



**SUSTAINABILITY  
REPORT  
2025**  
BASE YEAR 2024





 **eurofarma**

# CONTENTS

<b>01</b>	<b>MESSAGE FROM THE BOARD OF DIRECTORS.....</b>	<b>3</b>
<b>02</b>	<b>2024 IN NUMBERS.....</b>	<b>4</b>
<b>03</b>	<b>OUR WAY OF BEING AND CREATING VALUE.....</b>	<b>05</b>
	Reverberate our Way of Being.....	06
	Operation map .....	07
	2027 Vision .....	08
	Commitment to society .....	09
	Important recognition .....	10
<b>04</b>	<b>ROBUST GOVERNANCE .....</b>	<b>11</b>
	Governance Framework .....	12
	Communication to the Board .....	14
	Remuneration Policy .....	15
	Ethics, Integrity, and Compliance.....	15
	Ombudsman Channel .....	16
	Risk Management.....	17
	Supplier management.....	18

<b>05</b>	<b>OUR WAY OF GROWING.....</b>	<b>19</b>
	Financial results .....	20
<b>06</b>	<b>OUR WAY OF INNOVATING .....</b>	<b>30</b>
	Radical innovation.....	32
	Eurofarma Ventures .....	33
	EurON .....	34
<b>07</b>	<b>A BETTER FUTURE.....</b>	<b>35</b>
	Commitment to the climate.....	36
	Operational eco-efficiency .....	41
	A more sustainable portfolio .....	44
<b>08</b>	<b>OUR CULTURE AND OUR PEOPLE .....</b>	<b>45</b>
	Eurofarma Way of Being .....	46
	Plural and diverse .....	47
	Attraction, retention, and development .....	50
	Health and safety .....	51
<b>09</b>	<b>SOCIAL ACTION.....</b>	<b>52</b>
	Eurofarma Institute .....	55
	Lactare .....	56
	Customer relations .....	57
	Institutional relations .....	58
	Engagement purpose .....	58
<b>10</b>	<b>ABOUT THE REPORT .....</b>	<b>60</b>
	Materiality .....	61
<b>11</b>	<b>GRI CONTENT INDEX .....</b>	<b>62</b>
	Attachments .....	75



## MESSAGE FROM THE MANAGEMENT

## On 100-year route

GRI 2-22

In 2024, we achieved leadership regarding sales in Latin America in the pharmaceutical segment. The achievement anticipates one of the major ambitions described in the group's vision 2027 and reinforces the discipline in executing the strategic plan that defines the company's main guidelines to more than 13,300 employees in the 24 countries where we operate.

With R\$ 11 billion net revenue, we grew by 20% over 2023 and our adjusted EBITDA was R\$ 2.5 billion in the same period. Most of our growth-15%-resulted organically and 5% from the acquisition of Genfar.

EBITDA did not grow in the same proportion of the sales, because, in addition to increased investment in Innovation, other important growth levers that reflect our belief in the future, such as the expansion of the sales force, are allocated to expense lines.

Our recent investments are generating the expected return and are important drivers for maintaining our growth levels, of around 17% per year, during the last 15 years. The Genfar operation, our global generics brand, is fully integrated and we have an expansion plan underway to take it to all the countries where we operate. We repositioned the Valda brand, which together with the OAZ line, are the pillars of our new OTC division, until recently an almost unknown market for us.

The facility under construction in the city of Montes Claros, designed to be one of the largest in the world, will start-up part of the activities in 2025. And the 25% increase in the sales force, accomplished in 2022, is already showing results reflected by internal growth and an increase in market share in the main segments in which we operate.

Even with all those investments, our net debt continues to fall, complying with all the covenants, with an AAA rating. With only 40 days' worth of stock at major distributors and account receivable of 60 days, we certainly maintain one of the healthiest financial cycles in the market. Regarding our workforce, our greatest asset, we continue to follow best practices and have been recognized by Great Place to Work, both in Brazil and in many of the other countries in which we operate, ranking as one of the best companies to work for over the last 20 consecutive years. Over 92% of our employees are proud to work for us and our voluntary turnover rate is less than 2%. In addition, 70% of our new leadership positions are occupied internally by our people.

Our investment in innovation totaled more than R\$ 800 million, an increase of 25% over the foregoing year. The Company currently has more than 400 projects in the pipeline, both generic

and incremental. In radical innovation, we have two projects that could soon enter phase 1. All of them are conducted by a team of more than 750 professionals. Eurofarma Ventures, our biotechnology corporate venture capital fund, has investments in two funds and seven companies and includes radical innovation projects with ongoing clinical trials.

Pioneers in sustainability, our social investments totaled R\$ 165 million, 54% over the previous year. Our private breast milk bank, Lactare, has now completed five years being already the largest in Brazil, having supported over 2,000 premature babies in 10 public hospitals. At Instituto Eurofarma, we benefited more than 21 thousand young people in 2024 with our educational projects. We donated 1.7 million units of medicine and 200,000 basic food baskets to the neediest.

In the environmental dimension, we have increased the share of renewable energy sources in our energy matrix by almost 200%, reached the mark of 90% use of clean energy, and neutralized 85% of direct carbon emissions. In keeping with the values and teachings of our founder's enterprising spirit, we continue to expand our operations into new geographies, segments, and businesses, always linked to health. Our deliveries and daily efforts are the steps we take towards a future that inspires us to become one of the world's largest pharmaceutical companies by 2072, when we will be 100 years old.

Despite the macroeconomic challenges facing the region in which we operate, we remain confident in our ability to go further, with ethics, discipline, humility, and determination to achieve our goals. Always together with a team that shares the nonconformity typical of entrepreneurs, we seek the perpetuation of our business and a better future for society, our employees, partners, and other stakeholders.

We sincerely thank everyone who is with us.

**Maurizio Billi**  
Chairman

# 2024 IN NUMBERS

Most innovative pharmaceutical company according to the **VALOR INOVAÇÃO AWARD 2024**

**R\$800 million+**  
invested in innovation, an increase of 25% year-on-year

**600 million**  
medicine units produced in Brazil and abroad

**750+**  
researchers at Eurolab, company innovation center

**AAA RATING**  
from Fitch Ratings

**Leadership in pharmacies in Latin America**  
and market share gains throughout the region

**RESULTS AND GOVERNANCE**

**20%**  
growth in net revenue in 2024

**R\$6.9 billion**  
in Distribution of Consolidated Value Added (DVA)

**R\$11 billion**  
in net revenue

**R\$ 165.4 MILLION**  
invested in sustainability

**149 metric tons**  
of wastewater reused

**190%**  
increase in the use of renewable electricity

**ADHERENCE TO THE CDP**  
(Carbon Disclosure Project).  
Climate governance progress with a B rating in 2024 from the CDP Climate

**SOCIAL**

**R\$43.3 million**  
invested in its own programs

**4.4 thousand liters**  
of milk collected, a Lactare record

**13,300 +**  
employees in 24 countries

**HUMANITARIAN AID**

**R\$ 77.5 million**  
invested

**1.7 million**  
units of medicine donated

**+ 90**  
institutions benefited

**Best**  
pharmaceutical company to work for in Latin America for the 3<sup>rd</sup> year back to back (GPTW)

**ENVIRONMENTAL**

**R\$ 44.7 million**  
invested in environmental management

**13<sup>th</sup> best**  
company to work for in Brazil in the overall ranking and 2<sup>nd</sup> best pharmaceutical company according to GPTW

**21,000+**  
people benefited from educational initiatives by the Eurofarma Institute

**100%**  
traceable renewable energy (I-REC) in operations in Brazil, Chile, Colombia, Guatemala and Uruguay

**100%**  
of people with disabilities in the digital sales team



- 01
- 02
- 03
- 04
- 05
- 06
- 07
- 08
- 09
- 10
- 11





03



## OUR WAY OF BEING AND CREATING VALUE

GRI 2-1, 3-3 (Access to health products and services)

The first 100% Brazilian-owned multinational pharmaceutical company, Eurofarma has been producing and selling products and services to improve people's lives and access to healthcare since 1972.

Today, we are present throughout Latin America and operate in the United States and certain African countries in various healthcare segments, including the Prescription, Non-Prescription (OTC<sup>1</sup>), Generic, Hospital, Oncology, Tenders, and Animal Healthcare.

<sup>1</sup> Over The Counter: medicines that can be purchased without a prescription.

## REVERBERATING OUR WAY OF BEING

The waves we create reflect and propagate the values embedded in our commitment to society, in the continuity of our business, and in building a better future for all.



- **AGILITY:** dynamism and simplicity are in our DNA and, in order to remain competitive, these attributes must permeate all of the company's operations and processes.



- **COMMITMENT:** competence and commitment to the company lead to the appreciation and development of employees. That's why, whenever possible, our professionals are valued through internal recruitment.



- **SUSTAINABLE DEVELOPMENT:** proper management of human, financial, and natural resources is based on the development and safety of employees, financial soundness, healthy business practices, and measures to preserve the environment, which are vital points for achieving balance in our operations.



- **FOCUS ON HEALTHCARE:** our business model is based on our participation in all pharmaceutical segments through Business Units, International Operations, and affiliates, maintaining a continuous dialogue with these segments and attracting and establishing strategic partnerships.



- **ENTREPRENEURSHIP:** in order to anticipate the future and create new and better ways of leading the company in all areas, going beyond the innovation that is inherent in R&D activities, our leaders are open to the 'new' and uphold the company's forward-looking spirit.



