation, different solutions to mitigate the most diverse risks inherent in the production of medicines. The very initiative to build a new factory to meet growing demand, in addition to expanding production capacity, forms part of a risk management plan. After all, it allows “mirrored” lines and processes to be quickly transferred, if necessary. Future employees at the new plant will receive, among other things, risk management training.

Water, energy and atmospheric emissions are fundamental guidelines in the Group's industrial parks. The largest of them, in Itapevi/SP, has an Effluent Treatment Station and an Energy Management System (guidelines to gain independence, reduce expenses and increase energy efficiency to supply the produc-

tion lines), in addition to a huge photovoltaic park on the roof of buildings. Waste management also receives ample attention and receives investments for the treatment of hazardous waste for recycling and reuse of ordinary waste.

Eurofarma's top management is aware that training professionals to occupy new positions and succession plans is extremely important for maintaining the company's operational capacity and keeps this action up-to-date, with the monitoring of executives, shareholders and the Board .

The fact of maintaining ESG objectives in its Strategic Planning, the synergy between the areas and the constant investment in technology allow the company to advance in risk management and innovative projects. In the IT area, the data center ensures rapid migration, guaranteeing in adverse circumstances the maintenance of activities. As for suppliers and distributors, there is a partnership in the planning of transport by alternative routes, in order to reduce emissions and costs.

The Internal Audit area, responsible for preventing and detecting risks and evaluating process compliance, carries out audit cycles in all areas of the company to verify activities, detect opportunities and monitor action plans. By using incentive mechanisms for strict compliance with laws, internal and external standards, protection against misconduct, preservation and generation of economic value, it is in line with ethical principles and good practices in various areas.



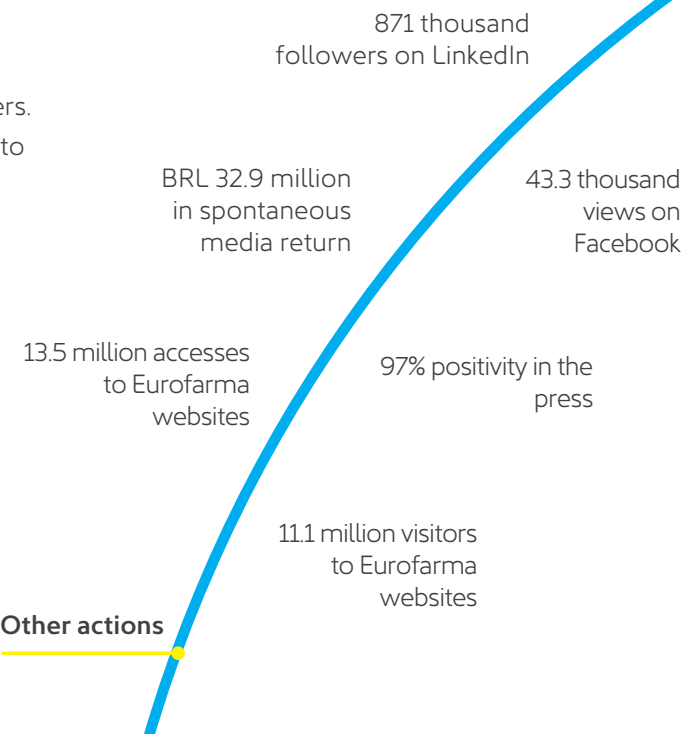
Transparent, close and digital communication

Maintaining transparent and fluid communication with all the publics with which the company interacts is one of the main objectives. Channels are constantly being improved to facilitate and expand access to information. The Corporate Communication area acts in the definition of strategies to keep the company's employees informed and engaged, also acting as an agent for disseminating relevant content, in a didactic way, mainly in cross-cutting themes that support Eurofarma's DNA: ESG, Innovation and People, Results, Internationalization and Innovation.

Motivated by the 50th anniversary celebrations, a Brand Committee was structured with the participation of leaders. This Committee conducted a long communication study to update Eurofarma's visual identity, translating the company's culture, vision, purpose and causes into symbols and concepts. Thus, the modernization of the brand was approved in 2022, as well as the new signature of the brand: “Your life moves ours”.

The new brand connects the company's history with the behavior of employees and corporate governance suppliers to guide its future and adds simple elements and traits to a welcoming and current language that reflects the company's moment.

For 16 years, Eurofarma has published the Financial Statement and the Annual Sustainability Report, being the first Brazilian pharmaceutical company to follow the rules of the GRI (Global Reporting Initiative), a world reference. With transparent financial presentations, the Balance Sheet and the Report are evaluated by an independent audit.





# Relationship with Employees

GRI 2-8 | GRI 2-30 | GRI 3-3

## Among the best to work for 19 years

With a presence in 22 countries, Eurofarma provides a diverse, respectful and welcoming environment that provides unique experiences for employees. Equity, diversity, inclusion and merit for work are values propagated in all spheres. There are several policies to promote the well-being of professionals and their families, in addition to different benefits. The most recent internal climate survey points out that 85% of employees are proud to work for the company.

With this valuation and recognition model, Eurofarma has been among the best companies to work for for 19 years. In 2022, the company ranked 12th in the Great Place to Work (GPTW) ranking, among the top five companies in the Valor Econômico newspaper survey and 3rd in Valor Carreira. There are specific awards in the various countries where the company operates, such as being among the best for women to work (GPTW) in Chile, Colombia, Peru, Central America and the Caribbean.

The dissemination of the corporate culture, the Eurofarma “Way of Being”, strengthens the company in attracting and retaining the best talent. There are structured conducts for professional development within the company, for example, the Internal Recruitment Policy (PRI), with 100% of vacancies initially made available to employees, especially leadership positions.

In Brazil, employees have assured union representation and those who work under the CLT regime, the majority (98%) in the company, are covered by collective bargaining agreements with the unions that represent them. The others (2%), such as internships, temporary workers and third parties, general services, technical consultancy (technology and fleet management), specialized consultancy and civil engineering, are covered by specific laws resulting from their contractual arrangements. Data refer to December 31, 2022. In international operations, employees covered by collective bargaining represent 40% of the total, as not all countries have collective agreements, such as Bolivia, Colombia, Ecuador, Mexico, Peru, Paraguay, in addition to from Central America. In these countries, the company complies with local labor legislation. For countries that have these agreements, Argentina, Chile and Uruguay, 100% of employees are covered.



Employees - Brazil (GRI 2-7)	Permanent	Temporary	Total
By gender			
Men	4.163	14	4.177
Women	2.643	34	2.677
By region			
Midwest	257	1	258
North East	685	3	688
North	160	0	160
Southeast	5.157	43	5.200
South	547	1	548
Total	6.806	48	6.854

There are no employees without a defined workload.  
The data refer to the total number of employees on December 31, 2022.  
The number of part-time employees is insignificant: one man and one woman, who work in the Southeast region.  
In addition to the 6,845 employees, the workforce in Brazil is made up of another 412 non-employed workers: 48 outsourced workers, 210 apprentices and 154 interns. (GRI 2-8)

Employees - International Operation (GRI 2-7)	Permanent	Temporary	Total
Argentina	209	13	222
Central America	383	4	387
Bolivia	49	1	50
Chile	333	6	339
Colombia	344	14	358
Ecuador	51	0	51
Mexico	198	0	198
Paraguay	30	0	30
Peru	236	0	236
Uruguay	112	1	113
Total	1.945	39	1.984

There are no employees without a defined workload or part-time workload.  
The data refer to the total number of employees on December 31, 2022.  
In addition to the 1,984 employees employed, the workforce in the international operations is made up of another 57 non-employed workers: 39 outsourced workers, 13 apprentices and 5 interns. (GRI 2-8)

Performance evaluation (GRI 404-3)	Brazil	International operation
By gender		
Men	72,0%	88,0%
Women	67,3%	94,4%
By functional category		
Vice-presidencies	100,0%	NA
Board	100,0%	NA
Management (includes sales force managers)	98,4%	100,0%
Coordination	94,6%	100,0%
Administrative (includes leaders with an administrative character)	86,4%	100,0%
Operational	1,6%	51,4%
Sales force	100,0%	100,0%
Total	70,2%	91,4%

NA: not applicable. There are no Vice-President and Director positions in international operations.



+Diverso

The company understands that inclusion and diversity are fundamental pillars for growth and ever-wider internationalization. Founded in Brazil by an Italian immigrant, Eurofarma seeks and values the multiplicity of profiles, genders, ages, races, orientations and identities, as it believes that different contributions and perceptions are fundamental to finding innovative health solutions.

There is a structured program of diversity and inclusion in the company, the +Diverso, formatted after a census carried out in 2020. Through four affinity groups - LGBTQIA+, People with disabilities, Gender and Race -, the employees themselves debate ideas and propose actions in periodic meetings. Each group has two executives as sponsors. The general management of the program and the approval of proposals are carried out by the Diversity Committee. +Diverso is the formal commitment to join efforts to help in the development of a fairer and more egalitarian society.



**MIRE**  
MOVIMENTO DE INCLUSÃO RACIAL EUROFARMA



**Plural**  
LGBTQIA+



**EuroElas**  
GÊNERO



**Pertenser**  
PESSOAS COM DEFICIÊNCIA



**+DIVERSO**



**Sales team with 100% PCD professionals**

In 2022, Eurofarma consolidated in Brazil and expanded to Chile, Peru and Mexico the inclusive project of online visitation to doctors and nutritionists by a team formed 100% by PCDs (People with disabilities). The hired professionals work remotely. The project was runner-up in the 46th Lupa de Ouro in the Best Digital Marketing Project category with a focus on process and culture transformation.





