

SUSTAINABILITY BOOKLET 2024

BASE YEAR 2023





Summary

01	OUR VISION OF SUSTAINABILITY	3
	• Sustainable business growth with a long-term ESG vision	4
	• A Journey of Growth	6
	• ESG - Best Practices and Main Investments 2023	7
02	THE FUTURE IS TODAY	9
	• Transparency that drives growth	11
	• Recognition	11

03	BY PEOPLE AND FOR PEOPLE	12
	• Plurality of people and ideas	14
	• Seamless Communication	16
	• Sports and culture	17
	• Community actions and volunteerism	18
	• Eurofarma Institute	21
	• Breast milk bank	24

04	EFFICIENCY AND COMMITMENT	25
	• Commitment to the climate	27
	• A more sustainable portfolio	29
	• Operational eco-efficiency	29

05	TRANSPARENT MANAGEMENT	31
-----------	-------------------------------	-----------



01

Our vision of sustainability

Sustainable business growth with a long-term ESG vision

In 2023, we celebrated 51 years of a history marked by entrepreneurial spirit, discipline, and a desire to pave the road that will lead Eurofarma to sustainable growth through innovative products, acquisitions, internationalization, focus on people, social and environmental actions, and new technological solutions for the healthcare sector.

More than just words, we believe that our business can be developed in a way that creates value for all our stakeholders. **We are pioneers in sustainability in our sector, and we are proud to add to our daily lives and to the company’s strategy a mission that has been guiding our decisions for decades: to help people live longer and better, designing a future that, for Eurofarma, has already begun.**



2023: the year we planted the seeds that will drive our growth in the coming years and decades

We want to share the value we create with society as a whole in a continuous journey in search of the best market practices, **aligning our business strategy in order to cause a positive effect on society and the environment.**

We are driven by the desire to innovate and put into practice ideas that increasingly reinforce our foundations of sustainability and social responsibility. This commitment to the future also means working in line with important international agendas set by the United Nations (UN), to which we are a signatory:

- **Global Compact:** code of business conduct to adopt best practices in human rights, labor relations, environment, and combating corruption.
- **2030 Agenda:** which defines the Sustainable Development Goals (SDG). Among the 17 goals defined in the 2030 Agenda, the company works continuously with the five goals considered as priority by the ESG Committee: 3, 4, 8, 12, and 13.



Priority SDGs for Eurofarma



Our deliveries

We intensified our internal processes aimed at employee health and extended maternity leave to 180 days and paternity leave to 30 days. We also monitor pregnant women throughout their entire gestation period with the help of specialized professionals and a clinical nutritionist. This benefit is also extended to the pregnant wives of our employees. **We also expanded four hospitals that benefit from Brain Neuroprotection technology for newborns in the Neonatal ICU** and expanded the Eye Care Task Force Program to Guatemala.



Our deliveries

Through the Eurofarma Institute, for more than **17 years we have been carrying out projects and initiatives focused on taking quality education to socio-economically vulnerable children and young adults** in the states of São Paulo and Minas Gerais. In 2023, the Institute assisted almost 19,000 people, including children and adolescents — a historic record, exceeding the target set for the period by more than 24%.



Our deliveries

We completed 20 years as one of the best companies to work for and we are the first Brazilian pharmaceutical company to achieve Age Friendly Employer™ certification: a recognition by the Age Friendly Institute for organizations' commitment to retaining and recruiting people over 50 years of age.



Our deliveries

With the +Verde (+Green) seal, we introduced sustainability concepts to our packaging, and we are the only pharmaceutical company to enable **100% post-consumer recycling of its packaging**. Since 2018, we have recycled more than 73 million products with the seal. We also improved our operational eco-efficiency indicators by reducing water and energy consumption and waste generation.



Our deliveries

As the first Brazilian pharmaceutical company to make a commitment to neutralize **100% of direct CO2 emissions, in 2023 we anticipated the use of 100% renewable energy in our complex in the city of Itapevi (SP)**. With this initiative, we look to reduce our carbon footprint by 260,000 tons by 2038. We also included targets in our Strategic Plan for our global operations to be carbon neutral and consume 100% renewable electricity by 2027.



A Journey of growth

Every two years, we apply the self-diagnosis tool of Ethos’s indicators of Social Responsibility, whose results guide the decisions of the Corporate Responsibility Committee and the action plans in different areas of the company. The tool also gives us parameters to compare with the market and helps us identify opportunities for improvement, since the indicators are a benchmark for best practices. Since 2012, we have been part of the Ethos Institute benchmark group, being one of the 10 companies with the best performance.

In April 2023, Eurofarma joined the Ethos Institute’s Business Pact for Integrity and Against Corruption. This is a voluntary commitment made by public and private companies to promote a more upright and ethical market, curbing the various corruption practices. By signing this commitment, the company undertakes to communicate Brazilian anti-corruption laws to employees and customers to ensure that they are fully complied with.

