

ANNUAL COMPLIANCE REPORT

EUROFARMA GROUP - 2023



Our Essence

Our vision is to continue on the path of the next 100 years, leaving our mark and making a difference in people's lives. We know that it is our values that will take us safely to this anticipated future.

*Ethics Committee Legal and
Corporate Integrity*

Compliance is in our culture, it reflects our way of being and is the way we conduct our business. To guide our conduct, we have a Code of Ethics, in addition to strictly following the laws in all the markets where we operate.

At Eurofarma, we do not take shortcuts. We count on more than 50 years of history without any damage to our reputation. This achievement is the result of the ethical behavior of all the people who make up the company.

This report reflects our performance in Compliance and how we develop our activities, including advances in 2023.

Ethics as a central value

In line with the COMPANY Code, current laws, and regulations, the behavior of our employees AND SUPPLIERS is essentially guided by ethics and transparency in all actions and operations carried out in the company and on its behalf.

Eurofarma Values



Entrepreneurship
Focus on health



Sustainable
development
Reinvestment



Respect
Equality



Agility Commitment
Result



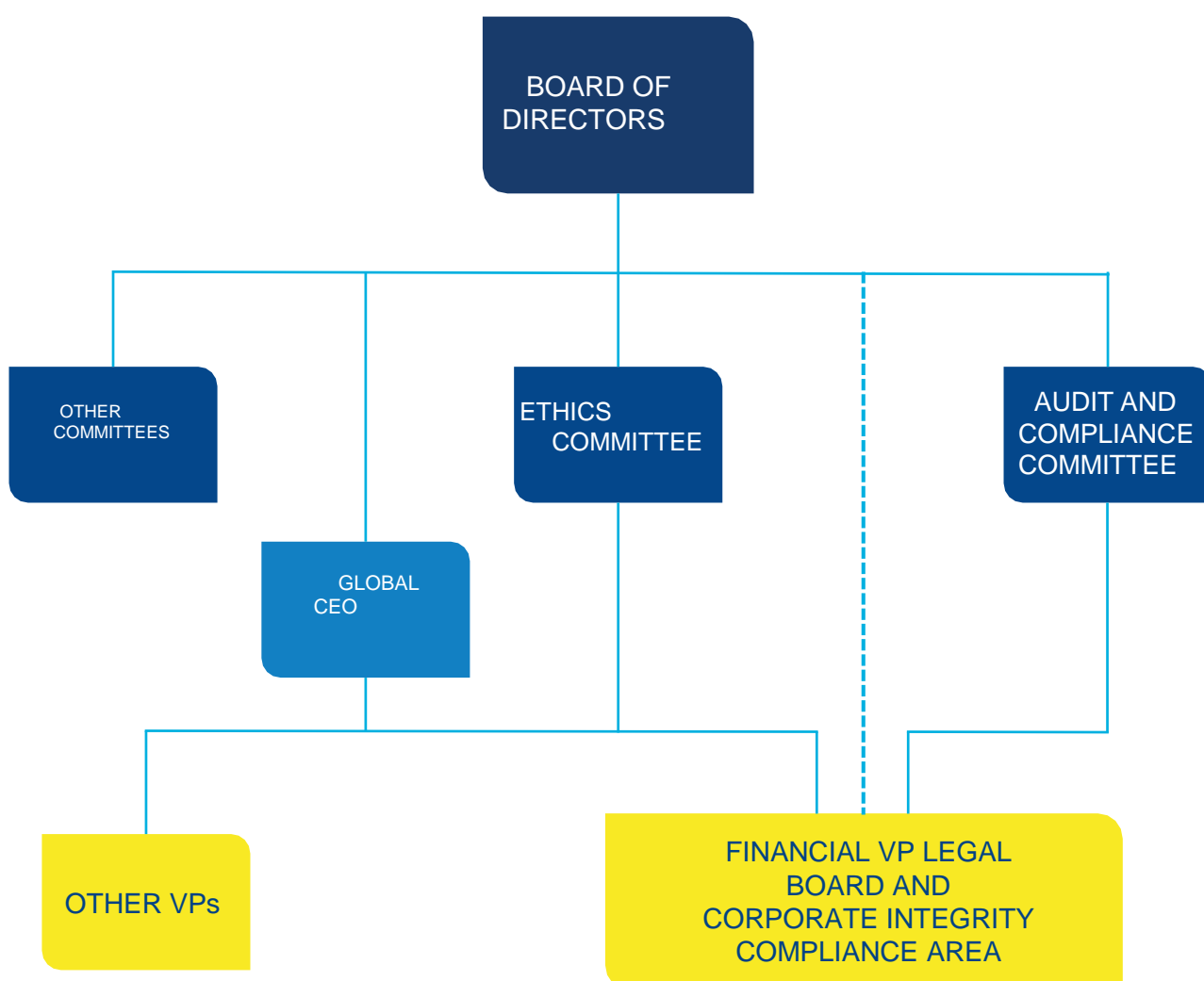
Corporate Governance

Our Compliance Program is supported by our robust Corporate Governance structure. Our Compliance area has independence and autonomy, both demonstrated by direct reporting to the Ethics Committee, the Audit and Compliance Committee and, if necessary, the Board of Directors. Our Compliance Area is part of the Legal and Corporate Integrity Department, which, in turn, is part of the Financial Vice-Presidency. Our Compliance team is exclusively dedicated and operates globally.

Composition of the Ethics Committee

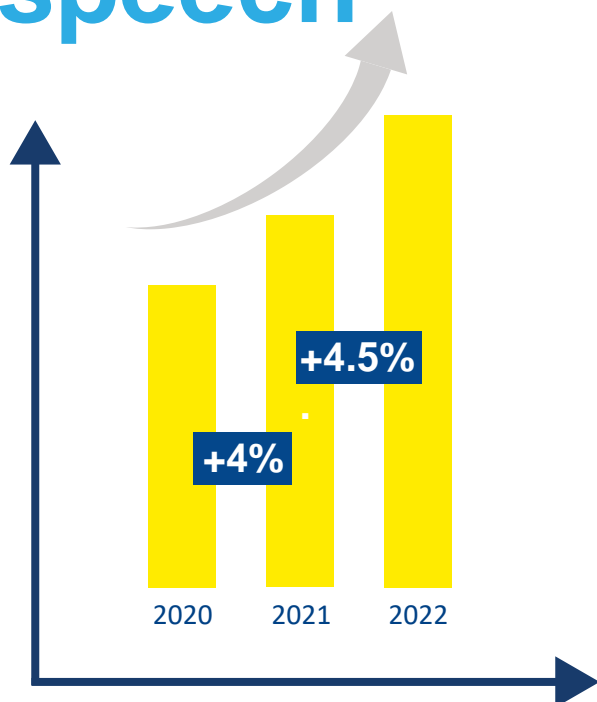


20 Fortnightly Meetings per year



Top management support beyond speech

Growing budget



Our senior leadership plays an essential role in strengthening our Compliance Culture. Ethical conduct is non-negotiable and is part of our business strategy. Strengthening our compliance area is also strategic for us.