Attention to women's demands

While the market is still debating the need for equal pay between Men and Women who perform the same function, this difference never existed at Eurofarma. Equity in remuneration has been a company practice since its foundation and there is a balance between women and men in the company's top management. Attentive to other important demands for Women, Eurofarma was a pioneer in maternity support programs. As recognition, the company is in the GPTW ranking of the best companies for women to work in Chile, Colombia, Peru, Central America and the Caribbean.



Increase of women in the Sales Force

Programa 60+

Diversity - Brazil (GRI 405-1)	Gender		Grupo de edad			People with disabilities
	Men	Women	Less than 30 years	From 30 to 50 years	Over 50 years	
Vice presidency	42,9%	57,1%	0,0%	42,9%	57,1%	0,0%
Directors	48,4%	51,6%	0,0%	61,3%	38,7%	0,0%
Management (includes Sales Force managers)	78,6%	21,4%	1,0%	82,7%	16,3%	0,0%
Coordination	51,1%	48,9%	2,7%	92,9%	4,3%	1,1%
Administrative (includes leaders of an administrative nature)	37,2%	62,8%	28,4%	67,0%	4,6%	11,5%
Operational	60,3%	39,7%	14,0%	70,8%	15,2%	6,0%
Sales force	74,1%	25,9%	6,2%	86,1%	7,8%	0,3%
Total	61,2%	38,8%	13,1%	77,2%	9,7%	4,5%

Diversity - Brazil (GRI 405-1)	Color/race/ethnicity					
	Black	Brown	White	Yellow	Indigenous	Undeclared
Vice presidency	0,0%	14,3%	71,4%	14,3%	0,0%	0,0%
Directors	3,2%	3,2%	93,5%	0,0%	0,0%	0,0%
Management (includes Sales Force managers)	0,6%	6,9%	91,8%	0,8%	0,0%	0,0%
Coordination	3,8%	10,9%	83,7%	1,6%	0,0%	0,0%
Administrative (includes leaders of an administrative nature)	4,7%	20,5%	72,2%	2,3%	0,2%	0,0%
Operational	11,8%	35,8%	51,7%	0,6%	0,1%	0,1%
Sales force	2,0%	17,7%	79,6%	0,6%	0,0%	0,0%
Total	5,2%	22,2%	71,5%	1,1%	0,1%	0,0%

Diversity - International Operation (GRI 405-1)	Gender		Grupo de edad			People with disabilities
	Men	Women	Less than 30 years	From 30 to 50 years	Over 50 years	
Management (includes Sales Force managers)	56,5%	43,5%	0,0%	77,3%	22,7%	0,0%
Coordination	56,6%	43,4%	1,1%	79,9%	19,0%	0,5%
Administrative (includes leaders of an administrative nature)	44,4%	55,6%	14,2%	76,8%	8,9%	0,8%
Operational	54,3%	45,7%	9,2%	63,6%	27,2%	0,9%
Sales force	42,2%	57,8%	5,8%	78,4%	15,8%	2,2%
Total	47,5%	52,5%	7,7%	75,4%	16,9%	1,2%

Diversity - International Operation (GRI 405-1)	Color/race/ethnicity					
	Black	Brown	White	Amarillos	Indigenous	Undeclared
Management (includes Sales Force managers)	2,0%	8,2%	87,8%	0,0%	2,0%	0,0%
Coordination	3,1%	6,3%	89,1%	0,0%	1,6%	0,0%
Administrative (includes leaders of an administrative nature)	3,8%	4,7%	90,0%	0,0%	1,4%	0,0%
Operational	2,7%	2,7%	91,8%	0,0%	2,7%	0,0%
Sales force	3,3%	2,2%	90,2%	0,0%	4,3%	0,0%
Total	3,2%	4,3%	90,2%	0,0%	2,3%	0,0%

Pay equity (GRI 405-2)	Brazil	International Operation
Vice presidency	95%	NA
Board	101%	NA
Management (includes Sales Force managers)	118%	87%
Coordination	102%	99%
Administrative (includes leaders of an administrative nature)	92%	108%
Operational	71%	71%
Sales force	91%	75%

Diversity - International Operation (GRI 405-1)	Men	Women
Argentina	61,7%	38,3%
Bolivia	44,9%	55,1%
Central America	50,7%	49,3%
Chile	43,8%	56,2%
Colombia	44,5%	55,5%
Ecuador	47,1%	52,9%
Mexico	37,4%	62,6%
Paraguay	46,7%	53,3%
Peru	47,0%	53,0%
Uruguay	50,0%	50,0%



Special benefits  
GRI 401-2

Expansion of Paternity Leave, Pharmacy/Medicine Dispensary Benefit, Campaign against Wasting Food/Healthy Recipes, Campaigns to Promote Health and Quality of Life (obesity, cholesterol, diabetes, HIV, hypertension, hydration, heart, healthy eating) , Loans, Benefits Fair, Flexible Hours and Early Departures on Fridays, Custom Eurofarma, Employee Guidance Program => Guidance by specialized professionals in the areas of Psychology, Legal, Financial and Social, Diabetics Monitoring Program, of Smoking, Health Plan, Dental Plan/ Internal Offices,

Private Pension, Follow-up program for employees on leave due to illness/accident at work), Side by Side with You Program, Follow-up of future mothers throughout the pregnancy carried out by specialized professionals, Fractionated meals for pregnant women,

Availability of a clinical nutritionist for follow-up during the gestational period, Meeting of pregnant women, with the purpose of sharing various subjects related to pregnancy and the first year of the child's life (Programa Amor Maior), 180-day maternity leave, Program of Breastfeeding - room available for breastfeeding and expressing breast milk, Loan of Breastfeeding Pump, Availability of Internal Daycare, Daycare Reimbursement, Nutrition and Flavor Program, Reimbursement of Books/Handouts, School Kit, Vaccination Program.



Parental Leave (401-3)	Men	Women
Employees entitled to the benefit	923	1.022
Employees who took the benefit	27	24
Employees who returned to work after leave	25	24
Return rate	92,6%	100%
Employees who remained in employment 12 months after returning	16	20
Retention rate	64,0%	83,3%

Safety and health within the work environment  
GRI 403-1 | 403-2 | GRI 403-3 | GRI 403-4 | GRI 403-5 | GRI 403-6 | GRI 403-7 | GRI 403-8

In 2022, the units in Brazil and the manufacturing plants in Latin America underwent internal audits to verify the level of adherence to the Health and Safety Management System. Eurofarma has the GISS (Integrated Health and Safety Management) system, which includes monitoring risks in employee activities, as well as occupational health. GISS aims to meet the requirements of ISO 45001 and the company follows North American standards for loss prevention (fire risk). Currently, the scope of the integrated health and safety system covers the operations area and operations support areas, that is, around 55% of the Eurofarma Group's staff. In all manufacturing units, 100% of service providers, classified as fixed providers, are monitored. Sales Force employees are not part of the scope of the GISS. The monitoring of these activities is differentiated and the focus is on compliance with legislation, awareness campaigns and risk management. The company's certification plan is scheduled for 2024.

All significant hazards are identified, classified and monitored. There are action plans in progress. Senior leadership is involved with safety and health issues, providing the necessary resources to mitigate hazards and reduce risks. The GISS encompasses good practices, based on North American and European standards. At each manufacturing unit, there is a work safety team available to assist employees. In the integration, the right of refusal is presented in the face of risk situations.

Eurofarma goes beyond legal requirements and has tools to encourage the participation of all employees, in addition to an independent Ombudsman channel. The most used tool is the PAZ card - Zero Accident Program. This is a form available in physical and electronic media (for the Sales Force), in which conditions, behaviors, near accidents and suggestions for improvement can be reported.

In addition to PAZ, the company has an active CIPA and monthly meetings at all units. The Safety Committee meets monthly with the unit's leadership. Bimonthly meetings are held with contracted companies. The Itapevi Industrial Complex also has the Guardians of Safety program, focused on behavioral observation.

Collective agreements require a formal communication of the accidents that occurred, with the sending of a copy of the CAT - Communication of Accident at Work. The union actively participates in the CIPA electoral process.

All committees are responsible for seeking improvements in working conditions, with emphasis on the Leaders Committee, which has the authority to provide human and financial resources.

In 2022, updates were made to the task safety analyzes of the operational areas. The year ended with a reduction in the rate of serious injuries.

OSHA, Regulatory Standard No. 4. The Eurofarma Group considers permanent contractors in its indicators. They are those who provide service continuously for more than 90 days. Floating contractors are those who provide services sporadically or for less than 90 consecutive days.



Occupational health and safety training

There is a current training program – PR–CORP-SST-007 Training – in which the training program is described with details of workload, periodicity, target audience, objective and evaluation of effectiveness, when applicable. This program includes legal, management system and introductory integration training. The entire schedule takes into account training during regular working hours. The contractors' training program is independent and monitored at bimonthly meetings.

Access to health

Employees can access non-work related medical services through a variety of means, including medical assistance offered at no charge. The Itapevi, Brooklin, São Paulo and Ribeirão Preto units have an outpatient clinic. The team of doctors and nurses provides face-to-face and remote support to employees. At the Itapevi unit, there is medical care in Gynecology, Internal Medicine and Family Medicine. Physiotherapeutic and nutritional care is provided at the Brooklin, Itapevi and Ribeirão Preto units. Dental services are provided at the Itapevi, São Paulo and Brooklin units.