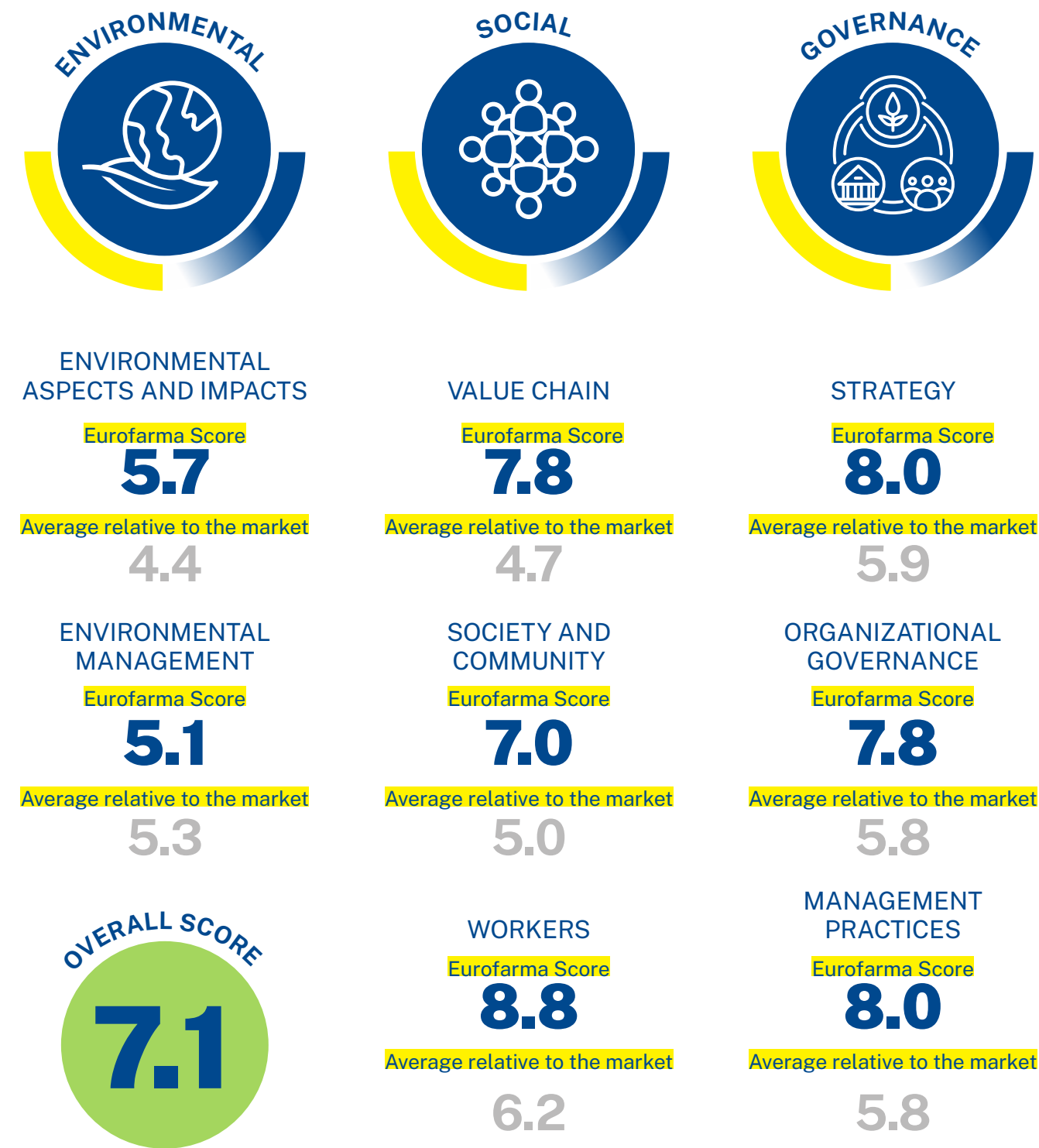


Performance in the Core Topics
2017 to 2023 comparison of the average relative to the market

COMPARATIVE BASIS	2017	2019	2021
Human Rights	4.8	4.7	5.7
Engagement with the Community and its 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
Operation 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

RESULTS MEASURED IN 2023

In 2021, the Ethos Institute revised its Social Responsibility indicators in order to more fully address ESG-related market requirements. In this most recent assessment, we completed data referring to 2022, our first reporting year following the revision of the methodology (still without a historical basis for the previous year). **The results, now divided into dimensions (Environmental, Social, and Governance), still place Eurofarma in the group of benchmark companies.**

