

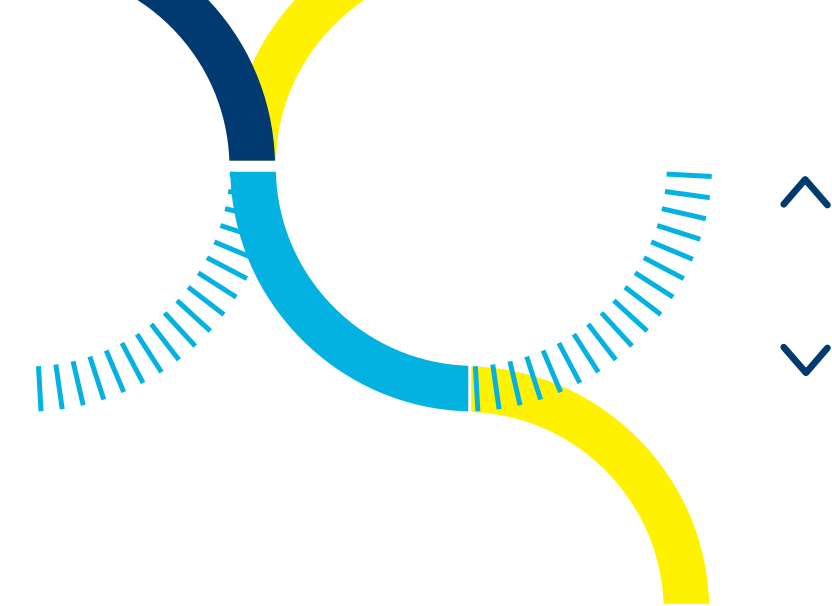
# SUSTAINABILITY REPORT 2024

BASE YEAR 2023





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MESSAGE FROM THE PRESIDENT **GRI 2-22**

# On the road to an increasingly global future

In 2023, we took important steps toward the goal of expanding our global footprint, guided by the mission of promoting access to health and quality of life for more people, in more geographies, and ensuring a sustainable operation that allows us to grow and share the value created with employees and society as a whole.

Faced with the challenges of and strides toward our internationalization, we defined a new, more global organizational structure, aligned with the best market practices, and launched Vision 2027 which, based on competencies and ambitions, breaks down our strategic objectives into five dimensions: results, internationalization, innovation, people, and sustainability. Cascaded to the other countries, the Vision guides our 12,600 employees and retains the entrepreneurial vision of our founder, an Italian immigrant who started his own business believing in the opportunities in Brazil for the 20th century. True to his Values, we pursue our dreams with responsibility, discipline, and passion, taking Eurofarma to new heights with each cycle.

**Faithful to our values, we pursue our dreams with responsibility, discipline, and passion, elevating Eurofarma to new heights with each cycle.**

Present in all Latin American countries, the United States, and some African countries, we are the leading corporation in prescription drugs in Latin America and we have taken a fundamental step in the region with the acquisition of Genfar. With 500 employees, a plant in Cali and sales in Colombia, Peru, and Ecuador, Genfar will be our generic brand throughout the region, with the exception of Brazil, where Eurofarma is a consolidated brand. During the year, we integrated Genfar, Valda in Brazil, and Medimetriks in the U.S., a small platform acquired that will help us understand the largest pharmaceutical market in the world.

In a challenging year, impacted by a slowdown in growth after the pandemic, we executed strategic plans and investments in M&A, R&D, and in significantly increasing our sales force. The cash outlay is related to projections and the need for a larger team to absorb the company's launches. According to IQVIA, the main auditor in the sector, we are the second largest corporation in Latin America in terms of retail sales, with a market share of just 5%, meaning that there are still huge opportunities for growth in the region.

International operations grew by 39.3% and we gained market share in most of the countries. Global net revenue was R\$9.1 billion, with an EBITDA margin of 19.3%, up 14% over 2022. Adjusting our R&D expenses for comparison purposes, our EBITDA margin was 25.1%. With account receivable days of less than 60 days and approximately 40 days' worth of stock at major distributors, our financial cycle is one of the healthiest in the market. As in recent years, we maintained a 'AAA' rating from Fitch. Although

below the historical average growth of 17%, we advanced on strategic projects that will mature over the next few years, and our international revenue, which accounted for 20% of the total, should increase significantly.

**We hired almost 1,000 new sales reps in the region in 2023 and, with approximately 5,000 visiting reps, we have the largest team in Latin America, coverage, and scale to promote a broad portfolio to all medical specialties.** In the OTC segment, we revitalized the iconic Valda brand by extending its lines and advertising, and launched the personal care brand OAZ. In animal health, through Pearson, we stood out as the company with the highest sales growth in the year.

We now have 11 plants in Latin America and a new complex is under construction in the city of Montes Claros, state of Minas Gerais. Designed to advance in a modular way, according to demand, it will support growth over the coming decades. In 2023, we produced 573 million units and, in Itapevi, where we have our largest plant, we saw gains in efficiency and costs with the expansion of capacity and record production.

We invested more than R\$680 million in innovation, the main lever for growth and the path to our own patents. We advanced on the Corporate Venture fronts, in expanding our portfolio, and in developing more complex medications. Investments in R&D totaled R\$615 million. We have 750 researchers and 350 projects in the pipeline, a 30% incremental and radical innovation. As a result of an ongoing effort, we launched more than 200 SKUs in Latin America during the year. In Brazil, we have a 9% market share of launches, a much larger share than in the total market, demonstrating our capacity for future growth.



In open innovation, a strategic pillar of digital transformation and healthcare solutions, our EurON fund has invested R\$8.2 million in 10 startups, most notably the Scrolling Therapy app. Created to support patients with Parkinson’s Disease, it won the Grand Prix Pharma at the 2023 Cannes Lions International Festival. The corporate venture capital fund, Eurofarma Ventures, in biotech, is expected to invest up to US\$100 million and contribute to radical early-stage projects. The fund was created to place Eurofarma in this new and powerful global research ecosystem that will dictate therapeutic advances and the evolution of biotechnology for the benefit of health.

**Our pioneering and consistent sustainability vision seeks to balance the ESG fronts and received R\$107 million in the year. In terms of diversity, we maintained gender equality in senior management and made progress in hiring women for the sales force. We are in the process of disclosing targets for other groups: race, age, LGBTQIAP+, and we highlight the avant-garde nature of our virtual sales team, which is 100% made up of people with disabilities.**

On the environmental front, drugs with the +Verde (+Green) seal, which incorporate sustainability concepts, accounted for 10% of BR retail units, above the target for the period in terms of green bond issuance. Regarding energy efficiency, we opened the Assuruá

wind energy co-production park, ensuring a 100% clean energy mix in Brazil. We remain focused on reducing and neutralizing direct emissions and on finding solutions to international environmental challenges.

Social investments totaled R\$56 million in the year. Aimed at education and occupational training, the Eurofarma Institute helped 18,000 people and has a wealth of transformative stories. *Lactare*, a private human milk bank, collected more than 3,000 liters of milk and benefited 1,000 premature newborns in neonatal units. In Corporate Responsibility, we support hundreds of thousands of vulnerable families throughout Latin America with donations of food and medicines.

In line with the best governance practices, we have a robust structure, including gender equity at executive level and representation of women also among the independent members of the Board of Directors, leading executives who challenge and support our decisions. Committees, audits, and an external ombudsman’s office support our model, giving management agility and autonomy. Quarterly reports and increased dialogue with related parties reinforce the company’s dynamics, transparency, and maturity for transformational movements.

Guided by an inspiring, ambitious, and inclusive vision, on our “100-year route” we want to follow the path of large

multinational companies, going beyond what we do today. The challenge of self-perpetuation is what drives us! Along this journey, we remain confident, humble, and committed. With ethics, discipline, and excellence, we remain focused on executing our plans and meeting our objectives with quality.

Based on the Values and on an uncompromising stand that permeate our culture, we make continuous progress. Our plans are developed and executed internally. Our human capital and “Way of Being” make us unique, and our evolution is driven by the development of teams, leaders, and successors, and by generational diversity and open dialogue. For 20 years among the best places to work for, our voluntary turnover is 2.5%, and 79% of leadership positions are filled from within.

I’d like to thank everyone who shares our belief, especially our employees, an exceptional team that we have chosen to build a great future. Thank you very much!

**Our heartfelt thanks!**

**Maurizio Billi**  
**Chairman of the Board**



**Leader in medical prescriptions in Brazil and Latin America**





02

**VISION 2027:  
OUR FIRST  
ADVANCES**





## Every five years, we define a new strategic planning cycle that guides our future



In 2023, Eurofarma began a new cycle of expansion over a five-year horizon. Guided by Vision 2027, the strategic plan covers the company's main objectives in five dimensions: People and Culture, Internationalization, Results, Innovation, and ESG.

Some of the challenges identified include developments in incremental innovation; progress in our journey to create our first radical product; evolution of the group's digital maturity; strengthening of Governance practices and Diversity and Inclusion programs; consolidation of the new global structure, which prepares us for the new cycle of expansion; and horizontal dissemination of the Eurofarma culture and "Way of Being."

We also cascaded our strategy in the countries where we operate, defining a strategic map for three major regions. This helps us give visibility of the contribution of each geography to the achievement of global objectives and promotes greater team engagement.

**15**  
MACRO-OBJECTIVES

**5**  
DIMENSIONS



# Main advances toward Vision 2027

## PEOPLE AND CULTURE



### Make the organizational structure more global

- Implementation of the new global structure

### Attract, develop and retain the best talents

- 93% of our employees are proud to work at Eurofarma (Brazil)
- For 20 years among the best companies to work for, according to external recognition and GPTW - Great Place to Work (Brazil and Latin America)
- Advances in succession processes and plans for key positions and IDP for the leaders of the future

### Consolidate the “Eurofarma Way of Being”

- 400+ leaders trained in the Eurofarma Way of Being (Brazil + Latin America)
- Implementation of Corporate TV
- Group of communication multipliers throughout Latin America

### Focus on growth with sustainable profitability

- 19.3% growth in revenue, market share gain in most countries, among the 3 largest pharmaceutical companies in Latin America, with net income of R\$ 9.1 billion
- 17% average growth over the last 15 years

### Guarantee return on strategic investments

- Definition of criteria for financial return, monitoring CAPEX annually on four priority fronts: M&A; R&D and Licenses; Production Capacity; and Expansion of the Sales Force.

### Optimize operational efficiency and costs

- Completion of the project to expand production capacity in Itapevi with record production in 2023; progress on the Montes Claros/MG project

## RESULT



## INTERNATIONALIZATION



### Leadership in Latin America

- Acquisition of Genfar’s operations, implementation of the 100-day onboarding plan, and inclusion in the global strategic plan
- Acquisition of seven Sanofi products for Brazil, Colombia, Mexico, Argentina, and Uruguay
- Achievement of leadership in medical prescriptions - Latin America corporation

### Explore other geographies and business models

- Expansion of operations to new regions (plan to resume operations in Venezuela and enter Angola)

# Main advances toward Vision 2027



INNOVATION



## Increase the percentage of exclusive products and move forward with incremental and radical innovations

- In the process of choosing the radical product molecule for in-house development; market share leader in launches in Brazil, with 9.2% in the last 24 months
- 30% of revenue from drugs launched in the last 5 years
- 2,000+ own products in the portfolio and more than 350 projects in the pipeline

## Develop technological healthcare solutions via open innovation

- A highlight was the performance of OceanDrop, an investee of the Euron I fund, with 49% growth in sales

## Advance digital transformation

- Implementation of the digital health area and of the Digital Committee
- Advances in digital visits focused on nutritionists and pediatricians



ESG



## Cutting-edge environmental practices

- Early start of the wind energy co-production project, ensuring a 100% renewable mix in our operations in Brazil
- Expansion of products with the +Verde (+Green) seal, which incorporates sustainability concepts
- Expansion of solar panels

## Strengthen governance practices

- Progress in meeting the governance requirements of the Brazilian Securities and Exchange Commission (CVM)
- Compliance training for direct and outsourced employees
- Corporate ESG Committee
- Quarterly trial balance with analysis of results

## Advance Diversity and Inclusion programs

- More women in the sales force: 52% of new hires
- Age Friendly certification (Brazil and Latin America)
- Digital sales force 100% PwD
- Proposition of corporate targets for the “race” group as of 2024



# Formal commitments to society GRI 2-23, 2-24, 2-26

Our business strategy is aligned with three relevant initiatives connected to Vision 2027. The first is the United Nations Global Compact, a business conduct commitment to adopt best practices in the areas of human rights, labor relations, the environment, and fight against corruption. **The second initiative is the 2030 Agenda, which defines the 17 Sustainable Development Goals (SDGs), eight of which are prioritized by Eurofarma: SDGs 3, 4, 5, 8, 9, 12, 13, and 16.**

Also, every two years, we apply the self-diagnosis tool of the Ethos Social Responsibility indicators, whose results guide the decisions of the Corporate Social Responsibility Committee and action plans in different areas of the company. Since 2012, we have been part of the Ethos Institute's benchmarking group, placing among the 10 companies with the best evaluation scores.

In April 2023, we joined the Ethos Institute's Business Pact for Integrity and Against Corruption. This is yet another voluntary commitment to promote a market based on integrity and ethics, and to constantly evolve in terms of transparency and the fight against corruption.

## ETHOS INDICATORS: CONTINUOUS EVALUATION OF OUR PRACTICES

In 2021, the Ethos Institute revised its Social Responsibility indicators in order to more fully address ESG-related market requirements. The data in this most recent evaluation refer to 2022, our first report after revising the methodology (which affects comparability with previous cycles). The results, now broken down by dimension (Environmental, Social, and Governance), continue to place us in the group of benchmark companies.

TO LEARN MORE  about our commitments

Performance on Core Topics  
Comparison of the 2017 to 2021 average relative to the market

COMPARATIVE BASELINE	2017	2019	2021
Human Rights	4,8	4,7	5,7
Community Involvement and Development	4,1	3,8	4,3
Organizational Governance	5,7	5,4	6,6
Environment	4,2	3,2	3,8
Consumer Issues	5,8	4,3	5,3
Operational and Management Practices	5,5	4,6	5,8
Labor Practices	6	5,2	6,3
Vision and Strategy	5,8	4,8	5,5

Voluntary adherence is part of our commitment to best governance practices and is reflected in our strategic planning, targets, and action plans



ENVIRONMENTAL ASPECTS AND IMPACTS

Eurofarma rating

**5,7**

Market average rating

4,4

ENVIRONMENTAL MANAGEMENT

Eurofarma rating

**5,1**

Market average rating

5,3

OVERALL RATING

**7,1**



VALUE CHAIN

Eurofarma rating

**7,8**

Market average rating

4,7

SOCIETY AND COMMUNITY

Eurofarma rating

**7,0**

Market average rating

5,0

WORKERS

Eurofarma rating

**8,8**

Market average rating

6,2



STRATEGY

Eurofarma rating

**8,0**

Market average rating

5,9

ORGANIZATIONAL GOVERNANCE

Eurofarma rating

**7,8**

Market average rating

5,8

MANAGEMENT PRACTICES

Eurofarma rating

**8,0**

Market average rating

5,8



# Our priority SDGs

**3 GOOD HEALTH AND WELL-BEING**

## HOW WE CONTRIBUTE

**Access to safe, effective, quality and affordable essential medical products for all**

- Medicines at affordable prices and launch prices in line with the market, even when they offer a differentiator or higher quality in the same class.
- Internalization of knowledge for the production stages of vaccines and the development of medicines for communicable and non-communicable diseases that primarily affect developing countries.
- Eurolab, our research and development center, with more than 750 dedicated professionals.
- *Lactare*, our breast milk bank, collected more than 3,000 liters of milk in 2023 alone, helping more than 1,000 premature babies in neonatal ICUs in public hospitals.
- We increased to four the number of hospitals benefiting from Brain Neuroprotection technology for newborns in neonatal ICUs, an innovative program in partnership with Protecting Brains & Saving Futures (PBSF), which helps in the diagnosis of seizures.

**4 QUALITY EDUCATION**

## HOW WE CONTRIBUTE

**Access to inclusive and equitable quality education and promotion of lifelong learning opportunities for all**

- Through the Eurofarma Institute, for 17 years we have been providing quality education free of charge to socioeconomically vulnerable children, young people, and adults in the states of São Paulo and Minas Gerais. With a focus on projects that take place outside of school hours and technical training and preparation for the job market, in 2023 alone, the Eurofarma Institute directly assisted more than 18,000 beneficiaries, an all-time record, exceeding the target set for the period by 24%.

**8 DECENT WORK AND ECONOMIC GROWTH**

## HOW WE CONTRIBUTE

**Protect labor rights and promote safe work environments for all workers**

- We intensified our internal processes aimed at employee health and extended maternity leave to 180 days and paternity leave to 30 days. In 2024, we announced that this benefit would be extended to the units in Rio de Janeiro, Varginha, Ribeirão Preto and to the Sales Force, with a paid extension for a further three months and an unpaid extension for an additional three months (totaling up to 12 months' leave). We continued with our program to monitor pregnant women, who are assisted by specialized professionals and a clinical nutritionist, a benefit that also applies to employees' wives.
- 20 years among the best companies to work for, according to GPTW.
- We are the first Brazilian pharmaceutical company to obtain the Age Friendly Employer™ certification for our operations throughout Latin America. This certification recognizes the organizations most committed to retaining and recruiting people over the age of 50.

## HOW WE CONTRIBUTE

**Ensure sustainable consumption and production patterns; achieve the sustainable management and efficient use of natural resources**

- We continue with our annual target of offsetting our direct emissions in Brazil and should include 100% of global operations by 2027.
- Our energy mix, which is 100% renewable in Brazil, should also extend to global operations by 2027.
- We are annually increasing the volume of products with the +Verde (+Green) seal. In 2023, we reached 10% in Brazilian retail, compared to 9% in 2022. We also started selling +Verde products in Mozambique, an innovation on the African continent.

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

## HOW WE CONTRIBUTE

**Take urgent action to combat climate change and its impacts.**

- We are pioneers in the renewable fuels policy, and are the first company to have an executive fleet that is 100% hybrid.
- The first Brazilian pharmaceutical company to offset 100% of its direct CO<sub>2</sub> emissions. In 2023, we advanced the use of 100% renewable energy in our Brazilian operations.
- Our partnership with Serena, Brazil's largest renewable energy generator, at the Assuruá 4 wind farm in Bahia, will also allow us to reduce our carbon footprint by 260,000 tons by 2038.
- We have set global targets focused on energy efficiency, reduction, and offsetting of emissions for Vision 2027.

**13 CLIMATE ACTION**



# Recognition

**AAA RATING FROM FITCH RATINGS**  
for five consecutive years

**SINDUSFARMA**  
2<sup>nd</sup> place in the Excellence in Environmental Management Award

**47<sup>TH</sup> LUPA DE OURO AWARD**  
2<sup>nd</sup> place in the ESG category for the Brain Neuroprotection project

**CANNES LIONS PHARMA GRAND PRIX**  
Winner in the Pharma category at the Cannes Lions International Festival of Creativity 2023 for the “Scrolling Therapy” app for patients with Parkinson’s disease

**GPTW LATIN AMERICA**  
1<sup>st</sup> place in the pharmaceutical industry and 11<sup>th</sup> in the overall ranking

**BEST OF ESG 2023 - EXAME MAGAZINE**  
Six-time winner in the Pharmaceuticals and Beauty Care category The only company in the sector to achieve this status

**VALOR INOVAÇÃO 2023**  
Chosen as one of the most innovative companies in its sector in Brazil

**RANKING 100 OPEN CORPS**  
1<sup>st</sup> place in Good Health and Well-Being

**ESTADÃO MARCAS MAIS**  
4<sup>th</sup> consecutive year as one of the top three health brands in consumer preference

**BEST OF DINHEIRO MAGAZINE**  
Pharmaceutical, Hygiene, and Cleaning  
2<sup>nd</sup> place: Good Health and Well-Being; Financial Sustainability; Human Resources; Innovation and Quality, Corporate Governance.

**MERCO ESG RESPONSIBILITY**  
2<sup>nd</sup> place in the pharmaceutical category and 84<sup>th</sup> in the ranking of leaders with Maurizio Billi

**ESTADÃO EMPRESAS MAIS**  
Among the top five companies in Sustainability and Climate Change

**AGE FRIENDLY EMPLOYER™**  
First company in its sector to obtain, simultaneously, the Age Friendly Employer certification for both its Brazilian and Latin American operations

**ÉPOCA NEGÓCIOS 360°**  
Top 5 in innovation and first in sustainability in the pharmaceutical industry





03

# EUROFARMA GROUP



# Who we are

GRI 2-6

Eurofarma is the first 100% Brazilian multinational pharmaceutical company. We cover 100% of the Latin American market and have our own operations in the United States and some African countries.

We develop research, produce and market health products and services to improve people's lives, and promote access to healthcare so that everyone can live longer and better. With a focus on creating shared value, we operate in all the main segments: Prescription, Non-prescription, OTC, Generics, Hospital, and Oncology. We also operate in the animal health segment.

We have a broad portfolio, which includes over

**2 thousand products**

In 2023, we produced

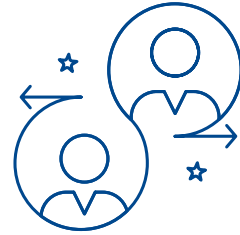
**573 million**

units of medication

We cover almost all medical specialties and encompass over

**140 therapeutic classes**

We are the most prescribed corporation across all of **Latin America**

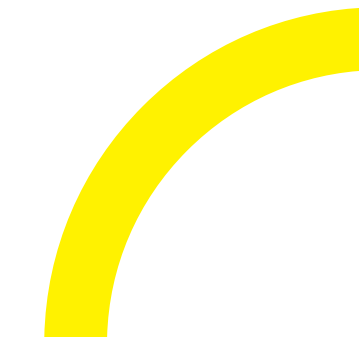


## FOCUS on the generation of shared value



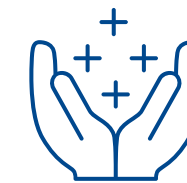
### OUR PURPOSE

To make healthcare accessible so that everyone can live longer and better.



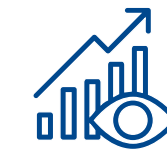
### OUR MISSION

To promote access to healthcare and quality of life with treatments at a fair price and a profitable operation, ensuring the sustainable growth of the company and sharing the value created with employees and society.



### OUR VALUES

- That guide us
1. Agility
  2. Commitment
  3. Sustainable Development
  4. Focus on Health
  5. Entrepreneurship
  6. Ethics
  7. Diversity
  8. Reinvestment
  9. Respect
  10. Results



### OUR VISION

Operating in healthcare 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. True to our purpose of promoting access and quality of life, we will perpetuate our business with the discovery of new treatments and a legacy of innovation.