The company has several health programs, including special situations such as pregnancy, hospitalization, people with chronic pathologies, people on leave, people who want to stop smoking or change their habits. Everyone also has annual access to the flu vaccination campaign.

The Saúde Emocional Program supports workers, offering therapeutic support, leadership training, recurring content through webinars and lectures,



as well as access to psychological support and telemarketing (free of charge).

All employees and family members are eligible for medical care via telemedicine. There is availability of immediate care or scheduling with specialists (based on referral by the clinical physician).

Several themes are worked on to promote health. The actions are carried out online and/or in person, according to the availability of each unit. The topics addressed are: emotional health, healthy habits, spinal health, health during pregnancy, musculoskeletal health, obesity, food, physical activity, smoking, alcohol, drugs and communicable diseases.

Occupational hazards

Eurofarma carries out the Survey of Occupational Hazards and Risks (LPRO) and includes in this assessment all activities carried out by contracted, fixed and floating companies. The contractors' Risk Management Program (PGR) is monitored. For floating contractors, all risk is monitored through work permits. All risk management is updated when there are accidents and annually monitored in internal audits and inspection programs. Among the services contracted by the company are property security, food, transportation, cleaning and gardening. Every worker who is not a direct employee, who needs immediate medical attention, has free access to the company's outpatient clinics.

Based on the LPRO and PGR, the coordinating physicians prepare the Occupational Health Medical Control Program, which includes all the necessary monitoring, according to the activities and risks identified. In the LPRO assessment, all activities carried out by contracted companies, fixed and floating, are included. All workers' health data are under the custody and responsibility of the coordinating physicians, protected by medical secrecy. No health information of any worker is handled outside the health team. Occupational accidents and diseases are recognized and classified in the risk matrix. Among the main ones mapped are hearing loss, musculoskeletal diseases and respiratory allergy.

Eurofarma also has support programs for specific audiences, such as pregnant women, the chronically ill and people with disabilities. It also offers emotional support, diversity and work organization programs. The PCMSO is reviewed annually and employees have free access to the company's programs and physicians.

Opening the Occupational Accident Report is required for all accidents involving contractors. The tool used for accident investigation is the TASC. There is no distinction of tools used to investigate accidents with contractors. The main causes of registered accidents are falls from the same level, superficial cuts and twists.

Work accidents (GRI 403-9)	Total	Rate
<b>Employees</b>		
Deaths resulting from accidents at work	0	0,00
Accidents with serious consequences (except deaths)	1	0,02
Mandatory reporting accidents	53	4,62
Total work incidents (near accidents)	91	-
Total high potential work incidents	9	-

<b>Other employees</b>		
Deaths resulting from accidents at work	0	0,00
Accidents with serious consequences (except deaths)	0	0,00
Mandatory reporting accidents	3	0,29
Total work incidents (near accidents)	32	-
Total high potential work incidents	4	-

OSHA, Regulatory Standard No. 4. The Eurofarma Group considers permanent contractors in its indicators. They are those who provide service continuously for more than 90 days. Floating contractors are those who provide services sporadically, or for less than 90 consecutive days.

Occupational diseases (GRI 403-10)	Total	Rate
<b>Employees</b>		
Deaths resulting from occupational diseases	0	0,00
Cases of mandatory occupational diseases	0	0,00
<b>Other employees</b>		
Deaths resulting from occupational diseases	0	0,00
Cases of mandatory occupational diseases	0	0,00

The rates follow the formula: total occurrences X 1,000.00/HHT



# Relationship with Customers and Final Consumer

GRI 3-3

## Consumer safety and well-being

Among the company's main interlocutors and customers are pharmacies, distributors and end customers, who are doctors and their patients. The company permanently invests in improving communication channels and relationships with these stakeholders. The Artificial Intelligence project ensured improvements in the resources available in the chatbots via WhatsApp, facilitating the relationship with customers. The chatbot is available 24/7 and answers frequently asked questions.

The entire drug development process is validated by the medical community. Since the beginning, the idea has been presented to doctors and health professionals through scientific boards, a management model that combines the knowledge and clinical experience of doctors, in addition to the support of scientific research. In 2022, these scientific boards had more than 64 physicians, who assisted in the evaluation and potential for new therapies.

The relationship with patients takes place through clinical studies, in the development phase of a drug, and through Eurofarma's Call Center (CAE). There are several forms of contact by CAE throughout Latin America, totaling a monthly average of 11,600 calls, with 100% of the demands met and resolved.

CAE is made up of trained pharmacists to respond with technical quality and speed to the doubts of health professionals and the final consumer. Throughout Latin America, at the end of calls, a satisfaction survey is carried out to assess the customer's perception of products and services, in order to identify possibilities for improvement.



### 2022 customer satisfaction index

Consumers	88%
Health professionals	88%
Commercial customers	84%

**Customer service channels:**  
0800; email; contact us; chat; Whatsapp

### Drug safety

Drug Recalls SASB HC-BP-250a.3	Volunteers	Recommended	Mandatory
Number of recalls carried out in the period	1	0	0
Collected units	x	x	x
Revenue from products in the 12 months prior to collection (BRL thousand)	x	x	x

In 2022, Ceftriaxone IM / Ceftriaxone IV / Triaxin was recalled

## Cases of non-compliance

GRI 416-2 | GRI 417-3

In 2022, there were no significant cases of non-compliance related to impacts on the health and safety of consumers and marketing communication linked to products.





# Relationship with Suppliers

GRI 3-3 | GRI 416-1

## Supply chain management

Eurofarma operates in a regulated sector, in which there is a determination that all suppliers and manufacturers, that is, those involved in the supply chain of inputs used in the manufacture of products (raw materials and packaging materials) need to be qualified before batch production. This qualification consists of an assessment of quality and good practices relevant to the productive processes in question. The assessment is based on standard operating procedures established in the company, as well as regulatory norms from regulatory agencies. This process is carried out by a dedicated team from the Quality area.

The supply chain management process starts from the feasibility project of a new product, including the assessment of intended suppliers and the need for reassessment. In this way, the Qualification team schedules the inspection according to the project stages, thus ensuring that the supplier is qualified before creating the products. Routine suppliers are periodically monitored in order to maintain their qualified status.

Only after qualification of the supplier, the acquisition of inputs is allowed. This permission is controlled by the Quality Department via the SAP system, as well as the traceability of the supply chain. This procedure has a direct impact on the business, in order to guarantee the supply of inputs and, consequently, the manufacture of products in the manufacturing plants.

In addition to the initial qualification, periodic assessments of the suppliers' quality system are carried out, as well as reviews of supply performance. This review frequency aims to solve quality problems related to the supplied item, in addition to knowing and mitigating risks to finished products. These assessments can result in action and improvement plans, which are recorded and monitored through the quality system.

To ensure that all suppliers are qualified and requalified, the company has a dedicated team that performs documentary and on-site audits in national and international territory. The company may also hire specialized consultants to carry out these audits.

In 2022, 67 new suppliers were qualified by the Supplier Qualification Program. Another 65 already participating in the program received periodic audits, distributed in countries such as India, China, Italy, Holland, New Zealand and Brazil. Additionally, periodic supply and performance reviews were carried out at 149 suppliers in this period.

The results are periodically reported to the company's senior management and, if it is verified that a supplier does not comply with legal requirements, measures can be taken that range from acting on the supplier to meet legal requirements to the development of a new supplier for replacement. . Eurofarma has a Supplier Code of Ethics, systematically reviewed, and made available on the Company's website.



Supply Chain  
GRI 2-6

The supply chain is made up of indirect and direct inputs. The representation of indirect inputs is 60%, distributed in equipment, services, maintenance and other categories that are related to acquisitions that are not directly used in the manufacture of medicines, in addition to acquisitions related to the construction of the new manufacturing plant in Montes Claros ( MG).

The other 40% are acquisitions related to inputs acquired for direct use in the production of medicines, semi-finished and finished products and outsourcing, with direct use being considered raw materials (actives and excipients), packaging and accessories. In the case of direct inputs, 61% are purchased in foreign currency (dollar and euro), even if manufactured in Brazil, due to dependence on imported commodities or components for product development. The other 39% are purchased in reais, the local currency.

**Partnership with the Ethos Institute for sustainability in the value chain**  
Eurofarma maintains, in partnership with the Ethos Institute, a pioneering program in the pharmaceutical industry for sustainability in the value chain. Assessments are carried out based on indicators and related to the good practices of suppliers based on the Ethos methodology, which allows the identification of improvements and the adoption of plans. In 2022, five thematic workshops addressing ESG topics were held. In all, there were 10 hours of training and face-to-face meetings, with the participation of 128 people, representatives of 21 companies.