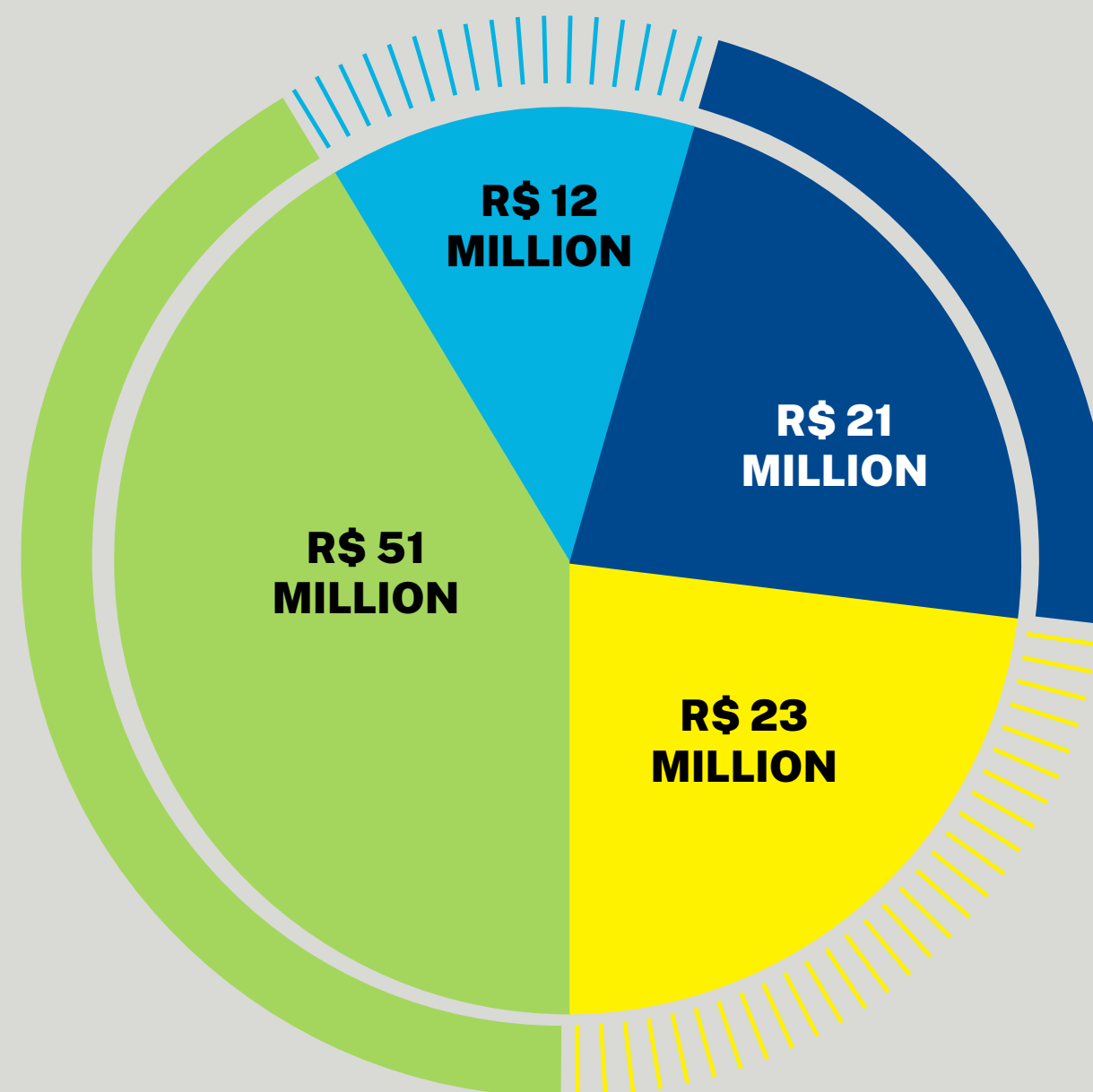


ESG - Best Practices and Main Investments 2023

OUR ESG APPROACH



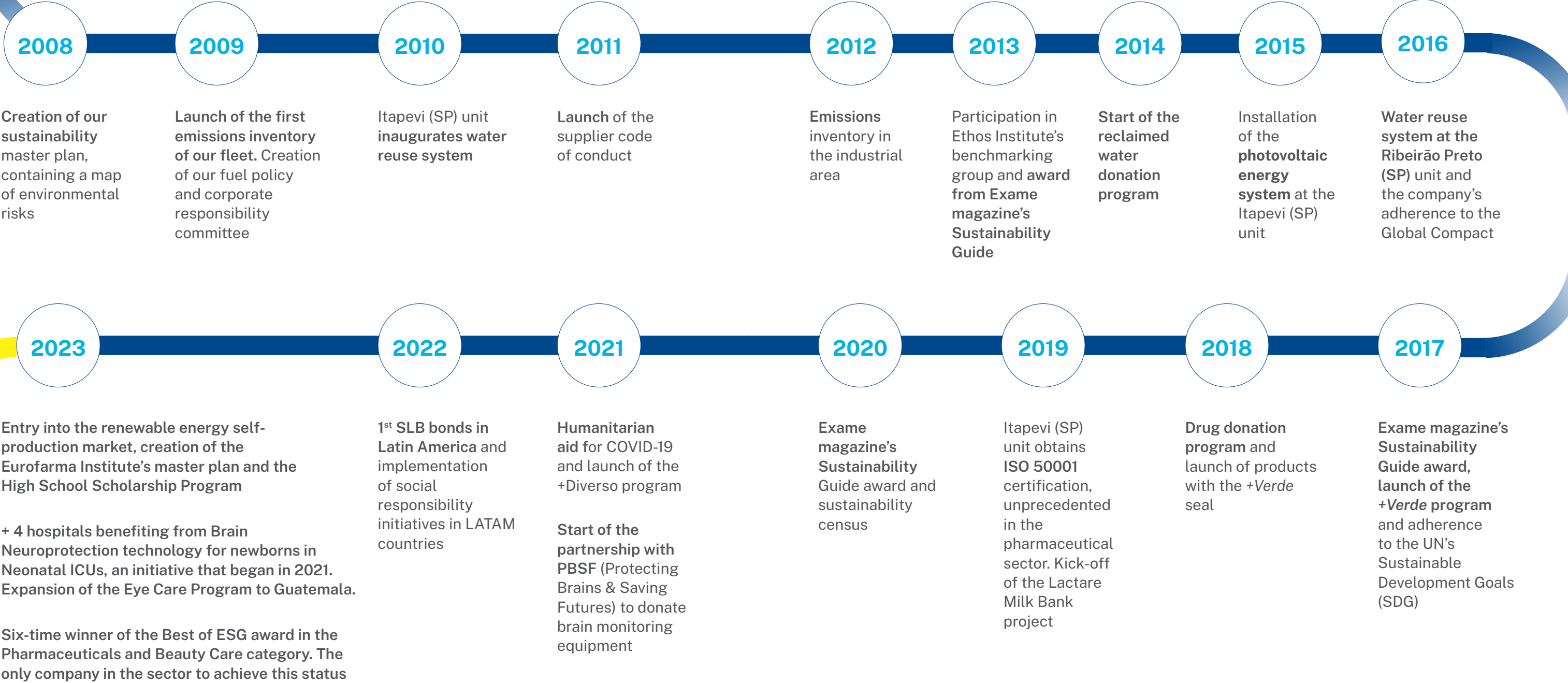
SOCIAL AND ENVIRONMENTAL INVESTMENTS



R\$ 107 MILLION

Our sustainability Timeline

On a continuous journey
of growth, we share the
value we generate with
society as a whole





02

The future
is today

For Eurofarma, the future is now. It involves adopting best practices in environmental, social, and governance issues, and always being inclusive, diverse, and mindful of the use of natural resources. We adopt this concept in our strategic pillars and 2027 Vision, a new strategic cycle based on the pillars of Internationalization, People and Culture, Results, Sustainability, and Innovation.

Strategic pillars



Therefore, in line with this vision of the future and best governance practices, we redesigned the company’s framework, considering 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).

2027 Vision

On the road to 100 years

This will be the compass that will guide us along the path to sustainability, with a focus on business growth with an eye on environment, responsibility, and governance for decades to come.



PEOPLE AND CULTURE

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



RESULTS

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



ESG

- Cutting-edge environmental practices
- Advance Diversity and Inclusion programs
- Strengthen governance practices



INTERNATIONALIZATION

- Expand our presence in the United States
- Explore other geographies and business models
- Leadership in Latin America



INNOVATION

- Expand the share of exclusive products
- Develop technological healthcare solutions via open innovation
- Advance digital transformation



Transparency that drives growth

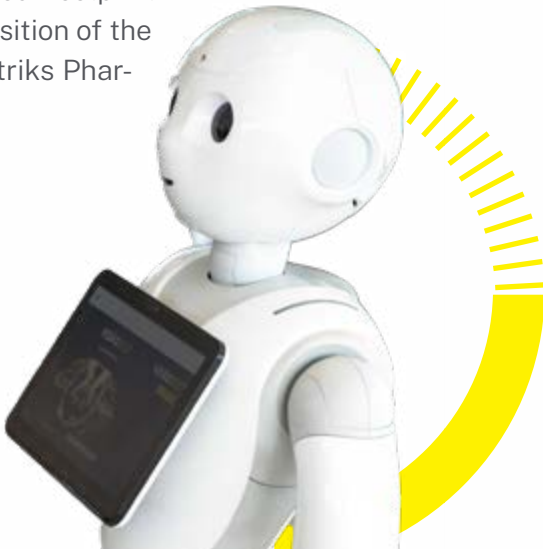
We value having a transparent, ethical, and decentralized governance system, working within a structure that prioritizes listening and sharing information.

Our governance structure is made up of our Board of Directors, composed of nine members, three of whom are independent; and four internal committees (Audit and Compliance; People and Organization; Environmental, Social and Governance; and Related Party Transactions) that work closely together to manage the company's main topics.

This structure is also supported by the Internal Audit and Risk Management areas and by internal systems that contribute to the agility and control of information, further consolidating our internal governance processes and initiatives to communicate and engage with our stakeholders.

These actions prepare us to enter a new journey of growth and internationalization. Based on the 2027 Vision, our work is supported by processes and people, keeping us on a growth path that will make us increasingly global.

As a result, in 2023 our international operations accounted for nearly 30% of Eurofarma's annual net revenue. We consolidated our position in Latin America with the acquisition of Genfar's operations in Colombia, Ecuador, and Peru. Genfar will become the company's generic brand throughout Latin America (except Brazil). We also advanced our footprint in the United States with the acquisition of the dermatology company Medimetriks Pharmaceuticals Inc.



Recognition

SINDUSFARMA

2nd place in the Excellence in Environmental Management Award.

47TH LUPA DE OURO AWARD

2nd 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.

GPTW LATIN AMERICA

1st place in the pharmaceutical industry and 11th 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

1st place in Good Health and Well-Being.

ESTADÃO MARCAS MAIS

4th consecutive year as one of the top three health brands in consumer preference.

BEST OF DINHEIRO MAGAZINE

Pharmaceutical, Hygiene, and Cleaning.
2nd place: Good Health and Well-Being; Financial Sustainability; Human Resources; Innovation and Quality, Corporate Governance.

MERCO ESG RESPONSIBILITY

2nd place in the pharmaceutical category and 84th in the ranking of leaders with Maurizio Billi

AGE FRIENDLY EMPLOYER™.

First company in its sector to obtain, at the same time, the Age Friendly Employer certification for its Brazilian and Latin American operations.





03

**By people and
for people**

Strategic Pillars



One of Eurofarma's biggest concerns is building a legacy for this and for future generations, which will serve both our employees and society at large. As such, **our leadership has developed a number of actions and initiatives over the last few years that are capable of strengthening this commitment, preparing our teams to become an increasingly global company, but without neglecting the adoption of business practices based on ethical and responsible values in the social and environmental areas.**

To achieve this, we need to be diverse, inclusive, and open to different perspectives. **From small to large actions, we innovate toward sustainable development and in building a more just future.**

Opportunity for all

93%

of our employees are proud to work at Eurofarma

20 YEARS

years as one of the best companies to work for

14.5%

of our workforce in Brazil is over 50 years of age

RECORD
DONATION OF MILK

through *Lactare*

18,788
CONSULTATIONS

in 2023



Plurality of people and ideas

Over the years, we have created a series of initiatives that permeate all aspects of the business to promote diversity and equality, and which seek to provide a more plural environment. Among them:

+Diverso

Eurofarma’s Diversity Program that operates through four priority fronts, which include the following Affinity Groups: **LGBTQIA+ Plural**, **Pessoas com Deficiência PertenSER**, **Gênero EuroElas**, and **Raça MIRE** (Eurofarma’s Racial Integration Movement) and professionals **55+ LongeVIDAde**. We believe that the performance of our leaders is key to having a place of choice for everyone. That’s why we continually invest in training with specialized partners. In 2023, we ranked among the top 5 pharmaceutical companies in the Diversity and Inclusion survey conducted by the Ethos Institute, as one of the best companies in Early Childhood Care by GPTW, and among the best companies for 50+ professionals, also by GPTW. For 2024, we will continue to raise awareness and take action in Latin America, and we will also implement specific development programs for minority groups.