- **ETHICS:** in line with the company's code and current laws and regulations, the behavior of our employees must be guided by ethics and transparency in all actions and operations carried out within the company and on its behalf.



- **EQUALITY (DIVERSITY):** we ensure a favorable and unbiased environment where respect prevails. To this end, we have established commitments related to diversity, fairness, and equality in the relations between employees and other stakeholders.



- **REINVESTMENT:** we believe that taking risks is an integral part of a dynamic and successful business activity and that the generation of positive results drives the growth of the organization through the reinvestment of resources in the business.



- **RESPECT:** we are proud of our history, origins, and resilience. Our history is built on our commitment to the growth of our employees and development of the countries in which we operate, respecting the peoples and cultures with which we interact.



- **RESULT:** we recognize the various contributions to achieving our objectives and share the value we create with our employees and society by means of meritocracy programs, expanded access, and social investments.



# Map of Operations

GRI 2-6, 3-3 (Economic growth)

Our administrative headquarters are located in São Paulo, SP. We also have four factories in Brazil: In the cities of Itapevi, São Paulo, and Ribeirão Preto (SP), and Rio de Janeiro (RJ); two distribution centers, in Varginha (MG), and Cajamar (SP); a Research & Development center in Brazil, Eurolab, located in the complex in Itapevi (SP). We are also present in other Latin American countries and have industrial parks in Argentina, Chile, Colombia (Bogotá and Cali), Guatemala, and Peru.

13,300 employees

400+ projects in the product R&D pipeline

LEADER in prescription medicines in Brazil

17% average growth over the last 15 years

LEADER in prescription pharmaceuticals in Brazil

INTEGRATION OF GENFAR AND BRAND EXPANSION into Central America

## GROUP STRUCTURE - SUBSIDIARIES



Company producing generic drugs for Latin America (except Brazil), wholly-owned by Eurofarma



Center for research and analysis of samples for relative bioavailability and bioequivalence studies, wholly-owned by Eurofarma



Sustainable consortium between Eurofarma and Biolab for the production of biosimilars<sup>2</sup>



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

<sup>1</sup> In January 2025, the Uruguay plant ceased operations.  
<sup>2</sup> Biological products that are highly similar to innovative biological medicines (also called “reference medicines”). They are developed after the patent of the reference biological medicine has expired.



11 factories in Brazil and in Latin America (10 in operation, 1 under construction)<sup>1</sup>

Presence in 24 COUNTRIES



# 2027 Vision

In line with our 2027 Vision, we focus our routine and work plans on five different dimensions and 15 major strategic objectives that guide the organization worldwide.

## INTERNATIONALIZATION

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

### Advances in 2024

- **Genfar:** expansion + entry into new geographies (Guatemala, Panama, Honduras, Costa Rica, and Venezuela)
- Market share gains in nearly all countries and regional leadership in retail pharmaceutical sales

## ESG

- Cutting-edge environmental practices
- Strengthened governance practices
- Progress in diversity and inclusion programs

### Advances in 2024

- Advances in the fuel consumption policy, with 99% of the fleet running on ethanol, avoiding the emission of 15,853 tons of CO<sub>2</sub>
- Expansion of the +Verde (+Green) product portfolio (30.8 million units sold).
- Expansion of training and inclusion programs, such as *EuroAcelera* for hiring and accelerating women in the sales force
- Adherence to the *Elas Lideram* (Women Lead) and *Raça é Prioridade* (Race is a Priority) movements, which focus on gender and racial equity

### Result of Corporate Goals 2024

- Hiring women for the sales force
- Hiring women for the Procurement, Logistics, and Engineering Departments
- Internal recruitment of women for leadership positions in the Operations areas
- Hiring Black or Brown employees in Brazil

## PEOPLE AND CULTURE

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

### Advances in 2024

- Recognized as the 13<sup>th</sup> best company to work for in Brazil (GPTW) and the best pharmaceutical company to work for in Latin America
- 70% of leadership positions are held by internally promoted employees
- Black talent development program, with 25 participants targeted for leadership positions
- 92% say they are proud to work at Eurofarma

## INNOVATION

- Increase the percentage of exclusive products and move forward with radical innovations
- Develop technological healthcare solutions via open innovation
- Advance digital transformation

### Advances in 2024

- R\$ 800 million invested R&D
- 400+ projects in the pipeline (with evolution of innovators)
- 7 clinical trials for incremental innovations
- Voted the most innovative company in the pharmaceutical and life sciences segment by Valor Inovação 2024
- Development of technological solutions in healthcare via open innovation, with new programs and sustainable initiatives
- Launch products with QR Code on packaging to ensure access to digital package inserts

## RESULT

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

### Advances in 2024

- Net Revenue R\$11 billion (+20% growth)
- Payback M&A (Global) -99% accuracy (accumulated 2024)
- Inventory efficiency (days): 159 days (101% coverage of the 2024 target)

# Commitment to society

We are part of the Global Compact, a United Nations initiative that helps drive corporate sustainability. We also contribute to the UN's 2030 Agenda, which defines 17 Sustainable Development Goals (SDGs), working with SDGs identified as priorities by the ESG Committee: Good Health and Well-Being, Quality Education, Decent Work and Economic Growth, Responsible Consumption and Production, and Climate Action.

## Nossas entregas

**EUROFARMA INSTITUTE**  
**1,000**  
dental appointments and the opening of a new dental office in Itapevi, SP

**1,300+**  
pairs of prescription glasses donated

**7,600+**  
children and young adults assisted in the Eye Care Task Force program

**LACTARE**  
**4.400 liters**  
record volume of milk collected

**1,900+**  
premature babies benefitted

**6,500**  
homes visited

**3,800**  
registered donors

**HEALTH AND QUALITY OF LIFE**  
Complete healthcare structure in all units  
  
Employees and their dependents have access to Eurofarma medications free of charge through our dispensary

**EUROFARMA INSTITUTE**  
**21,000+**  
people benefited from education initiatives, exceeding our target by 15%



Our business strategy is also aligned with the Business Pact for Integrity and Against Corruption of the Ethos Institute, voluntary commitment signed by public and private companies to promote a more integral and ethical market, reducing different corruption practices.

**SOCIAL RESPONSIBILITY**  
*De Mãos Dadas com a Escola:*  
**5,100+**  
school kits distributed to children of employees and contractors throughout Latin America

**DIVERSITY**  
**43%+**  
of external hires in Brazil were Black and Brown

**100+ women**  
trained in the sales force in the Women's Leadership Development Acceleration Program



**149 metric tons**  
of wastewater reused

**ENVIRONMENTAL MANAGEMENT**  
**R\$ 44.7 million**  
in investments

**WATER**  
Increased use of reclaimed water in operations in Brazil, Guatemala, and Colombia.  
  
Adiabatic coolers start operating in Brazil, a more eco-efficient cooling solution

**WASTE**  
Adoption of new methodology for the treatment of hazardous wastewater



Offset  
**85%**  
of direct carbon emissions in global operations.

**48%**  
education of Scope 2 emissions in tCO<sub>2</sub>eq

**EMISSIONS**  
**100%**  
electric fleet in Uruguay

**90%**  
renewable energy in the global electricity mix

**39%**  
increase in the use of electric and/or hybrid vehicles compared to 2023



# Important recognition

## Valor Inovação 2024

- Most innovative company in the Pharmaceuticals and Life Sciences sector

## Great Place to Work (GPTW)

- 13<sup>th</sup> best company to work for in Brazil, in the 'Large Companies' category
- 16<sup>th</sup> best company for professionals 50+
- 32<sup>nd</sup> best company for women
- 7<sup>th</sup> place among medium and large pharmaceutical companies in GPTW Health

## Best pharmaceutical company to work for in Latin America

- 1<sup>st</sup> place GPTW Chile - Women
- 6<sup>th</sup> place GPTW Peru - Women
- 2<sup>nd</sup> place GPTW Peru - Production and Operations
- 6<sup>th</sup> place GPTW Peru - Equity, Diversity, and Inclusion
- 8<sup>th</sup> place GPTW Colombia
- 6<sup>th</sup> place GPTW Paraguay - Women
- 7<sup>th</sup> place GPTW Paraguay - Innovative Culture
- 1<sup>st</sup> recognition in GPTW Bolivia
- 1<sup>st</sup> recognition in GPTW Uruguay
- 12<sup>th</sup> place GPTW Central America and the Caribbean
- 2<sup>nd</sup> place GPTW Central America and the Caribbean - Biotechnology and Pharmaceuticals
- 10<sup>th</sup> place GPTW Central America and the Caribbean - Women
- Genfar recognition in GPTW Colombia



## Top Of Mind by Folha

- Recognized as one of the brands consumers remember most in the 'Generics' category



## Época Negócios 360°

- Best pharmaceutical company in the 'ESG / Social and environmental, People, and Future Vision' categories

## Global Generics & Biosimilars Awards

- In the 'Acquisition of the Year' category, Eurofarma won with the acquisition of Genfar
- In the 'Corporate Social Responsibility Initiative of the Year' category, Eurofarma won with Lactare, Eurofarma's human milk bank

## Lupa de Ouro

- 2<sup>nd</sup> place in the 'Best ESG Project' category, with the Nursing Center of the Eurofarma Institute, as well as several other recognitions in product categories

## Largest Fundraising Announcement Award from APEX-Brasil

- Received by Eurofarma Ventures, highlighting its role in biotechnology innovation

## ABRAFARMA Award

- Best branded drug manufacturer and award for the generic drug Tadalafil MG

## Pessoas

O ativo mais importante

Nossa cultura está baseada na valorização do colaborador e na força do nosso capital humano, na contribuição e no comprometimento de cada um para sermos maiores e melhores.