Periodic meetings, controls, and monitoring of Compliance activities

Reinforced team

Dedicated team growing and following the evolution of our Compliance Program

2022

Legal Board and Corporate Integrity

• Compliance Manager

2023

Legal Board and Corporate Integrity

- Compliance Manager
- Compliance Specialist

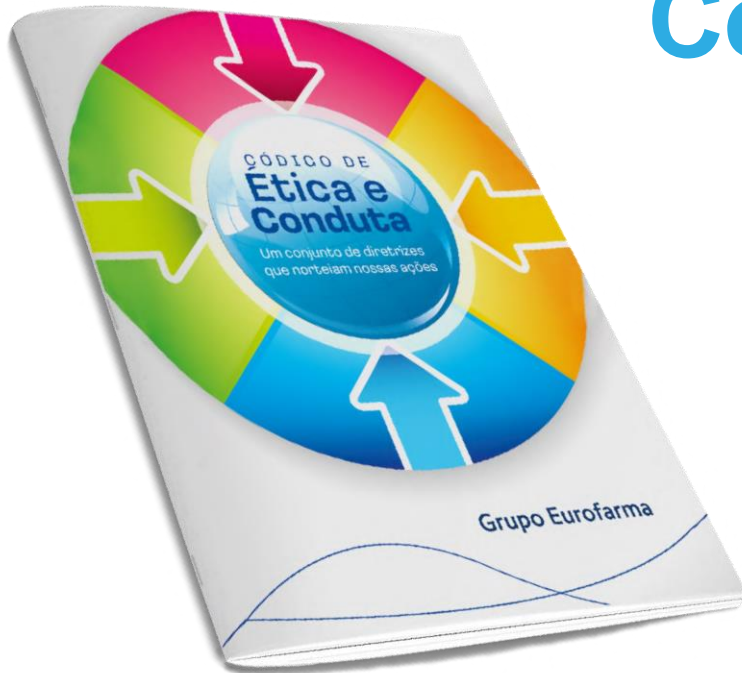
2024

Legal Board and Corporate Integrity

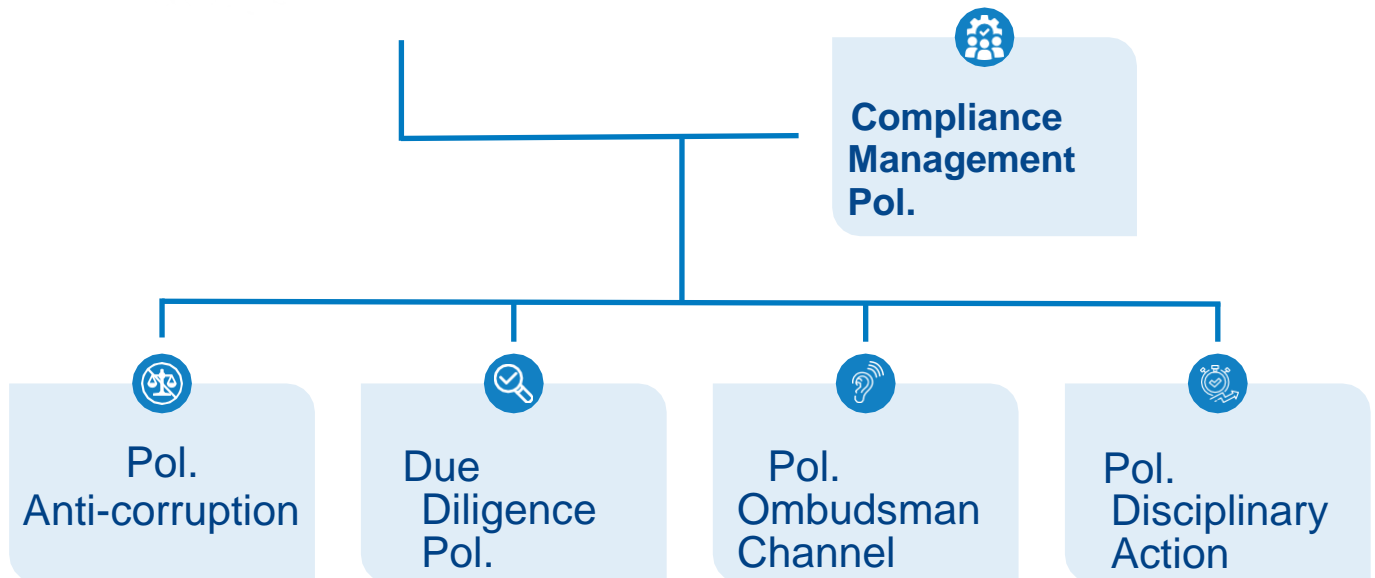
- Compliance Manager
- Compliance Specialist
- Young Apprentice
-



Compliance documents



Our Code of Conduct is the main document of the Compliance Program and sets forth the basic premises of the relationship with Eurofarma. Our policies, periodically revised (last review in 2023), also applicable to our third parties, detail the guidelines for some specific topics. Our Compliance documents are organized as follows:



New employees receive the Code during Onboarding and sign a commitment form. For other employees, the commitment form is signed annually, “a renewal of vows”, towards our Compliance standards.