III DIVERSITY WEEK

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:

- Interactive face-to-face actions, such as totems with games and virtual reality goggles, engaging nearly 1,000 employees.
- Talks on relevant topics such as sexuality and a sense of belonging in organizations; prejudice in human nature; motherhood and career; and leadership and female empowerment.



5 AFFINITY GROUPS

Digital sales team 100% PwD
88 PwD (People with Disabilities) employees work with digital promotion, such as online visits to doctors and nutritionists. In 2023, we increased the Brazilian team with eight professionals. We also have PwD employees working in digital sales in Peru (3), Chile (2), and Mexico (15). For 2024, we plan to extend this program to six other countries: Colombia, Paraguay, Ecuador, Guatemala, Panama, and Bolivia.

Viver Mais e Melhor (Live Longer and Better)
A program aimed at supporting employees aged 55 or over through workshops with topics related to **group identity, psychosocial aspects of retirement, good health and quality of life, financial management for seniors, legislation (Social Security), post-career options, and planning for the future.**

60+ Professional
Focused on hiring professionals over 60 years of age to act as consultants in different areas of the business, valuing knowledge and, above all, respecting the moment of life and career of each one. In 2023, a recruitment and selection process was carried out exclusively for mature age workers.



BRAZIL

ACTIVE 50 AND 60+ FTE EMPLOYEES



50 AND 60+ FTE EMPLOYEES HIRED



INTERNATIONAL

ACTIVE 50 AND 60+ FTE EMPLOYEES



50 AND 60+ FTE EMPLOYEES HIRED



We are the first Brazilian pharmaceutical company to simultaneously obtain for its Brazilian and Latin American operations, the Age Friendly Employer™ certification: a recognition from the Age Friendly Institute, granted — based on an assessment of human resources policies and management practices — to organizations recognized for their commitment to retaining and recruiting people over 50.



Seamless communication

Throughout 2023, we enhanced the knowledge 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 in Brazil and other Latin American countries.

Regarding horizontal communication, we expanded the circulation of **the company's internal magazine by a factor of five**. To make it easier for information to reach everyone, we implemented our Corporate TV on the charter buses that run our commuter lines and in our international operations.

We started a volunteer group of communication multipliers to which we send, via WhatsApp, the company's main news and a consolidated monthly news bulletin posted on the intranet. **The company's intranet gained a new chapter in 2023 with the launch of the English version for employees in our U.S. operations.**

Group of communication multipliers



More than **400** leaders in brazil and other latin american countries trained in the eurofarma way of being

Social media and the press
One of our main objectives is to maintain transparent and seamless communication with all our stakeholders. To reach external audiences, we actively work with the main media outlets in Brazil and in the countries where we operate, in addition to daily actions on our social media.



Expansion of Corporate TV to other countries in Latin America and fleet of charter commuter buses

Sports and culture



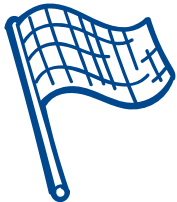
Since 2006, more than R\$51 million has been invested in sports and culture projects in Brazil through incentive laws. **In 2023, R\$301,000 was earmarked for two projects, through incentive law transfers (supported projects can be found at the end of this booklet). In return for all the projects, we received more than 7,600 tickets for cultural and sporting events, which were used in relationship actions.** Sports and culture initiatives are managed and promoted by the Corporate Social Responsibility & Events areas and by the Cultural and Sports Sponsorship committee.

In the area of sports, for 19 years we have sponsored our own team, Eurofarma RC, in Stock Car, the main car racing category in Brazil. The Eurofarma-RC team was the winning team of the 2023 edition of Stock Car and driver Daniel Serra was runner-up. **During the year, we invested R\$15.4 million of our own resources.**

Some of the projects supported through tax incentives (with funding in 2022) include the 80s musicals Mamma Mia, Wicked, and Young Frankenstein. We also sponsored F2 driver Enzo Fittipaldi and the São Paulo Junior Soccer Cup using our own resources. **The latter, with an investment of R\$1 million and a return of R\$79 million in earned media.** In Culture, we sponsored the musicals Matilda and SpongeBob using our own resources, totaling R\$900,000.



FOR 19 YEARS
we have been sponsoring
our own team in Stock Car



Community actions and volunteerism

Mentoring program

In partnership with the Joule Institute and the Corporate Social Responsibility area, the Eurofarma Institute held the 2nd edition of the online mentoring program with the participation of 26 volunteer company executives and 26 young adults assisted by the institute.

Lasting eight weeks and with an investment of approximately R\$6,000, the mentoring program adopts the Joule methodology, designed to help our young adults develop a life plan, goals, and career. The results highlighted by the participants include improvement in self-knowledge, security, and confidence to seek employment opportunities, even within the company.

Super Volunteers - Professions

In two editions, employees from various areas of the company gave talks to students from the Eurofarma Institute, sharing their perspectives on life and career paths. In all, 962 young people from the São Paulo and Itapevi units participated in the talks given by 31 volunteers.

R\$ 23 MILLION
invested in humanitarian aid



Humanitarian aid

Since the beginning of the pandemic, we have allocated more than R\$110 million for humanitarian aid in resources to expand the number of hospital beds, hire healthcare professionals, maintain treatment for cancer patients, donate medicines to healthcare institutions across Brazil, in addition to donations of basket of food staples and Personal Protective Equipment (PPE). **In 2023, the amount allocated to humanitarian actions totaled more than R\$21 million, focused mainly on donations of food and drugs.**

	2023
Number of baskets of food staples donated	182,742
Numbers of institutions assisted	32
Volume of food donated (tons)	2,290
Total invested	R\$ 13,053,553

Eye Care Task Force (Brazil and Guatemala)

The *Ampliando Horizontes* (Broadening Horizons) task force annually maps the quality of the eyesight of children and adolescents between 4 and 14 years of age in public schools in the city of Itapevi and units of the Eurofarma Institute to detect possible problems that could impact school performance. Those diagnosed with a problem are referred for eye exams with doctors and, if necessary, receive corrective lenses free of charge. Since the beginning of the project, in 2017, more than 52,000 students were screened and over 8,000 prescription glasses were donated. In 2023, the program was extended to Guatemala.

	2023
Volunteer employees	30
Number of children tested	300
Number of prescription glasses made	186

BRAZIL	2021	2022*	2023
Public schools and units of the Eurofarma Institute	14	14	17
Number of children tested**	11,196	7,268	6,443
Number of prescription glasses made	574	947	824

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

** The schools participating in the program are selected and validated by the Municipal Board of Education and this can influence the number of students

Chain of Good

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

We offer financial support to NGOs and charitable institutions in Brazil through the appointment and participation of volunteer employees. **In 2023, six institutions were selected and 14 registered projects were sent for analysis and voting.** Those who received the highest number of votes from the members of the Social Responsibility Committee were chosen.



Winter Clothes Drive

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

In 2023, more than 2,100 pieces of clothing were collected and subsequently donated to seven institutions in Brazil.



51 PROJECTS submitted to *Corrente do Bem* (Chain of Good)

Solidarity Christmas

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

In 2023, a total of 3,368 letters were written by children from various communities in the municipalities surrounding our operations. We also donated 2,000 toys to contribute to the Christmas charity action called Natal Acolher, organized by the Itapevi Social Solidarity Fund; and we donated more than 200 toys to socially vulnerable children in the district of Gârdenia Azul, in Rio de Janeiro's.

3,368

letters sponsored at
Solidarity Christmas



YOUNG VOLUNTEERS

Resumed in 2022, after the pandemic subsided, in 2023 the project was connected to the Solidarity Christmas campaign. After collecting the presents listed in the Christmas letters distributed in our units, seven young adults were responsible for checking, sorting, identifying, and organizing the presents.