# Production structure

GRI 2-1, 2-6

In addition to the administrative headquarters in São Paulo, we have four manufacturing plants in Brazil (Itapevi, São Paulo, Ribeirão Preto, and Rio de Janeiro), two distribution centers, and one Research & Development center. We also have seven industrial parks in other Latin American countries (Argentina, Chile, Colombia, Guatemala, Peru, and Uruguay). **Eurofarma is also responsible for one of the largest private projects underway in the country, in the city of Montes Claros, state of Minas Gerais, an industrial complex with 182,000 square meters of built-up area that will sustain the company's growth over the coming decades.**

## GROUP STRUCTURE - SUBSIDIARIES



company producing generic drugs for Latin America. Wholly-owned by Eurofarma



center for research and analysis of samples for relative bioavailability and bioequivalence studies. Wholly-owned by Eurofarma



Pearson: brand operating in the veterinary market for large and small animals (pets). Wholly-owned by Eurofarma



a joint venture between Eurofarma and Cristália, responsible for promoting and distributing prescription products in Brazil





**1<sup>st</sup> Brazilian** multinational pharmaceutical company

**100%** coverage of the Latin American market

**2,000+** products

**12,600** employees in Brazil and abroad

**1<sup>st</sup> place** in market share of launches in Brazil



Presence in **22 countries**

**573 million** units of medicines produced in 2023

**50+ years** of history

**Among the 3 largest** pharmaceutical companies in Latin America

**Leader in medical prescriptions** in Latin America and Brazil



**12 factories** (1 complex under construction)

**BRAZIL**

**Administrative Office**

Brooklin Unit – São Paulo, SP

**Eurolab Research & Development Center**

Itapevi/SP

**Manufacturing plants**

Itapevi, SP  
Production of solid and semi-solid, liquid, oncology, lyophilized, and hormonal, and packaging materials

**São Paulo, SP**

Production of penicillin, cephalosporins, and carbapenems

**Ribeirão Preto, SP**

Production of large-volume parenteral solutions

**Rio de Janeiro, RJ**

Production of non-prescription products (solids)

**Montes Claros, MG**

The company's largest industrial complex, under construction

**Distribution Centers**

Itapevi, SP  
Varginha, MG

**Latin America - Factories**

**Argentina**

Production of solids, semi-solids, and liquids

**Chile (Pudahuel)**

Production of solids and liquids

**Colômbia 1**

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

**Colômbia 2 - Genfar**

Production of solids, semi-solids, and liquids

**Peru**

Production of solids, semi-solids, and liquids

**Guatemala**

Production of solids, semi-solids, and liquids

**Uruguay**

Production of solids and liquids



04

# GOVERNANCE AND COMPLIANCE

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



Eurofarma's Board of Directors (BoD) is responsible for supporting and evaluating the company's strategic decisions. It is made up of independent business leaders with varied experiences, who contribute to an impartial, objective, and rational view of the business. It has nine members, three of whom hold executive positions at Eurofarma and six are external, five of them are independent members.

## The Board meets on a monthly basis to deliberate on the organization's main issues and set guidelines for the advisory committees

In order to report to the Board of Directors on the status of improvement processes, ongoing projects, and ESG-related targets, a number of multidisciplinary groups were strengthened in 2023 and now have a regular agenda: ESG Committee, Strategic Planning Committee, and Investment Committee. In addition, three other committees advise the Board of Directors: Audit, Compliance, People, and ESG.

### CONTINUOUS MONITORING

The company's Vision 2027 has a specific dimension that deals with ESG. It establishes three macro-objectives that are broken down into six indicators and targets, which are reported to the executive committee on a monthly basis at the economic results meeting.

The Sustainability and New Business Vice Presidency coordinates the activities and action plans internally and guides the committees in developing best practices, always seeking to be at the forefront of the sector, meet society's demands, and anticipate future regulations.



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The chairman of the board is a shareholder and also serves as president of the company. Through this integrated vision, the president and board of directors are responsible for managing financial, environmental, and social impacts based on performance indicators and a risk management map.

**Management is also supported by other advisory committees, which are created and appointed based on the strategic representation of executives and according to tactical demands and needs.** When the professionals reach the positions of Director and Vice President, they are qualified to lead the groups. These are multidisciplinary committees that discuss the best way for the company to evolve in different topics and areas, turning major targets into collective targets, integrating and coordinating the activities of the teams as they execute the strategic plans.

The groups have the support and guidance of senior management and the critical issues for 2023 included the lack of inputs in the global chain, product shortages, the schedule for the construction of the new plant in the city of Montes Claros, and the integration of the assets acquired. The Executive and Ethics Committees report directly to the presidency and are responsible for decision-making and overseeing the management of the company's impacts.

**The Executive Committee is made up of all the company's vice presidents and directors, and convenes once a week. The meetings are chaired by the company's president. All members of this committee have corporate and individual targets, which are reviewed and evaluated on an annual basis, in accordance with best market practices.**



**[Eurofarma's Investor Relations website](#) provides professional information on the members of the Board of Directors, as well as the regulations of the Advisory Committees**





# Governance Structure

In line with the strategic objectives of Vision 2027, in 2023 we defined a more global structure, preparing the company for a new phase of growth and internationalization. The new structure considers two lines of action: the reorganization of corporate areas that support all countries and business units, and the grouping of areas that operate in specific geographies (regional or local).

TO LEARN MORE   
About the members

**CORPORATE ETHICS COMMITTEE**

**BOARD OF DIRECTORS**

9 members, including 4 independents

**PRESIDENCY**

**CEO PEARSON**

**PEARSON**

**EUROFARMA INSTITUTE**

**ADVISORY COMMITTEES BOARD OF DIRECTORS**

- Strategic People, Organization & ESG Committee
- Audit and Compliance Committee
- Related Party Transactions Committee

**ENTREPRENEURSHIP AND DIGITAL DIRECTORATE**

Committees:

- Digital Investments (EurON Ventures)

**GLOBAL EXECUTIVE DIRECTORATE OF PEOPLE AND ORGANIZATION**

Committees:

- People and Organization
- Diversity
- Open Positions

**GLOBAL VP OF NEW BUSINESS AND SUSTAINABILITY**

Committees:

- Environmental
- ESG (Environmental, Social, and Governance)
- Communication and Branding
- Reputational Crisis
- Geographical Expansion
- Strategic Planning
- Social and Corporate Responsibility

**GLOBAL VP OF INNOVATION AND R&D**

Committees:

- New Products
- Patents
- Product Lifecycle

**GLOBAL VP OF OPERATIONS AND STRATEGY**

Committees:

- Operational Governance
- Changes
- Quality

**GLOBAL VP OF FINANCE, IT, AND LEGAL**

Committees:

- Fiscal (Tax)
- Audit and Investments

**GLOBAL EXECUTIVE DIRECTORATE OF INSTITUTIONAL RELATIONS**

Leaders of these groups actively participate in various multidisciplinary committees that are part of other directorates or vice-presidencies.





**BRAZIL CEO**

**INTERNATIONAL CEO**



Board members by gender and age group  
GRI 405-1

BY GENDER

NUMBER OF MEMBERS				% OF MEMBERS			
	2021	2022	2023		2021	2022	2023
	6	6	6		67%	67%	67%
	2021	2022	2023		2021	2022	2023
	3	3	3		33%	33%	33%

BY AGE GROUP

NUMBER OF MEMBERS				% OF MEMBERS			
Under 30	2021	2022	2023	Under 30	2021	2022	2023
	-	-	-		-	-	-
30 to 50	2021	2022	2023	30 to 50	2021	2022	2023
	3	3	3		33%	33%	33%
Over 50	2021	2022	2023	Over 50	2021	2022	2023
	6	6	6		67%	67%	67%







# Compliance Program

GRI 2-26

The Compliance Program has three macro-objectives to manage ethics: to prevent, detect, and respond to non-compliance with its integrity standards.

The Compliance area is independent and autonomous and reports directly to the Ethics Committee and the Audit Committee and, if necessary, to the Board of Directors. The Corporate Integrity area is part of the Legal Department, which, in turn, is part of the Financial Vice Presidency.

**In terms of internal regulations, we have a Code of Ethics and Conduct for employees, a Code of Ethics and Conduct for Suppliers, an Anti-Corruption Policy, a Compliance Management Policy, a Due Diligence Policy, a Disciplinary Measures Policy, and an Independent Ombudsman Channel.** The policies are reviewed periodically and apply to third parties who work with us.

In order to ensure trusting relationships, we seek to work with partners who share our values and standards of conduct, The area carries out due diligence prior to strategic contracting and on existing relationships. A total of 875 due diligence actions were carried out in 2023. **GRI 2-15**

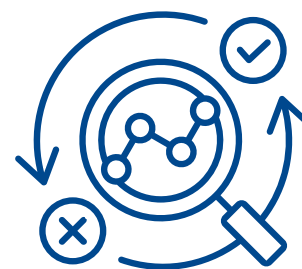


# Remuneration policy

GRI 2-19, 2-20

For executives, we use a balanced percentage between fixed and variable pay. Variable pay for senior management is linked to corporate financial and market share targets, while individual targets are linked to topics related to operations, ESG, and innovation. **All of the company's targets are related to the macro-objectives outlined in the Strategic Plan.**

Remuneration policies are guided by confidential market surveys carried out by external consultants once a year and are defined and supervised by senior management and the Profit Sharing Committee, which advises the company's Board of Directors.



**Eurofarma's International Compliance Structure was strengthened in 2023, with a specific Ethics Committee for each country, which meets periodically to control and monitor activities**

# Ongoing training and alignment

GRI 2-26, SASB HC-BP-510a.2

The Code of Ethics and Conduct is disseminated through annual training sessions to ensure alignment with the terms of the code for all employees, who also sign that they agree with the commitments described therein.

We also have a routine called *Bate-papo com o Compliance (Chat with Compliance)*, a conversation with people from different areas and hierarchical levels that addresses the main questions on the topic to share important information that should be taken into consideration by the teams in their daily activities. Thanks to this open and collaborative dialogue, the area is constantly consulted to answer questions and discuss various topics related to compliance limits.

Part of the Code also addresses interactions in the Healthcare area, such as sponsoring healthcare professionals, participating in symposiums, conferences, and other technical-scientific events. Respect for the sector’s laws and regulations is non-negotiable, and the distribution of free samples of medicine is restricted to healthcare professionals.



## First Integrity Week

In 2023, we held the First Integrity Week, with a program focused on reaffirming our commitment to ethics. In parallel, we conducted more than 15 communication actions for the internal public during the year, focusing on compliance issues.

## Ombudsman Channel

GRI 3-3, 205-3, 406-1, 3-3

**Eurofarma’s Ombudsman’s channel 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 independent company, which guarantees the confidentiality of data, the preservation of the identity of whistleblowers, and non-retaliation against whistleblowers in good faith.

Incidents are analyzed and investigated by the Compliance department, which is duly aligned with the guidelines of the Ethics Committee. The Compliance area reports the number of concerns to governance bodies such as the Ethics Committee, Audit Committee, Executive Committee, and the Board of Directors.

## Ombudsman’s Channel Data GRI 205-3, 406-1

	2021	2022	2023
Number of incidents	321	285	510
Number of applicable incidents	231	208	271
Number of non-applicable incidents	90	77	239
Number of higher risk violation cases	ND	80	108
Number of incidents of corruption or similar (e.g. fraud)	10	3	10
Number of incidents of discrimination (received)	9	9	6
Number of incidents of discrimination ( substantiated)	ND	4	1
Number of terminations due to violations of the Code of Ethics and Conduct	14	25	15
Number of contracts with suppliers and/or partners terminated	0	0	0

The most critical incidents are reported to the highest governance bodies. In 2023, the concerns registered on the Ombudsman’s Channel were classified as follows:

It’s important to highlight that, in 2023, there were zero cases of corruption, with all similar occurrences being associated with fraud.

Incident report classification	Number	% of total
Not applicable to the Channel	256	47%
Unsubstantiated	130	23,9%
Substantiated	57	10,5%
Partially Substantiated	43	7,9%
Inconclusive	37	6,8%
Under Review	21	3,7%
<b>Total</b>	<b>544</b>	<b>100%</b>

GRI 2-16



## OMBUDSMAN CONTACT INFORMATION

Global  
Eurofarma Group

The toll-free numbers for each country of operation can be found on the Corporate Governance section of Eurofarma’s website

GRI 2-16, 2-26



# Risk management

GRI 2-12, 2-13, 2-25, 415-1, 3-3

The Internal Audit and Risk Management area is responsible for identifying, monitoring, and following up on the risks of the entire company and is managed by the Legal department, which reports to the Vice Presidency of Finance.

All vice presidents are responsible for the risks in their areas and for appointing risk officers. These officers are called upon to provide a detailed and comprehensive analysis of the risks associated with their areas of activity in a process conducted with the Risk Management team. The risk officers respond to the Key Risk Indicators on a monthly basis and provide a status for ongoing monitoring and mitigation actions.

**The annual and monthly approaches ensure a dynamic process that is integrated into the organizational culture. In 2023, a total of 13 strategic risks related to suppliers, distributors, quality, investments and projects, innovation, and succession were monitored.**

Eurofarma's first Compliance risk matrix was also built in the year, covering all business units and all vice presidencies. Currently, the areas with the greatest potential for exposure in the sector are those related to public administration: commercial (tenders and access), regulatory and legal, tax, foreign trade, and institutional relations.



## ANTI-CORRUPTION INITIATIVES

We take proactive and continuous action to raise awareness and train our stakeholders in preventing and combating all forms of corruption. In addition to the Code of Ethics, we have an Anti-Corruption Policy and an annual anti-corruption communication and training plan. In 2023, we joined the Ethos Institute's Integrity and Anti-Corruption Pact and mapped this topic in our Compliance risk matrix.

### In 2023, all operations were assessed for risks related to corruption



## CONTRIBUTIONS GRI 415-1

We adopt a strict policy of not making financial contributions to political campaigns, both in Brazil and in all the countries in which we are present.

This decision is based on the principle of following the legislation of the most restrictive country (Brazil) where, by law, such contributions are not allowed. This policy is applied consistently in all other countries where the company operates.

By aligning itself with the most restrictive laws, Eurofarma ensures that its practices comply with ethical and legal standards. In addition, the company eliminates the possibility of limitations in the presentation of reports and ensures that there are no omissions related to the topic. This stance reinforces our commitment to transparency and regulatory compliance in all the markets in which we operate.



The Compliance risk matrix completed in 2023 will be submitted to the Ethics Committee for approval in 2024





# Supplier management

GRI 3-3, 204-1, 308-1, 308-2, 408-1, 409-1, 414-1, 416-1

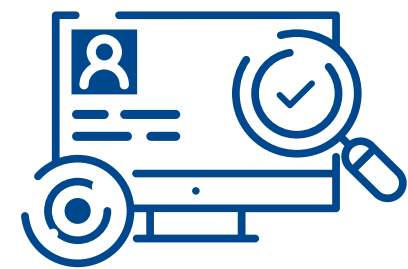
We work in partnership with suppliers, promoting sustainability in the chain and the rapid implementation of improvements in products and services. As ours is a regulated sector, all those involved in the supply chain of inputs (raw materials and packaging materials) require prior qualification through an assessment of quality and good practices pertaining to production processes, based on standard operating procedures and regulatory agency standards.

The qualification process is carried out by a dedicated team in the Quality area and begins at the feasibility study of a new product. The purchase of inputs is only allowed after the supplier has been qualified. This permission is controlled by the area via a system, as is the traceability of the supply chain. This procedure has a direct impact on the safety and availability of the business.

In addition to the initial qualification, the quality system and supply performance are assessed on a regular basis. These assessments can lead to plans of action and improvement, which are recorded and monitored through the quality system. The company acts both directly and by hiring specialized consultants to conduct these audits.

Supplier Management is also supported by a specific Code of Ethics and Conduct, which establishes guidelines for compliance with legal, social, and environmental requirements in supply contracts. Occupational Health, Safety, and Environment processes are part of the assessments and requirements for service providers to enter the organization's premises in order to avoid risk of accidents and emergencies, including environmental risks. In 2023, 69 new suppliers signed contracts with environmental and social clauses.

To mitigate risks related to child labor, slave labor, or young workers exposed to hazardous work, we conduct due diligence prior to hiring third parties. All contracts include clauses on ethical conduct\*. An awareness-raising process is also coordinated by the Sustainability area. These actions allow the company not to be involved in any type of negative impact derived from its activities or consequence of its commercial relationship, whether social or environmental. During 2023, no suppliers were identified with this type of risk for the company.



## Suppliers are regularly monitored to retain their qualified status

\*New suppliers in 2023: 106 were eligible according to the internal purchasing volume and long-term relationship policy. Of them, 69 suppliers had signed contracts, including commitment to environmental criteria.



IN 2023, A TOTAL OF

**201** audits were conducted which

**134** included in the work plan and

**67** were of new suppliers



### Working in partnership

Even though we are often dependent on international inputs, we encourage the local supply chain and participate in the actions and projects of organizations that support the regional development of the pharma-chemical industry.

**In 2023, 93% of indirect suppliers were hired locally for the areas of Engineering/ Maintenance, Facilities, Quality Control, Innovation, Logistics, and Marketing.** 63% of direct suppliers were located in Brazil (raw materials and packaging materials).

To continue advancing in the value chain, in 2024, one of the challenges is to map opportunities throughout Latin America, further improving our controls and looking for regional alternatives where possible.



**GUARANTEED SUPPLY**  
 To mitigate the risk of shortages of raw materials, our policy is to have two suppliers for each input



### Operations and logistics: capacity expansion and record production

In 2023, we completed the project to expand production capacity in Itapevi. With this, the unit set a production record, reaching 420 million units produced in the year, accounting for more than 70% of total production.

**The plan involved continuous improvement processes, waste reduction, and installation of machinery. The implementation of electronic production orders,**

**eliminating the use of paper, also boosted quality in the area. The goal is to gradually expand this technology to other production units.**

In logistics, the main project underway is the construction of a distribution center in Cajamar, SP, to expand warehouse space. The automated system will allow, for example, the break bulking of samples in order to meet the needs of each sales representative.





05

# FINANCIAL PERFORMANCES AND INDICATORS





Global net revenue was R\$9.1 billion for the year, an increase of 14% over 2022, with an adjusted EBTIDA margin of 25.1%. Growth in Brazil was 9%, with emphasis on the performance of the OTC units (up 81.7%), oncology (up 42%), generics (up 37.2%), and services to third parties (up 19.7%). International acquisitions and the acquisition of Valda in Brazil increased net revenue for the period by R\$151 million.

**In 2023, Eurofarma was the most prescribed laboratory in Latin America, with a 4.6% market share. In Brazil, we maintained our leadership in prescriptions with a market share of 10.6%, a historic milestone in the Brazilian market, and we are the second largest in prescriptions and generics, with a market share of 6.3% and 13%, respectively.**

Net revenue from operations in Brazil was R\$7.3 billion (9% higher than in 2022). Operations outside Brazil grew by 39% to R\$1.8 billion, a record in the company's history, with special emphasis on Mexico, Chile, Colombia, Peru, and Ecuador. Operations outside Brazil accounted for 20% of consolidated net revenue; an increase of 3.6 pp compared to 2022.

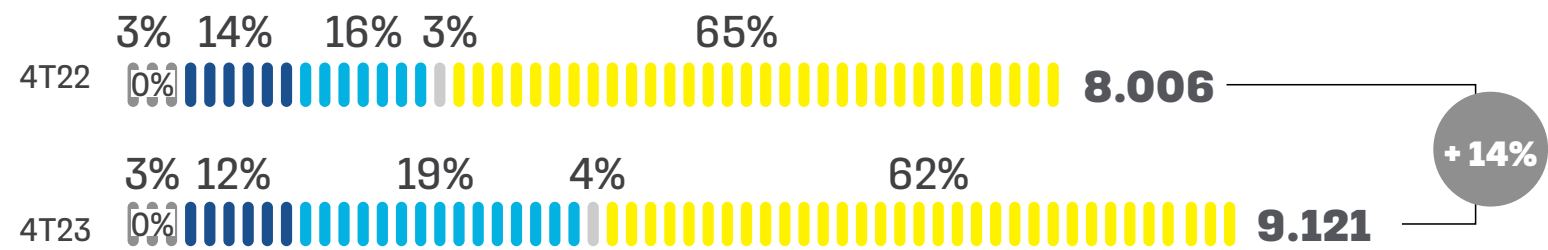
The acquisitions of Sanofi's brands and licenses, in 2Q23, and of Valda, Medimetriks, and Genfar added R\$389 million to net revenue for the year.



**14%**  
growth  
in 2023

**17%**  
average growth over  
the past 15 years

**Net Revenue - Business Unit (R\$ million)**



● Export    ○ Third Parties    ● Institutional    ● Generics    ● Over-the-counter (OTC)    ● Prescription

**ABOUT GENFAR**

With over 55 years of history, Genfar has a portfolio of 144 molecules in 12 different therapeutic classes, totaling 350 products. With the acquisition of its operations in Latin America, Eurofarma is incorporating more than 500 employees, its entire product portfolio and pipeline, as well as a factory and development center in Cali, Colombia.

Throughout 2023, we maintained our focus on growth and internationalization, consolidating our operations in Latin America and advancing our leadership in prescriptions across the region. We also completed the acquisition of Genfar, with operations in Colombia, Peru, and Ecuador. Even without consolidating all the revenue from this new operation in the year, international sales accounted for 20% of our annual net revenue.



## Sustainable profitability and guaranteed returns

We accelerated our expansion through acquisitions and, even in this scenario, we maintained a healthy level of indebtedness. As a strategy, we approved projects whose return rate is above a minimum level established by the company.

Some of the biggest investments are acquisitions of companies and products, advances in R&D, expansion of the industrial park, and an increase in the sales force. All of these investments are strategic and in line with our ambitions to continue growing organically and inorganically, at rates well above the market.

**Historically, we have grown by an average of 16.4% over the last 15 years. In order to define priorities for the allocation of resources, we have an Investment Committee, which approves and monitors projects that require investments of R\$5 million or more.**

### Direct economic value generated and distributed (in thousands of Brazilian reais) [GRI 201-1](#)

	2023
<b>DIRECT ECONOMIC VALUE GENERATED</b>	
Income	10.126.518
Inputs purchased from third parties	4.212.997
<b>Gross value added</b>	<b>5.913.521</b>
Withholdings (depreciation and amortization)	320.399
<b>Net added value produced by the entity</b>	<b>5.593.122</b>
Added value received in transfer	340.546
Added value to distribute	5.933.668
<b>ECONOMIC VALUE DISTRIBUTED</b>	
Operational costs	
Personnel (direct remuneration, benefits, FGTS)	2.545.206
Remuneration on assets	649.698
Remuneration of capital to third parties	1.135.984
Taxes, fees and contributions	1.602.780
Community investments	
<b>DISTRIBUTED ADDED VALUE</b>	<b>5.933.668</b>

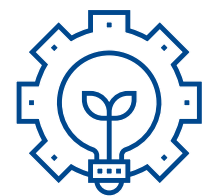
It is important to highlight that the company was not involved in negative impacts through its activities or as a result of its business relationship.