Aqui o desempenho, o mérito e os valores orientam as ações. Trabalho, conduta e ética.

Zelamos pela diversidade e pelo bem-estar, promovendo a inclusão de gêneros, raças e crenças e o potencial de todos para ir além.

Juntos, sempre

04



## ROBUST GOVERNANCE

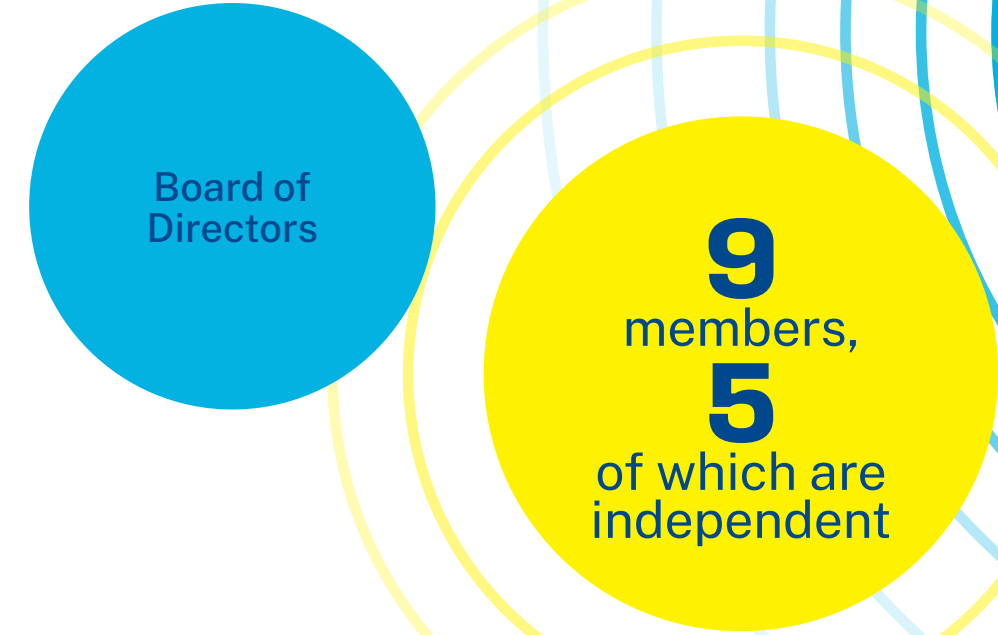
GRI 2-9, 2-10, 2-11, 2-18, 3-3 (Ethics, integrity, combat against corruption and transparency)

Eurofarma is continuously improving its governance framework, ensuring a culture of good practices based on transparency and trust, safeguarding its reputation and credibility and seeking to create sustainable value for the organization, its shareholders, employees, business partners, and society at large.



# Governance Structure

The Board of Directors supports and assesses the company's strategic decisions. According to the company's articles of incorporation, its members are voted in at the Annual General Meetings, which is also responsible for appointing the Chairman of the Board. It currently has nine members, including three women and five independent members Its role is to monitor and oversee the management of the company and the risks to which it is exposed, and to include on its agenda all issues and investments related to the company's ESG strategy.



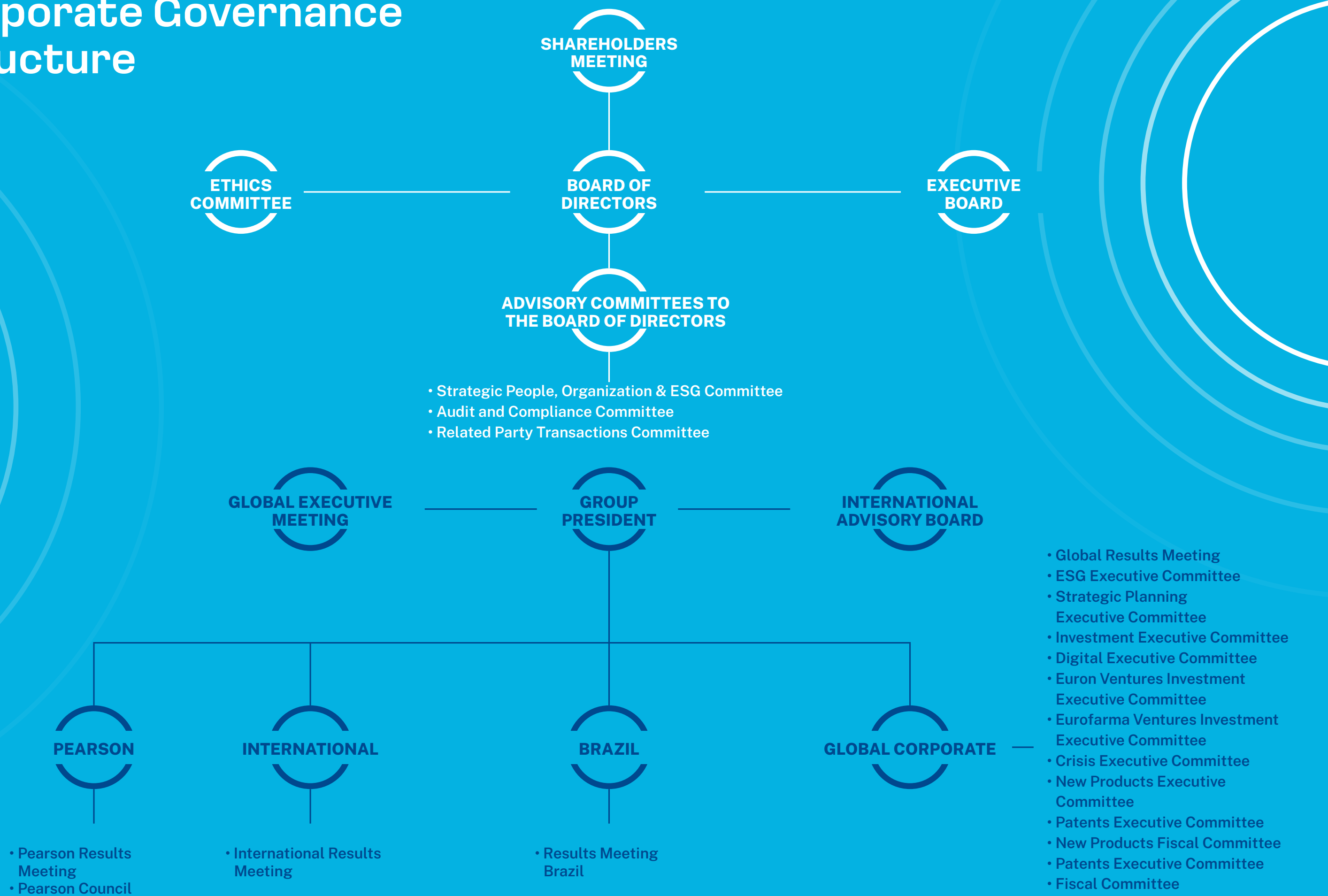
The board members are evaluated annually at the Ordinary General Assembly, which is responsible for electing, re-electing, or replacing members. This process is conducted directly by the shareholders, without the need for a formal procedure.



The same criterion applies to the members of the advisory committees to the Board of Directors (the Related Party Transactions Committee and the Strategic People, Organization, and ESG Committee), who may or may not be re-elected by the Board of Directors. The Audit and Compliance Committee follows its own self-evaluation process, as defined in its bylaws.

We also have an International Advisory Board, an advisory body on international matters that escalates strategic issues to the International CEO and the Chairman of the Group. It is formed by five independent members, three men and two women, as well as Group executives.

# Corporate Governance Structure





# Communication to the Board

GRI 2-13, 2-14, 2-17

In order to report to the Board of Directors on the status of improvement processes, ongoing projects, and targets related to strategic topics — including all those related to sustainability — we have a number of advisory committees within our framework: Audit and Compliance, People, Organization and ESG, and Related Party Transactions. It is also worth noting that the Corporate Governance Framework also includes, in addition to the Board, the Ethics Committee and the Board of Executive Officers.

In the 2027 Vision, Eurofarma has five dimensions in its strategic planning, one of which specifically relates to ESG, for which Eurofarma has established three macro objectives that are broken down into six indicators with specific targets. These indicators are reported to the Executive Committee on a monthly basis at the Economic Results meeting. The Vice Presidency of Sustainability and New Business, which includes all related areas, also internally coordinates the activities and action plans and guides the committees on best practices, always seeking to be at the forefront of the sector, meet society’s demands, and anticipate future regulations.

The Board of Directors is supported by other committees, which are created and appointed based on the strategic representation of executives, demands, and tactical needs. The Ethics Committee (non-statutory) approves risk management methodologies and internal controls, in addition to strategically guiding actions to minimize organizational impacts. The other committees are: Audit and Compliance; Related Party Transactions; People, Organization and ESG (all non-statutory committees). In addition, the Executive Board is supported by the Fiscal Committee.