This year, the participants visited Casa do Zezinho, one of the beneficiary institutions, providing moments of interaction and recreational activities directly with the children. The aim of this initiative is to raise awareness so that they can volunteer for social causes, learning about other realities and new opportunities and experiences.





Donation of headscarves -Pink October
(Brazil, Bolivia, Chile, Colombia, Guatemala, Paraguay and Peru)
The Social Responsibility area supported Eurofarma's Pink October campaign, encouraging employees to donate headscarves. The initiative collected **788 headscarves**, which were donated to a social institution.



Donation of Assets
(Brazil, Bolivia, Chile and Colombia)
In 2023, a total of 23 institutions and recycling cooperatives received **2,175 items** donated by the company, including equipment, furniture, and other assets. Through this initiative, these institutions can use the donations themselves or turn them into financial resources to partially fund their activities.



Donation of medicines
(Brazil, Bolivia, Chile, Colombia, Costa Rica, Ecuador, Guatemala, Mexico, Paraguay, and Peru)
The program fulfills our purpose of helping to increase access to medicines. With full payment of taxes, we donate medicines to non-governmental organizations and health institutions that assist low-income populations. In 2023, more than 413,000 units were donated to 37 institutions, totaling more than R\$10 million. In our international operations, donations totaled R\$1,275,467 million, with 186,078 units distributed to 28 organizations in Latin America.



Brazil: + 413 thousand units of medicine donated to 37 institutions totaling + R\$ 10 million

Latin America: R\$1,275,467 million in donations, with 186 thousand units for 28 organizations

Brain Neuromonitoring (PBSF)
In 2021, we entered into a partnership with PBSF (Protecting Brains & Saving Futures) to donate brain monitoring equipment. The equipment aids in the prognosis of newborns admitted to the neonatal ICU, allowing for effective neurological protection, giving professionals confidence in decision-making and reducing 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 Itapeverica da Serra*, *Hospital Maternidade Leonor Mendes de Barros*, *Santa Casa de Montes Claros*, and *Hospital Geral de Itapevi*, totaling an investment of R\$1,144,500.



R\$ 1,144,500
invested in
the Cerebral
Neuromonitoring
donation program

McHappy Day
(Brazil)
We have been partners with the Ronald **McDonald Institute for 20 years and support McHappy Day. In 2023, we purchased more than 30,000 tickets that benefited GRAACC and TUCCA, totaling an investment of more than R\$560,000.** The tickets were distributed to employees who do not hold leadership positions, students from the Eurofarma Institute and public school system, and service providers.



Incentive Laws
Since 2014, we have contributed more than R\$22 million to social projects by NGOs and non-profit institutions. In 2022 alone, we contributed over R\$2 million. These contributions were made possible through the use of incentive laws such as FUMCAD and Fundo do Idoso.

It is important to note that in 2022, we did not contribute resources to PRONON and PRONAS due to the discontinuation of government programs with tax benefits. In 2023, projections indicated that, after utilizing the JCP incentive, ICMS, and Lei do Bem throughout the year, there was no balance available to support the Children/ Adolescent Laws, PRONON/PRONAS, and the Elderly Fund.

Eurofarma Institute

We believe in sharing values and good practices. Thus, through the Eurofarma Institute, for more than 17 years we have been developing projects and initiatives focused on delivering quality education to socioeconomically vulnerable children and young adults in the south side of the city of São Paulo, and 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% of scholarship recipients) were approved in the first year of high school at private institutions in the south side of the city of São Paulo.



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



R\$ 21 million
invested in 2023

R\$ 164 million
+
invested since the start of the project

Strategic drivers 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

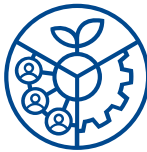


To be a productive inclusion center for young people, aiming at a positive transition to the job market

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

Train young people in key skills for entering the job market

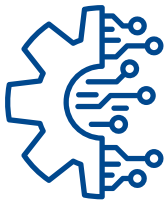
Promote youth employability



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

Develop organizational skills

Structure the expansion into new countries



Improvements in governance with process review and greater adoption of technologies in operations

Strengthening of the Social Services work in São Paulo and Itapevi

295 teachers graduated from the School of Education at the University of São Paulo (USP)

The 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. Throughout their education, 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**. In order to reinforce social services, the program hired another professional. In São Paulo, 330 children are assisted, and in Itapevi, an additional 240.



Courses for Young Adults : Four-month courses for young adults that focus on their integration into the job market and the development of basic skills to work in areas such as IT, programming languages, administration, and communication. In 2023, a total of 1,980 young people completed this first step in their careers at the Institute. After completing the course, they can apply for Young Apprentice positions at the Eurofarma Group.

High School Scholarships: started in 2022, it 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 105 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. Partner schools: *Colégio Certus (Interlagos)* *Colégio São Luiz de Gonzaga (Campo Limpo)*, and *Associação Crescer Sempre (Paraisópolis)*.



In 2023,
1,980
young people
completed
this first
step of their
careers at the
Institute



Eurofarma Nursing Center: aimed at low-income young adults who attended public schools, the center offers Nursing Technician courses. Funded by the Eurofarma Institute, this two-year course has a technical partnership with *Fundação Zerbini-Hospital das Clínicas*, with *Escola Técnica da Sociedade Israelita Brasileira Albert Einstein*, and *SENAC-MG*. Two classes were completed in 2023, totaling 639 young professionals trained since 2007, with an average employability rate of 95% over the last five years.





Reinforcement of public education

Teacher training: In order to reinforce public education, it supports the development of teachers from the surrounding communities. 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 the year, **295 participants 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): Helps give meaning to the educational journey of students aged 14 to 18 in the São Paulo public school system. Through activities covering multiple topics, it 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 their qualification. **It is held at the Institute’s headquarters and in a compact version at partner public schools, involving more than 1,500 young people.**

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



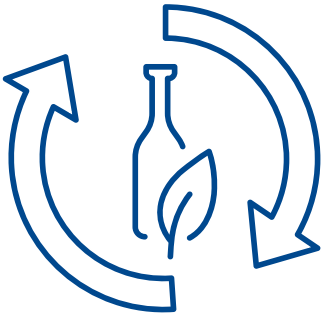
Open Agenda: every week, students from public schools in the Santo Amaro and Itapevi regions visit Matéria-Prima’s headquarters and take part in cultural and environmental workshops. **In 2023, a total of 2,990 students took part in the project.**



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

Educate to Recycle: an environmental education project promoted by the Eurofarma Institute in 30 schools in the city of Itapevi. Through this project, students take part in educational activities about preserving the environment and engage their community in collecting recyclable materials. In 2023, a total of 2,550 students were involved with this project. In addition, based on the volume collected, the participating schools receive a financial contribution from the Institute to invest in improving their facilities. The activities are held in partnership with Itapevi’s Board of Education and the Itapevi Municipal Recycling Cooperative (CMR).

In 2023, 2,990 students took part in the project



Human milk bank



Another social program that makes us proud is Lactare, our breast milk bank. The goal is to collect milk donations and distribute them to the neonatal ICUs of our partner public hospitals.

The milk is collected at home, and we have a physical facility with all the materials needed to collect, transport, and process the breast milk — always following the legal parameters of hygiene and storage. We also have a multidisciplinary team to help donors in person and remotely.

Lactare is the first out-of-hospital breast milk bank in Brazil and the only one in the world run by a pharmaceutical company. In just over four years of operation, we already have partnerships with eight public hospitals.