**TO LEARN  
MORE** 

Click to access the full content of our Financial Statements (FD)







**R\$ 680 million**  
total investment  
in innovation

## Investments in innovation and production capacity

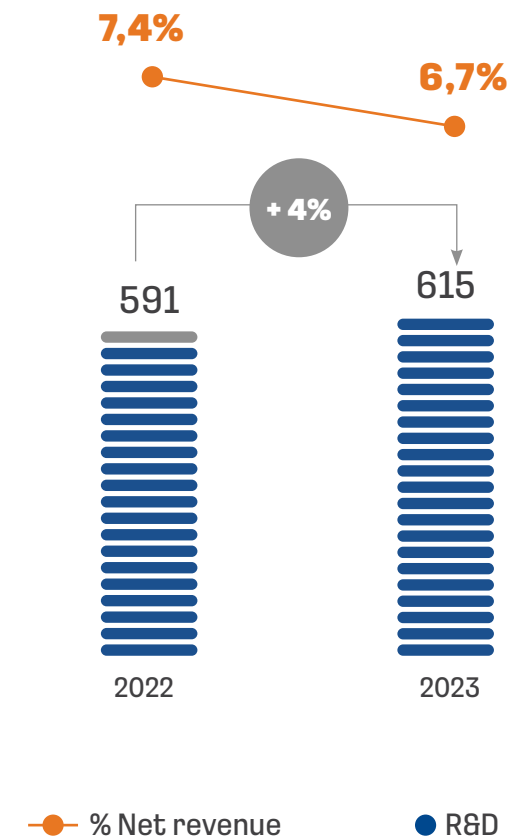
Convinced that innovation is essential for growth, we work both in research and development (R&D) and in open innovation with a focus on digital transformation on various fronts. In 2023, investments in R&D, including the amount capitalized as an intangible asset, totaled R\$615 million, 4% more than in 2022, accounting for 6.7% of net revenue for the period.

**Overall in 2023, there were 70 launches in Brazil and 133 placements in Latin American operations (except Brazil). In the last 24 months, launches have accounted for 9.2% of market share.**

One of the fronts for innovation is Eurofarma Ventures, the company's own biotech fund launched in 2023 with the aim of investing in early-stage projects to develop disruptive assets.

In operational terms, we maintained a high level of investment in fixed assets to ensure an increase in production capacity over the coming years, much of it related to the construction of the unit in the city of Montes Claros, MG. Investment in manufacturing CAPEX totaled R\$697.8 million in 2023, an increase of 7.4% over the previous year.

RESEARCH AND DEVELOPMENT (R\$ million)

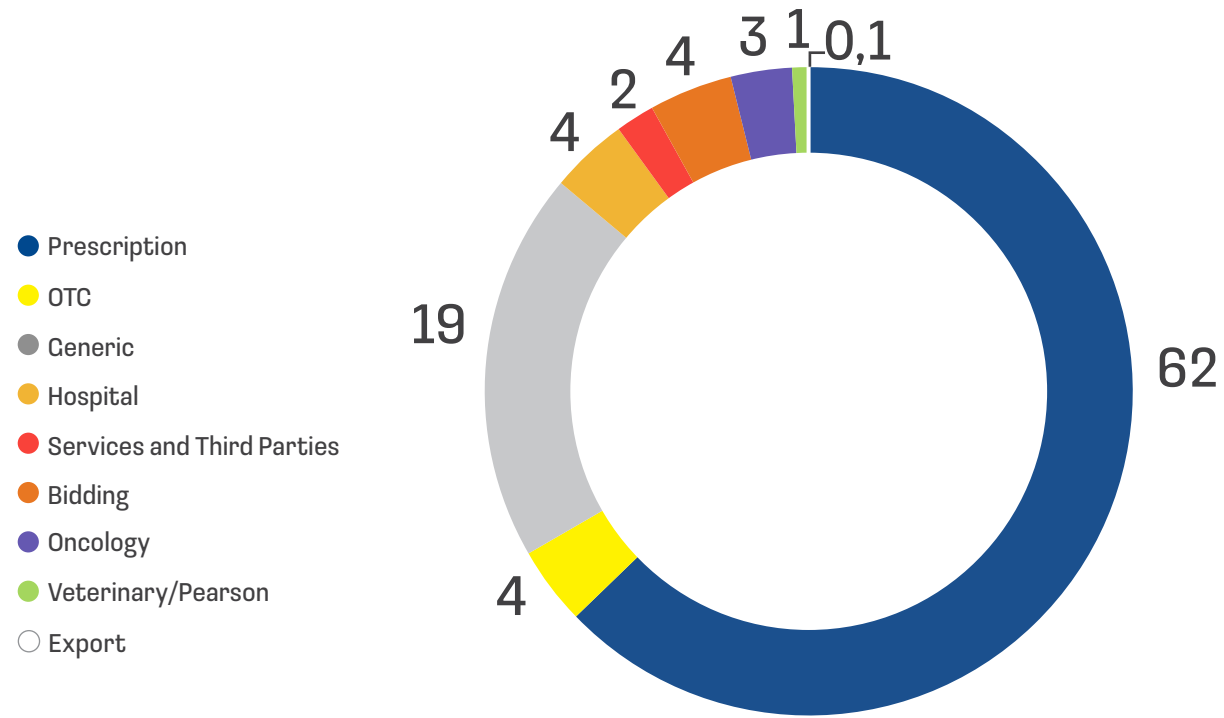




# Areas of activity

GRI 2-6

CONSOLIDATED SALES OF THE EUROFARMA GROUP



## Prescriptions: leadership in Brazil and gaining market share year on year

For yet another year, we were the leading company in prescriptions across Brazil, with a market share of 10% in 2023, compared to 9.6% in 2022, a number that reflects the recognition and trust of the medical community.

**Thus, despite instabilities in the supply chain, most notably in the first half of the year due to supply disruptions, our business strategy — which is centered on physicians — kept us in the prescribing preference. In 2023, we also consolidated two important exclusive brands:**

- **PRYSMA® (eszopiclone):** a medication for insomnia, it acts on the architecture of sleep, providing up to eight hours of sleep. It is the second most prescribed drug on the market in Brazil, with over 1.6 million units sold in the year.
- **SUGANON® (evogliptina):** an innovative product for the treatment of type 2 diabetes mellitus, it does not require dose adjustment, offers good renal safety and is priced in line with market competitors. It is the second leading prescription in endocrinology, the main specialty for the condition. In this therapeutic class, we rank fifth in prescriptions.





### Sales force expands by 42%

In 2023, we expanded our prescription sales team by hiring 742 new sales reps. This brings our sales force to over 4,900 people, the largest in Latin America.

The purpose of the expansion is to help increase our medical promotion capacity, our spaces on the grid, and to offer training to support growth and future launches. This expansion also ensures coverage and scale, with the possibility of reaching places where we are often the only alternative to provide scientific updates to physicians.



**DIVERSITY GOALS**

With awareness campaigns and targets set, we increased gender diversity in the sales force, as well as racial and age diversity.

### First pharmaceutical company to work with sample machines

In an innovative project, we began implementing sample machines in 2023, following the standards required by ANVISA. The idea is for these machines to be in hospitals and clinics with a high volume of patients. In this way, this innovation becomes an aid to the work of our sales force. It also helps physicians who work on shifts and do not have, for example, their own lockers to store their materials. The machine also ensures that medicines are kept at the correct temperature and their traceability.

Only registered physicians will have access to the machine, which is not visible to patients. At the end of 2023, we had ten machines in operation.



**LARGEST SALES**  
force in Latin America



**+742 PEOPLE**  
in the sales force  
in 2023, totaling  
4,900 people



**52%**  
of new hires  
were women





### New update portal for cardiologists

In September 2023, we created the “Euromundialcardio” portal, democratizing access to information for all doctors. The platform provides scientific articles, medical lectures, and highlights from the world’s main cardiology conferences. In the same portal, doctors can have access to information about our range of products.



Available in **18 countries**



**14,500** registrations by December 2023

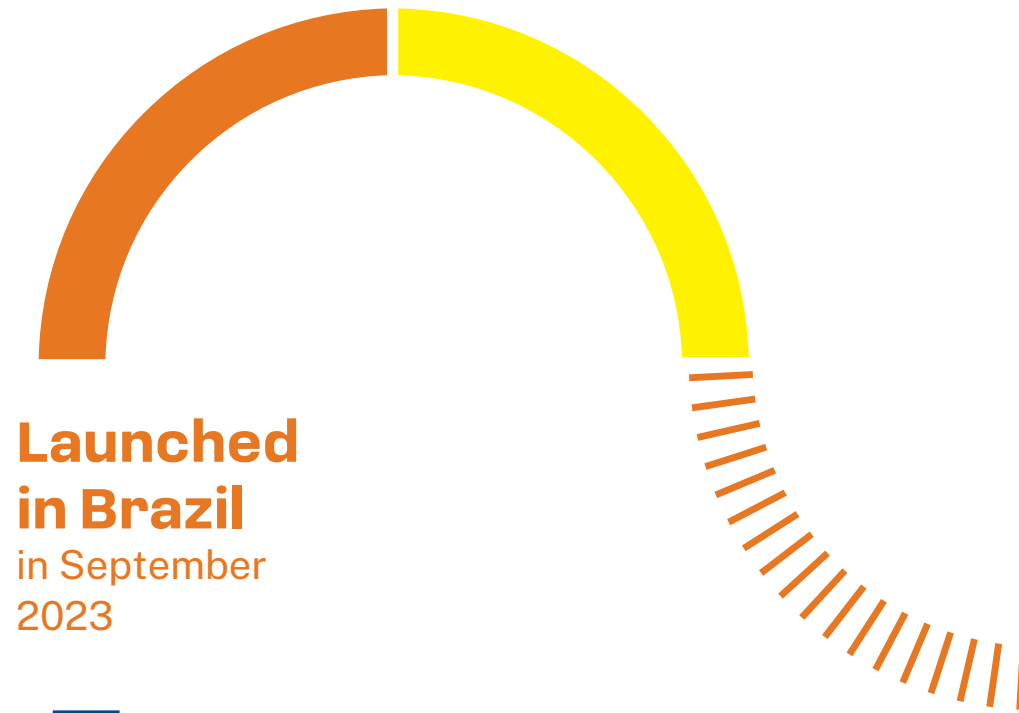
TO LEARN MORE 

### Yellow All Year Round: Raising awareness of depression and suicide

As leaders in the Central Nervous System segment, we work to raise awareness of the main pathologies. In the annual medical calendar, we have Yellow September to raise awareness of suicide, with data and content to support doctors and society.

In 2023, we are focusing on the medical community by visiting ten regional psychiatric associations in Brazil, holding face-to-face meetings at our factory in the Itapevi Complex, and promoting communication campaigns.

TO LEARN MORE 



**Launched in Brazil** in September 2023

### Amigo Residente Project gets its own portal

Focused on supporting resident doctors, for over 15 years we have been providing education, recommendation, and content to help develop these professionals. In 2023, the Amigo Residente project got its own portal.

### Generics: 17%+ growth in Brazil and expansion to more countries

In 2023, we consolidated our presence and operations in Latin America with the acquisition of Genfar’s operations in Colombia, Ecuador, and Peru. With this acquisition, Genfar became the company’s generics brand throughout the region, with the exception of Brazil.

In Brazil, our revenue reached R\$1.6 billion, an increase of 17% over the previous year, with 21% growth in volumes.

With nearly 85,000 points of sale in Brazil, we visit a significant number of locations and are present in the vast majority of pharmacies (chains and independent pharmacies). Our presence is also important in the outskirts of large urban centers and in Brazil’s North and Northeast regions.



**R\$ 1.6 billion** in sales, an increase of 24.6% over 2022



In addition to this important relationship with chains and independent pharmacies, we are leaders in trade associations, which brings together independent pharmacies under one banner for centralized and stronger negotiations. Trade associations are a growing trend, especially in the interior of the states of São Paulo and Minas Gerais.



### Innovation and training as a foundation

Always focused on research and innovation, in 2023 we achieved the third highest number of generic molecules on the market, thereby improving our competitiveness.

Together with investments in research, we focus on team development, working to ensure that our salespeople act as consultants and help clients build an optimal portfolio. **The professionalism and training of our teams also give us a competitive edge.** For the past five years, we have been offering JBP (Joint Business Plan) Training to develop negotiation skills. In 2023, exclusive training was provided for management levels.



### COMMERCIAL SKILLS TRAINING

- **100%** of management level of Generics & OTC teams
- **10 hours** of training
- **40 sales force** managers

Top performers in 2023 (in million units)

Molecule	2022	2023	Evolution
Tadalafil	7.8	11.3	44,5%
Losartan	6.6	10.2	54,4%
Ketoprofen	3.7	5.3	41,7%
Spirolactone	4.0	4.7	17,0%
Sertraline	3.6	4.5	26,8%

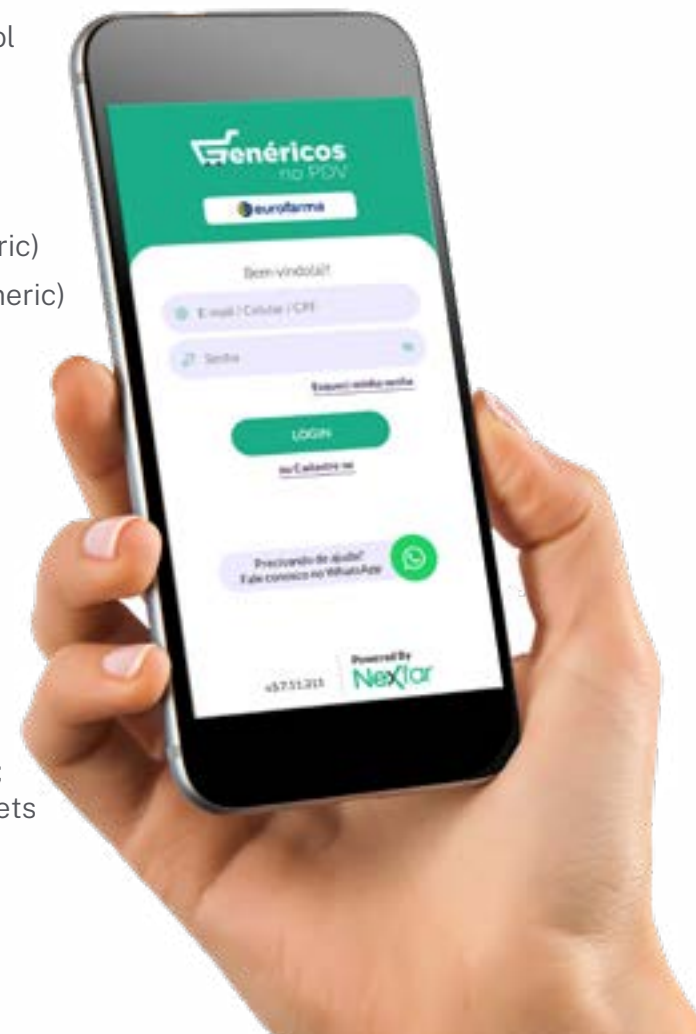
### Transforming the way we sell

The evolution of digital channels has opened up new possibilities for business development. With this in mind, the Generics & OTC unit already has three projects in the pipeline:

- **Ecommerce:** *Genéricos no PDV* (Generics in the POS) App: In 2023, we launched the Genéricos no PDV ecommerce, an exclusive digital channel for independent pharmacies to buy generic drugs. The aim is to serve 10,000 pharmacies that receive our products via distributors.
- **Telesales:** In January 2023, we incorporated the sales center of the Valda brand into the channel and, in April, we expanded the service to the entire Generics & OTC line, leveraging the synergies in logistics.
- **Digital catalogue:** Available to 100% of the sales force, this tool was introduced in 2022 and helps capture and send orders. The use of the digital catalogue — a unique tool in the pharmaceutical market — has been growing month by month.

### 12 launches in 2023

- Drospirenone + Ethinylestradiol non-stop 28 and 84 tablets (1<sup>st</sup> generic)
- Acetylsalicylic acid 10mg 30 and 60 tablets (1<sup>st</sup> generic)
- Sibutramine 15mg 60 (1<sup>st</sup> generic)
- Ketorolac Trometamol (2<sup>nd</sup> generic)
- Fluoxetine 20mg 60 cap (2<sup>nd</sup> generic)
- Duloxetine 30mg
- Alprazolam 2mg
- Betamethasone + Gentamicin
- Pantoprazole 20mg
- Hydroxychloroquine 400mg
- Trazodone 50 and 100mg
- Fluoxetine 20mg 30 cap
- Divalproate 250mg 30 tablets; 500mg 30 tablets and 60 tablets





**OTC: 5-fold increase in revenue organically and through acquisitions** GRI 2-6

OTC and personal care products have been gaining relevance at Eurofarma. In 2022, we launched the OAZ brand, a complete line of personal care, hygiene, and health products, and in 2023, the line was expanded to include sunscreens, intimate wash, and moisturizing lotion. Also in the OTC segment, we incorporated the century-old Valda brand, acquired in 2022.



**R\$ 384 million**  
in revenue



Market share of  
**5,8%**

**Oncology: launch of Nuvyor boosts sales**  
GRI 2-6

The unit achieved revenues of R\$271.5 million in 2023, up 51% over the previous year. The increase was driven by the introduction of lenalidomide, a new molecule in the portfolio marketed under the Nuvyor brand, responsible for sales of more than R\$10 million in the year.

**We are pioneers in introducing generic drugs in oncology and we have the largest number of molecules in oncology in Brazil: 31 in total. The broad portfolio is also recognized for its quality and meets the needs of clinics and hospitals.**

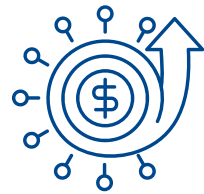
In the public sector, the post-pandemic phase of COVID-19 led to pent-up demand. The service provided to this sector includes a basket of products, service level – avoiding disruptions and ensuring predictability of supply and the outcome of chemotherapy treatments. The segment is price-sensitive and the breadth of the portfolio helps in the case of absence of a competitor’s product.



**We take a strategic approach to stock management, making it possible to anticipate gains in market share and cater for clients, having a close relationship with distributors and a unique commercial policy**



Eurofarma's Oncology unit operates in a B2B model throughout Brazil, working with specialized clinics, private hospitals, High Complexity Oncology Care Centers (CACONS) and High Complexity Oncology Care Units (UNACONS). The unit also supports the team in public tenders. In 2023, 43% of sales were direct and 57% through distributors.



- **R\$ 262 million** in sales in 2023, an increase of 42%
- Growth driven by the launch of **Nuvyor®**
- **12<sup>th</sup> place** in the non-retail market
- **9<sup>th</sup> place** in the oncology market

### ONCONNECTA PODCAST AND VIDEOCAST

In order to get closer to and inform stakeholders, in 2023, the Oncology unit launched the OnConecta podcast and videocast. The purpose of this platform is to increase access to information for healthcare professionals and patients. It covers everything from simple topics, such as the correct way to administer medication, to more qualified content for physicians, such as coverage of international conferences and other events that promote scientific updates.



TO LEARN MORE

- **10 new projects** focused on the launch of 29 oncology products by 2028



**28% increase** in revenue from third-party services

### Services to third parties

Industrial vocation is in our DNA. Since our founding, we have provided production services to national and multinational companies. In 2023, revenue from this business was R\$236.5 million, an increase of 28% over the previous year. The advance was due to a number of commercial actions, negotiations and client prospecting, and changes in internal guidelines to gain efficiency and optimize resources. A total of 39 clients were served during the year, 16 of them in Brazil.

In 2023, we completed the process of integrating the structure for regional operations, unifying the teams and service to clients in all regions of Latin America, with a global vision and service offering.

SALES (R\$ MILLION)	2021	2022	2023
Total Brazil	68,8	77,8	83,4
Total International	112,5	107,2	153,0
Grand Total	181,3	185,0	236,5

### RECOGNITION BY THE PHARMACEUTICAL UNION

For the fourth consecutive year, Services to Third Parties has won the Outsourcing Manufacturing award from Sindusfarma, which represents pharmaceutical companies in Brazil. This recognition demonstrates our commitment to the activity and our partners' acknowledgement of the quality of our specialized pharmaceutical production services.





### Tenders: gaining market share year on year **GRI 2-6**

This unit focuses on promoting access to healthcare by serving Brazilian public institutions at federal (Ministry of Health), state, and municipal levels. With the reduction in public procurement in 2023, sales totaled R\$252.3 million, down 14% over the previous year. The 2022 baseline was the result of accelerated growth in the segment, largely driven by the COVID-19 pandemic and by the government's efforts to purchase essential medicines.

**However, market share in the period grew from 1.7% to 2.4%, gaining seven positions in the ranking of tenders. In 2023, more than 220 products in 133 therapeutic classes were sold through this channel. Sales take place via public tenders and contracts based on public notices and are primarily made through accredited distributors trained in Eurofarma's Compliance terms.**



### Position in the ranking of tenders

<b>20<sup>th</sup></b>	<b>19<sup>th</sup></b>	<b>12<sup>th</sup></b>
2021	2022	2023



### Hospital **GRI 2-6**

The unit promotes and sells outpatient care products to clinics and private and public/private hospitals, directly and via distributors. We serve the main therapeutic classes in the segment: antibiotics, antifungals, anesthetics, anticoagulants, anti-inflammatories and antiulcer drugs, as well as Large Volume Parenteral Solutions (LVPS).

Our hospital products are found in the main healthcare institutions and large groups such as Rede D'or, Hapvida, Dasa, Materdei, and Amil, as well as renowned hospitals such as Albert Einstein and Sírio-Libanês, in São Paulo. With nationwide operations, we currently rank eighth, with a 3.3% market share.



### Exports

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. In 2023, sales grew by 35%, with exports to America, Europe, Africa, and Asia. The countries with the largest sales are Iraq, Uganda, and Paraguay (Vet-Pearson).

### Animal health

Since 1997, we have been operating in the veterinary market through Pearson Saúde Animal, owner of the century-old Creolina brand and of reference brands such as Doramec and Unguento Pearson. In recent years, Pearson has created an independent structure and team and acquired assets from the Labgard Animal Health laboratory, expanding its portfolio and entering the pet segment. In 2022, Pearson opened the GAMA Laboratory, located at Eurolab, with a pipeline and researchers dedicated to updating and modernizing the animal health line.

**POSITION IN THE RANKING:**  
**16<sup>th</sup> among Animal Health companies**

**Growth in 2023:**

**183%**

Net revenue



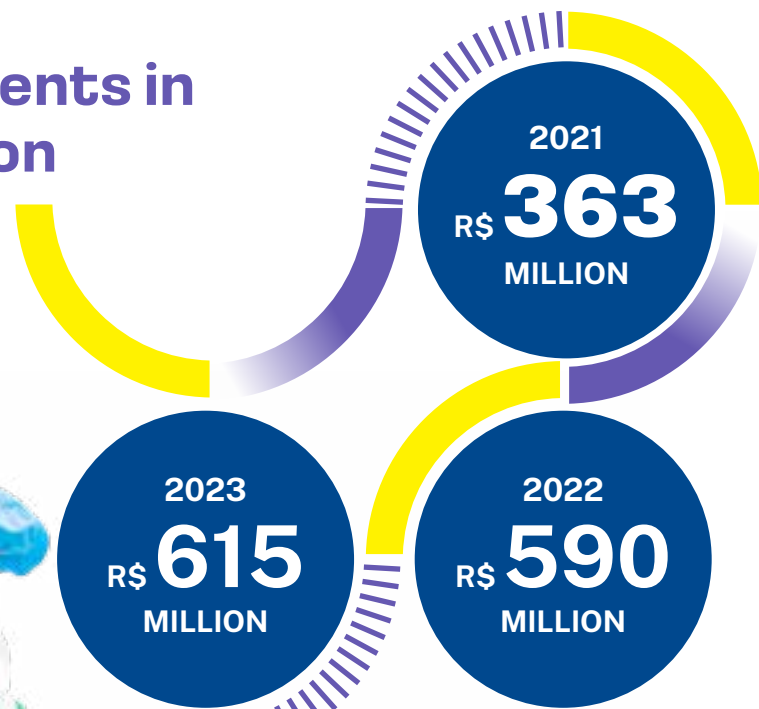


06

# INNOVATION AND R&D



## Investments in innovation



## Scientists and professionals dedicated to developing new medicines



Our efforts to promote access to healthcare and quality of life are directly linked to the evolution of our portfolio to bring more accessible products to customers. To this end, our work is based on a well-structured Research & Development (R&D) plan with a focus on innovative medicines. In 2023, investments in R&D exceeded R\$615 million (up 4.1% compared to 2022).