Relationship  
with Organized  
Civil Society

GRI 2-28

Eurofarma participates in associations to actively contribute to discussions and decisions involving the market and the pharmaceutical industry. Below are some in which the company is active:

- Sindusfarma - Sindicato da Indústria de Produtos Farmacêuticos no Estado de São Paulo
- Grupo Farma Brasil
- PróGenéricos - Associação Brasileira das Indústrias de Medicamentos Genéricos
- Abiquífi - Associação Brasileira da Indústria Farmoquímica e de Insumos Farmacêuticos
- Abifina - Associação Brasileira das Indústrias de Química Fina, Biotecnologia e suas Especialidades
- Amcham - Câmara Americana de Comércio
- Abiad - Associação Brasileira da Indústria de Alimentos para Fins Especiais e Congêneres
- AfroChamber - Câmara de Comércio Afro-Brasileira
- Cámara de Comercio Mercosur Asean
- ABPI - Associação Brasileira da Propriedade Intelectual
- Abrasp - Associação Brasileira da Indústria de Soluções Parenterais
- Alanac - Associação dos Laboratórios Farmacêuticos Nacionais
- Câmara de Comércio Árabe-Brasileira





# Insights and possibilities

## Na rota dos 100 anos

The next five-year cycle will be guided by the 2027 Vision, in which the main objectives of the Company are mapped. With the celebration of its 50 years of foundation, Eurofarma positions its aspirations now for a perennial future, towards 100 years. This perpetuity is permeated by themes dear to the company, such as innovation, digital transformation in the area of Health and pioneering in sustainability.

The prospects for the short term in the main area, production and commercialization of medicines, include integration with the recent acquisition in the United States and the exploration of this vast market, in addition to increasing the commercial structure, evaluating new opportunities for inorganic growth and the promotion of licenses and partnerships.

With the recent acquisition of assets from Canonne Laboratory, owner of the Valda brand, Eurofarma's presence in the OTC area will be strengthened. This is an area where there is great potential for improvement.

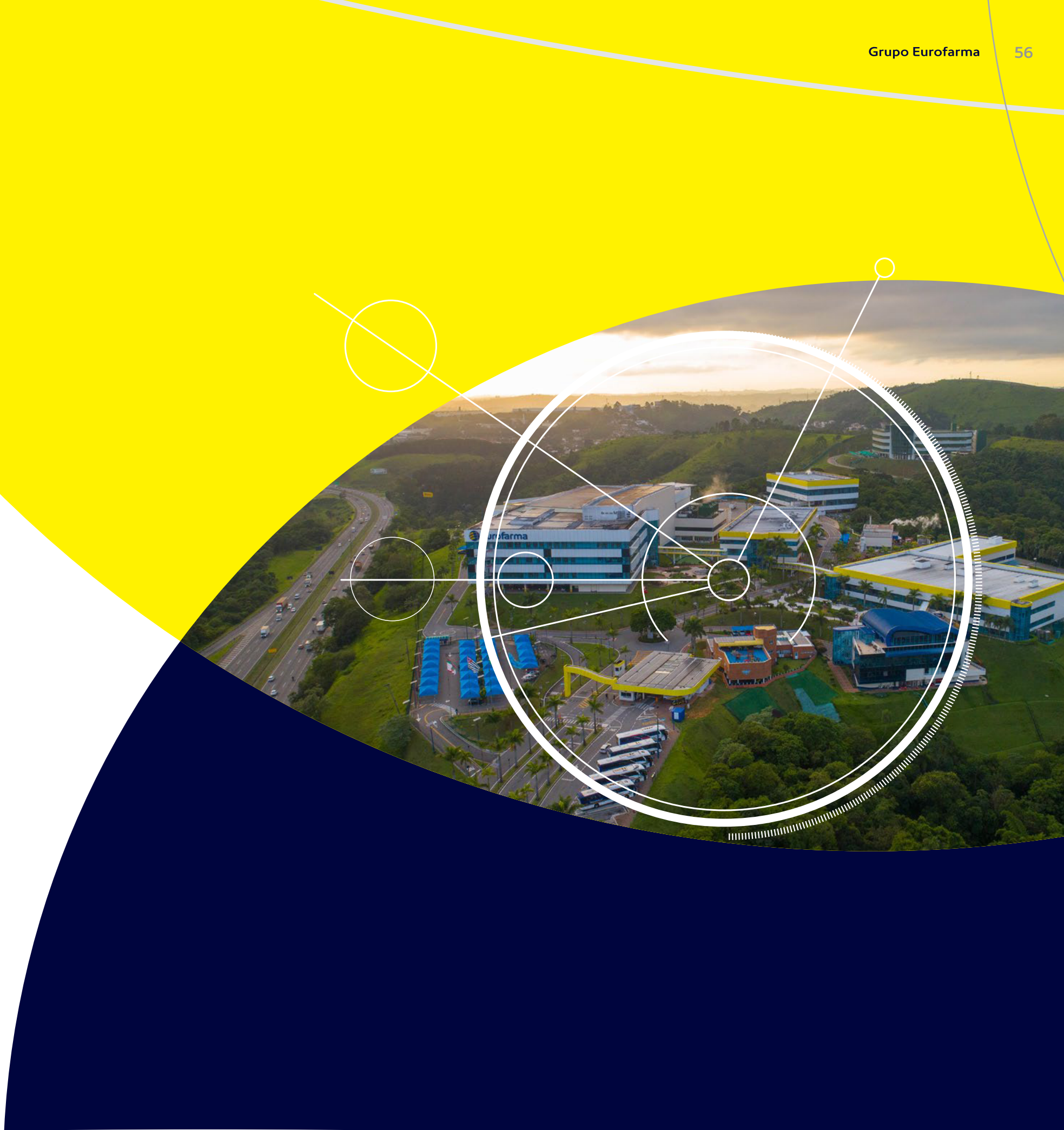
For the new cycle of growth, the construction of the Industrial Complex in Montes Claros (MG), one of the major civil works currently underway in Brazil, will significantly expand production capacity to support sales projections.

Boosting disruptive innovation through the expansion of the open innovation program,

Synapsis, and a corporate venture focused on biotechnology are some of the actions to transform the health ecosystem in Brazil, with an impact on activities throughout Latin America.

One of the largest research centers in Latin America, Eurolab will maintain the pace and technical rigor in the development of medicines, with increasingly challenging projects, aiming at registrations by the FDA (U.S. Food and Drug Administration) and commercialization in the United States, in addition to other regions. To meet multimarket regulatory requirements, the company will continue to invest in structure and technology.

In the retrospective of the 50 years, celebrated in 2022, the future was also looked at. The aspiration is to leave a legacy and make a difference in people's lives.







Materiality and ESG management

GRI 2-2 | GRI 2-3 | GRI 2-14 | GRI 2-29 | GRI 3-1

The 2023 Sustainability Report – base year 2022 of the Eurofarma Group brings together the main performance information in the economic, financial, operational, social, Environmental and governance areas in the period from January 1 to December 31, 2022, published in April 2023. The reported data refer to the entire Group, consolidating the information of the companies (Momenta, Magabi and International Operations). This approach is applied to the coverage of all material topics.

The scope of the report differs from that adopted in the Financial Statements and the Balance Sheet, which also include the company Supera RX, a joint venture with Laboratório Cristália.

The information cited in this summary of GRI content for the period January 1st to December 31st is based on the GRI Standards.

The selection of content was guided by the materiality definition process, carried out every two years by the company and supervised by senior management through the direct participation of the Executive Committee, which advises the Board of Directors, in the prioritization stage of topics. The most recent edition took place between the end of 2021 and the beginning of 2022. It started from an overview of the business context and relations with stakeholders, consid-

ering, externally, studies, surveys, benchmarking and industry trends. Internally, the institutional guidelines, commitments, risks, opportunities and Eurofarma's vision of the future guided the process.

The company's different strategic publics participated in the process, such as employees, suppliers, business partners, distributors, points of sale, pharmacies, consumers, health professionals, researchers, universities, research institutions, social entities served, communities, financial institutions and media. The query was carried out using online survey questionnaires

(Portuguese, English and Spanish versions) sent to mailing lists selected by the different areas of the company.

The prioritization stage was the responsibility of the company's senior management, with consultation with members of the Executive Committee. The six themes selected and the main elements of their management are presented below.