NEARLY R\$3.8 MILLION INVESTED IN 2023



In 2023, a total of **3,332 liters** of breast milk were donated, with **280 donors** per month, benefiting **1,064 premature babies**



In the year, after an engagement campaign aimed at the whole of society, we achieved a **record number of milk donations**



04

Efficiency and commitment



Environmental strategy pillars



Commitment to the climate

Eurofarma’s goal is for its operations to become climate neutral. Our focus is to reduce direct emissions, achieving a 100% renewable energy mix. We will offset emissions that cannot be avoided by purchasing carbon credits.



Operational eco-efficiency

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



A more sustainable portfolio

By innovating practices and technologies, we will increase the use of more sustainable materials in our products, in particular +Verde items.



Sustainable growth is a priority for Eurofarma. Our environmental strategy consists of three main pillars aligned with the UN’s Sustainable Development Goals (SDG). In 2023, we accelerated our product line with the +Verde seal, consolidated our commitment to tackling climate change by achieving 100% renewable energy at the Itapevi industrial complex, and extended the implementation of our strategies and actions to new locations, including other countries in Latin America.



Commitment to the climate

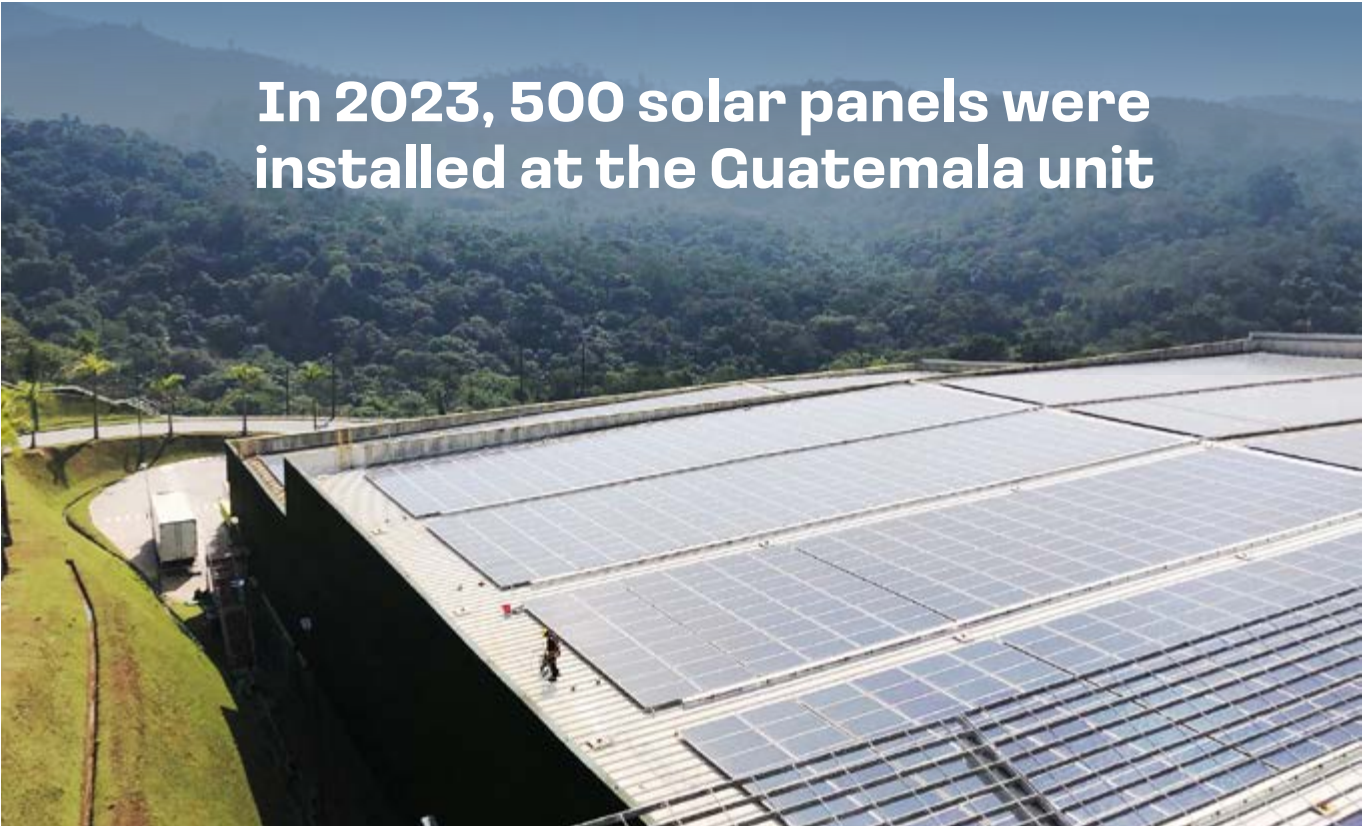
Renewable energy: We entered into a partnership with Serena, Brazil's largest generator of renewable energy, to participate in the Assuruá 4 wind farm in Gentio do Ouro, Bahia. The aim is to reduce carbon emissions by 260,000 tons by 2038, contributing to the preservation of the environment and promoting industrial practices that are in line with a more sustainable future.

In 2023, we started using
100% renewable
energy at the Itapevi complex in São Paulo

The aim is to reduce
our carbon footprint by
260,000
tons by 2028



The strategy also includes the new industrial unit under construction in the city of Montes Claros (MG), and the units in Ribeirão Preto (SP) and São Paulo, which will also be supplied with 100% renewable energy.



In 2023, 500 solar panels were installed at the Guatemala unit

100% in-house electric logistics fleet

100% ethanol
fuel policy

Mobility: Urban mobility issues are a challenge in cities worldwide, whether due to high emissions of polluting gases and traffic jams, or to the impact on the economy and on people's quality of life. In our context, we work to mitigate these impacts by supporting a number of programs. 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 in CO₂ emissions.**

Electric trucks for a more sustainable fleet: In 2023, we purchased six electric trucks to handle our internal logistics. This will avoid the emission of **77.7 tCO₂** 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.

Carpooling and EcoBike: In addition to saving on fuel, tolls, and other costs, the initiative helps integrate the team. Employees who carpool are offered exclusive parking spaces. The other mobility program in place at the company is EcoBike, which provides regular and cargo bikes for employees to get around within the Itapevi Complex.



Zero Paper: This program was created in 2015 to reduce the number of printouts in the company. In 2018, with the creation of the Zero Paper Committee, the program gained relevance and new actions were implemented. Some of the initiatives include increasing document digitization, electronic invoices, and various other processes that have gone digital, such as the dossier for new drugs and supplier registration forms.



Protection and conservation of green areas: In 2021, we opened a 1,200-meter ecological trail in our permanent preservation area in the Itapevi Complex. A new 400-meter stretch was opened in 2022. In all, the trail covers 1,600 meters and is divided into three trails of moderate difficulty: the Fig Tree Trail, the Orchid Trail, and the Bromeliad Trail. The project was designed to be implemented without significant intervention, without removing vegetation, and in complete harmony with and respect for nature. The Itapevi site has a total of 57,000 sqm of preserved area, where we conduct biodiversity studies that map species of amphibians, birds, mammals, and reptiles, such as toucans, Brazilian squirrels, mar-mosets, tegus, jararaca, and crested caracara. In terms of flora, there are several species native to the Atlantic Forest, some of which are even listed as endangered, such as the araucaria angustifolia, the strangler fig (*ficus guaranitica*), and the fern (*dicksonia sellowiana*).