Innovation is part of all our goals in Vision 2027, and this journey has made us leaders in market share in terms of market launches, with 9.2% in the last 24 months. This work is supported by more than 650 scientists and professionals dedicated to this area and relies on the facilities of Eurolab, the largest pharmaceutical innovation park in Latin America – a 21,170-sqm venue built at the Itapevi unit – an unprecedented structure and ecosystem in the pharmaceutical industry throughout Latin America.

**350 PRODUCTS** in the development pipeline

**30%** of revenue comes from drugs developed in the last 60 months



**R\$ 615 MILLION** invested in R&D in 2023, 4.1% more than in the previous year

**7%** of global net revenue in 2023: Largest nominal investment in Brazilian pharmaceutical research

### JOURNEY OF INNOVATION AT EUROFARMA

- 1. Branded generics and generics**  
Focus on launching brands and first generics.
- 2. Incremental innovation**  
Development of differentiated products, focusing on unmet needs in the market, through new combinations, new concentrations, and/or new pharmaceutical forms.
- 3. Radical innovation via partnerships**  
Licenses and co-development with global biotechnology companies for new molecules in Latin America.
- 4. Own radical innovation**  
Focus on pharmaceutical innovation and the development of our own molecules.



# Eurofarma Ventures

In order to continue our transformation and be ever closer to radical innovation, in 2023 we created the Eurofarma Ventures corporate fund, which will add US\$100 million in investments in biotechs. The plan is to reach 25 of these companies over the course of five years.

**The focus is on companies that have projects in the early stages of discovery and development of drugs and therapies with disruptive innovation. Most of these startups are in the US market, which leads this type of initiative.**

With the fund, we are now part of a select group of global biotechnology investors, contributing to the advancement of research and the discovery of new drugs and therapies. The investment limit per company and per stage will be US\$5 million. As each project evolves, the company will evaluate further contributions.



**Eurofarma Ventures:  
US\$ 100 MILLION  
investment in biotechs**

## ROME THERAPEUTICS:

a biotech company that is unraveling the repetitive sequences of the “dark genome” (long stretches of repetitive DNA, derived from viral sequences, which do not code for traditional proteins) to discover new classes of drugs for immune-based diseases.

## THE FOUR BIOTECHS INVESTED IN 2023

## GEN-T:

dedicated to building a platform that unites genomic and health data, with the aim of including the Brazilian population in the field of precision medicine, boosting research in the pharmaceutical industry.

## WALDEN BIOSCIENCES:

focused on developing disease-modifying therapies to treat kidney diseases that are widely applicable to and compatible with existing treatment options. The goal is to create drugs that address both rare and prevalent forms of kidney disease, seeking to slow its progression.

## ABCURO:

develops pioneering immunotherapies for the treatment of autoimmune diseases and cancer.





## EurON

In 2023, we launched a brand for our entrepreneurship and digital transformation platform. EurON synergistically gathers all of the company's digital initiatives and platforms and sets targets for digital innovation.

**EurON Open Innovation:** explores opportunities in line with Eurofarma's strategy and in synergy with innovation ecosystems in Latin America, creating an entry flow for EurON Ventures. One of the fronts is the program to connect with startups.

**EurON Ventures:** investment fund focused on early-stage health technology projects focused on solving relevant problems in the sector.



**EurON Digital Health:** global business unit focused on creating value and revenue through digital technology solutions.

**EurON Data:** market and data intelligence that will provide insights to support strategic decisions.

**EurON Six Sigma:** responsible for intrapreneurship projects, it engages employees in the development of innovative solutions that deliver efficiency and transform processes and business models.

**EurON Hub:** a hands-on collaboration space, the EurON Hub will be implemented in 2024 in Itapevi. An ideation space with tools for developing solutions and conducting tests.

To foster a culture of innovation, there are also initiatives in place such as **EurOn News** - a digital innovation newsletter; **EurON Talks** - talks by guests who are a reference in innovation and technology; **EurON Academy** - a platform being developed for education in digital innovation.

### EURON VENTURES: FOCUS ON DIGITAL HEALTH

EurON Ventures is a venture capital fund focused on healthtechs that have synergies with Eurofarma and are at an early stage of maturity. Launched in 2019, it already has ten investees working on topics such as medical education, health and wellness, product personalization, and ecommerce.



### With a strategic approach to innovation, Eurofarma creates a Digital Committee

In 2023, we created a multidisciplinary digital committee to discuss advances and opportunities in strategic areas for the company. The group works according to predefined goals and projects for the tools and technologies to be implemented, based on the following strategic pillars: commercial, operations, data, and insights.

Measurement is based on tangible indicators, which demonstrate cultural maturity in innovation and how Eurofarma will be perceived by its stakeholders. Initially, the focus of the solutions will be Brazil, and the transfer to operations in Latin America should take place as of 2025.

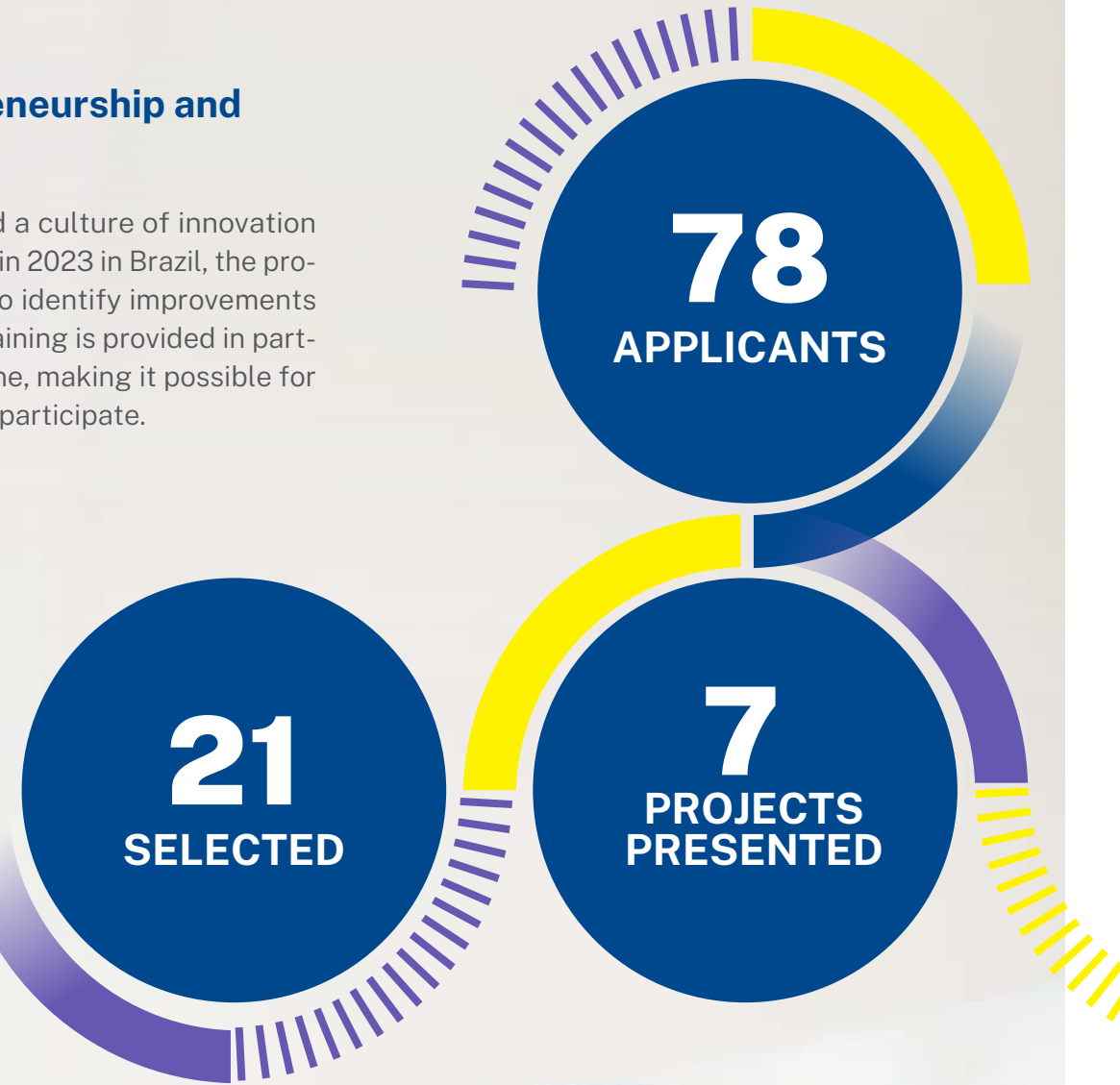
**Areas that are part of the digital committee:** Marketing (OTC + Pharma), Human Resources, Strategic Planning, Digital Health, Digital Innovation, Open Innovation, Intelligence and Data, International Marketing, Operations (Brazil and Latin America), Medical Area, and Vice Presidency of Finance.





## EurON Six Sigma: intrapreneurship and culture of innovation

We encourage intrapreneurship and a culture of innovation through various programs. Launched in 2023 in Brazil, the program selects employees who want to identify improvements in processes and new businesses. Training is provided in partnership with Ambev and is 100% online, making it possible for employees from various locations to participate.



### Employee ideas generate a financial return of R\$2.5 million

Clic is an internal platform for suggestions for improvement. It covers all the countries in which the company operates and has a global policy for gains in synergy between the various areas and operations. In 2023, a total of 284 suggestions were entered into the platform. Of these, 20 were awarded and generated a return of R\$2.4 million for the company, as well as productivity gains of around 14,400 hours/year. The idea for 2024 is to increase the use of the platform by international teams.

### Digital Workshop generates productivity gains

Focused on low-code solutions — which reduce or dispense with the need for developers — in 2023, a total of 26 digital solutions were delivered with a productivity gain of 8,000 hours/year. Furthermore, the first Digital Workshop class was held for international operations.

### Lean Six Sigma training reaches more countries

Focus on operational efficiency. With more than 20 years in Brazil, training was implemented in Latin America in 2023.

### Digital marketing to reach more healthcare professionals

The digital area is a complement to the sales force, with potential to reach 100,000 more professionals in Brazil. In Latin America (except Brazil), access to doctors increased by 36% due to digital marketing. In Argentina, for example, there was a 3% gain in market share in prescriptions. The idea is to expand this initiative to Mozambique and Angola in 2024. Eurofarma provides training for product and marketing managers to integrate online and offline strategies.

In 2023, we also invested in a new tool for medical visits for greater integration of data and a 360° view of clients (Brazil). This allowed for customization and assertiveness in medical visits, creating a relationship ruler that went beyond face-to-face contact. The CRM hired is from the company Veeva, in the Silicon Valley (USA), which is widely used in the healthcare market. An interactive knowledge trail was created to train the team. This involved sharing experiences, videos, and suggestions, thus streamlining the learning curve.





07

# SUSTAINABILITY



# Pillars of the environmental strategy



## Commitment to the climate

Our goal is to achieve climate neutrality in our operations, reduce direct emissions, and have a 100% renewable energy mix. Emissions that cannot be avoided are offset through the purchase of carbon credits.

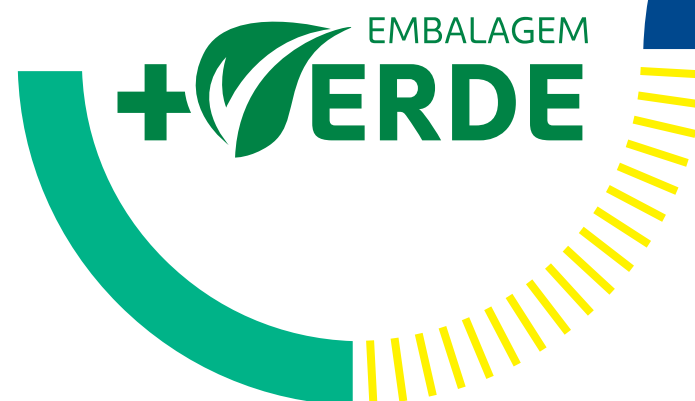
## Operational eco-efficiency

Our aim is to reduce consumption of natural resources and generation of waste through more efficient management and by expanding circular economy practices.



## A more sustainable portfolio

With innovation and technology, we will expand the use of more sustainable materials in our products and decontamination solutions for recycling materials, with an emphasis on products with the +Verde (+Green) seal.



## Environment

Our environmental plan is divided into three main fronts: reduction and neutralization of GHG (greenhouse gas) emissions, operational eco-efficiency, and a more sustainable portfolio. In total, the company's environmental investments reached R\$51 million in 2023, compared to R\$32.6 million in 2022.

## Environmental Investments

Investments related to the company's production and operation





# GHG emissions: reduction and neutralization

GRI 305-5

## Vision 2027 Goals

### NEUTRALIZE DIRECT EMISSIONS

from global operations



### 100% CLEAN ENERGY

mix in global operations; in Brazil, by 2024



Since 2008, we have been using the GHG Protocol methodology to report our greenhouse gas emissions inventory. This mapping makes it possible to develop efficient policies and strategies for reducing emissions.

## Management of Emissions (tCO<sub>2</sub>) GRI 305-1, 305-2, 305-3, 305-4

	2021	2022	2023
<b>Scope 1</b>	<b>16.852</b>	<b>22.210</b>	<b>16.990</b>
Stationary combustion	10.271	11.794	12.098
<b>Mobile combustion</b>	<b>2.396</b>	<b>4.991</b>	<b>3.056</b>
Effluents	2	6	29
Fugitive emissions	4.183	5.419	1.807
<b>Scope 2</b>	<b>10.224</b>	<b>9.048</b>	<b>7.963</b>
Electricity (market-based)	10.224	9.048	7.963
Emission Intensity Scope 1 + 2 tCO <sub>2</sub> /1000UP	0	0,068	0,042
<b>Scope 3</b>	<b>5.026</b>	<b>4.813</b>	<b>17.230</b>
Solid Waste Generated in Operations	372	1517	2738
Business Travel	1.576	1794	4455
Commute	3.078	1502	2738
Upstream Transportation	NA	NA	6985
Downstream Transportation * waste	NA	NA	314
<b>Total Emissions</b>	<b>32.102</b>	<b>36.071</b>	<b>42.183</b>
<b>Units Produced</b>	<b>344.025</b>	<b>447.081</b>	<b>589.539</b>

2021: operation in Brazil only. The figures are atypical since it was a time of pandemic.  
 2022: Quantification of global emissions from manufacturing operations.  
 2023: We also begin to consider emissions from offices in other countries when accounting, in addition to including new categories in scope 3 related to downstream and upstream transport.  
 Gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub>, NF<sub>3</sub>.  
 Source of the emission factors and global warming potential (GWP) indices used or a reference to the source of PCG. GHG Protocol.  
 The consolidation approach adopted for emissions: operational control.

## AN INCREASINGLY SUSTAINABLE FLEET: ETHANOL AND ELECTRIFICATION

GRI 302-1

Our Corporate Fuel Consumption Policy established that, up to March 2023, the cars used by our sales force and administrative area must be fueled with 75% ethanol and 25% gasoline. After April, this guideline was changed to using 100% ethanol. This led to a reduction of 14,695 tons of CO<sub>2</sub> emissions.

In 2023, we purchased six electric trucks to handle our internal logistics. This will avoid the emission of 77.7 tCO<sub>2</sub> per year when moving products from block to block and between units in São Paulo.

Currently, 237 hybrid vehicles are used by our employees, and 100% of our logistics fleet is made up of electric trucks. We also provide parking spaces for low-emission vehicles and with chargers for electric cars, encouraging employees to use less polluting vehicles.



## Total fuel consumption within the organization from non-renewable sources (GJ)

GRI 302-1

Non-renewablesources	2021	2022	2023
Source 1 - Diesel	1.514,00	1.583,00	3.745,00
Source 2 - Natural gas	192.633,00	188.219,00	218.869,00
Source 3 - LPG (liquefied petroleum gas)	NA	486,00	680,00

To calculate energy consumption, we will consider the annual volumes consumed for each of the sources and perform the conversion as indicated: 1 L diesel -> 0.035 GJ / 1Kg LPG -> 0.049GJ / 1m<sup>3</sup> NG -> 10.9 kWh / 1kWh -> 0.0036 GJ





### Neutralization with wind power credits

In addition to our efforts to reduce emissions, we neutralized Scope 1 emissions from our Brazilian operations. In 2023, the Delta do Parnaíba wind energy project received carbon credits. Located in the state of Piauí, it consists of three wind farms with a total capacity of 70 MW and neutralized our emissions in 2022.

### Wind farm in Bahia enters into operation

In 2023, the cogeneration of renewable energy produced at the Assuruá 4 wind farm in the state of Bahia to supply our operations in Brazil started four months ahead of schedule. The energy produced at this farm will also supply the future needs of the unit in Montes Claros, MG, which is still under construction. The wind production is I-REC certified, which proves its renewable origin and zero carbon emissions.

### Photovoltaic panels, now also in Guatemala

The installation of solar energy panels began in 2014 in Brazil and has expanded over the years. In 2023, we installed 500 panels in Guatemala.

## ABOUT THE ASSURUÁ 4 PROJECT

Self-production of wind energy

15-year partnership with Serena signed in 2022

Will avoid the emission of 260,000 tons of CO<sub>2</sub>e by 2038 <sup>1</sup>

Capacity:  
**15,6 MWm**



<sup>1</sup> Calculation based on the Corporate Inventory published by the National Inter-connected System, base year 2021, and expected consumption.



# Eco-efficiency in operations GRI 303-1, 3-3

The dimensions of our environmental strategy are aligned with the UN’s Sustainable Development Goals (SDGs). With a focus on operational eco-efficiency, our goal is to reduce consumption of natural resources, waste generation, and expand circular economy practices.

## Management of water and effluents GRI 303-1, 303-2, 303-3

Water is a vital component of the pharmaceutical industry’s processes. Efficiency in the use of this resource is a priority, and we have initiatives in place for conservation, proper effluent treatment, and reuse. The units in the state of São Paulo (Itapevi, Ribeirão Preto, and Freguesia do Ó), and Bogotá (Colombia) have reuse systems that are being improved, along with the adoption of new technologies. Reducing consumption of natural resources in operations is an ESG goal linked to executive pay.

**In 2023, our global water consumption reduced by 16% for every thousand units produced. R\$8 million was invested to replace cooling equipment with more eco-efficient equipment, which will come into operation in 2024.**

Water use is monitored on a monthly basis using consumption indicators (m<sup>3</sup>/1,000 UP) and the percentage of reuse. Deviations are assessed at ESG Committee meetings to define plans of action. To make better use of the effluent treated, Eurofarma donates the surplus through partnerships with the Estre Group, the City of Itapevi, the City of Jandira, and the CCR Group. A total of 67,000 m<sup>3</sup> of water have been donated since 2014.

Concerning effluent discharge, we comply with the standards in force, which vary according to the location of the plant.

## Water disposal (megaliters) GRI 303-4

	Freshwater	Other types of water	Total capture
surface water	260,3	185	109
Third party water	266,4	263	440

Only one operation of the Eurofarma Group has effluents in bodies of water and all disposal parameters follow the current legislation applicable to the operation. The other operations dispose directly of the collection network, following the parameters and legislation applicable to these eliminations.

## Total water withdrawal, by source (megaliters) GRI 303-3

	2021	2022	2023
Groundwater	204	185	109
Third-party water	252	263	440
<b>Total</b>	<b>456</b>	<b>448</b>	<b>549</b>

There is no water collection in areas of water stress.

## Water consumption (megaliters) GRI 303-5

	2021	2022	2023
Water consumption (megaliters)	435	431	526
Indicator m <sup>3</sup> /1.000 UP	1,26	1,15	0,89

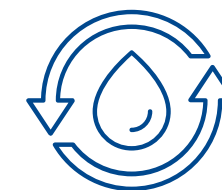
Starting in 2023, we are disclosing data from all Eurofarma’s manufacturing operations (globally). Data collected from water invoices

## Reused water (megaliters) GRI 303-4

	2021	2022	2023
Total volume of water reused - megaliters	75,5	77,7	88,0
Efficiency of reuse processes (%)	48	49	44
Water donation (megaliters)	7,4	7,8	8,47

In 2023, water consumption in global manufacturing operations reduced by

# 16%



**R\$ 8 million invested in the purchase of eco-efficient cooling equipment**



## Energy Management

As pioneers in the sector, we are certified under ISO 50001:2018, an international standard that establishes guidelines for energy efficiency at the Itapevi Complex. In 2023, **we reduced the electricity consumption indicator by 12% per 1000UP. Our operations also became more efficient, resulting in improved performance.** Additionally, new solar generation systems were implemented in Guatemala and Colombia operations.

### Energy intensity rate **GRI 302-3**

	2021	2022	2023
Energy intensity rate	0,87	0,86	0,74

\* Global data. Previous figures only included operations in Brazil.

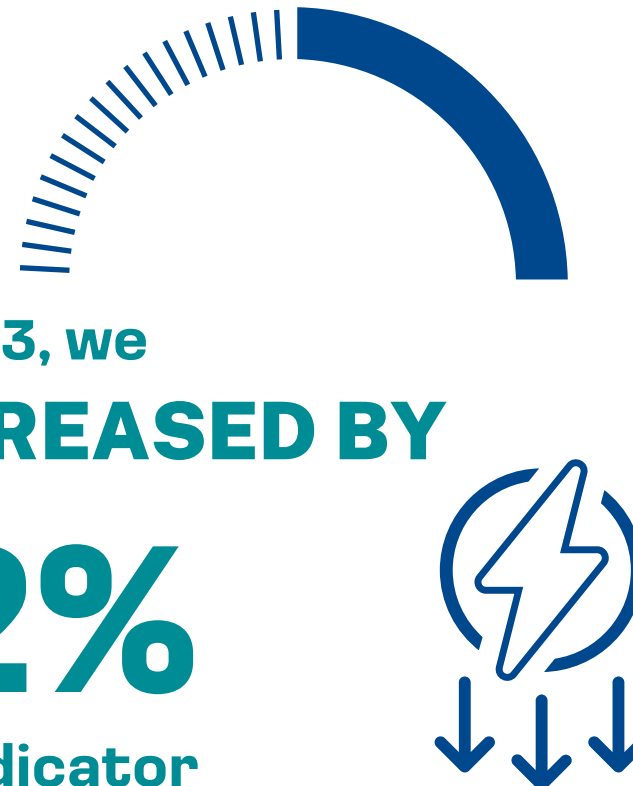
### Energy consumption within the organization\* **GRI 302-1**

Energy consumption (GJ)	2021	2022	2023
Annual consumption - GJ	298.739	312.348	436.303
GJ/1,000 UP	0,87	0,86	0,74
Number of photovoltaic panels	7.294	7.924	8.882

\*Renewable sources



In 2023, we  
**DECREASED BY**  
**12%**  
the indicator  
of electricity  
consumption



## Waste management **GRI 306-1, 306-2, 3-3**

Since 2023, the results of our waste management processes have included all international operations. In the year, waste from the development of new products increased by 43 tons and from the industrial process by 159 tons, as a result of the 33% growth in the number of units produced. Despite this growth in the total amount of waste, the indicator shows a 17% improvement when we look at generation per unit: 3.26 Kg/1,000 UP in 2023 vs. 3.93 Kg/1,000 UP in 2022.