Note: Policies from other areas were also reviewed in 2023 with support from the Compliance area, including: Purchases, Travel, Relationships with Healthcare Professionals, Contracts, Social Responsibility, and Tenders.

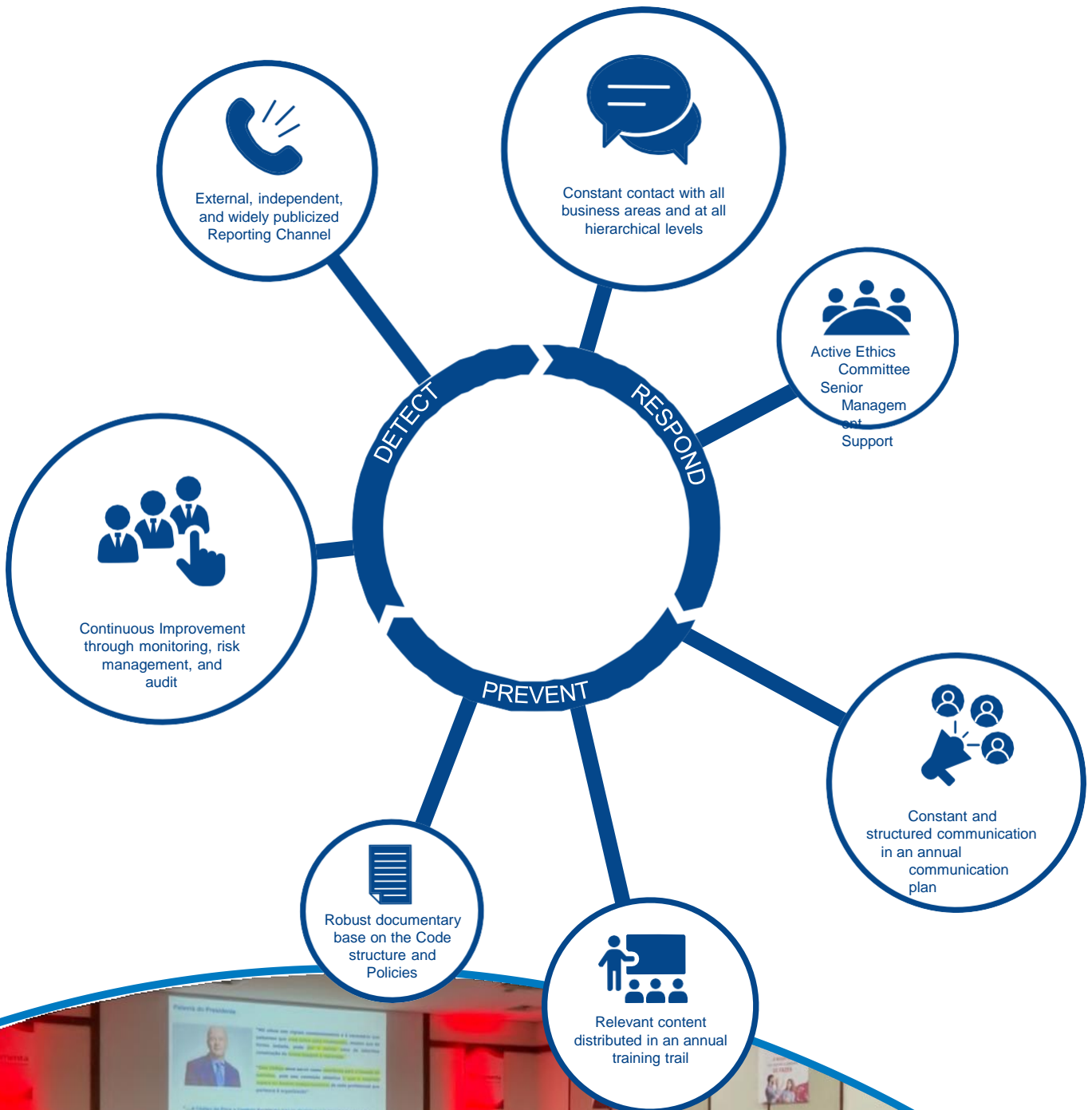
CODE OF ETHICS AND CONDUCT OF THE SUPPLIER

Guide to commercial practices aligned with the Eurofarma Group.