GRI 3-2 | GRI 3-3

Actual and potential, positive and negative impacts		How Eurofarma manages the issue		
Which	Source <sup>2</sup>	Commitments and policies <sup>3</sup>	Initiatives <sup>4</sup>	Monitoring <sup>5</sup>
<b>Innovation applied to health</b> Research and development, partnerships, intellectual property management, knowledge generation and management, technology and digital development				
(+) Development of new technologies, drugs and therapies		There is a formally established Patent Policy to encourage the company's scientists. The actions are guided by the expansion plan of the Research and Development area, by an established governance for the development of innovative products and by objectives and goals defined internally	Training and qualification	Ranking corporations
(+) Knowledge generation	Direct		Partnerships and monthly technical-executive forum	Market share in launches, Protected portfolio
(+) More access to healthcare (better presentations, more affordable prices)	Indirect (via R&D partners)		Pillars: Similar and Generic, Incremental innovation, Radical innovation via partnerships, Own radical innovation	Portfolio Renewal, Registration Efficiency
(-) Regulatory risks			Risk mitigation: regulatory monitoring Doctorate Policy in partnership with universities	Release time
<b>Access to health</b> Research & development, fair and transparent pricing policy, distribution strategies, drug donation, neglected diseases and essential drugs, according to the World Health Organization (WHO)				
(+) Well-being and quality of life	Direct	There are no commitments and policies directly associated with the topic	Drug Donation Program Studies Records Investment in innovation applied to health E-commerce platform for price research	Donated samples Donated drugs Studies Records Indicators for monitoring advances in the topic Innovation Applied to Health.
<b>Consumer safety and well-being</b> Quality and safety in drug production, monitoring and reporting of adverse effects, pharmacovigilance, consumer education				
(+) Safe, effective and efficient medicines		Regulatory compliance (e.g. National Medicines Control System; compliance with the Safety Data Sheet for Chemical Products (FISPQ))	Traceability	Recalls
(+) Reliability	Direct		Monitoring and reporting of adverse effects	Adverse effects
(-) Risks of non-compliance	Indirect (trust of consumers and health professionals)		Pharmacovigilance	Unconformities
(-) Reputational risks			Supply chain quality management Dialogue and relationship with consumers	
<b>Human capital management</b> Attraction, retention, engagement health, safety and well-being of employees, working conditions, inclusive and diverse environment				
(+) Professional development		Internal Reuse Policy (PRI) with 100% of vacancies made available first to employees, including leadership ones +Diverso Program Benefits Policy Organizational Development Policy International Policy Corporate Security Policy	Training programs	Average training per employee
(+) Talent and knowledge retention			Performance appraisal and recognition programs	Climate/engagement survey
(+) Engagement and strategic alignment	Direct		Internal leverage	Internal mobility
(+) Inclusive and diverse environment			Audits (focus on adherence to the Health and Safety Management System)	External recognition
(-) Risk of losing talent			Executive committees and groups of employees that aim to identify and mitigate negative impacts and leverage positive ones	
<b>Supply chain management</b> Quality of inputs and products, security and regularity of supply, traceability				
(+) Quality, traceability and safety		Ethos supply chain monitoring program	Audits	Certifications
(+) Promotion of best production practices	Direct		Recognition programs	Audits: non-compliance, action plans
(+) Reliability	Indirect (suppliers and consumers)			
(-) Risks of lack of regular supply				
<b>Waste Management</b> Reverse logistics solution that added value and gave boxes a longer life. After tests validated by the Quality area, the boxes received from the Orbis supplier, containing the medication cartridges, are reused three times and, after this cycle, sent to selective collection. Since October 2020, more than 59 tons of cardboard have been reused and a total of 50 tons of CO <sub>2</sub> in avoided emissions				
(+) Circular economy		Health, Safety and Environment Polic Environmental management system	Reverse logistics: Correct Disposal of Medicines Program	Waste generation and disposal indicators (by type)
(+) Reduction in the consumption of raw materials	Direct		Partnerships with cooperatives of material collectors	
(-) Environmental risks associated with incorrect disposal of waste (own and post-consumer)	Indirect (environment and society)		Reuse of transport boxes	

1. As the topics listed mostly cause positive impacts or have a management component in the statement for this to happen, the risks associated with failures in their management are also listed in this column, identified by the symbol (-). (caption) + Positive | - Negative

2. Relationship between the company and the aforementioned impacts (direct, through its activities and services, indirect, through its relationships with the value chain).

3. Policies and commitments related to the topic.

4. Theme management initiatives, including the mitigation of negative impacts (actual or potential) identified.

5. Indicators and/or aspects monitored to assess the results achieved

Note: the Sustainability Report is the company's main vehicle for communicating its advances and challenges in Management of material topics.



# FINANCIAL PERFORMANCE & INDICATORS





## Financial Statements

Balance sheets on December 31, 2022 and 2021 (IN THOUSANDS OF BRAZILIAN REAIS)

Assets	Parent Company		Consolidated		Liabilities	Parent Company		Consolidated	
	31/12/2022	31/12/2021	31/12/2022	31/12/2021		31/12/2022	31/12/2021	31/12/2022	31/12/2021
<b>Current</b>					<b>Current</b>				
Cash and cash equivalents	152.850	420.449	542.437	717.372	Suppliers	530.694	432.492	765.379	577.257
Accounts receivable from customers	1.073.899	991.812	1.448.136	1.324.613	Loans and financing	355.250	609.132	355.250	609.132
Stocks	1.107.078	893.719	1.550.580	1.259.321	Debentures	216.915	1.922	216.915	1.922
Current tax asset	83.857	56.205	112.276	89.053	Leases payable	5.553	11.511	11.461	16.263
Income tax and social contribution recoverable	21.230	5.000	36.196	13.661	Leases by right of use	72.314	62.822	126.060	89.206
Advance for future cash increase	23.216	126.782	9	9	Salaries, provisions and social contributions	234.963	183.591	323.735	244.944
Other Accounts Payable	59.322	34.946	87.637	49.273	Income tax and social contribution payable	22.311	97.509	67.750	125.823
<b>Total current assets</b>	<b>2.521.452</b>	<b>2.528.913</b>	<b>3.777.271</b>	<b>3.453.302</b>	Current tax liability	13.808	21.036	21.148	35.769
<b>Non-current</b>					Participation of employees in the results	169.390	148.356	222.253	200.480
<b>Long term realizable</b>					Dividends payable	255.873	191.066	259.304	193.370
Accounts receivable from customers	-	4.081	1.381	331	Prepayment of dividends from subsidiaries	201	201	201	201
Marketable securities	-	-	29.572	15.271	Other Accounts Payable	82.012	47.711	119.591	100.741
Current tax asset	1.454	3.295	1.482	3.339	<b>Total current liabilities</b>	<b>1.959.284</b>	<b>1.807.349</b>	<b>2.489.047</b>	<b>2.195.108</b>
Deferred tax asset	32.385	143.621	145.493	239.534	<b>Non-current</b>				
Judicial deposits	26.324	24.351	38.292	31.125	Loans and financing	1.807.983	1.256.000	1.807.983	1.256.000
Other Accounts Payable	-	5.617	101	68	Debentures	1.317.693	480.865	1.317.693	480.865
<b>Total non-current assets</b>	<b>60.163</b>	<b>180.965</b>	<b>216.321</b>	<b>289.668</b>	Leases payable	1.239	6.756	1.281	12.418
<b>Total assets</b>	<b>9.416.061</b>	<b>7.271.972</b>	<b>10.239.872</b>	<b>7.900.277</b>	Leases by right of use	365.186	335.583	486.419	452.090
Investments	4.291.537	2.768.916	29.784	4.697	Current tax liability	589	589	589	589
Property, Plant and Equipment	1.634.831	1.131.099	1.912.974	1.473.350	Deferred tax liability	-	-	13.253	11.258
Leases by right of use	410.951	380.393	579.477	518.150	Provision for contingencies	64.428	59.200	109.586	106.132
Intangible assets	497.127	281.686	3.724.045	2.161.110	Accounts Payable/Investment	46	46	68.919	49
<b>Total non-current liabilities</b>	<b>3.584.873</b>	<b>2.146.387</b>	<b>3.823.302</b>	<b>2.319.675</b>	Other Accounts Payable	15.944	-	17.579	274
<b>Shareholders' equity</b>					Provision for unsecured liabilities of subsidiaries	11.765	7.348	-	-
Share capital	1.203.878	895.025	1.203.878	895.025	<b>Total non-current liabilities</b>	<b>3.584.873</b>	<b>2.146.387</b>	<b>3.823.302</b>	<b>2.319.675</b>
Profit reserve	2.527.689	2.083.143	2.527.689	2.083.143	<b>Shareholders' equity</b>				
Equity valuation adjustments	148.935	348.666	148.935	348.666	Share capital	1.203.878	895.025	1.203.878	895.025
Capital reserve	(8.598)	(8.598)	(8.598)	(8.598)	Profit reserve	2.527.689	2.083.143	2.527.689	2.083.143
Equity attributable to controlling shareholders	3.871.904	3.318.236	3.871.904	3.318.236	Equity valuation adjustments	148.935	348.666	148.935	348.666
Share of non-controlling shareholders	-	-	55.619	67.258	Capital reserve	(8.598)	(8.598)	(8.598)	(8.598)
<b>Total equity</b>	<b>3.871.904</b>	<b>3.318.236</b>	<b>3.927.523</b>	<b>3.385.494</b>	Equity attributable to controlling shareholders	3.871.904	3.318.236	3.871.904	3.318.236
<b>Total liabilities and shareholders' equity</b>	<b>9.416.061</b>	<b>7.271.972</b>	<b>10.239.872</b>	<b>7.900.277</b>	Share of non-controlling shareholders	-	-	55.619	67.258

Years ended December 31, 2022 and 2021  
(IN THOUSANDS OF BRAZILIAN REAIS)

	Parent Company		Consolidated	
	31/12/2022	31/12/2021	31/12/2022	31/12/2021
Net revenue	5.994.101	5.386.179	8.006.280	7.067.827
Cost of products sold	(2.175.043)	(2.000.226)	(2.720.798)	(2.496.784)
<b>Gross profit</b>	<b>3.819.058</b>	<b>3.385.953</b>	<b>5.285.482</b>	<b>4.571.043</b>
Sales expenses	(1.749.848)	(1.503.166)	(2.536.574)	(2.209.992)
Administrative expenses	(686.481)	(566.645)	(1.014.927)	(889.814)
Expected loss (impairment) of accounts receivable	(726)	(2.262)	(1.243)	(4.881)
Other revenue	31.316	22.030	42.173	34.299
Other expenses	(7.599)	(45.580)	(6.322)	(48.525)
<b>Earnings before net financial expenses and taxes</b>	<b>1.405.720</b>	<b>1.290.330</b>	<b>1.768.589</b>	<b>1.452.130</b>
Financial income	121.623	86.275	175.928	110.030
Financial expenses	(447.911)	(196.766)	(472.568)	(236.016)
<b>Financial expenses, net</b>	<b>(326.288)</b>	<b>(110.491)</b>	<b>(296.640)</b>	<b>(125.986)</b>
Equity income	203.389	48.942	(4.729)	(2.328)
<b>Result before income tax</b>	<b>1.282.821</b>	<b>1.228.781</b>	<b>1.467.220</b>	<b>1.323.816</b>
Current income tax and social contribution	(237.080)	(308.484)	(361.383)	(371.601)
Deferred income tax and social contribution	(111.236)	37.221	(104.790)	47.679
<b>Net income for the year</b>	<b>934.505</b>	<b>957.518</b>	<b>1.001.047</b>	<b>999.894</b>
<b>Result assigned to:</b>				
Controlling shareholders			934.505	957.518
Non-controlling shareholders			66.542	42.376
<b>Basic and diluted earnings per share</b>				
Basic earnings per share			0,9463	1,1151
Diluted earnings per share			0,9463	1,1151