Brazil is currently responsible for 80% of the total waste generated and has met the target of sending up to 10% of non-hazardous waste to landfills. When we look at waste sent for incineration, international operations account for 88% and not all of them have another treatment technology available.

We recognize and understand that waste is one of the main environmental aspects of our business, which is why we are continually working to reduce its generation, strengthen circularity measures, and find more sustainable alternatives for its disposal.

An inherent characteristic of the pharmaceutical business, we use non-renewable inputs such as methylparaben, monosodium phosphate, sorbitol, granulated sugar, anhydrous disodium phosphate, propylparaben, microcrystalline cellulose, lactose, and propylene glycol, as well as renewable inputs such as paper, plastic, glass, and aluminum.

**We also produce and manage hazardous, non-recyclable, organic, recyclable, and reusable waste and have a policy in place that varies according to physical and chemical characteristics in order to ensure the best environmental destination.**





51

tons of waste properly disposed



In Brazil, hazardous waste is treated via co-processing, which is more sustainable because it uses the calorific value of the waste as fuel in cement kilns instead of fossil fuels. In the case of organic waste, we compost 100% of the waste from the restaurants, reducing greenhouse gas emissions by eliminating transportation for external treatment.

The proceeds from the sale of recyclable waste are donated to internal programs to promote education, such as the De mãos dadas com a escola (Hand in Hand with School) program, and we have a Sustainable Station in Itapevi as a point of collection for different types of recyclable waste, which contributes to generating employment and income for a cooperative in the region, since the material is delivered as donation.

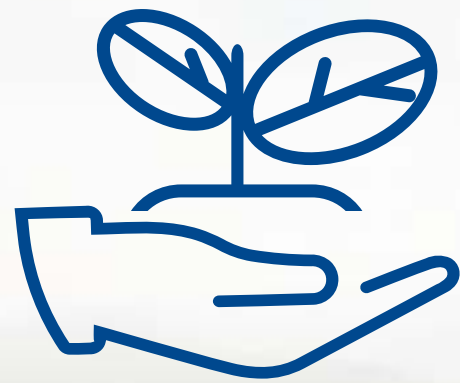
Waste disposal (in tons) GRI 306-3, 306-4, 306-5

Type	Class	Types of waste	Destination	2021	2022	2023
Not destined for final disposal	Non-hazardous	organic waste	composting	35,9	298,7	317
	Non-hazardous	edible oil	reuse/recovery	0	1,36	0,7
	Non-hazardous	paper, plastic, cardboard, glass, metal, blister, and recyclable debris	recycling	2634,8	5145	5278
	Hazardous	electronic scrap/ lamps, batteries, lubricating oil, plastic drums, and iron barrels	reuse/recovery	44,1	40,34	63,6
<b>Total</b>				<b>2.714,8</b>	<b>5.485,42</b>	<b>5.659,3</b>
Tipo	Classe	Tipos de resíduos	Destinação	63,6	2022	2023
Destinados para a disposição final	Non-hazardous	Wood	energy recovery	186,2	185,3	258
	Non-hazardous	Non-recyclable, iodine, prunings, and debris	landfill	749,1	433	1193
	Hazardous	Industrial waste	energy recovery	1171,1	1328	1601
	Hazardous	Industrial waste + tax recovery waste	landfill	0	0,27	17,36
	Hazardous	Healthcare waste	Incineration	66,3	113,3	292
<b>Total</b>				<b>2.172,7</b>	<b>2.060,6</b>	<b>3.361,36</b>

In 2023, landfill data increased as we are considering our global operations.



# SUSTAINABLE MANAGEMENT



We have sustainable management gardens. In 2023, over 66.3 thousand vegetables were produced without pesticides and delivered to employees in exchange for recyclable packaging, promoting circular economy. Our cardboard shipping boxes are reused through reverse logistics, extending their lifespan.



Sustainable management garden at the Itapevi unit (SP)



## Management of significant waste-related impacts **GRI 306-2, 3-3**

We have adopted several measures to prevent waste generation in the organization’s activities, both upstream (early stages of the process) and downstream (final stages) in our value chain, and to manage significant impacts of the waste produced. Practices ensure that the company is not involved in issues associated with negative impacts from the disposal of any type of waste related to its business or operations.

### Waste recovery

The pandemic led to a significant shortage of inputs on the market for the production of cardboard boxes. In response to this challenge, we implemented a reverse logistics solution and extended the useful life of shipping boxes. The solution, which has been validated via durability tests and by the quality department, allows us to make three times more use of the boxes because of reverse logistics for the materials. **At the end of the cycle, the boxes are sent for recycling. Since October 2020, more than 32 tons of boxes have been reused, avoiding the emission of 58.64 tCO<sub>2</sub>.**

Another solution was the circularity of cardboard boxes to be reused for other purposes, such as moving companies and Internet sales. Since July 2023, more than 10 tons of boxes have been repurposed, avoiding the emission of 15 tCO<sub>2</sub>.

### Innovation in waste treatment

Since 2021, a modern solution has been used to compost 100% of the organic waste from the restaurants at the units in Itapevi and São Paulo. Using the Bioconverter equipment, a biodigester that processes food scraps and turns them into liquid effluent, the material can be discharged in a sanitary sewer without any impact on the environment.

This innovation also helped eliminate the external transportation of waste for composting, avoiding the emission of 40.67 tCO<sub>2</sub> in 2023.



### +Verde seal

Developed in 2016 and first on the global market, products with the +Verde seal allow consumers to decontaminate the primary packaging of medicines in their homes. They are made with more sustainable materials, such as cartridges produced using 30% recycled material. **Our commitment goes beyond national borders. +Verde products are now available in Mozambique. The goal is to add 10% of +Verde products to our portfolio by 2025.**

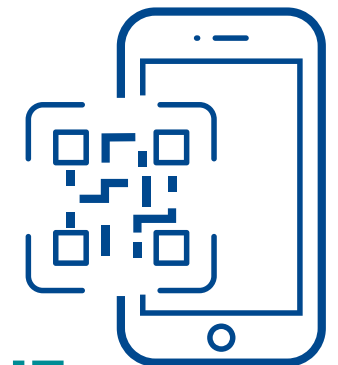
We are the only pharmaceutical company to enable 100% post-consumer recycled packaging. More than 90 million products with the +Verde seal are now available to consumers, with 42 million units sold in 2023.

## +VERDE DIFFERENTIATORS

Medicine packaging made with **30%** recycled trimmings

### QR CODE

Replacement of package inserts with electronic versions

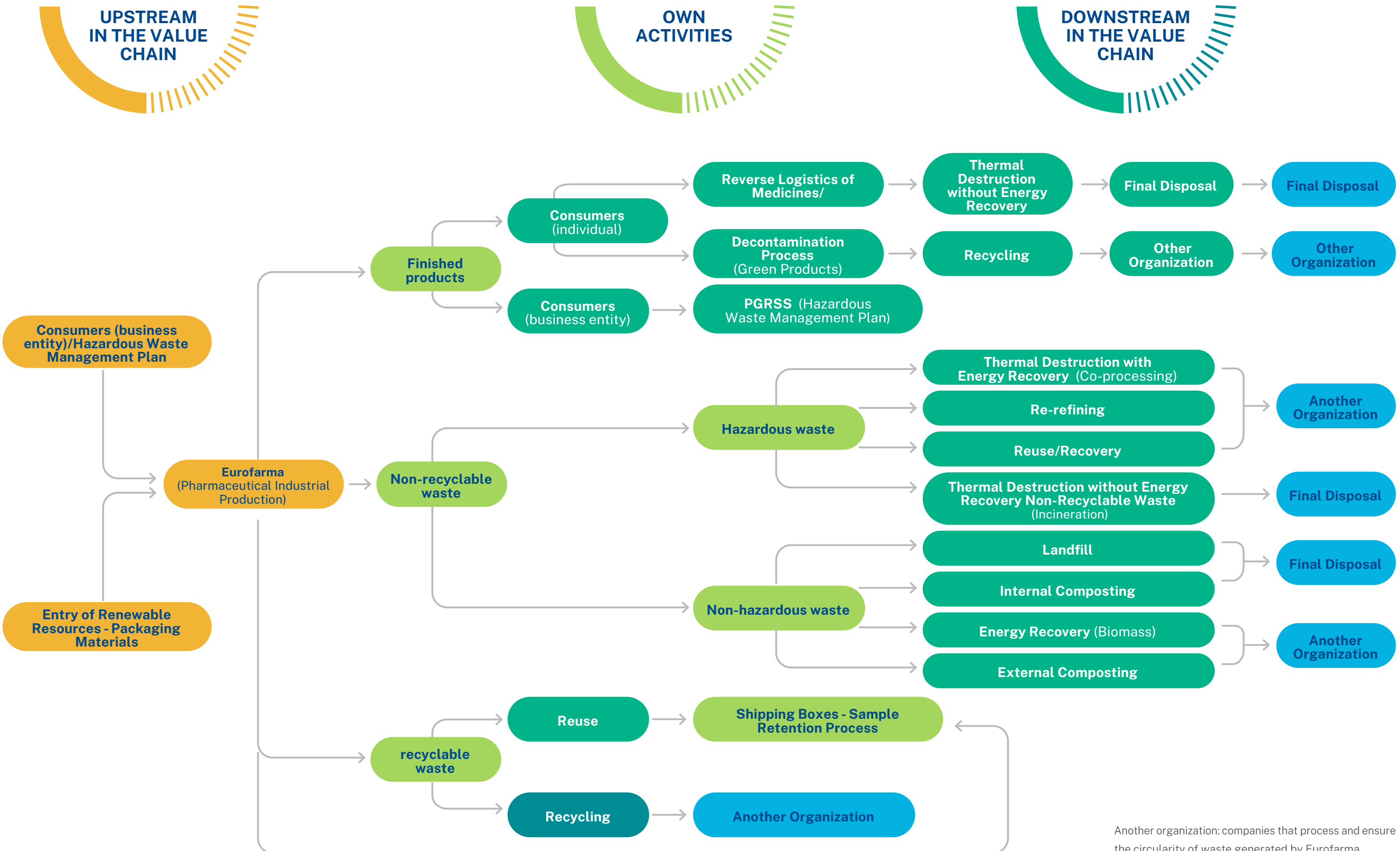


**Green POLYETHYLENE** in the primary packaging

**METHODOLOGY** for decontaminating primary packaging, enabling post-consumer recycling



# Waste Management Organization



Another organization: companies that process and ensure the circularity of waste generated by Eurofarma





08

# OUR PEOPLE

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# Relationship with employees

We are 12,600 people in 22 countries. A team consisting of different cultures and experiences; diverse and plural, always prepared for the daily challenges of the market in which we operate. Our unique way of being drives the necessary transformations and helps achieve our Vision 2027 goals.

## EUROFARMA WAY OF BEING

ACTS WITH AN OWNER'S MINDSET



BUSINESS VISION



PARTICIPATES IN AND FORMS PARTNERSHIPS



INNOVATION WITH SUSTAINABLE RESULTS



INFLUENCE WITH ASSERTIVENESS



MOBILIZING LEADERSHIP

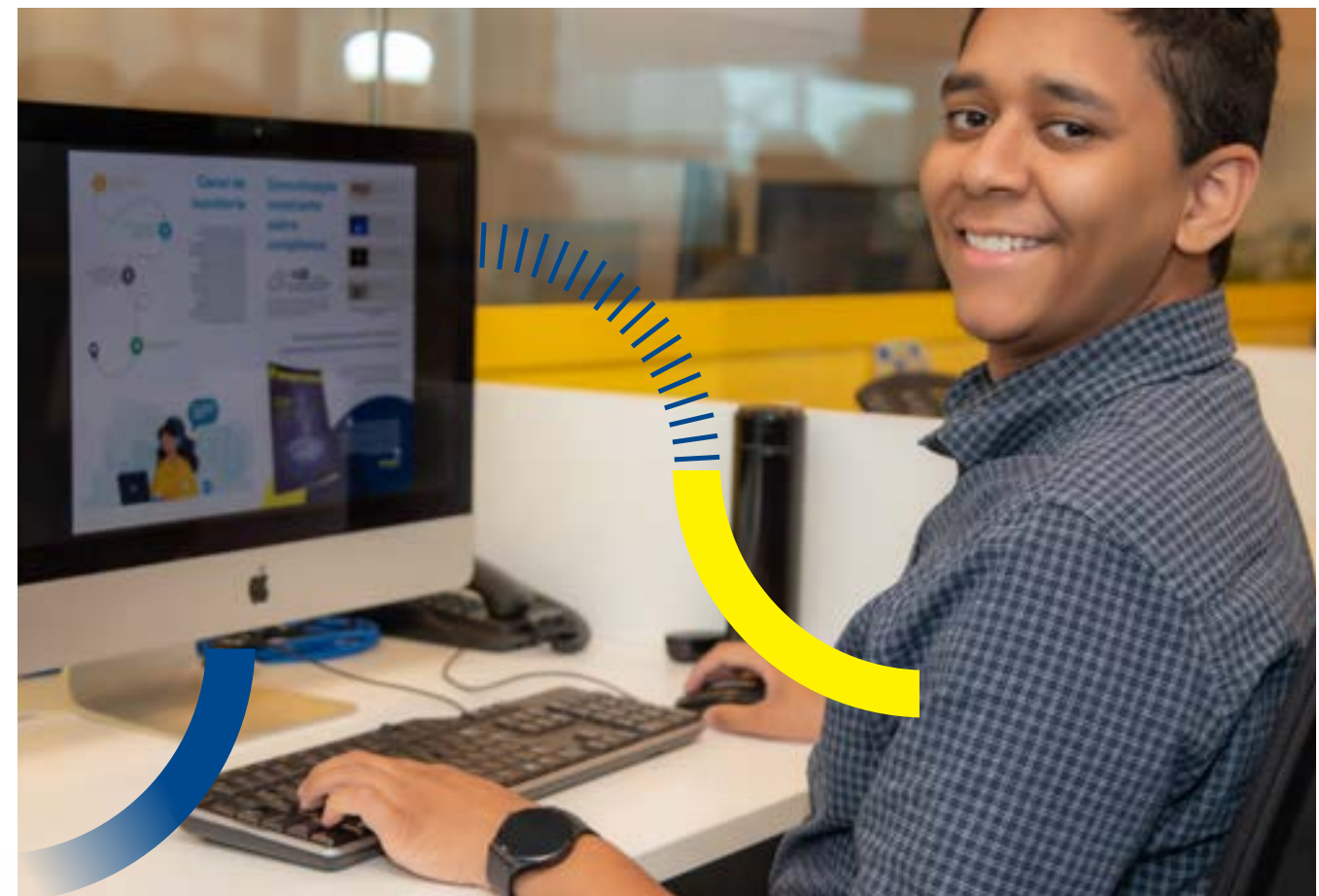


As a global and ever-expanding company, it is very important to obtain employee adherence to the organizational culture. This alignment is achieved through training and is based on a set of policies and procedures, values, and a code of conduct that define expected behaviors

In 2023, we also mapped people management practices in each location to understand their aspirations and ambitions, maintaining standardization and synergy, but always respecting local culture and legislation. With regard to acquired companies, we conduct a pre- and post-acquisition assessment and follow up with a dedicated team. Understanding the local culture, implementing our policies and practices, and adjusting models whenever necessary are all part of the Eurofarma culture.

### PROUD TO BELONG

For 20 years we have been among the best companies to work for in several countries, according to the Great Place To Work (GPTW) survey, with a 93% favorability rating. More than 5,000 people took part in the survey in 2023, a significant increase over the previous year, when 804 respondents took part.







Profile of our employees  
GRI 2-7

	Women	Men	Total
Total number of employees	3.574	4.867	8.441
Number of permanent employees <sup>1</sup>	3.546	4.848	8.394
Number of temporary employees <sup>2</sup>	28	19	47
Number of non-guaranteed hours employees <sup>3</sup>	311	678	989
Number of full-time employees <sup>4</sup>	3.573	4.866	8.439
Number of part-time employees <sup>5</sup>	1	1	2

<sup>1</sup> Consolidation of Labor Laws (CLT) contract / Including full- and part-time

<sup>2</sup> Temporary consultancy contract / Including full- and part-time

<sup>3</sup> Working hours are not controlled (Specialist and above)

<sup>4</sup> Permanent + temporary

<sup>5</sup> Permanent and temporary (including doctors' working hours)

	Argentina	Central America	Bolivia	Chile	Colombia	Ecuador	Mexico	Paraguay	Peru	Uruguay	Venezuela	Total
Total number of employees	243	433	50	356	429	56	236	38	257	111	3	2212
Number of permanent employees	239	430	50	343	409	56	232	38	253	111	3	2164
Number of temporary employees	4	3		13	20		4		4		0	48
Number of non-guaranteed hours employees	40	80	10	59	60	13	42	7	45	24	3	383
Number of full-time employees	243	433	50	356	429	56	236	38	257	111	3	2212

**+ 400 LEADERS**

trained in the Eurofarma Way of Being in Latin America

**IMPLEMENTATION**

of Corporate TV

Group of

**COMMUNICATION MULTIPLIERS**

**COMMUNICATION: OUR WAY OF BEING REACHES MORE EMPLOYEES**

Throughout 2023, we increased the knowledge that our internal audience has about our brand, our Way of Being, and how we communicate with our stakeholders. To this end, we trained more than 400 leaders throughout Latin America.

To ensure an horizontal communication, we have Conecta as our content hub. The platform centralizes all information (systems, policies, strategies, engagement campaigns and news), is available in three languages and is updated weekly with content from all operations. All our communication channels derive from it: weekly newsletter, internal social network, company communicator (bot that sends messages through the Teams chat), Corporate TV, which in 2023 was expanded to international operations and our charter lines, institutional campaigns, in addition to a monthly electronic newsletter.

We also have a volunteer group of communication multipliers who receive the company's main news via WhatsApp and a monthly consolidated bulletin containing the notices posted on the intranet. In 2023, we launched the corporate intranet in English to reach employees in the United States.

The corporate communications area also manages a group of specialists who work in the main Latin American countries, cascading topics and capturing internal needs to ensure agile and fluid communication, and to meet the demands of each location.



# Development and retention

GRI 3-3, 404-1, 404-2

A clear result of our people development initiatives is that 79% of the company's leadership positions are filled from within, i.e. by employees who developed at Eurofarma. This is a strong indicator of our commitment to developing and training professionals to advance their careers, valuing those who are already part of the company.



For more than ten years, our Internal Recruitment Policy has defined that the search for candidates always begins within the company. All positions available are advertised in the internal process, which must initially be exclusive to employees. **It should be noted that the corporate target of 70% of open leadership positions having to be filled from within has been achieved in the last two years.**

We also conduct an annual internal succession mapping for executive and critical positions in Brazil and in the other countries where we operate. This strategy allows employees who are aligned with our culture to move up and helps mitigate the risks of strategic positions remaining vacant.

## Leadership training, also with a focus on internationalization

GRI 404-2

Through specific training, managers are better prepared to deal with the day-to-day issues of their teams, as well as their own career growth. The main training courses in the program are:

- **Global Leaders Program:** Launched in 2022, this is another way of training leaders for the company's international expansion, in partnership with Fundação Dom Cabral.
- **Immersion Abroad:** Guides immersion programs focused on innovation abroad in order to develop and broaden the repertoire of leaders and employees.
- **Leaders Academy:** For over 20 years, all managers have been invited to take part in the Leaders Academy, whose aim is to train leaders with a broad vision of the business, processes, and people. The content is defined based on an analysis of the gaps identified in the assessment of competencies correlated to the company's strategic planning and market trends.

- **Manager in Focus:** Employees promoted to their first management position, as well as professionals hired in the market, receive specific training aimed at developing their leadership profile and the knowledge required to perform their new role.
- **Development Abroad:** Executives and managers mapped as talent or successors for key positions receive up to 100% tuition reimbursement for courses abroad.
- **Mentoring Program:** Created in 2020, this program seeks to share knowledge between mentors from the Executive Committee and mentees mapped as talent or successors. Supported by a specialized consultancy, both mentors and mentees are trained to ensure greater productivity in the monthly meetings.
- **In-person Training (Cycle Meeting):** Across Brazil, teams of sales reps meet every month to improve their knowledge, discuss new development techniques, and enhance results.

### Average hours of training per employee (Brazil) GRI 404-1

At present, we do not keep track of training hours by gender. Up to 2023, training hours were only tracked at occupational level.

	Total hours			Average hours		
	2021	2022	2023	2021	2022	2023
Middle management (Management and Coordination)	35.574	34.065	48.820	45.78	39.21	45.57
Administrative	11.054	21.645	33.236	9,2	16.17	22.38
Other (Operational and Sales Force)	210.957	226.412	290.329	89.66	89.37	88.82

### Training hours (International)

	Total de horas	Média de horas
Middle management (Management and Coordination)	19.445	597
Administrative	75.596	538

This indicator started to be monitored in 2023.



## Performance review

GRI 3-3, 404-3

Competency-based performance reviews are conducted annually and cover the administrative (managers and non-managers) and operational levels. We use the 90° assessment model for all groups. Calibration meetings are also held for management levels, taking the opportunity to discuss potential and succession planning.

For our administrative staff, we use the Success Factor system, while for our operational staff, we have developed an exclusive solution with a local supplier that supports our operation in the evaluation dynamics.

### Employees receiving regular performance and career development reviews

BRAZIL		2023
<b>By gender</b>		
Men		44%
Women		49%
<b>By employee category</b>		
Senior management (Vice Presidents and Directors)		90%
Middle management (Management and Coordination)		65%
Administrative		81%
Other (Operational and Sales Force)		33%

\* In 2023, we started a formal evaluation project for the operational staff, leading to an increase in the indicator for this group. As a result, there was a drop in the percentage for the other groups given the proportion of evaluations versus the number of employees per employee category.

INTERNATIONAL		2023
<b>By gender</b>		
Men		57%
Women		54%
<b>By employee category</b>		
Senior management (Vice Presidents and Directors)		66%
Middle management (Management and Coordination)		50%
Administrative		64%
Other (Operational and Sales Force)		53%

\* We started to formally monitor country evaluations in 2022 (using the same tool as corporate) and, for this reason, we don't have information for 2021.



### NOSSO JEITO PROGRAM: ALIGNMENT WITH THE STRATEGIC VISION

To keep track of employees' alignment with competencies and the achievement of individual goals, we have a program called Nosso Jeito (Our Way). In an annual process, employees are evaluated by their immediate managers and a feedback meeting is held to jointly build their Individual Development Plans (IDPs).