To reinforce our alignment with our business partners, we also developed the Product or Service Supplier Code of Ethics and Conduct. In general, our third parties find in this document the guidelines that they must follow, to remain aligned with our values.

Compliance Program

Our Compliance Program, in existence since 2015, is constantly improving and is based on the best national and international practices, based on the unconditional support of its Corporate Governance structure and its team, which is passionate about what it does. The focus is on three main objectives: Prevent, Detect, and Respond, with the structure below:



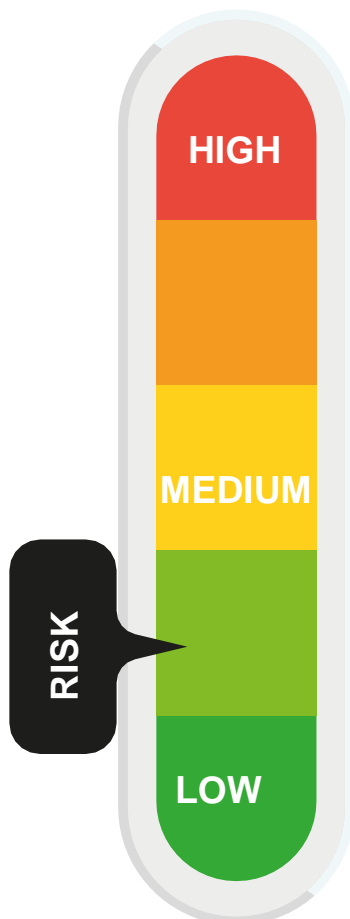
Due Diligence: care in our relationships

We value trust and good relationships with our partners. We believe that a healthy market is due to healthy and transparent professional relationships. For this reason, we seek to interact only with partners who share the same standards of conduct and, therefore, we seek to guarantee relationships of trust. Along these lines, we carry out the Due Diligence routine, which occurs prior to strategic hiring, as well as, periodically, in strategic relationships already in place.

An Annual Due Diligence plan was structured and executed to ensure due diligence and monitoring with our partners throughout each year.



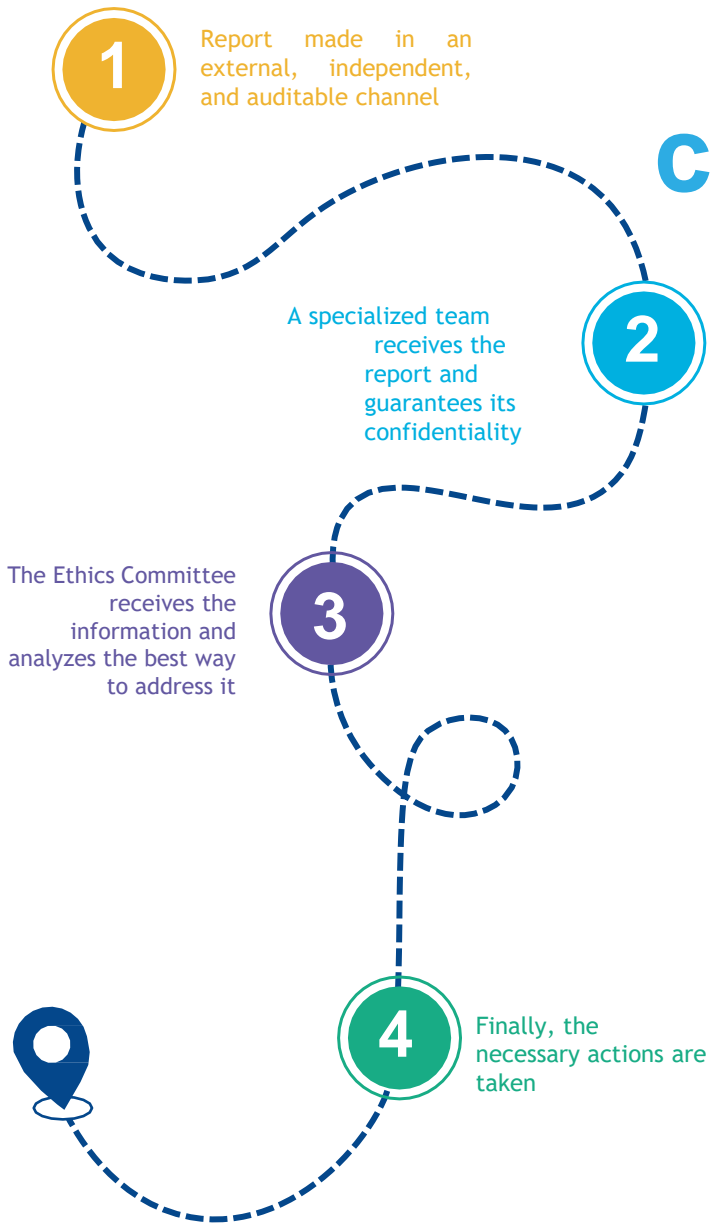
Due Diligences
carried out on our
partners