**Click here** to learn more about the Committees



## Board members by gender and age group

GRI 405-1

BRAZIL	NUMBER OF MEMBERS			% OF MEMBERS		
	2022	2023	2024	2022	2023	2024
By gender						
Men	6	6	6	67%	67%	67%
Women	3	3	3	33%	33%	33%
By age group						
From 30 to 50	3	3	3	33%	33%	33%
Over 50	6	6	6	67%	67%	67%

## RELATED PARTY TRANSACTIONS POLICY

On June 25, 2024, the Board of Directors approved the Related Party Transactions Policy, which establishes procedures to avoid conflicts of interest in corporate decisions. As a result, if a transaction requires specific approval and there is a member who could potentially benefit or has a conflict of interest, that member should immediately declare himself/herself disqualified and withdraw from the discussions. Failure to comply with this rule will be considered a violation of good corporate governance, and the declaration of the conflict and the abstention will be recorded in the minutes or in a special document.



# Remuneration policy

GRI 2-19, 2-20

We adopt a balanced model of fixed and variable pay for all executives and employees. Variable pay is linked to individual, financial, and market share targets, as well as corporate targets related to operations, ESG, diversity, and innovation. For operational employees, financial, market share, and collective targets related to their area of work are taken into account.

The remuneration policy is updated annually, and approved by the Global Vice Presidency for People and Organization. Programs, such as the Profit Sharing Program, are validated by the Executive Committee, presented to the highest governance body, and audited by an external consultancy. The guidelines for the remuneration programs are defined based on market studies conducted by specialized consultancies and the proposals are submitted for internal approval.



# Ethics, Integrity, and Compliance

GRI 2-15, 2-16, 2-23, 2-24, 2-25, 2-26, 2-27, 3-3, SASB HC-BP-510a2

Our behavior, decisions, and practices follow the company's compliance and integrity rules, with a focus on preventing, detecting, and responding to any deviation from the Code of Ethics and Conduct. Thus, the Compliance area is independent and autonomous and reports directly to the Ethics Committee and the Audit Committee and, when necessary, to the Board of Directors.

To ensure uniform information related to compliance and integrity. To this end, the area works in partnership with the Human Resources team, which deals with this matter during the recruitment, onboarding, and dismissal processes. In addition, to ensure compliance, all employees and contractors undergo mandatory training and receive regular communications on the subject. We also perform due diligence on third parties prior to contracting or in already established relationships.

The company has a robust set of internal guidelines, especially the Code of Ethics and Conduct, which is available to all employees and third parties working for the company. In 2024, no significant incidents of non-compliance were recorded.

## INTERACTION WITH HEALTHCARE PROFESSIONALS

Eurofarma's Code of Ethics and Conduct sets out guidelines for interactions with healthcare professionals. The company also has a specific policy for this type of relationship, developed in conjunction with the Medical Board.

In addition, Eurofarma has a standard clause for contracts with healthcare professionals, ensuring that there is no interference in their technical independence. Support or sponsorship is allowed on a limited basis and exclusively for continuing education or for medical-scientific support. This topic, which is widely covered in compliance training, ensures the adoption of best practices.



# Ombudsman Channel

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

We provide an independent Ombudsman Channel, available 24x7 for employees, third parties, clients, and other stakeholders. We adopt a policy of open dialog with all areas, actively promoted in our training sessions. In 2024, we answered 140 queries from different sectors of the company, reinforcing this practice.

Relevant concerns are reported to the company's main governance bodies, including the Ethics Committee, the Audit and Compliance Committee, the Executive Committee, the CEOs, the President of the Eurofarma Group, and the Board of Directors, through regular reports and the publication of the annual Compliance Report, thus ensuring transparency and continuous monitoring.

The Compliance area conducts the analysis and investigation of incidents pursuant to the guidelines set out by the Ethics Committee. Concerns are regularly reported to the Ethics Committee, the Audit Committee, the Executive Committee, and the Board of Directors. It is important to note that in 2024, Eurofarma did not receive any reports regarding the use or leakage of sensitive data, and that it carefully follows the Brazilian General Data Protection Law and is attentive to all laws and industry-related issues.

## CLASSIFICATION OF REPORTS

No incidents of non-compliance were reported in 2024. Of the 753 concerns reported to the main governance bodies. [GRI 2-16](#)

- **45%** were considered not applicable to the channel
- **18%** were deemed unfounded
- **16%** had inconclusive results
- **13%** were deemed well-founded
- **4%** were deemed partially founded
- **4%** were still under investigation at the end of the year



## OMBUDSMAN CONTACT INFORMATION

GRI 2-16, 2-26



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



[Click here](#)  
to access



# Risk Management

GRI 2-12, 2-13

Responsibility for the company's risk management is shared between different areas:

- **Internal Audit:** monitors risks and assesses the effectiveness of controls
- **Compliance:** promotes a culture of compliance and consolidates preventive actions
- **Business Units:** identify, report, and implement mitigating measures

The Internal Audit and Compliance areas report regularly to the Ethics Committee, which presents its findings to senior management and the Board of Directors. Risk communication is continuous and integrated into all phases of management, ensuring alignment between business units and governance bodies.

The Board of Directors plays a strategic role in risk management, monitoring and enforcing the actions of executives, analyzing results, and assessing the appropriateness of the company's governance of the risk. It also discusses the effectiveness of internal controls with the Executive Board and senior management, proposing strategies to mitigate risks that could compromise business continuity. The Board also advises on the definition and regular review of the Group's risk appetite and establishes levels and limits of authority for these risks.

To ensure a structured approach, the company has a Risk Management Policy, which was initially approved by the Board of Directors in 2021 and is still in force, having been revised by the Ethics Committee in 2023.

## MARKET RISKS TO WHICH THE COMPANY AND ITS SUBSIDIARIES ARE EXPOSED

- Credit risk
- Liquidity risk
- Market risk (exchange and interest rates)
- Risk of price of strategic inputs

## Operations assessed for risks related to corruption

According to the legal framework, corruption is characterized by obtaining an undue advantage from public officials, donation and sponsorship processes, interaction with health professionals, among others. In view of this, the areas with the most interaction with these agents were assessed, including tenders, legal, regulatory, institutional relations, tax, and foreign trade. On these fronts, the contact points with public administration were analyzed, reinforcing the training initiatives aimed at this audience.

GRI 205-1\*

**100% of the governance body members were notified and trained, and all employees were informed about the organization's anti-corruption policies and procedures in 2024**



Percentage of operations assessed

**100%**

Number of operations assessed for risks associated with corruption

**24 OPERATIONS**

\* Considers operations in Brazil [Itapevi, SP, São Paulo (Capital), Ribeirão Preto, SP and Rio de Janeiro, RJ, two distribution centers, in Varginha, MG and Cajamar, SP, and a Research & Development center in Brazil, Eurolab], Uruguay, Argentina, Chile, Paraguay, Bolivia, Peru, Ecuador, Colombia, Mexico, United States, Belize, Costa Rica, El Salvador, Guatemala, Honduras, Jamaica, Nicaragua, Panama, Dominican Republic, Mozambique, Angola, Trinidad and Tobago, and Venezuela.



# Supplier management

GRI 2-6, 308-1, 408-1, 409-1, 414-1, 414-2, 3-3 (Supply Chain)

We work in close partnership with our suppliers, promoting sustainability and continuous improvement in products and services. All suppliers of inputs, including raw materials, undergo a thorough approval process conducted by the Quality department, following specific standards, good production practices, and regulatory requirements. This process begins during the initial development phase of new products, involving regular evaluations, audits, and performance reviews, with the support of specialized consultants.

Supplier management is aligned with the company's Code of Ethics and Conduct, reinforcing legal, social, and environmental requirements in contracts. Suppliers considered critical have specific contracts with detailed clauses that address sustainability and ethics, in line with ESG (Environmental, Social, and Governance) guidelines.

These measures are aimed at mitigating risks such as child and forced labor or hazardous work. In 2024, the company conducted 205 audits (110 for reapproval and 95 on new suppliers), ending the year with 1,423 active suppliers, including 13 new direct suppliers, and no cases of child or forced labor were identified.

Our company's value chain involves the strategic development of suppliers, with sustainable criteria integrated into corporate governance practices. In partnership with the Ethos Institute, we have a program in place that is a first in the pharmaceutical industry for sustainability in the production chain, conducting regular evaluations based on specific indicators associated with good practices.

In addition, since the development of the Code of Ethics for Suppliers in 2011, we have made significant advances in this area, reaching 2024 with the launch of the global hybrid workshop "On the Road to Sustainability," with 18 hours of training and strong international attendance.

Also in 2024, the company created an ESG commission under the Procurement and Foreign Trade department, focused on improving the quantification of greenhouse gas emissions in the production chain.

In the same period, 85% of new suppliers underwent environmental assessments prior to contracting, taking into account factors such as waste management, air emissions, water consumption, and environmental certifications (ISO 14001). The company has also adopted a clear sustainable purchasing policy, offering specific support to small local suppliers, taking into account the financial impact of environmental requirements.

## THE COMPANY PERFORMED



## SPENDING ON LOCAL SUPPLIERS

GRI 204-1, 3-3 (Supply Chain)

Our spending on direct suppliers relates to the purchase of raw materials, excipients (substances that have no therapeutic function but are added to medicines to give them shape, stability, volume and other properties) and packaging materials. Indirect costs are associated with Engineering, Maintenance, Facilities, Quality Control, Innovation, Logistics, and Marketing. The pharmaceutical industry is still heavily dependent on the international pharmachemical industry. Although large packaging companies have been established in Brazil in recent years, we still have many local suppliers who are distributors of imported materials. However, it is important to note that, whenever possible, we prioritize local suppliers and manufacturers.