IDPs can include training, job rotations, projects, as well as follow-up meetings throughout the year. In this way, we connect the trajectory of each employee to the company's guiding principles, allowing everyone to move in the same direction.



## Incentive to education

Regarding education, in 2023 we invested approximately R\$5.3 million, including specific training and academic and language scholarships. Through education, employees become better prepared to deal with day-to-day challenges, improving technical and behavioral skills, fostering a virtuous cycle that drives the company forward.

- **Scholarships:** Available to all employees at all units, scholarships encourage professionals to pursue their academic education with grants of between 40% and 80% for technical, undergraduate, postgraduate, or MBA courses. In 2023, 208 employees from different hierarchical levels were eligible for the benefit, in addition to those who are already taking courses.
- **MBA Eurofarma:** The course is recognized by the Ministry of Education, and there is a 50% subsidy for all managers and specialists from all units in Brazil. Since its inception, we have had four classes and, by 2023, a total of 136 employees had graduated.
- **Partnership with universities:** Partnership with 10 private universities in Brazil for a discount of up to 30% on tuition fees for all employees and leaders, including their dependents.
- **Sem Fronteiras (Without Borders) Program:** Subsidy of up to 60% (capped at R\$337.50) for all employees taking English and Spanish courses, depending on the needs and activities performed.
- **Euroaprende:** Eurofarma's digital learning platform, implemented in 2021, through which we offer asynchronous training, lectures, and our Development Paths (Diversity, *Nosso Jeito* [Our Way], *Gestor em foco* [Manager in Focus], among others).



PREPARED  
EMPLOYEES TO  
FACE THE DAILY  
CHALLENGES



# R\$ 5.3 million

invested in education  
programs for employees



# Occupational health and safety

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

We have an Integrated Health and Safety Management system (GISS - *Gestão Integrada de Saúde e Segurança*), which allows us to monitor the risks involved in our employees' activities, as well as occupational health, and is in line with the requirements of ISO 45001. The units comply with Brazilian standards and legislation on fire prevention and with those for new projects, such as Montes Claros, where we are adopting North American standards. A risk assessment is being planned for all units in order to adapt to and comply with North American standards (NFPA).

As a way of identifying hazards, assessing risks, and establishing controls to eliminate hazards and minimize risks, we conduct a survey of occupational hazards and risks called *Levantamento de Perigos e Riscos Ocupacionais* (LPRO). All risks are assessed by occupational safety technicians and reviewed by an occupational safety engineer. The results are used to neutralize risks, by using protective equipment, and to reduce risks, by using engineering resources

(Collective Protective Equipment) and conducting a feasibility study to eliminate such risks.

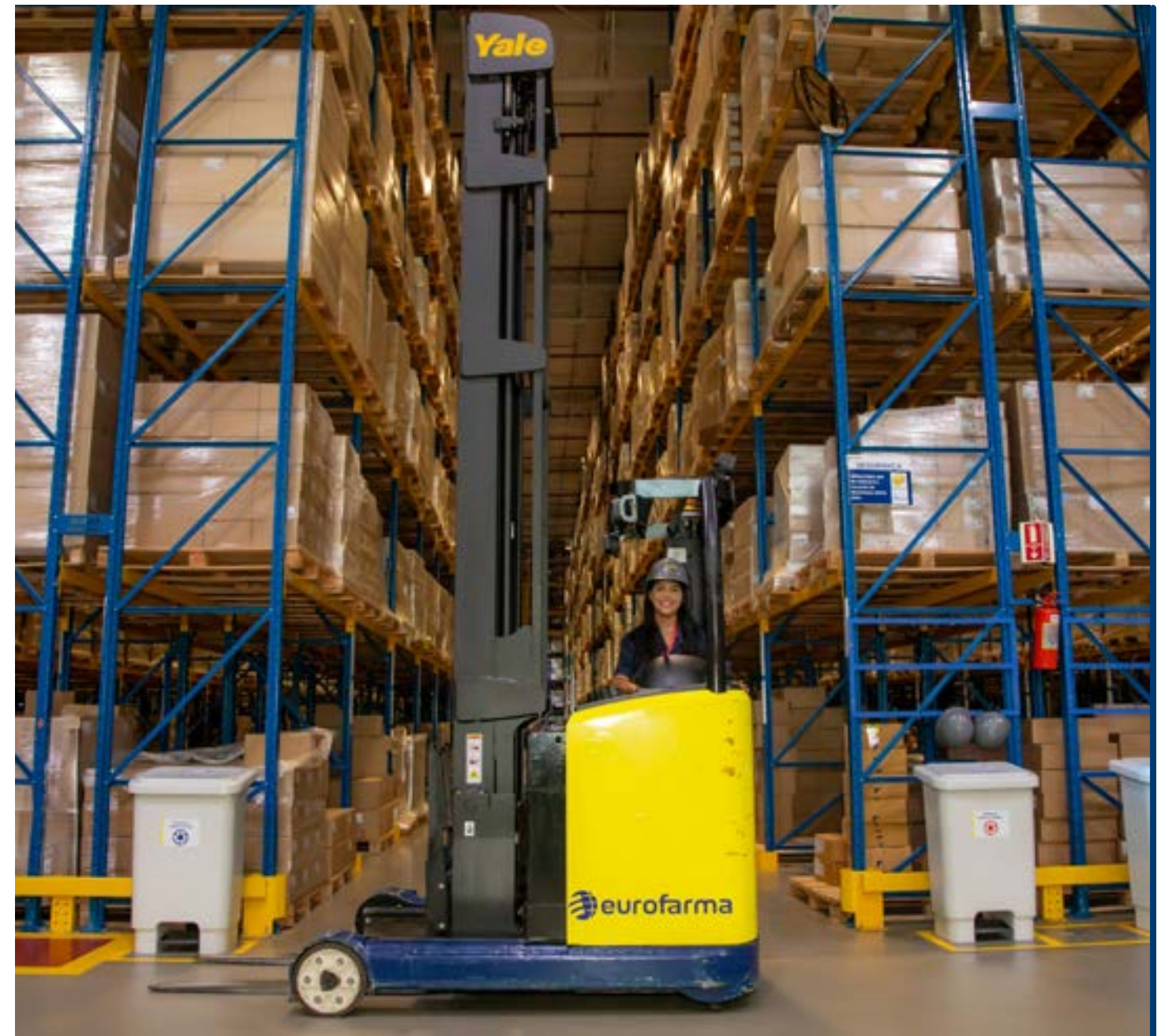
We go beyond legal requirements and have tools to encourage the participation of all employees. The most widely used tool is the card called PAZ - *Programa Acidente Zero* (Zero Accident Program): consisting of a form available both physically and online for reporting conditions, behaviors, near misses, and suggestions for improvement.

**In addition to PAZ, we have an Internal Commission for Accident Prevention (CIPA) and hold monthly meetings at all units. The Safety Committee also meets monthly with the unit's leadership and every two months with contractors. The Industrial Complex in Itapevi also has a program called *Guardiões da Segurança* (Safety Guardians), which focuses on behavioral observation.**

Collective agreements require formal reporting of accidents, along with a copy of the Workplace Accident Report. The Union actively participates in the CIPA election process and the committees are responsible for seeking improvements in working conditions, most notably the Leaders Committee, which has the authority to provide human and financial resources.

We have Specialized Services in Safety Engineering and Occupational Medicine (SESMT), which rely on the expertise of occupational safety professionals to identify risks. Occupational Medicine is then called in to assess the data collected and verify the need to conduct specific biological monitoring for the exposed worker, as well as to discuss with Occupational Safety and Industrial Engineering professionals the possibility of eliminating or mitigating the risks in hazardous activities.

The updated information is presented to CIPA on an annual basis. All SESMT members are



qualified and registered in accordance with the requirements of their respective professional associations. Regular internal audits are conducted to verify the quality of services, technical documents, and compliance with legal requirements.

Respecting the confidentiality of personal information related to workers' health, our infirmaries have an electronic medical record system that complies with the requirements of the Federal Council of Medicine (CFM) and the Brazilian General Data Protection Law (LGPD). In addition, healthcare professionals are required to

comply with the professional confidentiality requirements of their respective professional associations and undergo training in Compliance and Corporate Integrity.

100% of employees ( company employees and outsourced workers) are covered by the occupational health and safety management system. In 2023, there were 33 recordable work-related injuries, an increase from the 22 cases reported in the previous year, and 1 high-consequence work-related injury, compared to zero in 2022.

**GRI 403-8, 403-9**





## Special benefits and support for quality of life

GRI 3-3, 401-2, 403-6

Eurofarma offers a range of benefits to its employees:

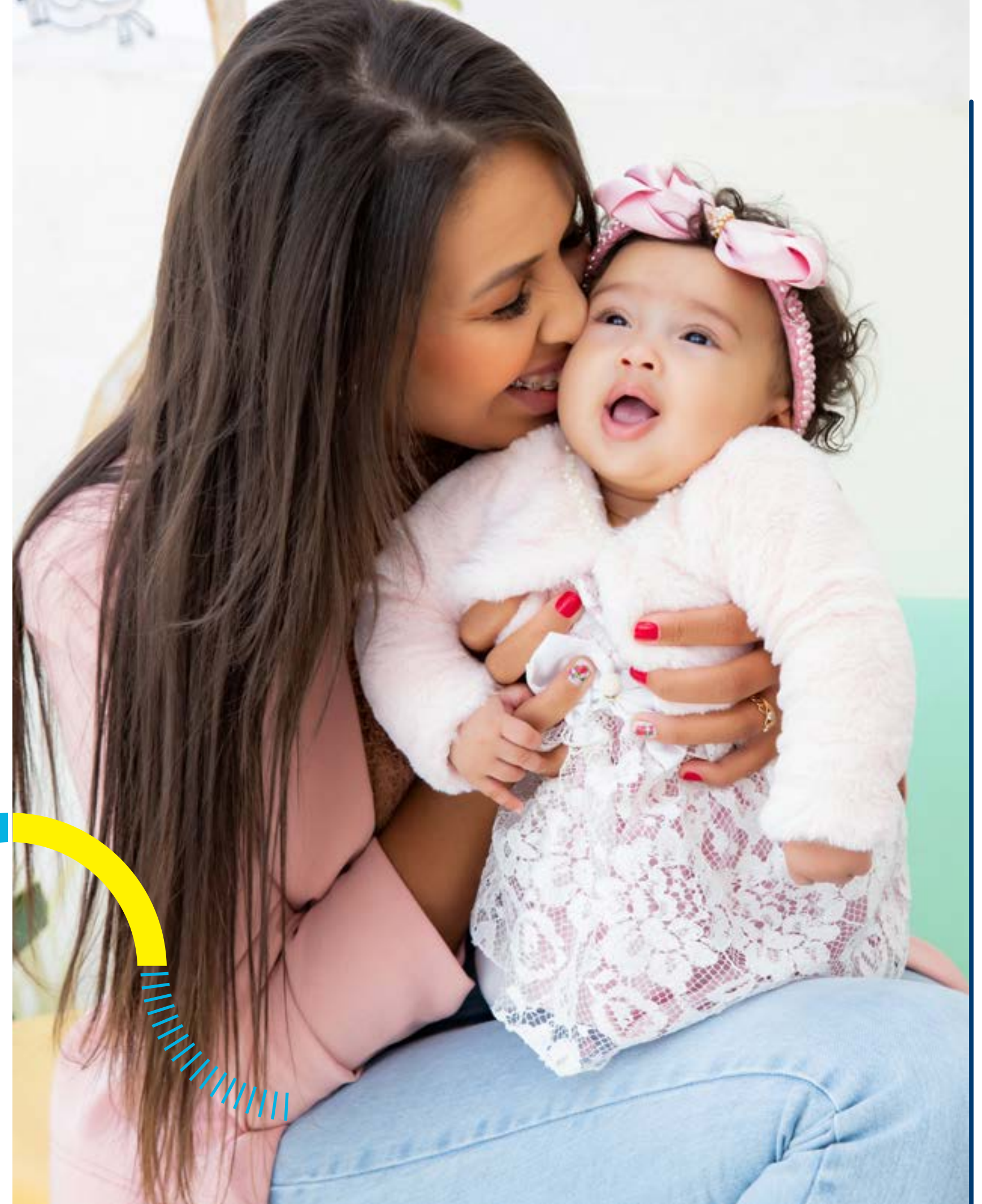
**Health-related benefits:** Medical outpatient clinic, with a general practitioner; gynecologist, and ultrasound machine (Itapevi); Pharmacy/medicine dispensary benefit; Diabetics Monitoring Program; Anti-Smoking Program; health plan; dental plan/in-house consultations; Health insurance agent to provide support regarding the accredited network, tests, authorization for procedures; physiotherapy at the Itapevi and Brooklin units; nutritionist at the Brooklin and Itapevi units; wheelchairs and hearing aids; vaccination program; *Eurofarma na Medida* program, which supports employees in weight reduction; *Lado a Lado com Você* program, to assist employees on sick leave/work-related injuries; Emotional Health: therapeutic support, psychoeducation for the general public, and awareness/support for special groups such as leaders, healthcare teams, expatriates, parents of autistic children, among others).

**Amor Maior (Greater Love) Program:** Extension of maternity leave (180 days) and paternity leave (30 days). Also, in 2024, we announced the extension of Maternity Leave in the units in Rio de Janeiro, Varginha, Ribeirão Preto, and to the Sales Force team. With this, they also have a paid extension for a further three months, with payment of 50% of salary (and average of the variable pay, in the case of the Sales Force) and of part of the benefits, and an unpaid extension, with a further three months (totaling 12 months off) at the discretion of the requester, with suspension of pay and maintenance of certain benefits.

Other benefits include monitoring expectant mothers throughout their pregnancy by specialized professionals, which is extended to the employee's pregnant wife; a welcome gift for expectant mothers, and a gift after the baby is born; fractionated meals for expectant mothers; expecting moms group, with the aim of sharing various topics related to pregnancy and the child's first year of life; home visits by specialized professionals, aimed at guiding mothers through the practicalities of their day-to-day lives and of their babies; a breastfeeding program: room made available for breastfeeding and expressing breast milk; loan of breastfeeding pump; Lactare, the first private breast milk bank.

The benefits offered to international units are not yet standardized and vary according to the maturity, size of the operation, and legislation in each country.

**Actions  
of care  
for our  
professionals**





# Diversity and Inclusion

As we prepare our teams to become an increasingly global company, we need to be more diverse, inclusive, and open to listening to different perspectives. In this way, we work to foster this diversity through the *+Diverso* Program.

Made up of five affinity groups, in which employees themselves debate ideas and propose actions at regular meetings, the program was created in 2020 after an internal census and represents a formal commitment to join forces to help develop a fairer and more equal society. Each group is sponsored by two executives, and the Diversity and Inclusion Committee is responsible for the overall management of the program and approval of the proposals.



## Grupo Eurofarma **+DIVERSO**

### **+DIVERSO PROGRAM**

**Mire:** racial diversity

**EuroElas:** gender

**Plural:** LGBTQIA+

**PertenSER:** people with disabilities

**LongeVIDAde (longevity):** inclusion and retention of employees aged 55+



One of the program's initiatives was the creation of the Diversity and Inclusion Committee, which includes company executives in the debates, proposals, and approvals of actions. In addition, initiatives, results, and suggestions are presented to the Board of Directors on a regular basis.

In 2023, two censuses were conducted in Brazil and one in Latin American operations to identify opportunities and the first results of *+Diverso*. The goal for 2024 is to form affinity groups and carry out specific actions for the other Latin American countries.

## EUROFARMA IS RECOGNIZED AS A CERTIFIED AGE-FRIENDLY EMPLOYER!

In 2023, we were the first Brazilian pharmaceutical company to simultaneously achieve Age Friendly Employer™ certification for both our Brazilian and Latin American operations. This is a recognition from the Age Friendly Institute, awarded after an assessment of the human resources policies and practices of organizations recognized for their commitment to retaining and recruiting people over the age of 50. The initiative is part of the *+Diverso* Program.

### VIVER MAIS E MELHOR PROGRAM

GRI 404-2

As a way of supporting employees aged 55 and over, we have a program called *Viver Mais e Melhor* (Living Longer and Better). These are experiential modules that cover group identity issues, psychosocial aspects of retirement, health and quality of life, financial management for maturity, legislation (Social Security), post-career options (entrepreneurship and volunteering), and planning for the future.




The main objectives are to promote a reflection on the transition from employee to retiree; encourage the development of a life project and new sources of fulfillment; strengthen the need for future planning, and provide information that will help workers achieve and maintain a good quality of life.

We also answer questions about taking out medical insurance and supplementary pension plans.






BRAZIL

ACTIVE 50 AND 60+ FTE EMPLOYEES




	2021	2022	2023
50+ 	<b>615</b>	<b>651</b>	<b>798</b>
60+ 	<b>102</b>	<b>109</b>	<b>133</b>
Total 	<b>717</b>	<b>760</b>	<b>932</b>

50 AND 60+ FTE EMPLOYEES HIRED




	2021	2022	2023
50+ 	<b>28</b>	<b>46</b>	<b>66</b>
60+ 	<b>2</b>	<b>3</b>	<b>9</b>
Total 	<b>30</b>	<b>49</b>	<b>75</b>

INTERNACIONAL

ACTIVE 50 AND 60+ FTE EMPLOYEES

	2021	2022	2023
50+ 	<b>277</b>	<b>345</b>	<b>430</b>
60+ 	<b>65</b>	<b>74</b>	<b>79</b>
Total 	<b>342</b>	<b>419</b>	<b>509</b>

50 AND 60+ FTE EMPLOYEES HIRED

	2021	2022	2023
50+ 	<b>58</b>	<b>58</b>	<b>62</b>
60+ 	<b>6</b>	<b>6</b>	<b>7</b>
Total 	<b>56</b>	<b>64</b>	<b>69</b>



III DIVERSITY WEEK IN BRAZIL

Organized by +Diverso affinity groups, the event focuses on raising employee awareness about relevant topics related to diversity and inclusion. In 2023, the Diversity Week featured:

- Webinars viewed by more than 700 employees
- Interactive face-to-face actions, such as totems with games and virtual reality goggles, engaging nearly 1,000 employees
- Greater integration with areas of the company, which raised new topics to be addressed, such as harassment and Compliance propositions.



Ratio of basic salary and remuneration of women to men GRI 405-2

	2021		2022		2023	
	% men	% women	% men	% women	% men	% women
<b>By employee category</b>						
Presidency (CEO)	100	0	100	0	100	0
Vice Presidency	110	95	103	98	99	100
Directors	103	96	99	101	104	96
Managers	95	121	96	114	97	112
Coordination	99	101	99	101	99	101
Administrative	106	97	105	97	106	96
Operational	111	81	113	81	113	80
Internship	99	101	99	100	99	100



**88**  
employees  
with disabilities  
(PcD) working in  
digital promotion

**DIGITAL SALES TEAM 100% PWD**

We have 88 PwD (People with Disabilities) employees working in digital promotion, such as online visits to doctors and nutritionists. In 2023, the team in Brazil was expanded, and there are also PwD employees in digital sales in Peru (3), Chile (2), and Mexico (15). For 2024, we plan to extend this initiative to six other countries: Colombia, Paraguay, Ecuador, Guatemala, Panama, and Bolivia. We will also have an exclusive mentoring program for PwD professionals.

Today, the share of PwD employees is 4.6% at the company and we are continually seeking to increase this percentage to 5%. To this end, we focus on opportunities in areas with fewer PwD professionals and affirmative positions.



**Quest for racial diversity will be our focus in 2024 GRI 3-3**

In Brazil, working on the racial dimension is one of our priorities for 2024, through an acceleration program for Black and Brown people who already work at Eurofarma. The goal is to develop specialists, supervisors, and coordinators for future management opportunities.

**We also recognize the importance of hiring more Black and Brown people for administrative and internship positions. With this in mind, at the end of 2023, we conducted an action for higher education students, focusing on diversity, including the topic of race.**

In partnership with Universia, we invited undergraduates to visit the plant in Itapevi, SP, where they had the opportunity to talk to people from the areas of Innovation, Production, and Environment. Also in 2023, managers and non-managers participated in online meetings on racial literacy, in partnership with the *Mais Diversidade* consultancy.

The idea is for them to get to know Eurofarma and be motivated to take part in our selection processes. The goal for 2024 is for 50% of our internship positions to be filled by minority groups: Black and Brown people, PwDs, and LGBTQIAP+.



**Goal:**  
50% of internship  
positions filled by  
minority groups

**Brazilian Sign Language Course (LIBRAS)**

We offer an online Libras course and face-to-face meetings aiming to ensure that people with hearing disabilities are understood and treated appropriately. Representatives from various areas have been trained in inclusive communication with our employees.





09

# RELATIONSHIP WITH SOCIETY



# Our approach to the surrounding communities

A social organization created in 2006, the Eurofarma Institute is the company's social arm that offers quality education to socioeconomically vulnerable children and young adults in the south side of the city of São Paulo, as well as in the cities of Itapevi, SP, and Montes Claros, MG. Its mission is to promote socioeconomic inclusion and sustainable development through transformative education.

**In 2023, the Institute provided 18,788 services to children and adolescents — an all-time record, exceeding the target set for the period by more than 24%.** We also successfully completed the first year of the Eurofarma Scholarship Program, in which 105 young students (100% scholarship recipients) were approved in the first year of high school at private institutions in the south side of the city of São Paulo.



## INVESTMENTS IN THE EUROFARMA INSTITUTE

2021

**R\$ 14,3**  
million invested

**8.837**  
services provided

2022

**R\$ 17,6**  
million invested

**14.100**  
services provided

2023

**R\$ 21,4**  
million invested

**18.788**  
services provided



### Strategic drivers 2023-2027

In 2023, our operations entered a new phase, with strategic drivers for our 2023-2027 master plan



To be a benchmark in transformative complementary education for children and adolescents

Systematization of the *Matéria-Prima* project's methodology

Strengthen one-off projects in public schools

Ensure the success of the Scholarship program

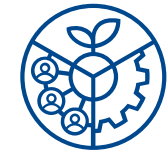


To be a productive inclusion center for young people, aiming at a positive transition to the job market

Encourage the development of a Project of Life for young people and teachers

Train young people in key skills for entering the job market

Promote youth employability



Governance: restructure the processes that support the Institute's sustainable growth

Develop organizational skills

Structure the expansion into new countries

**105 scholarship holders from the Eurofarma Scholarship Program approved in the 1st year of High School**

The services provided by the Eurofarma Institute in 2023 exceeded the target set for the period by 24%.



**Eurofarma institute's main fronts of action:**

**Matéria-Prima: Supplementary Education:** Created to offer recreational workshops and tutoring for children aged between 7 and 14 from the public school system in the cities of São Paulo and Itapevi. Students receive food (lunch and snacks) and uniforms free of charge and take part in cultural activities. They also have support from social services, as well as health and dental care, totaling 802 consultations in 2023. A total of 330 children receive assistance in São Paulo and another 240 in Itapevi every day outside of school hours.



**High school scholarships:** Started in 2022, the program gives students from low-income families access to higher quality education at private schools. After being approved in the Institute's selection process, 105 young people received full scholarships to attend the three years of high school in schools in the south side of the city of São Paulo. **The first students who received the scholarships started classes in 2023.** We successfully completed the first year of the program, with 100% of the scholarship recipients being approved in their first year of high school, with no dropouts.