1,106 trees planted
in the Raízes
program



Raízes (Roots) Program: Created to pay tribute to employees who have been with the company for 15 years, it consists of planting a native tree at the Itapevi Complex. Each sapling receives a plaque with the name of the employee, the date they joined the company, and the name and date of the species planted. In all, we have planted 1,106 trees, 202 of which in 2023.

Environmental Gains: Since 2021, the company has been studying ways of quantifying environmental gains from corporate projects. One of the highlights is the home office policy which, since it was introduced in 2020, has contributed to a reduction of 4,110 tCO₂e, with 1,410 tCO₂e in 2023. In total, our environmental projects have avoided the emission of 5,008 tCO₂e.

Organic gardening: The sustainably managed vegetable gardens at the Itapevi and Ribeirão Preto units are practical examples of circular economy projects. More than 80,000 vegetables were produced without pesticides and distributed to employees in exchange for recyclable materials brought from home and to supply the company's restaurants. The recyclable packaging received is then sold to recyclers and the proceeds are used to fund the **program called "De Mãos Dadas com a Escola" ("Hand in Hand with School")**. In 2023, a total of 13,764 vegetables were cultivated and 423 kg of recyclables were collected.

A more sustainable portfolio

+Verde Seal: Developed in 2016 and pioneers on the global market, products with the +Verde Seal allow consumers to decontaminate the primary packaging of medicines in their homes. They also are made with more sustainable materials, such as cartridges made 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.



Eurofarma is 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.

Operational eco-efficiency



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 tCO₂.

Another solution found 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 tCO₂**.

Innovation in waste treatment: In 2021, the company adopted a modern solution to compost 100% of the organic waste from the restaurants at the Itapevi and São Paulo units. 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 tCO₂ in 2023.

Sustainable station: In 2022, we set up a Sustainable Station at the Itapevi Complex to be used by employees and third parties. It is a point of collection of different types of recyclable waste, from the most common, such as plastic, glass, paper, and metal, to socks, batteries, aerosols, and flip-flops. The initiative also helps generate jobs and income for a cooperative in the region. **In 2023, a total of 633 kg were collected.**



5,157 school kits distributed in different countries

De Mãos Dadas com a Escola (Hand in Hand with School)

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

It combines incentives for recycling with educational support for the children of employees and service providers. Through this program, funds obtained from the sale of recycled materials collected on the company's premises are used to buy school supply kits. **In 2023, a total of 1,158 kits were distributed in the countries and 3,999 in Brazil.**

BRAZIL	2021	2022	2023
Number of kits distributed	3,352	3,907	3,999
Investment in school kits (R\$)	379,299	463,947	599,399
Reimbursement for books and course packs (R\$)	342,632	373,194	451,855
Total invested (R\$)	721,931	837,141	1,051,255



We seek to be pioneers
and are certified in
ISO 50001:2018

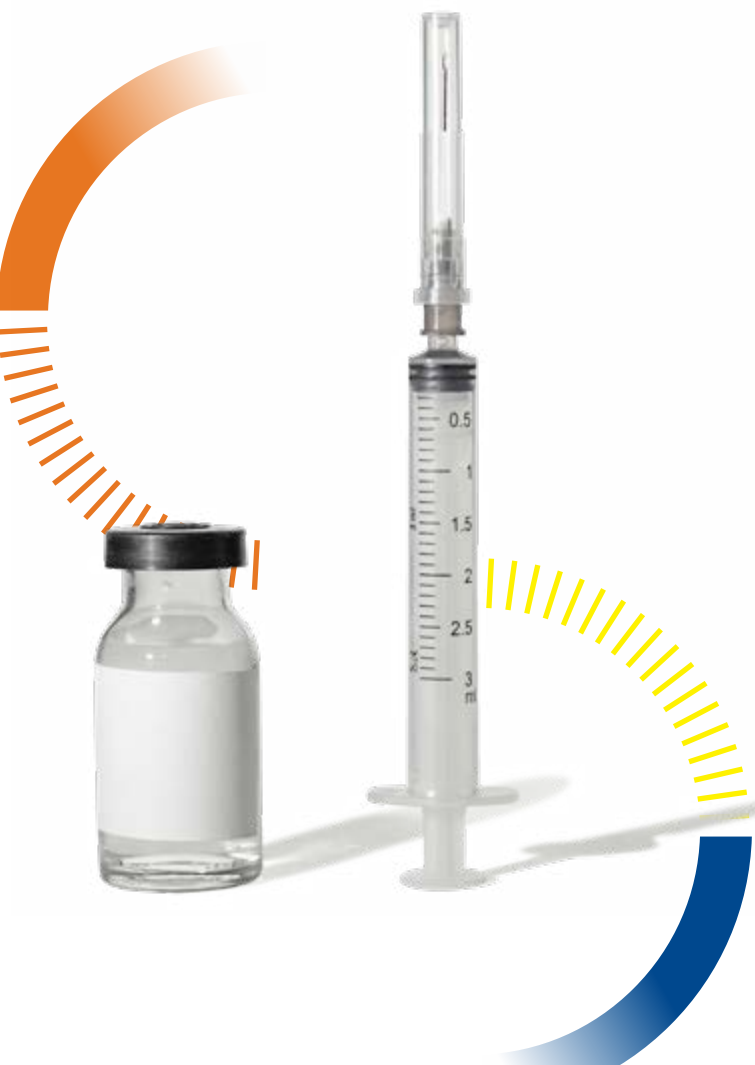


51

tons of waste
correctly
disposed



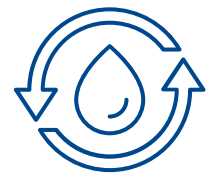
New reverse logistics model: Over the last 12 years, Eurofarma has formed a pioneering partnership with the Pão de Açúcar Group to encourage consumers to properly dispose of medicines by installing containers in the Group's drugstores throughout Brazil. Through the program "Descarte Correto de Medicamentos" (Proper Disposal of Medicines), 51 metric tons of waste were collected and properly disposed of, including primary packaging (which had direct contact with the chemical compound), expired medicines, and sharp materials such as needles and vials. Due to the success of this initiative, the company took part in conferences and public consultations that contributed to the consolidation of the new reverse logistics model, approved by the Federal Government to regulate the disposal of expired or unused medicines for human use. Since 2021, the company Logmed has been managing the program for the pharmaceutical sector. Through the website www.logmed.org.br, it is possible to check the active points for the proper disposal of household medicines.



Water efficiency: We acquired adiabatic coolers to replace the conventional cooling towers at the unit in Itapevi. In addition to modernization, water consumption will be significantly reduced, as this is an important environmental process. Reducing water consumption in the company's operations is an ESG goal linked to executive pay. Operational improvements and best practices are always revised and new projects are implemented. In 2023, we had a 35% reduction in the water indicator ($m^3/1000$ UP) compared to the previous year. Conscious consumption and efficiency gains in production processes are key to preserving this resource, which is vital for our activities.



Energy Efficiency: We work to be pioneers and, at our Itapevi Complex, **we are certified to ISO 50001:2018**, an international standard that establishes guidelines for efficiency in the use of energy. In 2023, we improved the efficiency of our processes and reduced the electricity consumption indicator by 12% per 1,000UP.