### Percentage of the purchasing budget of important operating units that is spent on local suppliers

	2023	2024
Direct	63%	59%
Indirect	93%	94%

Purchases from suppliers based in Brazil, in foreign currency or local currency (R\$). The main groups of purchases with the greatest impact on annual spending are used in the production of Eurofarma's medicines. Includes all of Eurofarma's industrial operations.







05



## OUR WAY OF GROWING

Our long-term strategic plan establishes guidelines to ensure continuity, innovation and sustainable growth over the next 100 years.

### OUR VISION 2072

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.

In the photo, works on the new complex progress in Montes Claros





# Financial results

3-3 (Economic growth)

In 2024, Eurofarma reported net revenue of R\$11 billion, up 20% compared to 2023. EBITDA was 6% higher than in the previous year, reaching R\$1.8 billion. Adjusted EBITDA for research and development expenses, for comparison purposes with other pharmaceutical companies, was R\$2.5 billion, 10% higher than in 2023, with an Adjusted EBITDA margin of 23%. This figure can be explained by the increase in sales, gross profit, and a reduction in expenses (as a percentage of net revenue).

During the year, we continued to execute on the company's financial strategy and long-term planning, with a focus on revenue growth, advances in internationalization, and gains in market share. In terms of results, 2024 marked the company's growth in Latin America, with Eurofarma achieving leadership in the pharmacy channel for



## INTERNATIONAL OPERATIONS

Eurofarma also made progress in international expansion, reflecting the effectiveness of its strategies and resulting in gains in market share in virtually all the countries where it operates. In 2024, international operations recorded a 58.3% growth in net sales, increasing its share of the Group's total sales by 6 percentage points, to 26%. This growth demonstrates the consistency of the company's global operations, as it seeks leadership in the markets it enters.

In Latin America, expansion was marked by increases in sales and prescriptions in virtually all countries. The company's distinctive approach to the Brazilian market stands out, with strategies adapted to local characteristics. In this context, Genfar has contributed its extensive point-of-sale knowledge to support Eurofarma's growth in Latin America.

Among the strategic initiatives that have marked Eurofarma's presence in Latin America is the launch of Suganon®-Evogliptin in 13 countries in the region. Entering this diabetes market is an important undertaking for the company, in line with its vision of international expansion.



Another investment front is the OTC (over-the-counter) unit. In 2024, the company acquired the Calmidol® brand in Colombia, a pain reliever with more than 20 years of local tradition, and expects 20% growth in this segment.

The company also made significant progress in launching innovative products in specific areas. These include Govolyx®, the only goserelin-similar with international recognition, and Meriofert<sup>1</sup> (menotropin), which demonstrate the company's commitment to Oncology and Fertility, boosting its sustainable growth in the Specialty segment.

In addition to Latin America, the company has expanded its presence in Africa. In Mozambique, for example, Eurofarma became one of the top ten local pharmaceutical companies after only two years of operation. In Angola, where it started operations in 2024, it has gained important experience of the specificities of this market.

<sup>1</sup> Treats hormone-dependent conditions such as prostate cancer, endometriosis, and uterine leiomyoma







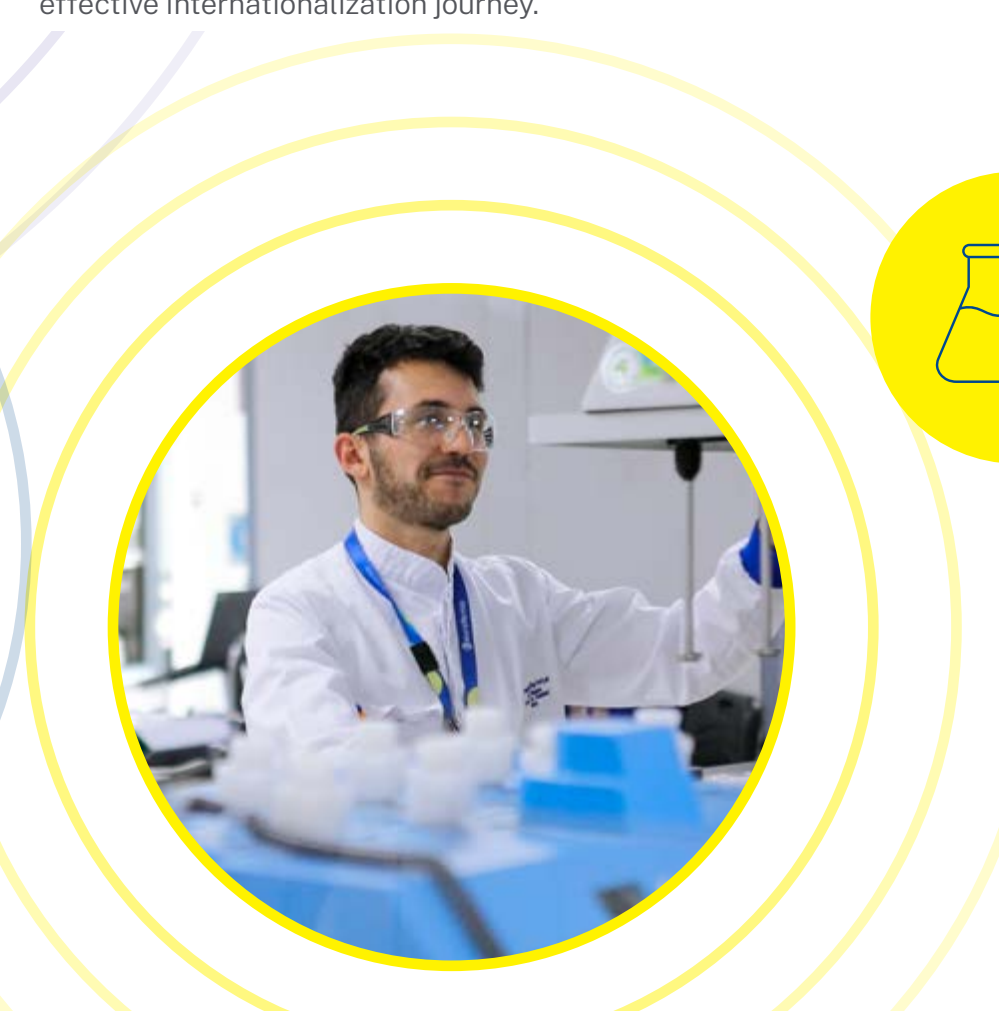
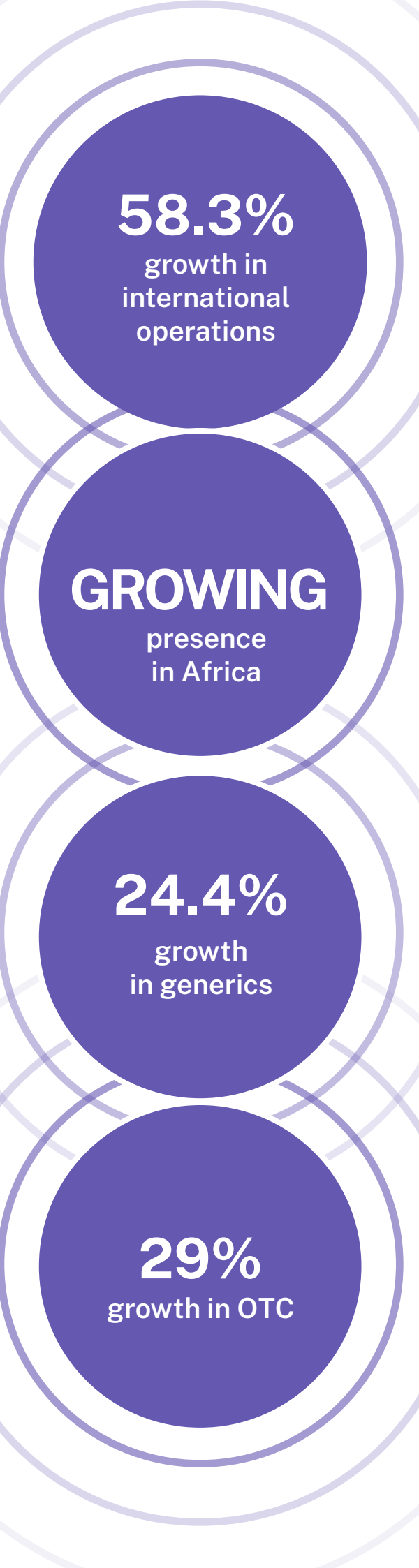
## CONTINUOUS DEVELOPMENT

The sales force is playing a strategic role in this growth process. In this way, the company continually invests in training its teams to increase productivity, improve medical care, and democratize access to information, especially in regions distant from large urban centers.

The creation of the Commercial Center of Excellence in 2024 (with implementation scheduled for 2025) reinforces Eurofarma's commitment to sustainable growth on the international front, equally valuing the medical and commercial areas throughout Latin America. A diverse portfolio, combined with local strategies and continuous training consolidates Eurofarma as the only Brazilian pharmaceutical company with an effective internationalization journey.