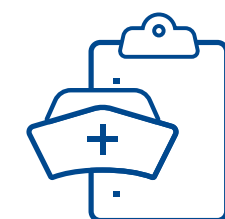
In addition to financial aid, students and their families receive support from the Eurofarma Institute to ensure their academic success. Partner schools: Colégio Certus (Interlagos) Colégio São Luiz de Gonzaga (Campo Limpo), and Associação Crescer Sempre (Paraisópolis).



**Eurofarma Nursing Center:** Eurofarma Institute's first educational project to train Nursing Technicians. Aimed at low-income young adults who attended public schools, this two-year course is fully funded by the Eurofarma Institute and has a technical partnership with Fundação Zerbini-Hospital das Clínicas, Escola Técnica da Sociedade Israelita Brasileira Albert Einstein, and SENAC. One of the project's main indicators is the employability of young people after completing the course: more than 90% within one year of completion.



In 2023, we completed **two Nursing Technician classes**, reaching the mark of **639 graduates** since 2007, with an average employability rate of **95% over the last 5 years**







### Reinforcement of Public Education

**Teacher training:** The training courses offered by the Eurofarma Institute support the development of teachers, with a focus on the communities surrounding our operations. In 2023, training included the free online courses *Projetos de Vida* (Life Projects) and *Novas Arquiteturas Pedagógicas* (New Teaching Architectures) — each lasting 40 hours across eight weeks. In all, 295 teachers completed the training courses offered in partnership with Instituto Lungo, the School of Education of the University of São Paulo (USP), and the university’s Research Center for New Teaching Architectures (NAP/USP).

**P.O.P. Journey (Professional Preparation and Guidance):** Aimed at helping students between the ages of 14 and 18 in the São Paulo public school system make choices and give meaning to their educational journey, the program focuses on young people’s self-knowledge, values, expectations, and interests. The idea is to encourage and support the development of a conscious life project, aiming for a future that includes professional qualification. The activities take place in partner public schools and brought together more than 1,500 young people in 2023.

**Health Agenda:** Through a dynamic and educational game, it offers young people aged 14 and over education on preventing STIs (Sexually Transmitted Infections) and unplanned pregnancy. **In 2023, more than 1,400 students from four public schools took part in the project.**



### Other initiatives

**Eurofarma Institute in Schools:** To stress the importance of games in children’s development, the Eurofarma Institute organizes playful educational activities for public schools in the cities of São Paulo and Itapevi, **with 3,300 students participating in 2023.**

**Open Agenda:** Every week, our facilities that house *Matéria-Prima* are open to receive students from public schools in the surrounding area. This allows the children to visit and take part in the activities. Last year, 2,990 students took part in Open Agenda.



**Educate to Recycle:** An environmental education project promoted in 30 schools in the city of Itapevi. Through this project, students take part in educational activities about preserving the environment — 2,550 participants in 2023 — and engage their community in collecting recyclable materials. Based on the volume collected, participating schools receive a financial contribution from the Institute to invest in improvements. The activities are held in partnership with Itapevi’s Board of Education and the Itapevi Municipal Recycling Cooperative (CMR).



# Lactare: Eurofarma's breast milk bank reaches eight public hospitals



Created in 2019, **Lactare is the first out-of-hospital breast milk bank in Brazil and the only one in the world run by a pharmaceutical company. It is 100% funded by Eurofarma.** In its fourth year of operation, it has established partnerships with eight public hospitals, benefiting newborns hospitalized in neonatal units.

In addition to donating milk, the project provides support with information and specialized care, assisting healthcare professionals, women, babies, and families during the breastfeeding period, all with a focus on the success of human breastfeeding.

One of **Lactare's** differentiators is the collection of human milk at the donors' homes. Headquartered at Eurofarma's premises in Itapevi, it also serves breastfeeding women from nearby cities such as Alumínio, Araçariguama, Mairinque, and São Roque.

The milk collected is processed and stored at the milk bank's headquarters until it is donated to the ICUs of public hospitals. The project relies on 18 professionals, including doctors, nurses, drivers trained in more effective routes, among others.

**Linked to the Brazilian Milk Bank Network**

**Team of 18 professionals**



**3,300+**  
liters of milk donated in 2023

ISO9001 certified **management system since 2022**

**Served 8 public hospitals, 2 of which are 100% dependent on Lactare**

#### NUMBER OF BABIES BENEFITED

	2021	2022	2023
	<b>744</b>	<b>1.043</b>	<b>1.064</b>

#### VOLUME OF MILK COLLECTED (LITERS)

	2021	<b>1,900 liters</b>
	2022	<b>2,900 liters</b>
	2023	<b>3,300 liters</b>

#### AVERAGE NUMBER OF REGISTERED DONORS

	2021	2022	2023
	<b>160</b>	<b>200</b>	<b>280</b>

#### INVESTMENTS

	2021	<b>R\$ 1,9 million</b>
	2022	<b>R\$ 3,9 millions</b>
	2023	<b>R\$ 3,8 millions</b>





Since 2017, more than **8,000** prescription glasses have been donated at the Ophthalmologic Outreach



## Corporate social responsibility

### Eye care task force, now also in Guatemala

The outreach conducts an annual vision screening for children and adolescents between 4 and 14 years old from public schools in Itapevi and Eurofarma Institute units to detect potential vision impairments that may impact academic performance. Those identified with any issues are referred for ophthalmologic examinations and, if necessary, provided with corrective glasses free of charge. Since the project's inception in 2017, more than 52,000 students have undergone screening, and over 8,000 prescription glasses have been donated. In 2023, the program also expanded to Guatemala.



### The task force in numbers

<b>BRAZIL</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Public schools and units of the Eurofarma Institute	14	14	17
Children mapped	11.196	7.268	6.443
Prescription glasses made	574	947	824
Employees volunteering on the project	*	13	30

\*In 2022, we resumed the participation of employees as volunteers.

<b>GUATEMALA</b>	<b>2023</b>
Employees volunteering on the project	30
Children mapped	300
Prescription glasses made	186



# humanitarian help

Medicines with reduced shelf life are sent to non-governmental organizations and healthcare entities that assist the low-income population, avoiding the destruction of products needed by these patients and that are suitable for consumption.

In 2023, investments in the program in Brazil increased by nearly R\$3 million compared to 2022, totaling R\$10 million, with 413,000 units donated to 37 institutions. In international operations, donations totaled R\$1.2 million, with more than 187,000 units donated to 28 organizations in Latin America. Several areas are involved in the initiative, which is coordinated by the Social Responsibility team.

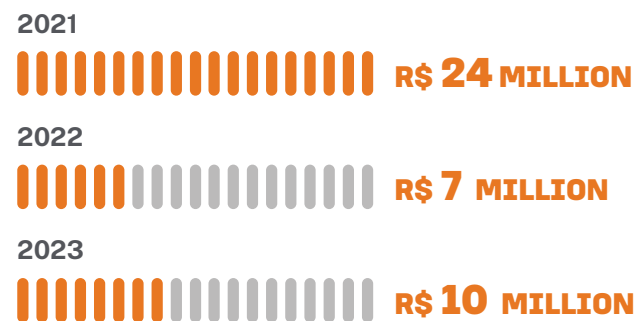


Medicine donation program: more than **R\$11.2 MILLION** worth of products donated to non-profit institutions

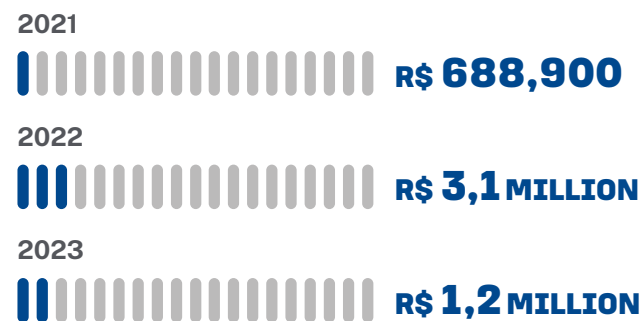
In order to benefit low-income institutions and patients, the company bears the full cost of the operation, including taxes and freight. The initiative is in line with Eurofarma's belief in making social contribution by offering access to healthcare.

## AMOUNTS IN MEDICINE DONATIONS<sup>2</sup>

### Brazil



### International operations<sup>3</sup>



<sup>2</sup> The amounts reported refer to sales, taking into account the invoice with taxes and freight.

<sup>3</sup> Includes the following countries: Paraguay, Mexico, Guatemala, Costa Rica, Colombia, Ecuador, and Peru in 2023. In 2022, in addition to these countries, donations were made to Chile and Panama.

## Food donations

Since the beginning of the pandemic, over R\$ 110 million has been allocated for humanitarian aid, including expanding hospital beds, hiring healthcare professionals, maintaining treatment for cancer

patients, donating medications, and primarily distributing food baskets. In 2023, the amount allocated for humanitarian actions totaled an additional R\$ 21 million, focused exclusively on food and medications.

Donation data (in R\$)	2021	2022	2023
Number of baskets of food staples donated	214.848	191.080	182.742
Numbers of institutions assisted	423	25	32
Volume of food donated (tons)	2.542	2.070	2.290
Total invested	R\$ 13.331	R\$ 10.413	R\$ 13.053



## Corrente do Bem (Chain of Good)

(Argentina, Bolivia, Brazil, Colombia, Ecuador, Guatemala, Peru, Uruguay)

We offer financial support to NGOs and charitable institutions through the appointment and participation of volunteer employees. In 2023, 14 institutions were selected and 51 participating projects were sent for analysis and voting. The projects and institutions that received the most votes from the members of the Social Responsibility Committee were selected.



**51 PROJECTS** submitted to the Chain of Good



### Winter Clothes Drive

(Argentina, Bolivia, Brazil, Chile, Colombia, Guatemala, Paraguay, Peru, Uruguay)

In 2023, more than 1,300 items were collected and donated to institutions that help the poor and homeless.



**4 NEW HOSPITALS** received donation of brain monitoring equipment in 2023



### Donation of assets

(Bolivia, Brazil Chile, Colombia)

Last year, 23 institutions and recycling cooperatives received 2,100 items donated by the company, including equipment, furniture, and other assets. Through this initiative, the institutions can use the donations themselves or turn them into financial resources to partially fund their activities.



### Solidarity Christmas

(Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Guatemala, Mexico, Paraguay, Peru, Uruguay)

Our Christmas campaign receives the support of the company's employees. In 2023, more than 3,300 letters were written by children from various communities served by the company. We also donated 2,000 toys to the charity action *Natal Acolher*, organized by Fundo Social de Solidariedade of Itapevi.

**3.368** sponsored letters in Solidarity Christmas



### Equipment for newborns in ICUs, a partnership with PBSF

In 2021, we entered into a partnership with Protecting Brains & Saving Futures (PBSF) to donate brain monitoring equipment. This equipment helps with the prognosis of newborns in neonatal ICUs by enabling effective neurological protection. It gives healthcare professionals greater confidence in decision-making and reduces the use of anticonvulsants.

The first institutions to receive the equipment were Hospital Regional de Cotia (HRC) and Hospital Maternidade Interlagos (HMI). In 2023, the project was extended to four addition hospitals: Hospital Geral de Itapeceirica da Serra, Hospital Maternidade Leonor Mendes de Barros, Santa Casa de Montes Claros, and Hospital Geral de Itapevi. In the year, the company invested R\$1.1 million in this social front.

**R\$ 1.1 MILLION** invested in equipment for neonatal ICU





We actively participate in events, forums, and lectures to maintain **engagement with our stakeholders**

## Institutional relations

GRI 2-28, 2-29

We ensure engagement with all our stakeholders by actively participating in various events, discussion forums, lectures, panels, and responses to public consultations on relevant topics. We also have channels for ongoing dialogue with our stakeholders to discuss these relevant topics. This creates a direct relationship and includes an active program of guided tours of our manufacturing and R&D facilities to increase understanding of our sector and strengthen relationships.

Participation in associations and chambers of commerce is also part of building relationships. The purpose of engaging with organizations that represent the pharmaceutical, chemical, and industry sectors is to strengthen dialogue with authorities, specialists, and society in general in defense of common causes aimed at improving the healthcare system, the business environment, innovation, and standards and regulations, among other topics.

We actively participate in sector organizations, attending meetings of the executive board and board of directors, thematic workshops, discussion forums, responding to public consultations, providing information for public policies, etc.

As for chambers of commerce, our focus is to increase engagement with players, companies, and authorities in a given region of interest in order to foster commercial opportunities, internationalization of technologies, and harmonization of regulatory requirements, among others. We work non-stop, taking part in events, missions, and delegations.



The main organizations and chambers in which we participate are listed below:

**BRAZIL**

- Pharmaceutical Industry Syndicate (Sindusfarma)
- FarmaBrasil Group
- Brazilian Association of Generic Drug Industries (PróGenéricos)
- Brazilian Association of the Pharmaceutical Chemical Industry and Pharmaceutical Inputs (Abiquifi)
- Brazilian Association of Fine Chemical, Biotechnology and its Specialties Industries (Abifina)
- American Chamber of Commerce (Amcham)
- Brazilian Association of Specialized Food and Related Industries (Abiad)
- Afro-Brazilian Chamber of Commerce (AfroChamber)
- Mercosur Asean Chamber of Commerce
- Brazilian Intellectual Property Association (ABPI)
- Brazilian Association of Corporate Communication (Aberje)
- Brazilian Association of Parenteral Solutions Industry (Abrasp)
- National Pharmaceutical Laboratories Association (Alanac)

- Arab-Brazilian Chamber of Commerce
- Commercial, Industrial and Service Association of Montes Claros (ACI MOC)
- National Confederation of Industry (CNI) -Business Mobilization for Innovation
- Federation of Industries of the State of São Paulo (FIESP)
- Academy of Pharmaceutical Sciences of Brazil
- Federation of Industries of the State of Minas Gerais (FIEMG)
- Union of Pharmaceutical and Chemical Products Industries for Industrial Purposes in the State of Minas Gerais (SINDUSFARQ)

**LATIN AMERICA**

**Peru**

- Lima Chamber of Commerce (Cámara de Comercio de Lima)

**Ecuador**

- Association of Pharmaceutical Laboratories (Alafar)

**Uruguay**

- A.L.N

**Chile**

- Industrial Association of Pharmaceutical Laboratories (Asilfa)

**Colombia**

- Pharmaceutical Industries Association in Colombia (Asinfar)
- Colombian Association of the Pharmaceutical Industry (Ascif)
- National Business Association of Colombia (Andi)

**Bolivia**

- Association of Importers and Distributors of medicines recognized by Bolivian law (Asofar)



**Guatemala**

- La Gremial

**Paraguay**

- Chamber of Representatives and Importers of Pharmaceutical, Toiletry, Home Sanitary Products, and Related Items (Cripfa)

**Argentina**

- Industrial Chamber of Argentine Pharmaceutical Laboratories (Cilfa)

**Mexico**

- National Chamber of the Pharmaceutical Industry (Canifarma)

**Genfar**

- Pharmaceutical Industries Association in Colombia (Asinfar)
- National Business Association of Colombia (Andi)
- Colombo-Venezuelan Chamber

We also have relationships with governments and public bodies. Our work is aimed at defending causes related to improvements in healthcare systems, the business environment, fostering innovation, and improving rules and regulations.

We have an active approach when collaborating with government bodies and sector entities. This involves many activities, including participation in relevant events, meetings of the executive board and board of directors, thematic workshops, discussion forums, responses to public consultations, and providing essential information for the development of public policies. Our work reflects our commitment to making a positive contribution to building and improving healthcare.





# Customer relations

GRI 3-3

The company's main points of contact and customers are pharmacies, distributors, and end customers, i.e. physicians and their patients, which is why we are constantly investing in improving communication channels and relationships with these audiences. **The Artificial Intelligence project ensured improvements in the resources available on WhatsApp chatbots, simplifying customer relations and operating 24/7.**

The entire process of developing a drug is validated by the medical community. From the outset, the idea is presented to doctors and healthcare professionals through scientific boards—a management approach that brings together the knowledge and clinical experience of doctors—and is supported by scientific research. In 2023, nearly 45 doctors were consulted.

Relationship between the medical area and patients occurs during clinical studies, in the development phase of a drug, and through the Eurofarma Call Center (CAE). The CAE can be contacted in various ways throughout Latin America, with a monthly average of 11,600 calls, 100% of which are addressed and resolved.

**The CAE is made up of pharmacists who are trained to respond quickly and with technical quality to queries from healthcare professionals and end consumers.** Throughout Latin America, at the end of the calls, a satisfaction survey is conducted to assess the customer's perception of the products and services in order to identify possibilities for improvement.



**11.6 THOUSAND**  
monthly attendances,  
on average, by Eurofarma's  
Service Center



## Product quality and safety

3-3, 417-1, 416-1, SASB HC-BP-260a.1

We have a robust system in place to identify and control each stage of the process, from receipt to delivery of the product. Each batch of manufactured products is given a unique number, and its packaging clearly displays crucial information such as the brand, molecule, batch number, corresponding code, date of manufacture (where applicable) and expiry date.

In order to guarantee the integrity of our products and prevent fraud, security measures are in place at all units. **Secondary packaging is equipped with closing mechanisms that cannot be recovered once broken (security seal personalized with the company logo), making it possible to detect any attempt at tampering.** It is worth noting that the packaging of the medicines contains relevant information, such as the registration number with the National Health Surveillance Agency (ANVISA)/Ministry of Health, the name of the pharmacist responsible and their registration with the Regional Pharmacy Council (CRF), as well as the telephone number of the Customer Service Center for questions.

**Eurofarma's Quality System applies to all categories of medicines, food, health products, and cosmetics, which account for 96% of our portfolio.** The exceptions are veterinary products manufactured by third-party companies (2%) and products manufactured at a specific food manufacturing site (2%). The indicators are monitored every month and presented to senior management on a quarterly basis via the Quality Committee. The committee is responsible for monitoring the Quality System through indicators for market complaints, recalls, internal deviations, internal audits, supplier audits, among others.

### GRI 416-1

Senior management must ensure that process performance and product quality are managed throughout the product's life cycle. Furthermore, we constantly evaluate the adequacy and effectiveness of the Quality Management System, driving continuous improvement and providing the necessary resources to comply with the requirements, ensuring that roles, responsibilities, and purviews are defined, communicated, and implemented throughout the organization.



**The only pharmaceutical company that provides guidance on proper disposal inside medication boxes**

## Product information and labeling GRI 417-1

We provide the following information on the labels of our products:

- Origin of components of the product or service: Information available for those cases where regulations require a declaration of origin, such as for biological medicines.
- Content, particularly of substances that could have an environmental or social impact: Available for those cases in which the formulation of the medicine contains components that could have an impact on the patient, in accordance with the regulations in force. Example: dyes and sugars.
- Safe use of the product or service: Labeling is prepared in accordance with the ANVISA regulations in force, which cover all the requirements for the safe use of products.
- Disposal of the product and environmental or social impacts: In Brazil, we have a sectoral agreement on reverse logistics for medicines, which Eurofarma applies and complies with. We are the only pharmaceutical company to use the inside of medicine boxes to provide information on the proper disposal of packaging after consumption.



## Number of recalls issued and total units recalled

SASB HC-BP-250a.3, SASB HC-BP-250a.4

Regarding the products registered in Brazil, in 2023 the **Eurofarma Group produced 727,044,781 units**. As for the number of recalls issued, we had four (4) recalls related to packaging deviations, totaling 36,300 units recalled to date, since two (2) recalls are in progress.

There is 1 recall that is not related to packaging, totaling 300 units recalled to date, as the process is still ongoing.

**We have a consolidated procedure in place and, upon identifying the need for recall, Quality Assurance involves the Recall Committee which, with the participation of representatives from the Medical, Industrial, Legal, Technical Responsibility, Quality Control, Communication, Regulatory, and Commercial areas, assesses and classifies the risk and defines the measures to be taken in the event of a recall.**

The regulatory authority is notified, as well as the customers who purchased the target product, and the recall process is rapidly implemented. Partial reports are issued to monitor the process.

The product returns policy is based on customer motivations and involves the links in the chain: distributor, hospital and/or pharmacy. **The returned units are sent to Eurofarma's Quality department, and the products are either sent back to stock or destroyed, after analysis and in compliance with the quality policy and health standards.**



**We had no reports of customer privacy violations in 2023**



## Incidents of non-compliance

GRI 3-3, 416-2, 417-3

In 2023, we paid two fines relating to proceedings in 2017 and 2020. We did not identify any incidents of non-compliance with laws and voluntary codes related to advertising, promotion, and sponsorship that resulted in fines, penalties, or warning. Nor did we identify any non-compliance with voluntary codes.

**Topics relating to marketing, advertising, and promotion of products comply with legal requirements, are managed through internal policies, and controlled by a platform that contains all the materials produced.** Before being approved, the materials are submitted

for analysis by different areas: marketing, medical, regulatory, legal, and compliance.

## Customer privacy GRO 418-1

**In 2023, we had no complaints concerning breaches of customer privacy.** We have a direct contact channel for requests from data subjects. Any complaints can also be reported to the Compliance Channel or Customer Service Center (CAE), which will forward them to the area responsible.



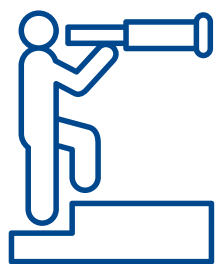


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## Material topics aligned with our Vision 2027



Published annually, Eurofarma's sustainability report has been prepared in accordance with the Global Reporting Initiative (GRI Standards) and includes SASB (Sustainability Accounting Standards Board) indicators for the Biotechnology & Pharmaceuticals industries. Data reported here refer to the period of January 1 to December 31, 2023 and are related to all of Eurofarma's operations in Brazil and Latin America.

The information collected and consolidated was validated by the global vice presidency of New Business and Sustainability, as well as by the People & ESG Strategic Committee, which is responsible for advising the Board of Directors on issues related to risk management and opportunities in sustainability.

### Materiality

GRI 3-1, 3-2

In line with Vision 2027 and furthering our understanding of the topics considered most relevant to the business and our stakeholders, at the end of 2023 we initiated a process to update our materiality assessment.

To this end, we used as a methodological reference the concept of double materiality, which is based on the proposition that a company should disclose information from two different aspects:

- Topics that can influence the value and continuity of the business.
- Topics that can have a positive or negative impact on society, the environment, and the economy.

Following the guidelines of the Global Reporting Initiative (GRI), which establishes four steps to be taken to define the topics considered most relevant, the following were analyzed:

1. Context of the organization, with company activities, stakeholder groups, and the company's sustainability context.
2. Identification of the potential (risks) and actual impacts associated with ESG aspects based on an analysis of sustainability indices (MSCI, DJSI, and SASB) and benchmark companies in the sector
3. Analysis of the significance of impacts based on consultation with stakeholders to assess impacts and prioritize possible material topics.
4. Prioritization of the most relevant topics, with the definition and threshold of each topic for each business, in addition to alignment with SASB, GRI, and SDGs.

By cross-referencing items 1, 2, and 3, we obtained 15 topics, which were then taken to the following stakeholder groups for

consultation: employees, suppliers, customers, physicians, regulatory bodies, distributors, sales representatives, communities (including NGOs) and specialists in the sector.