## EBITDA RECONCILIATION - CONSOLIDATED

In thousands of BRL	2022	2021	Var %
<b>Net Income</b>	<b>1.001.047</b>	<b>999.894</b>	<b>0,1%</b>
(+) Income Tax and Social Contribution	466.173	323.922	43,9%
(+) Net Financial Result	296.640	125.986	135,5%
(+) Depreciation and Amortization	227.742	213.252	6,8%
<b>EBITDA</b>	<b>1.991.602</b>	<b>1.663.054</b>	<b>19,8%</b>
<b>EBITDA % Net revenue</b>	<b>24,9%</b>	<b>23,5%</b>	<b>+1.3pp</b>
<b>Adjusted EBITDA*</b>	<b>2.366.374</b>	<b>1.929.416</b>	<b>22,6%</b>
<b>Adjusted EBITDA % Net revenue</b>	<b>29,6%</b>	<b>27,3%</b>	<b>+ 2.3pp</b>

\* Adjusted for R&amp;D expenses in the amount of R\$374,772 thousand in 2022 and R\$266,362 thousand in 2021

The Financial Statements are audited by KPMG Auditores Independentes and the complete versions will be available on the Eurofarma Laboratórios S.A website. The explanatory notes are an integral part of the individual and consolidated Financial Statements. Carmelita Bittencourt da Silva Esteves - Accountant CRC SP 194171/O-5.



GRI 2-5



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**Relatório de asseguração limitada dos auditores independentes sobre as informações não financeiras constantes no Relatório de Sustentabilidade 2022**

Ao Conselho de Administração e Acionistas  
**Eurofarma Laboratórios S.A.**  
São Paulo - SP

**Introdução**

Fomos contratados pela Eurofarma Laboratórios S.A. (“Companhia”) para apresentar nosso relatório de asseguração limitada sobre as informações não financeiras constantes no “Relatório de Sustentabilidade de 2022” da Eurofarma, relativas ao exercício findo em 31 de dezembro de 2022.

Nossa asseguração limitada não se estende a informações de períodos anteriores ou a qualquer outra informação divulgada em conjunto com o Relatório de Sustentabilidade 2022, incluindo quaisquer imagens, arquivos de áudio ou vídeos incorporados.

**Responsabilidades da administração da Eurofarma Laboratórios S.A.**

A administração da Eurofarma Laboratórios S.A. é responsável por:

- selecionar e estabelecer critérios adequados para a elaboração das informações constantes no Relatório de Sustentabilidade 2022;
- preparar as informações com base nos critérios e diretrizes da Global Reporting Initiative (GRI – Standards);
- desenhar, implementar e manter controle interno sobre as informações relevantes para a preparação das informações constantes no Relatório de Sustentabilidade 2022, que estão livres de distorção relevante, independentemente se causada por fraude ou erro.

**Responsabilidade dos auditores independentes**

Nossa responsabilidade é expressar conclusão sobre as informações não financeiras constantes no Relatório de Sustentabilidade 2022, com base nos trabalhos de asseguração limitada conduzidos de acordo com o Comunicado Técnico CTO 07/2022 emitido pelo CFC, e com base na NBC TO 3000 – Trabalhos de Asseguração Diferente de Auditoria e Revisão, também emitida pelo CFC, que é equivalente à norma internacional ISAE 3000 – Assurance engagements other than audits or reviews of historical financial information, emitida pelo International Auditing and Assurance Standards Board (IAASB). Essas normas requerem o cumprimento pelo auditor de exigências éticas, independência e demais responsabilidades referentes a ela, inclusive quanto à aplicação da Norma Brasileira de Controle de Qualidade (NBC PA 01) e, portanto, a manutenção de sistema de controle de qualidade abrangente, incluindo políticas documentadas e procedimentos sobre o cumprimento de requerimentos éticos, normas profissionais e requerimentos legais e regulatórios aplicáveis.

KPMG Auditores Independentes Ltda., uma sociedade simples brasileira, de responsabilidade limitada e firma-membro da organização global KPMG de firmas-membro independentes licenciadas da KPMG International Limited, uma empresa inglesa privada de responsabilidade limitada.

KPMG Auditores Independentes Ltda., a Brazilian limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee.



GRI 2-5



Adicionalmente, as referidas normas requerem que o trabalho seja planejado e executado com o objetivo de obter segurança limitada de que as informações não financeiras constantes no Relatório de Sustentabilidade de 2022, tomadas em conjunto, estão livres de distorções relevantes.

Um trabalho de asseguração limitada conduzido de acordo com a NBC TO 3000 (ISAE 3000) consiste principalmente de indagações à administração da Eurofarma Laboratórios S.A. e outros profissionais da Eurofarma Laboratórios S.A. que estão envolvidos na elaboração das informações, assim como pela aplicação de procedimentos analíticos para obter evidências que nos possibilitem concluir, na forma de asseguração limitada, sobre as informações tomadas em conjunto. Um trabalho de asseguração limitada requer, também, a execução de procedimentos adicionais, quando o auditor independente toma conhecimento de assuntos que o levem a acreditar que as informações divulgadas no Relatório de Sustentabilidade 2022, tomadas em conjunto, podem apresentar distorções relevantes.

Os procedimentos selecionados basearam-se na nossa compreensão dos aspectos relativos à compilação, materialidade e apresentação das informações contidas no Relatório de Sustentabilidade de 2022, de outras circunstâncias do trabalho e da nossa consideração sobre áreas e sobre os processos associados às informações materiais divulgadas no Relatório de Sustentabilidade de 2022, em que distorções relevantes poderiam existir. Os procedimentos compreenderam, entre outros:

- a. planejamento dos trabalhos, considerando a materialidade dos aspectos para as atividades da Eurofarma Laboratórios S.A., da relevância das informações divulgadas, do volume de informações quantitativas e qualitativas e dos sistemas operacionais e de controles internos que serviram de base para a elaboração das informações constantes no Relatório de Sustentabilidade de 2022.
- b. o entendimento da metodologia de cálculos e dos procedimentos para a compilação dos indicadores por meio de indagações com os gestores responsáveis pela elaboração das informações;
- c. a aplicação de procedimentos analíticos sobre as informações quantitativas e indagações sobre as informações qualitativas e sua correlação com os indicadores divulgados nas informações constantes no Relatório de Sustentabilidade de 2022; e
- d. para os casos em que os dados não financeiros se correlacionem com indicadores de natureza financeira, o confronto desses indicadores com as demonstrações contábeis e/ou registros contábeis.
- e. análise dos processos para a elaboração do Relatório e da sua estrutura e conteúdo, com base nos Princípios de Conteúdo e Qualidade dos *Standards* para Relato de Sustentabilidade da Global Reporting Initiative – GRI;
- f. avaliação dos indicadores não-financeiros amostrados;
- g. entendimento da metodologia de cálculos e dos procedimentos para a compilação dos indicadores por meio de entrevistas com os gestores responsáveis pela elaboração das informações;

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Os trabalhos de asseguração limitada compreenderam, também, a aderência às diretrizes e aos critérios da estrutura de elaboração GRI – Standards aplicável na elaboração das informações constantes do Relatório de Sustentabilidade de 2022.

Acreditamos que a evidência obtida em nosso trabalho é suficiente e apropriada para fundamentar nossa conclusão na forma limitada.

**Alcance e limitações**

Os procedimentos executados em trabalho de asseguração limitada variam em termos de natureza e época e são menores em extensão do que em trabalho de asseguração razoável. Consequentemente, o nível de segurança obtido em trabalho de asseguração limitada é substancialmente menor do que aquele que seria obtido, se tivesse sido executado um trabalho de asseguração razoável. Caso tivéssemos executado um trabalho de asseguração razoável, poderíamos ter identificado outros assuntos e eventuais distorções que podem existir nas informações constantes no Relatório. Dessa forma, não expressamos uma opinião sobre essas informações.

Os dados não financeiros estão sujeitos a mais limitações inerentes do que os dados financeiros, dada a natureza e a diversidade dos métodos utilizados para determinar, calcular ou estimar esses dados. Interpretações qualitativas de materialidade, relevância e precisão dos dados estão sujeitos a pressupostos individuais e a julgamentos. Adicionalmente, não realizamos qualquer trabalho em dados informados para os períodos anteriores, nem em relação a projeções futuras e metas.