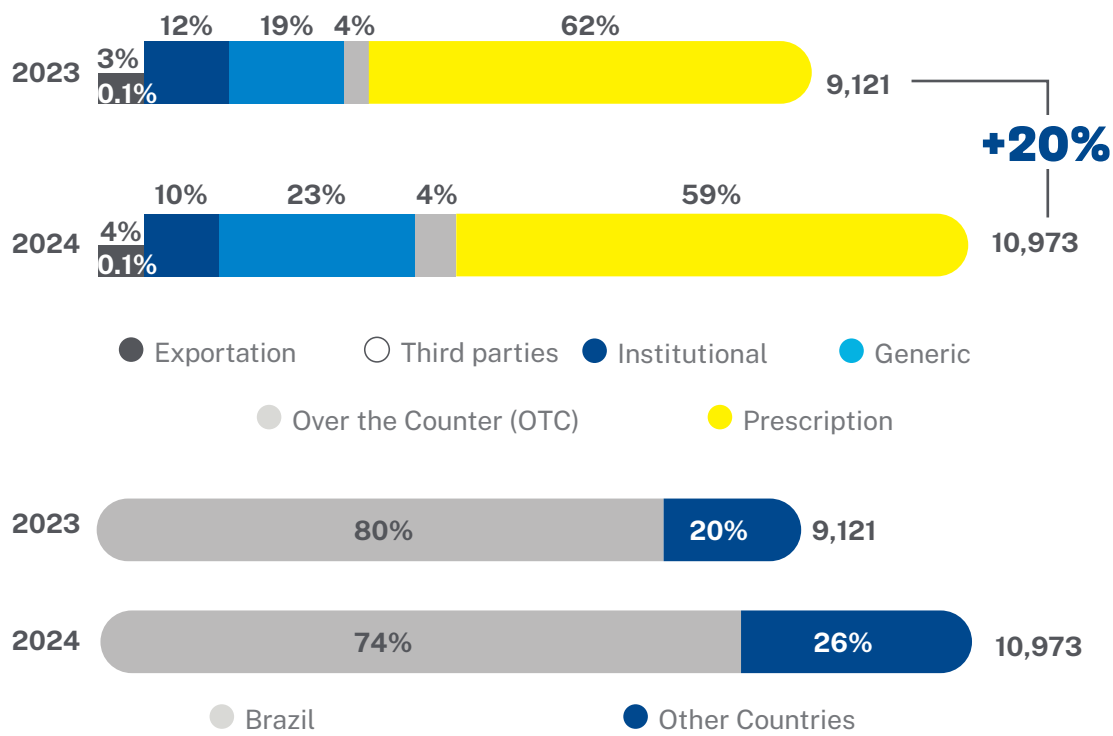
## ONE YEAR OF GENFAR

The company's journey towards integration with the Eurofarma Group has been marked by collaboration, growth, and a focus on people. After sharing best practices, in 2024 we began aligning systems and processes, with significant advances in optimizing operations to transform Genfar into the Group's Generics brand for Latin America (except Brazil). During this period, the company also resumed its operations in Central America, further strengthening the internationalization goals set forth in Vision 2027.





CONSOLIDATED NET REVENUE (R\$ MILLION)



	2024
DIRECT ECONOMIC VALUE GENERATED	
Revenues	12,079,193
Cost of financial intermediary	
Inputs acquired from third parties	5,293,304
Gross value added	6,785,889
Amortization / depreciation expenses	411,290
Net value added produced by the entity	6,374,599
Value added received in transfer	571,077
Value added for distribution	6,945,676
ECONOMIC VALUE DISTRIBUTED	
Operating costs	
Employee wages and benefits	3,117,614
Payments to providers of capital	134,688
Return on debt capital	1,710,042
Payments to government	1,983,332
ECONOMIC VALUE RETAINED	6,945,676

Note: Brazilian operations accounted for 70.4% of the economic value added.

GRI 201-1



Click here to access the full content of our Financial Statements



# Business Segments

GRI 2-6

## PRESCRIPTION

In 2024, the Pharma unit maintained its market leadership, growing 15% and reaching R\$6.5 billion in net revenue. In addition to new launches, growth was driven by the good performance of mature brands, which outperformed the market, based on the strategy of expanding visits and maintaining a presence in 100% of Brazil's municipalities.

Among the launches, the highlight was TERZA® (Cefdinir), an innovative antibiotic in the class of third-generation<sup>5</sup> oral cephalosporins that has made a major contribution to the Brazilian medical profession, since no new developments had been made on this front for more than 20 years. After just six months on the market, the product already ranks 7th in value in this therapeutic class.

24  
new brands  
launched in  
2024

22  
specialties served,  
with emphasis  
on the Central  
Nervous System,  
Women's Health,  
and Cardiovascular  
Health



## EXPANSION IN BRAZIL

Focusing on the growth of our operations, we are building an industrial complex of more than 180,000 square meters of built area (over 300,000 square meters of total area) in the city of Montes Claros, MG, one of the largest private projects underway in Brazil, which will boost our development over the coming decades.

The new plant, which is expected to create more than 600 jobs in the region, will consist of five production blocks, the first of which is expected to come on stream in 2025 with the packaging production line, which will have a maximum estimated capacity of 17 million cartons.

With a modular design, the project is underway, with more than 1,000 people and 33 companies working daily.





Two important incremental products were also launched — Melocox ODT® and Zina ODT® — both with oro-dispersion technology, orally-dissolving tablets that bring more convenience to patients, especially those who have trouble swallowing.

The OTX<sup>6</sup> front was further strengthened with exclusive launches, such as COGMAX FOS® and FORTICE CURCUMA®, which boost Eurofarma's presence in strategic classes such as Central Nervous System, Cardiometabolics, and Chronic Pain.

The good performance, in terms of prescriptions and sales, is due to the strong work of the sales reps, who are constantly trained and updated to bring quality, scientifically relevant products, and information to doctors. In 2024, our team had more than 4,300 employees in the sales force — the largest in Latin America.

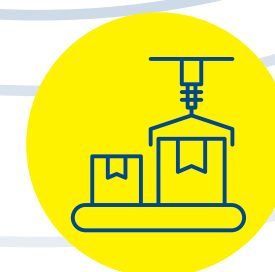
**108**  
brands operating  
in the Brazilian  
pharmaceutical  
market



## EXPANSION OF THE SAMPLE MACHINE PROJECT

The Sample Machine<sup>7</sup> project made significant progress in 2024, with the installation of 17 new devices. The increase in coverage provides greater accessibility and improves the doctors' experience using the solution — the idea is for these machines to be concentrated in hospitals and clinics with a high number of patients.

Our free sample management platform has been implemented in clinics in the State of São Paulo, guaranteeing full compliance with regulatory standards (ANVISA). The project continues to evolve, with plans to expand throughout the Southeast, South, and Midwest regions of Brazil.



**17 NEW**  
SAMPLE MACHINES  
IN 2024

<sup>5</sup> Broad-spectrum antibiotics used to treat bacterial infections

<sup>6</sup> Over-the-counter products that are promoted to doctors and prescribed, and that do not require a prescription

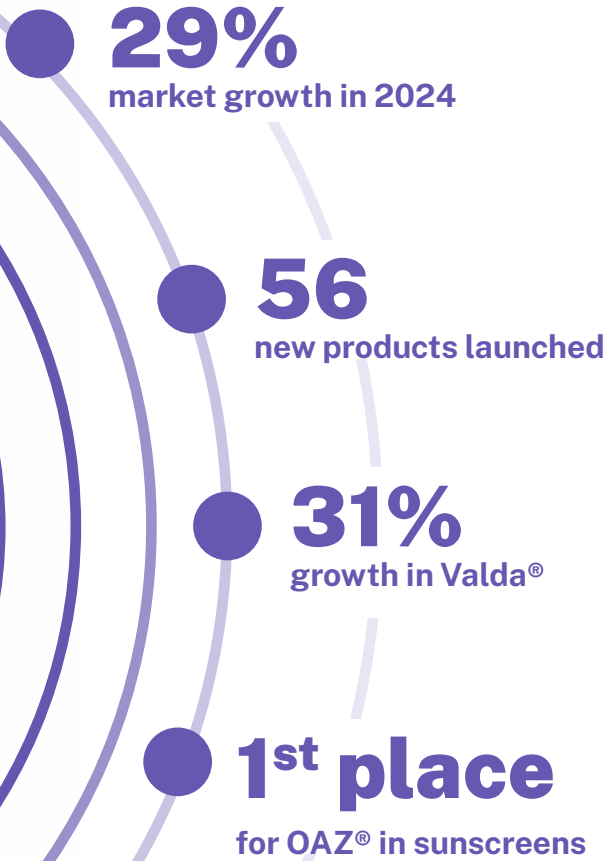
<sup>7</sup> Only registered doctors have access to the machine, which is not visible to patients.

PERSONAL CARE,  
BEAUTY, AND FOOD.

The year brought significant results on several fronts across the segments. The rapidly expanding portfolio included the launch of 56 new products during the year. Among the highlights, the OAZ® brand achieved the number one position in demand for body sunscreens in retail pharmacies (not including kits), a highly competitive segment.

In addition, the Unit is making significant progress in the food segment, a strategic step for distribution that increases the number of consumer touchpoints.

Valda® also showed significant growth, driven by innovative launches such as Ice Cherry, Beetlejuice, and Friends, as well as new licensing deals for the brand, which grew by 31% over the summer, expanding its presence at the POS and its coverage of the market.