**35% reduction in the water
indicator ($m^3/1,000$ UP)
compared to the previous year**



05

Transparent management

ESG Responsibility



Social information

Investment (R\$)	ACTUAL aggregate 2023
Humanitarian aid	23,341,380
Social Responsibility	4,933,094
Lactare	3,823,549
LATAM	3,687,682
Total Social Investment	35,785,707

Corporate Social Responsibility

INVESTMENT AND SERVICES	2021	2022	2023
Investment in Corporate Social Responsibility (CSR)	R\$15,871,082	R\$19,854,910	R\$ 24,573,878
Percentage increase in CSR investment	21%	25%	24%
Total invested in the Eurofarma Institute	R\$14,318,000	R\$17,617,400	R\$21,400,000
Increase in investment in the Eurofarma Institute compared to the previous year	22.5%	23%	21%
Total assisted in the projects (regular + one-off)	9,837	14,100	18,788

SOCIAL INITIATIVES

Corrente do Bem (Chain of Good)

INSTITUTION	Amount
Associação Amigos da Criança	R\$4,514
Associação Anjos da Rua RP	R\$4,514
Passatempo Educativo	R\$4,514
Casa Maria Maia	R\$4,514
Associação Amigos Grupo do Bem	R\$4,514
Make-A-Wish Brasil	R\$4,514

Culture and Sports Incentive Acts

ACT	Total
PIE	R\$131,895
PROAC	R\$169,693

INSTITUTIONS

In 2023, more than 2,100 items were collected in different countries. In Brazil, the institutions served were:

- Department of Social Development and Citizenship
 - Segunda Igreja Evangélica Pentecostal o Brasil Para Cristo
 - FUVAE – Fundação Varginhense de Assistência aos Excepcionais
- Paróquia São Miguel Arcanjo - Pe. Júlio Lancelot
 - Lar Padre Euclides
 - Liga Solidária



Donations to Social Organizations

INSTITUTION	Monthly Contribution	Annual Contribution
Centro Comunitário Jardim Autódromo	R\$2,531	R\$ 30,380
Grupo de Apoio ao Adolescente e à Criança com Câncer GRAACC (McHappy Day)	R\$ 550,000	R\$ 550,000
Instituto Ethos - Membership contribution	R\$ 2,596	R\$ 31,152
Instituto Ingo Hoffmann	R\$ 86,400	R\$ 86,400
Associação para Crianças e Adolescentes com Câncer – TUCCA	R\$ 10,044	R\$ 10,044
United Nations Development Program	R\$ 70,860	R\$ 70,860
SAS Brasil	R\$66,682	R\$ 66,682
Comuta	R\$66,682	R\$ 66,682
Total Investment	R\$855,743	R\$ 912,209

Environmental information

Environment

ENVIRONMENTAL INVESTMENTS	2022	2022	2023
Investments related to the production/operation of the company	R\$ 21 million	R\$ 32.6 million	R\$ 51 million
Investments in external programs and/or projects	No investments were made	No investments were made	No investments were made
Total invested in the environment	R\$ 21 million	R\$ 32.6 milhões	R\$ 51 million

WATER EFFICIENCY

Water withdrawal by source (megaliter)

RESULTS	2021	2022	2023
Groundwater	204	185	109
Third-party water	252	263	440
Total	456	448	549

Water consumption (megaliter)

RESULTS	2021	2022	2023
Water consumption (megaliter)	435	431	526
Indicator m3/1,000 up	1.26	1.15	0.89

In 2023, our operations were more efficient, resulting in an improvement in performance.

Reclaimed water (megaliters)

WATER MANAGEMENT AT THE EUROFARMA GROUP	2021	2022	2023
Total volume of reclaimed water - megaliters	75.5	77.7	88.0
Efficiency of reuse processes (%)	48	49	44
Water donation (megaliters)	7.4	7.8	8.47

ENERGY EFFICIENCY



Energy Consumption

RESULTS	2021	2022	2023
Annual consumption - GJ	298,739	312,348	436,303
Gj/1,000 up	0.87	0.86	0.74
Number of panels	7,294	7,924	8,882

In 2023, our operations were more efficient, leading to an improvement in performance. In addition, new solar generation systems entered into operation in the Guatemalan and Colombian units.

WASTE MANAGEMENT

As of 2023, the results of our waste management processes include all international operations. **During 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% increase in 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/1,000up in 2023 vs. 3.93 Kg/1,000up in 2022.

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



Non-hazardous waste (tons)

RESULTS	2021	2022	2023
Composting	365.9	298.7	317.0
Reuse/recovery	0.0	2.3	0.7
Recycling	2,634.8	5,145.0	5,278.0
Energy recovery	186.2	185.3	258.0
Waste directed to disposal (landfill)	749.1	433.0	1,193.0
Total	3,936.0	6,065.1	7,047.0

Hazardous waste (tons)

RESULTS	2021	2022	2023
Composting	0	0	0
Reuse/Recovery	44.1	40.3	63.6
Recycling	0.0	0.0	0.0
Energy recovery	1,171.1	1,328.0	1,601.0
Waste directed to disposal (incineration - mass burning)	66.3	113.3	292
Landfill	0,0	0.26	17.36
Total	1,281.5	1,481.9	1,974

Waste diverted from disposal (recyclable - tons)

RESULTS	2021	2022	2023
Paper	1,230.7	1,365.0	1,696.1
Plastic	400.4	479.9	539.5
Glass	85.6	66.9	87.9
Metal	241.8	207.4	343.1
Rubble	714.1	3,026.0	2,303.8
Wood	186.2	185.3	633.0
Composting	365.9	298.7	342.0
Other (electronics, oil, batteries, light bulbs)	5.8	5.0	15.4
Total	3,230.5	5,634.16	5,950.74

CLIMATE CHANGE

Protected areas

RESULTS	2021	2022	2023
Protected area - Itapevi (sqm)	57,299	57,299	57,299
Protected area - Montes Claros (sqm)	49,300	51,500	51,500
Total (sqm)	106,599	108,799	108,799

Management of Emissions

	2021	2022	2023
Scope 1	16,921	21,134	16,990
Stationary Combustion	10,271	11,794	12,098
Mobile Combustion	2,396	4,991	3,056
Effluents	2	6	29
Fugitive Emissions	4,183	5,419	1,807
Scope 2	10,224	9,048	7,963
Total electrical energy consumption	10,224	9,048	7,963
Emission Intensity Scope 1 + 2 tCO ₂ /1000UP	0	0.068	0.042
Scope 3	5,027	1,502	16,785
Solid Waste Generated in Operations	372	1,517	2,738
Business travel	1,576	1,794	4,455
Home-work commute	3,078	1,502	2,738
Upstream transportation	NA	NA	6,985
Dowstream * waste transportation	NA	NA	314
Total	32,172	31,684	41,738

Units produced	344,025	447,081	589,539
----------------	---------	---------	---------

Note: from 2022 we began to quantify Eurofarma’s global emissions and in 2023 we included new categories in scope 3.



Credits

Vice President of Sustainability and New Business

Maria del Pilar Muñoz

Manager of Corporate Communications and Institutional Marketing

Andrea Lie Iwamizu Cepollina

Coordinator of External Communications

Caroline Giachini Matricardi

Events

Glauce Marques

Environmental Management

Isamara Freitas, Glaucia Marchi

Eurofarma Institute

Janaina Procopio, Julio Lima, Mary Ellen Ferreira Nascimento, Rafael Souza Vieira, Renata Michelle de Melo, Renato Rene Vieira de Souza, and Sirley Renata dos Santos

Lactare

Maira Billi and Sayonara Martins Felix de Medeiros

New Business and Strategic Planning

Alexandre Graziotto and Natalia Fernanda Pena

Corporate Social Responsibility

Patricia Zuvia and Nathalia Aparecida de Paiva Costa

Supporting Teams

Human Resources and Corporate Integrity

Writing and Editing

Ability Sustentabilidade and
Eurofarma Corporate Communications

Graphic Design and Layouts

Magenta Lab and Nathália

Photographs

Eurofarma Collection: Gladstone
Campos, Luana Luizetto
Adobe stock