The risk level identified by Due Diligence will determine the next steps in our relationships, which could be:

recommended, monitored, not recommended, or escalated to the Committee of Ethics.

Ombudsman channel



Our Ombudsman Channel is a valuable tool for continuous improvement of our Compliance Program. It is also the means by which employees and third parties communicate directly and without filters with our Compliance area and Ethics Committee.

Widely publicized, managed by an external company, with ensured anonymity and protection for reporters in good faith, our Ombudsman Channel has increasingly gained the trust of our target audience. All reports are received and processed by the Compliance area and resolved as decided by the Ethics Committee. The indicators of our Ombudsman Channel are closely monitored and reported to our governance bodies.



Constant communication about compliance



+15 actions of communication were carried out for our internal audience.

With an average of more than one per month, the themes were defined in the annual Compliance communication plan and designed to address risks that permeate our activities.



Institutional

Compliance is part of the Eurofarma culture

Series of publications puts the topic on the agenda of the organization
5/02/2023

12 Likes

1 Comment



Institutional

Professional posture in the digital environment

Compliance with the Code of Ethics and Conduct is non-negotiable at Eurofarma
5/08/2023

9 Likes

0 Comment



Institutional

Moral and Sexual Harassment: understand to fight

Know how to identify and report abusive conduct in the workplace
5/22/2023

29 Likes

0 Comment



Institutional

Scenario: Compliance in the DNA

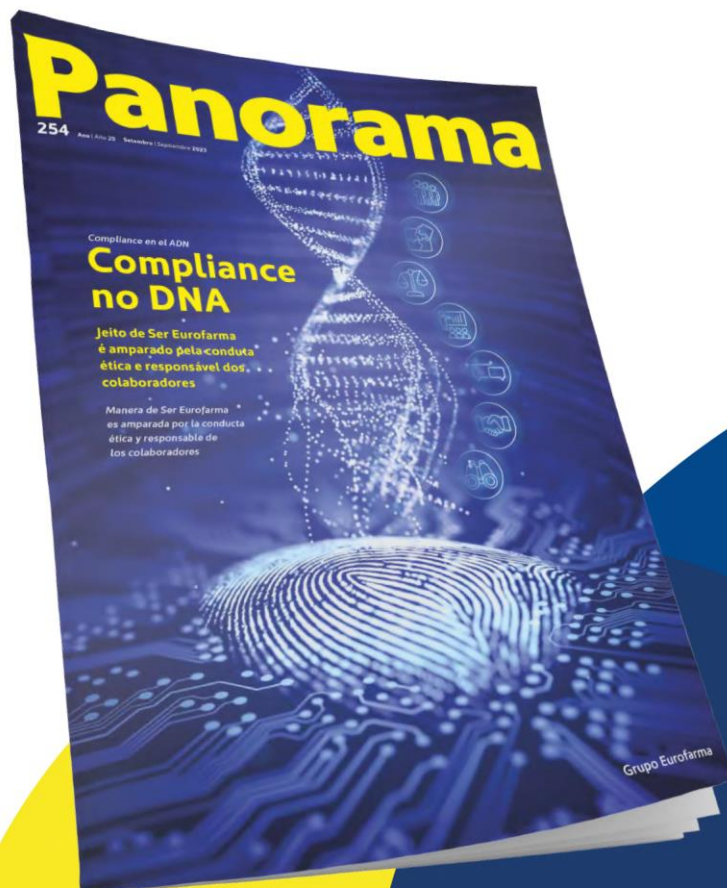
The Eurofarma Way of Being is supported by the ethical and responsible conduct of employees
5/11/2023