Based on qualitative interviews and quantitative surveys, each of the stakeholders assessed the potentially material topics in terms of their likelihood (possibility) of having a negative impact on Eurofarma's business, as well as their magnitude (extent of impact) if not well managed by the company.

The process also involved Eurofarma's risk management area, which evaluated each of the issues within the company's business context. As a result of this analysis, 12 topics were prioritized as strategic for Eurofarma, three of which were new compared to the previous study, but aligned with the company's growth vision and approved by the Strategic People and ESG Committee.

### RESULTS

1. Access to health products and services
2. Attracting, developing, and retaining talent
3. Supply chain
4. Economic growth
5. Diversity, equity, and inclusion
6. Eco-efficiency: water sources and consumption
7. Ethics, integrity, anti-corruption, and transparency
8. Waste management: reducing waste generation, reuse, and recycling
9. Occupational health and safety
10. Innovation applied to health
11. Consumer safety and well-being
12. Emissions of greenhouse gases



# GRI CONTENT INDEX

STATEMENT OF USE Eurofarma reported in accordance with GRI Standards for the period from January 1<sup>st</sup> to December 31<sup>th</sup>, 2023.

GRI 1 USED GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	PAGE / RESPONSE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
<b>GENERAL DISCLOSURES</b>					
	2-1: Details of the organization	Eurofarma Laboratórios S.A.			
	2-2: Entities included in the organization’s sustainability reporting	The entities considered in this report are the same as those reported in the financial statements			
	2-3: Reporting Period, Frequency, and Point of Contact	January 1 <sup>st</sup> to December 31 <sup>st</sup> , 2023. The same period considered in the financial statements.			
	2-4: Information Restatements	Restatements in data consolidation are highlighted in the respective indicators.			
	2-5: External Verification	<a href="#">KPMG</a> .			
	2-6: Activities, Value Chain, and Other Business Relationships	pages 12, 13, 30, 34, 36			
GRI-2 General Disclosures 2021	2-7 Employees	Variations in the number of employees reflect strategic adaptations to market demand and the implementation of specific projects. These variations were carefully planned and managed with the aim of optimizing operational efficiency and meeting the dynamic needs of the company. For example, in 2023, there was an expansion of our sales force, with the addition of an average of 800 new representatives, along with increases in staffing in other areas of the company to handle new demands related to the acquisitions we made, such as Valda and international operations. (page 54)			
	2-8: Non-employee Workers	Peru: 5 interns and 92 human resources suppliers Brazil: 1,193 (interns / third-party apprentices / third-party suppliers). The data were compiled through an internal company system. Variations in the number of employees reflect strategic adaptations to market demand and the implementation of specific projects. These variations were carefully planned and managed with the aim of optimizing operational efficiency and meeting the dynamic needs of the company.			
	2-9: Governance Structure and its Composition	page 16			
	2-10: Appointment and Selection for the Highest Governance Body	Board members are appointed based on criteria related to experience in the healthcare market and other strategic areas that contribute to the overall business vision. The stakeholder group represented on the Board is that of shareholders. (page 16)			



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GRI STANDARD	DISCLOSURE	PAGE / RESPONSE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
<b>GENERAL DISCLOSURES</b>					
GRI-2 General Disclosures 2021	2-11: Chairman of the highest governance body	page 16			
	2-12: Role played by the highest governance body in overseeing management of impacts	Currently, the Internal Audit and Risk Management department is responsible for identifying, monitoring, and tracking risks, regardless of the affected areas. The executive responsible for these activities is the Legal Director, who reports to the Vice President of Finance. All vice presidents are risk owners and direct their key Directors to be risk agents. (pages 16, 23)			
	2-13: Delegation of responsibility for impact management,	pages 16, 23			
	2-14: Role played by the highest governance body in sustainability reporting	page 16			
	2-15: Conflicts of interest	page 21	b	Confidentiality restrictions	Confidential channels
	2-16: Communication of key concerns	pages 16, 22			
	2-17: Collective knowledge of the highest governance body	page 16			
	2-18: Evaluation of the performance of the highest governance body	Eurofarma has not defined a number of representatives from diversity groups on the Board, but it has a very active and focused Multidisciplinary Diversity Committee aimed at ensuring a plurality of experiences, knowledge, and opinions. The company still does not have formal performance evaluation mechanisms for each governing body and its members. (page 16)			
	2-19: Compensation policies	page 21			
	2-20: Process for determining compensation	page 21			
	2-21: Proportion of total annual compensation			Confidentiality restrictions	Not reported to ensure the personal and financial privacy of employees
	2-22: Process for determining compensation	page 3			
	2-23: Policy commitments	page 8			
	2-24: Incorporation of policy commitments	page 8			
	2-25: Processes for addressing negative impacts	page 23			
	2-26: Mechanisms for counseling and raising concerns	pages 8, 22			
	2-27: Compliance with laws and regulations	There are no significant cases of non-compliance			
	2-28: Participation in associations	page 71			
	2-30: Collective bargaining agreements	100% in Brazil 32% in International operations			



GRI STANDARD	DISCLOSURE	PAGE / RESPONSE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
<b>MATERIAL TOPICS</b>					
GRI 3: Material Topics 2021	3-1: Material topics definition process	page 77			
	3-3: Management of material topics	page 77			
<b>Economic growth</b>					
GRI 3: Material Topics 2021	3-3: Management of material topics	page 28			
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	page 28			
<b>Supply chain</b>					
Material Topics 2021	3-3: Management of material topics				
GRI 204: Procurement Practices 2016	415-1 Political contributions	page 23			
<b>Ethics, integrity, anti-corruption, and transparency</b>					
GRI 3: Material Topics 2021	3-3: Management of material topics	--			
	205-1: Operations assessed for risks related to corruption	No legal action taken			
205: Anti-corruption 2016	205-2: Communication and training about anti-corruption policies and procedures	See attachments (page 90)			
	205-3: Confirmed incidents of corruption and actions taken	There were no corruption-related lawsuits filed against the organization or its employees during the reporting period. (page 22)			
<b>Ethics, integrity, anti-corruption, and transparency</b>					
GRI 3: Material Topics 2021	3-3: Management of material topics	--			
GRI 206: Unfair Competition 2016	206-1: Legal actions for unfair competition, antitrust, and monopoly practices	No legal actions for unfair competition, antitrust, or monopoly practices were identified during the reporting period covered by the report.			



GRI STANDARD	DISCLOSURE	PAGE / RESPONSE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
<b>MATERIAL TOPICS</b>					
<b>Eco-efficiency</b>					
GRI 3: Material Topics 2021	3-3: Management of material topics	pages 44, 47			
	302-1: Energy consumption within the organization	page 44, 47			
	302-3: Energy intensity	page 44			
GRI 302: Energy 2016	302-4: Reduction of energy consumption		a, b, c, d	Information unavailable	With the implementation of renewable energy projects, data will undergo adjustments in management format.
<b>Ecoeficiència</b>					
GRI 3: Material Topics 2021	3-3: Management of material topics	page 46			
	303-1: Interactions with water as a shared resource	page 46			
	303-2: Management of impacts related to water discharge	page 46			
	303-3: Water intake	page 46			
GRI 303: Water and Effluents 2018	303-4: Water discharge	page 46			
	303-5: Water consumption	There is no water consumption in water-stressed areas (page 46)	a, b, d	Information unavailable	With the implementation of renewable energy projects, data will undergo adjustments in management format.
<b>Greenhouse Gas Emissions</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics	page 44			
	305-1: Direct greenhouse gas emissions (Scope 1)	page 44			
	305-2: Indirect greenhouse gas emissions (Scope 2)	page 44			
GRI 305: Emissions 2016	305-3: Other indirect emissions (Scope 3)	page 44			
	305-4: Greenhouse gas emissions intensity (GHG)	page 44			
	305-5: Reduction of GHG emissions	page 44			
<b>Waste Management</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics	pages 47, 48, 49			
GRI 306: Resíduos 2020	306-1: Waste generation and significant impacts related to waste	page 47			
	306-2: Management of significant impacts related to waste	pages 47, 50			



GRI STANDARD	DISCLOSURE	PAGE / RESPONSE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
<b>MATERIAL TOPICS</b>					
<b>Waste Management</b>					
GRI 306: Waste 2020	306-3: Waste generated	Brazil accounts for 88% of the total volume of hazardous waste generation in 2023: an increase of 43 tons of disposal resulting from the development of new products, aligned with the strategic guideline to expand the launch of new products.  There was an increase of 159 tons of waste from the industrial process due to a 33% growth impact in units produced, but with a 4% improvement in the environmental indicator considering that we had fewer hazardous wastes generated per unit produced: 2023 2.45 Kg/1000up x 2.56 Kg/1000up (page 48).			
	306-4: Waste not disposed of for final disposal	page 48			
	306-5: Waste disposed of for final disposal	page 48			
<b>Supply Chain</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics	page 24			
GRI 308: Environmental Assessment of Suppliers 2016	308-1: Percentage of new suppliers selected based on environmental criteria	page 24			
	308-2: Negative environmental impacts in the supply chain	No suppliers causing actual or potential negative environmental impacts were identified. (page 24)			
<b>Attraction, Development, and Retention of Talent</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics	page 59			
GRI 401: Employment 2016	401-1: New hires and employee turnover	See annexes (page 88)			
	401-2: Benefits offered to full-time employees that are not offered to temporary or part-time employees	page 59			
	401-3: Maternity/paternity leave	See annexes (page 87)			
<b>Occupational Health and Safety</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics	page 58			
GRI 403: Health and Safety 2018	403-1: Occupational health and safety management system	page 58			
	403-2: Hazard identification, risk assessment, and incident investigation	page 58			
	403-3: Occupational health services	page 58			



GRI STANDARD	DISCLOSURE	PAGE / RESPONSE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
<b>MATERIAL TOPICS</b>					
<b>Occupational Health and Safety</b>					
GRI 403: Health and Safety 2018	403-4: Worker participation, consultation, and communication on occupational health and safety	page 58			
	403-5: Worker training on health and safety	page 58			
	403-6: Promotion of worker health	page 59			
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked to business relations	page 58			
	403-8: Workers covered by a health and safety management system	page 58 + annexes (page 89)			
	403-9: Work-related injuries	page 58 + annexes (page 89)			
	403-10: Occupational diseases	See annexes (page 90)			
<b>Talent Attraction, Development, and Retention</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics	page 55			
GRI 404: Training and Education 2016	404-1: Average hours of training per employee	page 55			
	404-2: Programs for employee skill enhancement and career transition assistance	page 55			
	404-3: Percentage of employees receiving regular performance and career development assessments	page 56			
<b>Diversity, Equity, and Inclusion</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics	pages 20, 62			
GRI 405: Diversity and Equal Opportunities 2016	405-1: Diversity in governance bodies and employees	page 20 + annexes (page 88)			
	405-2: Ratio of basic salary and remuneration received by women compared to men	page 62			
<b>Diversity, Equity, and Inclusion</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics	page 22			
GRI 406: Non-discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	page 22			

GRI STANDARD	DISCLOSURE	PAGE / RESPONSE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
<b>MATERIAL TOPICS</b>					
<b>Supplier Chain</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics	--			
GRI 408: Child Labor 2016	408-1 Operations and suppliers with significant risk of child labor cases	No suppliers with this type of risk to the company were identified.			
<b>Supplier Chain</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics	page 24			
GRI 409: Forced or Slave Labor 2016	409-1 Operations and suppliers with significant risk of forced or slave labor cases	page 24			
<b>Supplier Chain</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics	page 24			
GRI 414: Supplier Assessment on Labor Practices 2016	414-1 New suppliers selected based on social criteria	page 24			
<b>Supplier Chain</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics				
GRI 414: Supplier Assessment on Labor Practices 2016	414-2 Negative social impacts in the supplier chain and measures taken	No potential or historical risks of negative cases were identified within the company.			
<b>Access to healthcare products and services</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics	page 23			
GRI 415: Public Policy 2016	415-1 Political contributions	page 22			



GRI STANDARD	DISCLOSURE	PAGE / RESPONSE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
<b>MATERIAL TOPICS</b>					
<b>Consumer health and safety</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics	pages 24, 74, 75			
GRI 416: Consumer Health and Safety 2016	416-1: Assessment of health and safety impacts caused by product and service categories	pages 24, 74			
	416-2: Cases of non-compliance regarding health and safety impacts caused by products and services	page 75			
<b>Consumer health and safety</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics	page 74			
	417-1: Requirements for product and service information and labeling	page 74			
GRI 417: Marketing and Labeling 2016	417-2: Cases of non-compliance regarding product and service information and labeling	There were no cases of non-compliance. 100% of products and services are met, initiating the process with an assessment of the context, risks, and opportunities covered by the procedures adopted by the organization. Such requirements are underpinned by the guidelines of the international standards ISO 14001 and ISO 50001 in which we are certified and which are subject to ongoing evaluation through independent and structured audits.			
	417-3: Cases of non-compliance regarding marketing communication	page 75			
<b>Consumer health and safety</b>					
GRI 3: Material Topics 2021	3-3: Management of Material Topics	page 75			
GRI 418: Customer Privacy 2016	418-1: Proven complaints regarding privacy violation and customer data loss	page 75			

<b>SASB biotechnology and pharmaceuticals</b>			<b>PÁGINA</b>
Consumer safety and well-being	SASB HC-BP-210A.3	Total amount of monetary losses resulting from lawsuits associated with clinical trials in developing countries	There wasn't
	SASB HC-BP-240A.1	Description of actions and initiatives to promote access to health products for priority diseases and in priority countries, as per defined by the index of access to medicines	page 86
	SASB HC-BP-240A.2	List of products from the WHO list of prequalified medicines as part of its medicines prequalification program	There wasn't
Consumer safety and well-being	SASB HC-BP-250A.3	Total recall procedures and units collected	page 74
	SASB HC-BP-250A.4	Total quantity of product accepted for return, reuse or disposal	page 74
	SASB HC-BP-260A.1	Methods and technologies used to ensure product traceability throughout the supply chain and prevent counterfeiting	page 24
Ethics, integrity, combating corruption and transparency	SASB HC-BP-270A.1	Total amount of monetary losses as a result of lawsuits associated with false marketing claims	page 75
	SASB HC-BP-270A.2	Description of the code of ethics governing the promotion of off-label use of products	page 21
	SASB HC-BP-330A.2	Voluntary and involuntary turnover for executives/senior and middle management	page 89
Supply chain	SASB HC-BP-430A.1	Percentage of (1) entity facilities and (2) Tier I supplier facilities participating in the rx-360 international pharmaceutical supply chain Consortium audit program or equivalent third-party audit programs for ingredient and supply chain integrity	page 24
Ethics, integrity, combating corruption and transparency	SASB HC-BP-510A.1	Total amount of monetary losses resulting from legal proceedings associated with corruption and bribery	There wasn't
	SASB HC-BP-510A.2	Description of the code of ethics that governs interactions with healthcare professionals	page 21



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# ATTACHMENTS

## Parental leave GRI 401-3

Maternity/Paternity Leave	2022*	2023
Total number of employees eligible for maternity/paternity leave		
Men	923	1.018
Women	1.022	1.146
Total number of employees who took maternity/paternity leave		
Men	27	24
Women	24	31

\* Maternity/paternity leave data for 2022 has been restated to comply with GRI standards.

Total number and return-to-work rate after the end of leave	2022		2023	
	Total	Return-to-work Rate	Total	Return-to-work Rate
Total number of employees who returned to work after the end of leave				
Men	25	92,6%	22	92%
Women	24	100%	19	61%
Total number of employees who returned to work after the end of maternity/paternity leave and remained employed twelve months after their return to work				
Men	16	64%	22	92%
Women	20	83,3%	19	61%

Total number and rate of new hires, disaggregated by age group, gender, and region **GRI 401-1**

New Hires (Brazil)	Number	Rate
	2023	2023
<b>By age group</b>		
Under 30 years old	496	25%
30 to 50 years old	1447	72%
Over 50 years old	68	3%
<b>By gender</b>		
Men	935	46%
Women	1076	54%
<b>By region</b>		
Central-West	109	5%
Northeast	244	12%
North	65	3%
Southeast	1385	69%
South	208	10%
<b>New hires (International)</b>		
<b>By age group</b>		
Under 30 years old	101	20,65%
30 to 50 years old	338	69,12%
Over 50 years old	50	10,22%
<b>By gender</b>		
Men	210	42,94%
Women	279	57,06%
<b>By region</b>		
Argentina	45	9,20%
Bolivia	8	1,64%
Central America	104	21,27%
Chile	58	11,86%
Colombia	112	22,90%
Ecuador	13	2,66%
Mexico	71	14,52%
Paraguay	18	3,68%
Peru	43	8,79%
Uruguay	14	2,86%
Venezuela	3	1%

Total number of dismissals and employee turnover rate, broken down by age group, gender and region

Turnover (Brazil)	Number	Rate
	2023	2023
<b>By age group</b>		
Under 30 years old	126	11%
30 to 50 years old	597	9%
Over 50 years old	71	9%
<b>By gender</b>		
Men	430	12%
Women	364	8%
<b>By region</b>		
Central-West	44	13%
Northeast	65	7%
North	27	13%
Southeast	604	10%
South	54	8%
<b>Turnover (International)</b>		
<b>By age group</b>		
Under 30 years old	28	12,79%
30 to 50 years old	245	15,48%
Over 50 years old	52	14,36%
<b>By gender</b>		
Men	147	14,44%
Women	178	15,53%
<b>By region</b>		
Argentina	25	10,46%
Bolivia	8	16,00%
Central America	69	16,05%
Chile	59	17,20%
Colombia	46	11,25%
Ecuador	9	16,07%
Mexico	46	19,83%
Paraguay	15	39,47%
Peru	32	12,65%
Uruguay	16	14,41%
Venezuela	0	0,00%



**Employee turnover rate (Brazil)**  
**SASB HC-BP-330a.2**

	2022	2023	2022	2023
Senior Management	5,30%	2%	10,50%	5%
Middle Management	2,60%	3%	5,30%	7%
Administrative	8,40%	5%	6,80%	6%
Others (Operational and Sales Force)	0,60%	2%	5,00%	7%

**Employee turnover rate (International)**

	2022	2023	2022	2023
Senior Management				
Middle Management	13,40%	6%	12,80%	8%
Administrative	3,50%	8%	3,50%	11%
Others (Operational and Sales Force)	5,50%	6%	11,90%	8%

**Workers covered by the occupational health and safety management system GRI 403-8**

	2021		2022		2023	
	%	number	%	number	%	number
Employees and non-employees whose work and/or workplace is controlled by the organization, who are covered by the system.	100	Employees: 6423 Service providers: 768 Total: 7191	100	Employees: 7943 Service providers: 845 Total: 8788	100	Employees: 8624 Service providers: 928 Total: 9552
Employees and non-employees whose work and/or workplace is controlled by the organization and are covered by the system, which has been internally audited.	100	Employees: 2944 Service providers: 767 Total: 3711	100	Employees: 3623 Service providers: 787 Total: 4410	100	Employees: 3708 Service providers: 859 Total: 4567

Audits occur only at the Itapevi, Momenta, and Ribeirão Preto manufacturing units.

**Work accidents GRI 403-9**

	Number			Index		
	2021	2022	2023	2021	2022	2023
Work-related fatalities	0	0	0	0	0	0
Work accidents with serious consequences (excluding fatalities)	3	1	1	0.05	0.01	0.01
Reportable work accidents	33	53	72	0.56	0.76	0.97
Number of hours worked	11776602.86	13875362.93	14879240.83			

\* Note: 2022 mandatory reportable accidents: with absence 22, without absence 31

\* Note: 2023 mandatory reportable accidents: with absence 40, without absence 32

\* Note: 2021 mandatory reportable accidents: with absence 21, without absence 12

Hazards that caused/contributed to serious consequences: Activities and operation with machinery.

Calculation basis for the rate: 200,000 hours

Total number and percentage of governance body members informed about the organization's anti-corruption procedures and policies adopted, broken down by region

**GRI 205-2**

	<b>2023</b>
Total number of Board of Directors members	9
Total number of Board of Directors members informed about the topic	1
Percentage of Board of Directors members informed	11%

In 2023, it was not possible to collect stratified data on the total number and percentage of employees, business partners, and governance body members who underwent training and/or were informed about the anti-corruption procedures and policies due to an issue with the internal training control platform.

**GRI 405-1**

Employees by functional category and gender	2021				2022				2023			
	Men	Women	% Men	% Women	Men	Women	% Men	% Women	Men	Women	% Men	% Women
<b>By functional category</b>												
Presidency (CEO)	1		100%	0%	1		100%	0%	1		100%	0%
Vice Presidency	2	4	33%	67%	3	4	43%	57%	2	4	33%	67%
Board of Directors	16	13	55%	45%	15	16	48%	52%	17	18	49%	51%
Management	383	93	80%	20%	401	109	79%	21%	510	138	79%	21%
Coordination	85	91	48%	52%	94	90	51%	49%	106	113	48%	52%
Administrative	544	900	38%	62%	604	1018	37%	63%	693	1182	37%	63%
Operational	1044	600	64%	36%	1097	723	60%	40%	1318	885	60%	40%
Internship	36	80	31%	69%	48	106	31%	69%	50	123	29%	71%

Data related only to operations in Brazil. The company is adapting its management to consolidate data across international operations.

Employees by functional category and age group	2021 (total)			2021 (%)			2022 (total)			2022 (%)			2023 (total)			2023 (%)		
	-30	30/50	50+	-30	30/50	50+	-30	30/50	50+	-30	30/50	50+	-30	30/50	50+	-30	30/50	50+
<b>By functional category</b>																		
Presidency (CEO)	0	0	1	0%	0%	100%	0	0	1	0%	0%	100%	0	0	1	0%	0%	100%
Vice Presidency	0	2	4	0%	33%	67%	0	3	4	0%	43%	57%	0	4	2	0%	67%	33%
Board of Directors	0	19	10	0%	66%	34%	0	19	12	0%	61%	39%	0	21	14	0%	60%	40%
Management	2	403	71	0%	85%	15%	5	422	83	1%	83%	16%	4	554	90	1%	85%	14%
Coordination	4	162	10	2%	92%	6%	5	171	8	3%	93%	4%	7	204	8	3%	93%	4%
Administrative	377	1008	59	26%	70%	4%	461	1086	75	28%	67%	5%	535	1243	97	29%	66%	5%
Operational	219	1169	256	13%	71%	16%	255	1288	277	14%	71%	15%	328	1528	347	15%	69%	16%
Internship	108	8	0	93%	7%	0%	148	6	0	96%	4%	0%	164	9	0	95%	5%	0%

Data related only to operations in Brazil. The company is adapting its management to consolidate data across international operations.

Occupational diseases **GRI 403-10**

Direct Employees	2021	2022	2023
Deaths from occupational diseases	0	0	0
Occupational diseases subject to mandatory reporting	0	0	0

The company does not consolidate occupational diseases.

Third-Party Workers	2022	2023
Deaths from occupational diseases	0	0
Occupational diseases subject to mandatory reporting	0	0

The company does not consolidate occupational diseases.



# CREDITS

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