A preparação e apresentação de indicadores de sustentabilidade seguiu os critérios da GRI – Standards e, portanto, não possuem o objetivo de assegurar o cumprimento de leis e regulações sociais, econômicas, ambientais ou de engenharia. Os referidos padrões preveem, entretanto, a apresentação e divulgação de eventuais descumprimentos a tais regulamentações quando da ocorrência de sanções ou multas significativas. Nosso relatório de asseguração deve ser lido e compreendido nesse contexto, inerente aos critérios selecionados (GRI – Standards).

**Conclusão**

Com base nos procedimentos realizados, descritos neste relatório e nas evidências obtidas, nada chegou ao nosso conhecimento que nos leve a acreditar que as informações não financeiras constantes no Relatório de Sustentabilidade 2022 para o exercício findo em 31 de dezembro de 2022 da Eurofarma Laboratórios S.A., não foram elaboradas, em todos os aspectos relevantes, com base os *Standards* para Relato de Sustentabilidade da Global Reporting Initiative – GRI.

São Paulo, 17 de maio de 2023

KPMG Auditores Independentes Ltda.  
CRC 2SP-014428/O-6

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Anexos

Diversity - International Operation (GRI 405-1)	Gender		Age Group			People with disabilities
	Men	Women	Less than 30 years	From 30 to 50 years	Over 50 years	
Management (includes Sales Force managers)	56,5%	43,5%	0,0%	77,3%	22,7%	0,0%
Coordination	56,6%	43,4%	1,1%	79,9%	19,0%	0,5%
Administrative (includes leaders of an administrative nature)	44,4%	55,6%	14,2%	76,8%	8,9%	0,8%
Operational	54,3%	45,7%	9,2%	63,6%	27,2%	0,9%
Sales Force	42,2%	57,8%	5,8%	78,4%	15,8%	2,2%
Total	47,5%	52,5%	7,7%	75,4%	16,9%	1,2%

Hiring and Turnover - Brazil (GRI 401-1)	Hiring		Turnover rate
	Total	Rate	
By gender			
Men	462	11,1%	10,9%
Women	650	24,6%	9,6%
By age group			
Less than 30 years	321	36,1%	13,3%
From 30 to 50 years	751	14,3%	10,3%
Over 50 years	40	6,0%	6,8%
By region			
Midwest	47	18,3%	14,0%
North East	78	11,4%	7,4%
North	24	15,0%	10,0%
Southeast	894	17,3%	10,8%
South	69	12,6%	4,6%
Total	1,112	16,3%	10,4%

Hiring and Turnover - International (GRI 401-1)	Hiring		Turnover rate
	Total	Rate	
By gender			
Men	292	28,6%	18,4%
Women	198	21,5%	21,0%
By age group			
Less than 30 years	68	45,3%	20,7%
From 30 to 50 years	368	25,1%	17,9%
Over 50 years	54	16,5%	27,1%
By region			
Argentina	18	8,6%	28,2%
Bolivia	18	36,7%	14,3%
Central America	95	24,8%	13,6%
Chile	67	20,1%	25,8%
Colombia	95	27,6%	17,4%
Ecuador	12	23,5%	31,4%
Mexico	101	51,0%	24,7%
Paraguay	22	73,3%	36,7%
Peru	54	22,9%	11,9%
Uruguay	8	7,1%	12,5%
Total	490	25,2%	20,0%

Turnover rate - Brazil (SASB HC-BP 330a.2)	Voluntary	Involuntary	Total
Senior management (Vice-presidencies and Boards)	5,3%	10,5%	15,8%
Middle management (Management and Coordination)	2,6%	5,3%	10,8%
Administrative	8,4%	6,8%	15,2%
Others (Operational and Sales Force)	0,6%	5,0%	13,6%

Turnover rate - International (SASB HC-BP 330a.2)	Voluntary	Involuntary	Total
Middle management (Management and Coordination)	13,4%	12,8%	26,2%
Administrative	3,5%	3,5%	7,0%
Others (Operational and Sales Force)	5,5%	11,9%	17,4%



GRI Content Summary

Declaration of use	Eurofarma Laboratories S.A. reported based on the GRI Standards for the period from January 1 to December 31, 2022
GRI 1 used	GRI 1: Foundation 2021
GRI Standard	Page
GRI 2: General Disclosures 2021	
2-1 Organization details	10, 45, 64
2-2 Entities included in the organization's sustainability reporting	57
2-3 Reporting period, frequency and contact point	57, 68
2-4 Restatements of information	There wasn't
2-5 External assurance	61, 62
2-6 Activities, value chain and other business relationships	10, 15, 55
2-7 Employees	48
2-8 Workers who are not employees	48
2-9 Governance structure and composition	45
2-10 Nomination and selection of the highest governance body	45
2-11 Chair of the highest governance body	45
2-12 Role of the highest governance body in overseeing the management of impacts	45
2-13 Delegation of responsibility for managing impacts	45
2-14 Role of the highest governance body in sustainability reporting	45, 57
2-15 Conflicts of interest	46
2-16 Communication of critical concerns	45, 46
2-17 Collective knowledge of the highest governance body	45
2-18 Evaluation of the performance of the highest governance body	45
2-19 Remuneration policies	45
2-20 Process to determine remuneration	45
2-22 Statement on sustainable development strategy	4
2-23 Policy commitments	13 ,27, 46
2-24 Embedding policy commitments	46
2-25 Processes to remediate negative impacts	47
2-26 Mechanisms for seeking advice and raising concerns	46
2-27 Compliance with laws and regulations	46
2-28 Membership associations	55
2-29 Approach to stakeholder engagement	57
2-30 Collective bargaining agreements	48
GRI 3: Material Topics 2021	
3-1 Process for defining material topics	57
3-2 List of material topics	58



GRI Content Summary

GRI standard/Other source	Content	Page
Material topic: Innovation applied to health		
GRI 3: Material Topics	3-3 Management of material topics	13, 20, 24, 30, 31, 48, 53, 54, 58, 65
SASB Biotechnology and Pharmaceuticals	SASB HC-BP-330a.1 Talent recruitment and selection initiatives for scientists and research and development professionals	20
Eurofarma monitoring	Investments in innovation; portfolio management	5, 12, 20
Material topic: Access to healthcare		
GRI 3: Material Topics	3-3 Management of material topics	13, 20, 24, 30, 31, 48, 53, 54, 58, 65
Eurofarma monitoring	Donation of drugs and samples	13, 36, 52, 54
Eurofarma monitoring	Clinical studies; new product registration	11, 25, 47
Material topic: Consumer safety and well-being		
GRI 3: Material Topics	3-3 Management of material topics	13, 20, 24, 30, 31, 48, 53, 54, 58, 65
GRI 416: Consumer health and safety	416-1 AAssessment of the health and safety impacts of product and service categories	24, 54
GRI 416: Consumer health and safety	416-2 Cases of non-compliance regarding health and safety impacts caused by products and services	53
GRI 417: Marketing and labeling	417-1 Requirements for product and service information and labeling	24
GRI 417: Marketing and labeling	417-3 Requirements for product and service information and labeling	53
SASB Biotechnology and Pharmaceuticals	SASB HC-BP-250a.3 SASB HC-BP-250a.3 Number of recalls issued, total units recalled	20, 24, 53, 63, 65
Material topic: Human capital management		
GRI 3: Material Topics	3-3 Management of material topics	13, 20, 24, 30, 31, 48, 53, 54, 58, 65
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	63
SASB Biotechnology and Pharmaceuticals	SASB HC-BP-330a.2 Voluntary and involuntary turnover for executives/top management, middle management, professionals and other functional levels	20, 24, 53, 63, 65
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	51
GRI 401: Employment 2016	401-3 Parental leave	51
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management trabalho	51
GRI 403: Occupational health and safety 2018	403-2 Hazard identification, risk assessment and incident investigation	51
GRI 403: Occupational health and safety 2018	403-3 Occupational health services	13, 20, 24, 30, 31, 48, 53, 54, 58, 65
GRI 403: Occupational health and safety 2018	403-4 Worker participation, consultation and communication to workers regarding	51
GRI 403: Occupational health and safety 2018	403-5 Training of workers in health and safety at work	51
GRI 403: Occupational health and safety 2018	403-6 Worker health promotion	51
GRI 403: Occupational health and safety 2018	403-7 Prevention and mitigation of impacts on health and safety at work directly linked to business relationships	51

GRI standard/Other source	Content	Page
GRI 403: Occupational health and safety 2018	403-8 Occupational health and safety management system	51
GRI 403: Occupational health and safety 2018	403-9 Work-related injuries	52
GRI 403: Occupational health and safety 2018	403-10 Work-related ill health	52
GRI 404: Training and education	404-3 Percentage of employees receiving regular performance and career development reviews	48
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	50, 63
GRI 405: Diversity and equal opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	50
Material topic: Supply chain management		
GRI 3: Material Topics	3-3 Management of material topics	13, 20, 24, 30, 31, 48, 53, 54, 58, 65
SASB Biotechnology and pharmaceuticals	SASB HC-BP-260a.1 Methods and technologies used to ensure traceability of products throughout the supply chain and prevent counterfeiting	20, 24, 53, 63, 65
Eurofarma monitoring	Supplier Monitoring Program; audits carried out	54
Material topic: Waste management		
GRI 3: Material Topics	3-3 Management of material topics	13, 20, 24, 30, 31, 48, 53, 54, 58, 65
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	30, 31
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	30, 31, 33
GRI 306: Waste 2020	306-3 Waste generated	30, 31, 33, 34
GRI 306: Waste 2020	306-4 Waste diverted from disposal	30, 31, 33, 34
GRI 306: Waste 2020	306-5 Waste directed to disposal	30, 31, 33, 34
Other GRI indicators monitored		
GRI 205: 2016 Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	46
GRI 302: Energy 2016	302-1 Energy consumption within the organization	35
GRI 302: Energy 2016	302-3 Energy intensity	35
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	35
GRI 303: Water and effluents 2018	303-3 Water withdrawal	35
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	29
GRI 305: Emissions 2016	305-2 Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy acquisition	29
GRI 305: Emissions 2016	305-3 Other indirect emissions (Scope 3) of greenhouse gases (GHG)	29



iBase Balance Sheet

1 - Calculation basis	2020 Amount (BRL thousand)			2021 Amount (BRL thousand)			2022 Amount (BRL thousand)		
Net revenue (RL)	4.057.827			5.386.179			5.994.101		
Operating income (RO)	920.748			1.228.781			1.282.821		
Gross payroll (FPB)	968.175			1.344.299			1.580.076		
	24%			25%			26%		