13 Likes

0 Comment

News published on the company's internal channels

Our partners also received communication with Compliance topics



The September 2023 edition of Panorama Magazine, the company's monthly internal publication, was dedicated exclusively to the topic of Compliance, demonstrating the relevance of the topic for the organization

“

To build Eurofarma for the next 100 years, we will need to be extremely aligned on ethical compliance issues, after all, it is no longer possible to talk about sustainability and business longevity without considering standards of ethics and integrity. Along these lines, I would also like to highlight that taking care of Eurofarma's reputation and ensuring that the right thing is being done in each situation is not the responsibility of the Compliance area alone, but of 100% of Eurofarma employees. A united and aligned team guarantees success, good standing, and excellent results.

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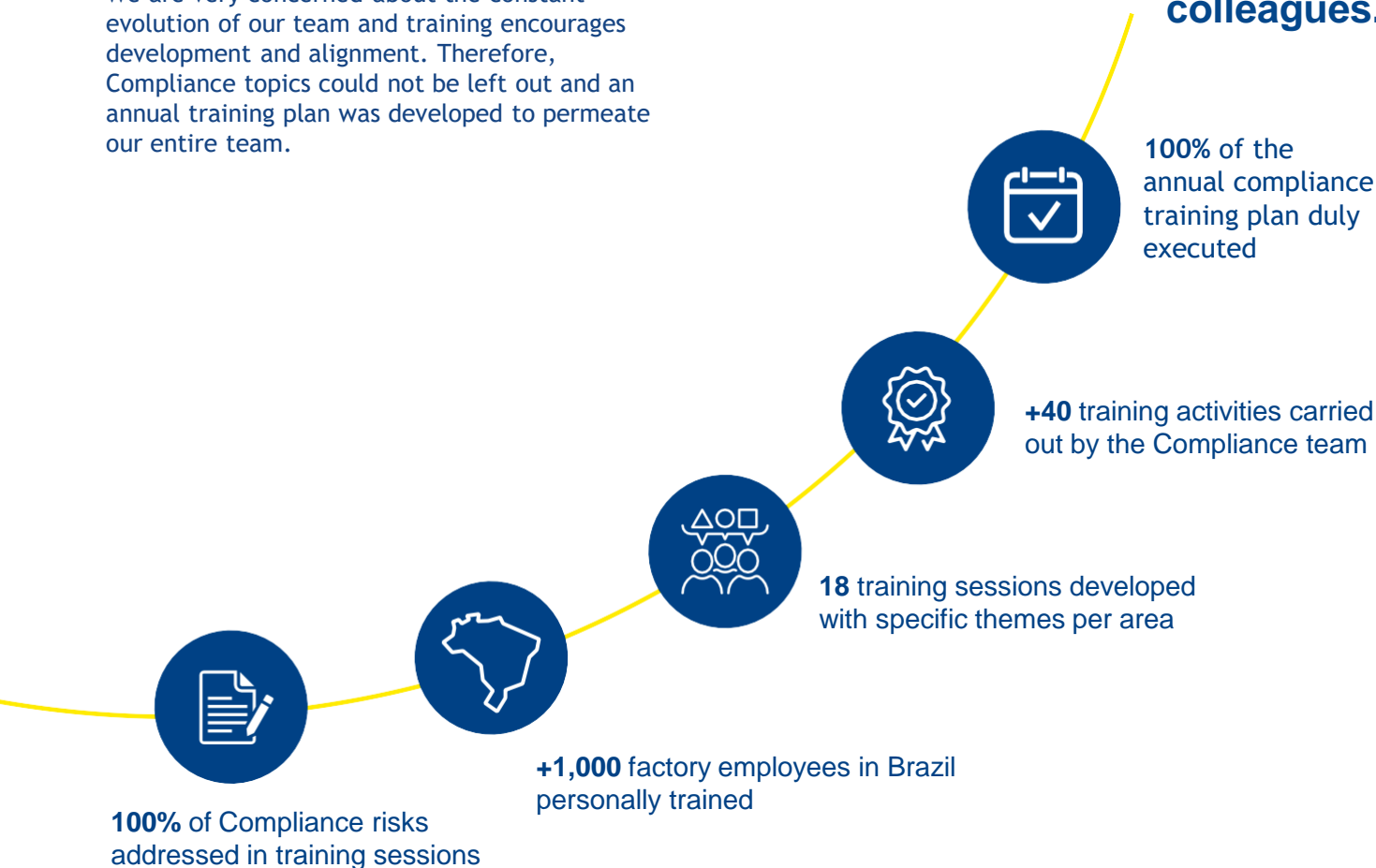
Lizandra Karen de