GENERICS

In 2024, we consolidated our position as the second largest in the market, with significant growth in the Generics Unit. Our commitment to provide a vast portfolio of medicines to the population remains one of the company’s key strategies. The company has significant market coverage and is on track to reach nearly 100% of the market with products currently being developed. Today, one third of the company’s pipeline involves generics, in line with our strong commitment to this segment.

Brand perception among healthcare professionals also stands out. In a survey conducted with 650 physicians from 16 specialties in Brazil, in nine of them Eurofarma was the most recommended brand for prescriptions. In addition, its presence in retail pharmacies remains strong, reaching 96% of pharmacies in the country.

The Unit also received important awards last year, with Tadalafil being named Generic Drug of the Year in the ABRAFARMA Partners Award 2024, reinforcing the quality and trust of customers and partners. Eurofarma also reaffirmed its innovative spirit by being one of the first companies to launch a generic version of Lisdexamfetamine , increasing the population’s access to cutting-edge treatments.

**1<sup>st</sup> TIME**  
FEATURED IN FOLHA’S TOP OF  
MIND SURVEY AS ONE OF THE  
MOST RECALLED BRANDS IN  
THE GENERICS CATEGORY



Present in  
**96%**  
of pharmacies in Brazil

**TADALAFIL**  
CHOSEN AS GENERIC  
MEDICATION OF  
THE YEAR AT THE  
ABRAFARMA AWARD



## OUTSOURCING

Eurofarma has a strong presence in outsourcing for the pharmaceutical sector, producing medicines that are subsequently distributed and marketed by other laboratories. This business model marked the beginning of the company's operations, more than 50 years ago, and remains a core strategy for increasing profitability and reducing operating costs.

In 2024, Eurofarma's outsourcing division recorded a 37% growth in turnover compared to the previous year, currently serving more than 30 national and international laboratories. Although the entire team is based in Brazil, the service reaches several countries, demonstrating the company's ability to develop customized solutions according to the specific requirements of each client.

Today, the company offers three main business models to meet different market needs:

**Full Service:** Eurofarma assumes full responsibility for production — including the acquisition of inputs — execution of the production stages, and quality control tests, all in accordance with the specifications established by the client.

**Processing:** Eurofarma provides skilled labor for specific stages of the production process, using materials previously provided by the client.

**Exclusive projects and additional services:** these include investments in their facilities and complementary activities, such as micronization of pharmaceutical ingredients, detailed quality control analyses, and customized printing on etched aluminum.

## Development of customized solutions for each client

Outsourcing  
**37%**  
growth in 2024

**30**  
national and  
international  
laboratories  
supported

## TENDERS

Eurofarma's Tenders Business Unit is dedicated to providing services to public health institutions. It works with the company's full range of products, offering pharmaceutical solutions to meet the specific needs of the public sector.







## HOSPITAL

Even in the face of a challenging scenario marked by a decline in profitability and financial hardship for hospitals, Eurofarma maintained its policies and commercial partnerships and sought to mitigate the impact of the scenario in this industry.

Operating in the marketing and distribution of products exclusively for hospital use, the unit serves private and public/private hospitals, clinics and distributors, offering medicines in the main therapeutic classes, such as antibiotics, antifungals, anesthetics, anticoagulants, anti-inflammatories, antiulcer drugs, large volume parenteral solutions, and solutions for hemodialysis.



# 1 million

**SERUM BAGS FOR THE  
DEPARTMENT OF HEALTH IN THE  
STATE OF RIO GRANDE DO SUL IN  
SUPPORT OF FLOOD VICTIMS**



One of the major milestones of the year was the launch of Antara IV®, the first injectable Levetiracetam on the market, symbolizing the entry into the Central Nervous System segment, expanding the therapeutic options for the management of epileptic seizures in the hospital setting. Another highlight was the adoption of Delabaxi® (delafloxacin), Eurofarma's exclusive antibiotic, across major hospital chains in Brazil.

In the year, the company also launched the Prospecta app, which facilitates communication between sales and marketing, and allows for the expansion of quantitative and qualitative market research.

Among the recognitions for excellence in providing services and the quality of its products, Eurofarma received certificates, qualifications, and performance letters from renowned hospitals and distributors.



## ONCOLOGY

Eurofarma's Oncology unit operates in a B2B model throughout Brazil, providing medicines and services to specialized clinics, private hospitals, High Complexity Oncology Care Centers (CACONS), and High Complexity Oncology Care Units (UNACONS). The Unit also supports the bidding team in public tenders.

In 2024, the Oncology division faced challenges relating to the temporary suspension and marketing of its main product. The mature product line grew by 7.6% in number of units and 15.5% in sales in the period.

The future of the Unit is based on Eurofarma's significant investment in research and development (R&D), with many opportunities for launches in the field of oncology in the coming years. We have a robust pipeline of oncology solutions that should strengthen the current portfolio and extend it to ensure a wider range of solutions and greater availability.



**7.6%**  
GROWTH  
IN UNITS SOLD



## BROAD AND DIVERSIFIED ONCOLOGY PORTFOLIO

- **7,6%** growth in number of units in the year
- **1.72 million** units produced in 2024
- **First company** to launch a generic oncology portfolio
- Biosimilars, especially **Fiprima®** (filgrastim), the first in Latin America
- **Monoclonal antibodies**, such as CIMAher®
- **Innovative therapies** in hematology, including Nuvyor® (Lenalidomide), the first biosimilar equivalent in this category
- **Company with the largest oncology portfolio** in Brazil (33 molecules)
- **Investments of up to US\$100 million** in biotechnology, through the Eurofarma Ventures fund

## LAUNCHES

- Zoledronic Acid Bag, for the prevention of skeletal-related conditions
- Hermab®, for the treatment of HER2-positive breast cancer
- Tamoxin®, for the treatment of breast cancer
- Blesto®, palliative agent in testicular and ovarian embryonal cell tumors, in Hodgkin's lymphoma, and non-Hodgkin's lymphoma



## Awareness and prevention

In 2024, we strengthened our initiatives to raise awareness and education about cancer prevention, with a special focus on breast and prostate cancer, through campaigns and educational booklets for patients and healthcare professionals to discuss treatment. In 2025, the initiative will be expanded to include the prevention and treatment of various types of cancer.

**Pink October:** focused on prevention and guidance on breast cancer

**Blue November:** aimed at raising awareness and preventing prostate cancer

**Orange December:** aimed at skin cancer prevention and care

## ANIMAL HEALTH

Since 1997, Pearson Saúde Animal, a Eurofarma company, has consolidated its position in the veterinary market with a solid portfolio that includes iconic brands such as Creolina®, as well as renowned products such as Doramec® and Unguento Pearson®. In recent years, the company has reinforced its structure, establishing independent management and staff, and expanding its portfolio with the acquisition of assets from the Labgard Animal Health laboratory, which made it possible for Pearson to enter the pet segment.

Seeking continuous growth, in 2024 a new business and export cell was created, aimed at national and international expansion. The strategy aims to drive the brand's growth in the region.

## PEARSON'S PORTFOLIO HAD IMPORTANT LAUNCHES IN 2024:

- **Livestock:** expansion of the product line with the new presentation of Tacplus Spray 40 ml, offering more practicality and efficiency for veterinary management.
- **Pets:** introduction of seven new products, especially Ducox Pet, the first celecoxib-based anti-inflammatory approved for veterinary use, bringing innovation and new possibilities for the treatment of pets.







06



## OUR WAY OF INNOVATING

GRI 3-3 (Innovation applied to health)

Eurofarma operates based on a solid Research & Development (R&D) plan as a way of growing, in Brazil and abroad, by expanding its portfolio and offering quality products. Therefore, the company invested more than R\$800 million in innovation in 2024, and has more than 750 employees working at Eurolab, the largest innovation center in the pharmaceutical industry in Latin America.

OUR INNOVATION JOURNEY IS SUPPORTED BY THE FOLLOWING PILLARS:

- **Similar and generics:** launch of brands and first generics
- **Incremental innovation:** development of products, focusing on unattended needs in the market, through new combinations, new concentrations, and/or new pharmaceutical forms
- **Radical innovation via partnerships:** licenses and co-development with global biotechnology companies for new molecules in Latin America
- **Own radical innovation:** focus on pharmaceutical innovation and the development of our own molecules

First company to allocate resources to the research and development of new drugs in Brazil, in 2024 Eurofarma earmarked R\$755 million for R&D, an increase of 23% compared to 2023, and which represents close to 7% of the Group's total net revenue.