2 - Internal social indicators	Amount (thousand)	% over FPB	% over RL	Amount (thousand)	% over FPB	% over RL	Amount (thousand)	% over FPB	% over RL
Food *	31.166	3,22%	0,77%	51.782	3,85%	0,96%	72.360	4,58%	1,20%
Compulsory social charges	218.592	22,58%	5,39%	315.450	23,47%	5,86%	373.207	23,62%	6,23%
Private pension	9.990	1,03%	0,25%	11.889	0,88%	0,22%	14.028	0,89%	0,20%
Health	60.430	6,24%	1,49%	89.440	6,65%	1,66%	97.828	6,19%	1,60%
Occupational safety and health *2	5.490	0,57%	0,14%	4.126	0,31%	0,08%	7.055	0,45%	0,10%
Education	912	0,09%	0,02%	809	0,06%	0,02%	895	0,06%	0,00%
Culture	0	0,00%	0,00%	0	0,00%	0,00%	5.200	0,33%	0,10%
Professional training and development	3.693	0,38%	0,09%	3.663	0,27%	0,07%	4.510	0,29%	0,10%
Daycare centers or daycare assistance	2.393	0,25%	0,06%	2.870	0,21%	0,05%	3.462	0,22%	0,10%
Profit or income sharing	128.440	13,27%	3,17%	148.302	11,03%	2,75%	163.036	10,32%	2,70%
Others *3	10.357	1,07%	0,26%	14.479	1,08%	0,27%	17.486	1,11%	0,30%
Total - Internal social indicators	471.463	48,70%	11,64%	642.810	47,81%	11,94%	759.067	48,06%	12,63%

3 - External social indicators	Amount (thousand)	% over RO	% over RL	Amount (thousand)	% over RO	% over RL	Amount (thousand)	% over RO	% over RL
Education	10.666	1,16%	0,26%	12.489	1,02%	0,23%	15.491	1,21%	0,26%
Culture	3.519	0,38%	0,09%	6.051	0,49%	0,11%	5.201	0,41%	0,09%
Health and sanitation	4.218	0,46%	0,46%	8.357	0,68%	0,16%	14.537	1,13%	0,24%
Sports	11.815	1,28%	0,29%	12.404	1,01%	0,23%	14.960	1,17%	0,25%
Fighting hunger and food security	6.508	0,71%	0,16%	13.421	1,09%	0,25%	10.647	0,83%	0,18%
Others	64	0,01%	0,00%	65	0,01%	0,00%	3.711	0,29%	0,06%
Total contributions to society	36.790	4,00%	1,26%	52.787	4,30%	0,98%	64.547	5,04%	1,08%
Taxes (excluding social charges)	573.891	62,33%	14,14%	960.279	78,15%	1.580,00%	1.073.530	83,69%	17,91%

4 - Environmental indicators	Amount (thousand)	% over RO	% over RL	Amount (thousand)	% over RO	% over RL	Amount (thousand)	% over RO	% over RL
Investments into the company's production/operations	15.572	1,69%	0,38%	21.036	1,71%	0,39%	R\$32,6 milhões		
Investment in external programs and/projects	104	0,01%	0,00%	0	0,00%	0,00%	0		
Total environmental investments	15.676	1,70%	0,39%	21.036	1,71%	0,39%	R\$32,6 milhões		
As for the establishment of "annual goals" to minimize waste, consumption in general in production/operation and to increase efficiency in the use of natural resources, the company:	() meets 0 to 50% of the goals (x) meets 76 to 100% of the goals () has no goals () meets 51 to 75% of the goals			() meets 0 to 50% of the goals (x) meets 76 to 100% of the goals () has no goals () meets 51 to 75% of the goals			() meets 0 to 50% of the goals (x) meets 76 to 100% of the goals () has no goals () meets 51 to 75% of the goals		



iBase Balance Sheet

5 - Staff indicators	2020			2021			2022		
Number of employees at the end of the period	4.972			6.462			7.008		
Number of hires in the period	678			1.001			1.301		
Number of outsourced employees	519			651			764		
Number of interns	71			116			154		
Number of employees over 45 years of age	910			1338			1.425		
Number of women working in the company (internally)	1359			1694			1.982		
Number of women working in the company (externally)	287			609			801		
% of management positions held by women (internally)	51,00%			51,00%			49,75%		
% of management positions held by women (externally)	2,00%			4,00%			5,21%		
Number of black individuals working in the company	223			320			372		
% of management positions held by black individuals	2,00%			2,00%			1,50%		
Number of individuals with disabilities or special needs	155			287			306		

6 - Relevant information regarding the exercise of corporate citizenship	2020			2021			2022		
Total number of accidents at work	31			25			22		
The social and environmental projects developed by the company were defined by:	( ) Directors	( x ) Directors and managers	( ) All employees	( ) Directors	( x ) Directors and managers	( ) All employees	( ) Directors	( ) Directors and managers	( ) All employees
Safety and health standards in the work environment were defined by:	( x ) Directors and managers	( ) All employees	( ) all of the above + Internal Accident Prevention Commission (CIPA)	( ) Directors and managers	( x ) All employees	( ) all of the above + Internal Accident Prevention Commission (CIPA)	( ) Directors and managers	( x ) All employees	( ) all of the above + Internal Accident Prevention Commission (CIPA)
As for union freedom, the right to collective bargaining and the internal representation of workers, the company:	( ) Does not get involved	( x ) follows ILO recommendations	( ) the company encourages and follows ILO recommendations	( ) Does not get involved	( ) follows ILO recommendations	( ) the company encourages and follows ILO recommendations	( ) Does not get involved	( x ) follows ILO recommendations	( ) the company encourages and follows ILO recommendations
Private pension is offered to:	( ) Directors	( ) Directors and managers	( x ) All employees	( ) Directors	( ) Directors and managers	( x ) All employees	( ) Directors	( ) Directors and managers	( x ) All employees
Profit or income sharing is offered to:	( ) Directors	( ) Directors and managers	( x ) All employees	( ) Directors	( ) Directors and managers	( x ) All employees	( ) Directors	( ) Directors and managers	( x ) All employees
In selecting suppliers, the same ethical and social and environmental responsibility standards adopted by the company:	( ) Are not considered	( x ) Are suggested	( ) required	( ) Are not considered	( x ) Are suggested	( ) required	( ) Are not considered	( x ) Are suggested	( ) Are not necessary
As for the engagement of employees in volunteer work, the company:	( ) Does not get involved	( ) Supports it	( x ) Organizes and encourages it	( ) Does not get involved	( ) Supports it	( x ) Organizes and encourages it	( ) Does not get involved	( ) Supports it	( x ) Organizes and encourages it
Total added value to be distributed (in thousand BRL):	By the company 6,321	by the Consumer Protection and Defense Autarchy (Procon): 0	In Court 3	By the company 7,683	by the Consumer Protection and Defense Autarchy (Procon): 0	In Court 1	By the company:	by the Consumer Protection and Defense Autarchy (Procon):	In Court:
Total number of complaints and criticisms from consumers:	By the company 99,95%	by the Consumer Protection and Defense Autarchy (Procon): 0%	In Court: 0,05%	By the company 100%	by the Consumer Protection and Defense Autarchy (Procon): 0%	In Court: 0%	By the company: %	by the Consumer Protection and Defense Autarchy (Procon): %	In Court: %
Total added value to be distributed (in thousand BRL):	In 2020: 2.622.223			In 2021: 3.631.539			In 2022: 4.250.975		
Added Value Distribution (DVA):	28% government; 36% employees; 10% shareholders; 5% third parties; 21 % withheld			33% government; 35% employees; 7% shareholders; 6% third parties; 19 % withheld			32% government; 35% employees; 7% shareholders; 11% third parties; 15 % withheld		

Demonstration of Added Value-Parent Company	2020		2021		2022	
	Value	%	Value	%	Value	%
Personnel	945.672	36%	1.249.425	34,4%	1.472.440	34,6%
Taxes (Government)	738.523	28%	1.198.301	33,0%	1.354.427	31,9%
Third Parties	120.997	5%	226.295	6,2%	489.603	11,5%
Profit withheld	567.080	21%	697.793	19,2%	632.961	14,9%
Dividends and JCP	249.951	10%	259.725	7,2%	301.544	7,1%
Total Added Value	2.622.223	100%	3.631.539	100,0%	4.250.975	100,0%



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