Legal Director

Training to ensure alignment

We are very concerned about the constant evolution of our team and training encourages development and alignment. Therefore, Compliance topics could not be left out and an annual training plan was developed to permeate our entire team.

Compliance from D1:
Confirmed presence in the integrations of new employees.
Compliance content is part of the official reception agenda for new colleagues.



As Innovation is part of Eurofarma's DNA, we also apply this concept in the Compliance area. To reinforce this culture, we invest in “gamified” training

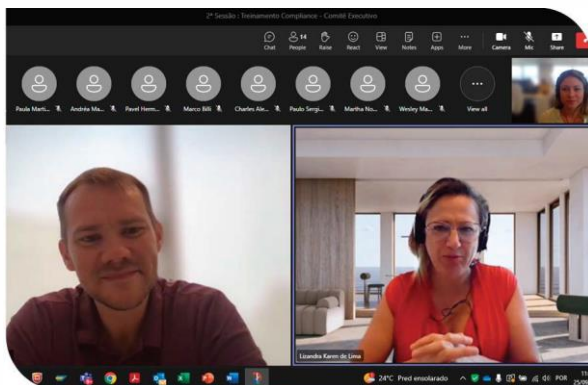
- ✓ Senior management trained
- ✓ Annual training refresher held
- ✓ First Integrity Week held
- ✓ Third parties trained

Awards



First Integrity Week

We held our First Integrity Week in September. We had a program designed to cover the entire diversity of our internal public, as well as to interact, entertain, reward, and, above all, reaffirm our commitment to ethics.



Training dedicated to senior management



Gamified webinar. Audience record

Publicity of Integrity Week



**Eurofarma
integrity week**

Compliance partnership with all areas

The Compliance area sees itself and positions itself as a partner area of the business. Its motto is: How have I helped business happen safely and correctly today?

And this question is asked every day.

Collaborative spirit and a lot of dialogs in the search for a balance point guide our actions.



+130 queries from other areas duly addressed



+5 assessments carried out in the areas upon request of the Directors



+30 meetings of the Chat with Compliance program



+25 continuous improvement actions in the Compliance Program in collaboration with other areas of the company



Compliance team in action with Marketing, Human Resources, Security, among others



CREDITS

Text: Eurofarma Compliance Team Edition:
Corporate Communications Team Art:
Corporate Communications Team
Photography: Eurofarma Compliance
Collection

*If you have any questions or need additional information, please
contact us by e-mail at compliance@eurofarma.com.br*