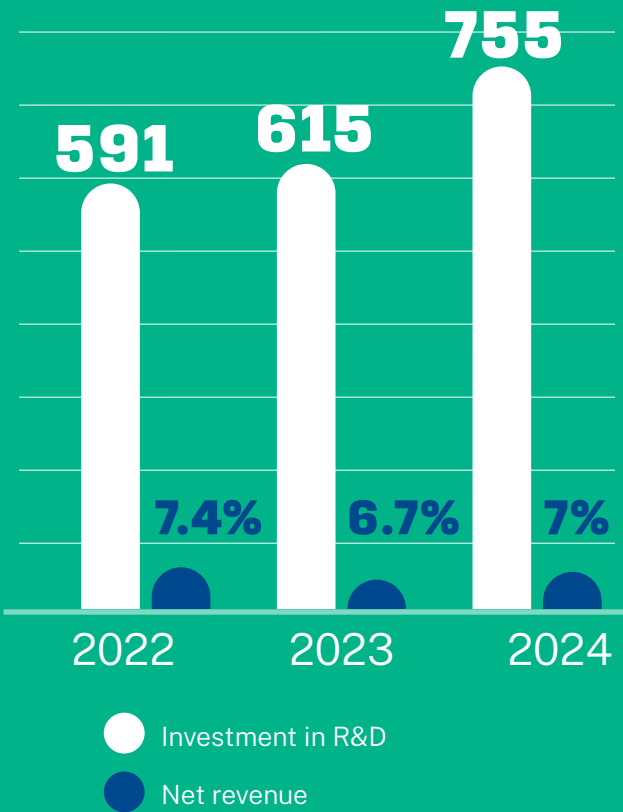
The innovation work is coordinated by a team of more than 750 scientists and Eurolab's facilities, the largest pharmaceutical innovation park in Latin America. Located in the Itapevi Unit, SP, the 21,000 sqm facility offers a structure and ecosystem that is unique in the sector. In 2024, the Group also had a new cell, composed of more than 20 people dedicated to developing food supplements.



**R\$ 755**  
MILLION INVESTED IN R&D

**4,000+**  
MOLECULES SYNTHESIZED IN  
THE COMPANY'S HISTORY

RESEARCH AND DEVELOPMENT  
(R\$ MILLION)





# Radical innovation



**The development of a new drug is a complex process that generally involves five major study phases that can last up to 15 years:**

- Pre-Discovery
- Drug Discovery
- Pre-Clinical Trials
- Clinical Phase
- Evaluation by Regulatory Agency

The strong investment in innovation brings Eurofarma ever closer to its goal: its own radical innovation, something unprecedented in the locally-owned pharmaceutical industry. The investment consists of a group of projects aimed at developing new drugs. The team, which is made up of 10 people, celebrated significant advances in 2024, with molecules in the pre-clinical trials phase.

Valor Inovação: Eurofarma was voted the most innovative company in the Pharmaceuticals and Life Science segment

## Highlights 2024

The year had record deliveries in terms of the number of projects and the potential for increased revenue:

- **Clinical development:**
  - Seven clinical trials for incremental innovations
  - 2,100 patients in clinical trials
  - 90 active research centers conducting clinical trials
- Implementation of Europedia, a system focused on the security of R&D data
- **Positioning in the sector:** consolidation as one of the main players with its own research
- **Portfolio expansion:** signing of six strategic contracts
- **New projects:** 90 requests under feasibility study
- **Synergy in purchasing:** gains in cost savings and scale totaling more than US\$7 million in the purchase of strategic inputs



## TALENT IN INNOVATION SASB HC-BP-330A.1

In order to contribute to the training of highly qualified professionals, Eurofarma, Dasa, and two important institutions of the University of São Paulo (USP) - the Institute of Biomedical Sciences and the School of Pharmaceutical Sciences - teamed up to create a Professional Master's program, a Postgraduate Program in Innovation in Diagnostics and Development of Drugs and Medicines.

This unprecedented partnership is designed to bring together academic knowledge and market reality, fostering applied research and the development of practical solutions. Participants have the opportunity to develop projects in line with Eurofarma's actual demands, contributing to scientific and technological advances as an instrument for driving technological innovation.

Another important program is the Post-Doctorate degree in Radical Innovation, which aims to integrate highly qualified researchers in various fields of knowledge. The program has ten post-docs allocated to Eurolab and partner universities who are involved in the identification and development of new drugs.



# Eurofarma Ventures

In order to strengthen our position in radical innovation, in 2023 we launched Eurofarma Ventures, a corporate fund with US\$100 million earmarked for investments in biotechnology. The aim is to support up to 25 companies over the next five years, prioritizing startups at an early stage of discovery and development of innovative medicines and therapies.

Most of these companies are located in the United States, the leading market for disruptive biotechnology. Four new investments were made in 2024. Eurofarma Ventures currently has seven startups in its portfolio, in addition to two funds.

US\$ 100 million

investment in biotechnology within a five-year period

## Volnay

Biotech venture builders and drug developers for cell and gene therapies.

## Cen-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.



## Abcuro

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



## Psivant Therapeutics

Develops oral treatments for immunological and inflammatory conditions.

## Rome Therapeutics

A biotechnology 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).

## Walden biosciences

Focused on developing disease-modifying therapies to treat kidney diseases that are widely applicable to and compatible with existing treatment options.

## Abata Therapeutics

Develops therapies using autologous and tissue-specific regulatory T-cells for autoimmune diseases.



# EurON

Innovation is also present at Eurofarma through digital entrepreneurship. The EurON brand, launched in 2023, integrates Eurofarma’s digital platforms, promoting synergy and setting goals to drive innovation in the healthcare sector on the following fronts:

- **EurON Open Innovation:** facilitates the connection with startups and innovation ecosystems in Latin America, creating a continuous flow for EurON Ventures.
- **EurON Ventures:** investment fund for early-stage healthtechs that focus on addressing challenges in the healthcare sector.

- **EurON Digital Health:** global business unit dedicated to developing digital solutions with a focus on generating revenue.
- **EurON Data:** data-based market intelligence, providing strategic insights for decision-making.
- **EurON Six Sigma:** intrapreneurship program that encourages employees to develop innovative solutions, optimizing processes and business models.
- **EurON Hub:** a collaborative space that focuses on experimentation and development of solutions, which is currently in the implementation phase at the Itapevi Unit.



Launch of EurON Pro, a new education portal for healthcare professionals, with a digital and practical approach

In order to coordinate technological advances and identify new opportunities for the company, we have a multidisciplinary digital committee that works on predefined goals and projects guided by three strategic pillars: commercial, operations, and data intelligence.

Membership of the DTA (Digital Therapeutics Alliance), which gives Eurofarma access to the world’s leading digital therapeutics companies in search of opportunities







07

# A BETTER FUTURE

Pioneers in sustainability, we are a benchmark in the industry and are recognized in the market for the commitments we have made. Our business practices are based on ethical values, and we act with the same responsibility in the environmental sphere and in initiatives aimed at generating and sharing value with society as a whole.

- ^
- ⌂
- v
- 01
- 02
- 03
- 04
- 05
- 06
- 07**
- 08
- 09
- 10
- 11



# Commitment to the climate

GRI 3-3 (Greenhouse gas emissions)

## GOALS 2027

- Reduce direct emissions and those that cannot be avoided. Offset through carbon credits.
- All operations using 100% renewable energy.



## ENERGY MANAGEMENT

In 2024, we increased the share of renewable energy in our operations in Brazil, in partnership with Serena Energia through the Assuruá 4 wind farm in Gentio do Ouro, BA. We increased our share of renewable electric energy by 190% compared to 2023.

The aim of this partnership is to reduce carbon emissions by 260,000 metric tons by 2038 and to migrate international operations to the consumption of renewables. The first step, taken in 2024, was the implementation of 100% traceable renewable energy (I-REC) in operations in Brazil, Chile, Colombia, Guatemala, and Uruguay.

Another notable achievement is Eurofarma’s executive fleet, which uses 100% hybrid or electric vehicles and electric trucks to transfer products between blocks and units in Brazil. The Corporate Fuel Consumption Policy was also revised in order to ensure that the company’s fleet runs exclusively on ethanol. In 2024, we reached the 99% mark, which avoided the emission of 15,800 tCO<sub>2</sub>.

**EUROFARMA ESTABLISHED AND KEEPS UPDATED THE PRIMARY GUIDELINES FOR CLIMATE RISK MANAGEMENT, WITHIN ITS GOVERNANCE FRAMEWORK. WE USE THE CDP (CARBON DISCLOSURE PROJECT) CLIMATE AS A BENCHMARK AND, IN 2024, WE OBTAINED A B SCORE**



**100%**  
traceable  
renewable energy  
(I-REC) in the  
operations of  
five countries

# 100% traceable renewable energy (I-REC) in Brazil, Chile, Colombia, Guatemala, and Uruguay



Total fuel consumption within the organization from non-renewable sources, including fuel types used (GJ)\*

Non-renewable sources [GRI 302-1](#)

	2022	2023	2024
Source 1 - Diesel	1,583	3,745	2,748
Source 2 - Natural Gas (NG)	188,219	218,869	258,144
Source 3 - LPG	486	680	605
Source 4 - Gasoline	71,108	47,620	45,299
Total consumption	250,492	248,122	285,298

The calculations were based on the manufacturing operations, where the materiality of the impacts is concentrated, and we added the fuel consumed by the sales team.

Renewable sources [GRI 302-1](#)

	2022	2023	2024
Number of photovoltaic panels	7,924	8,892	8,892
Source 1 - Photovoltaic energy generated (GJ)	1,694	1,254	4,813
Source 2 - Ethanol (GJ)	107,590	192,747	201,727
Total consumption	117,208	202,892	215,431

GRI 2-4: In 2023, the figure was published as 8882 due to a typographical error. This indicator has undergone improvements in reporting and we now have more detailed information. In 2024, the indicator includes information on fuel.

Energy intensity [GRI 302-3](#)

	2022	2023	2024
	0.86	0.74	0.77

Global data. Previous years' figures included only the Brazilian operations. Metric used: GJ/1,000 UP. The rate refers to the energy consumed within the organization (electricity).

To calculate energy consumption, we used the annual amounts consumed for each source and performed the conversion as indicated: 1 L diesel: 0.035 GJ / 1Kg GLP: 0.049GJ / 1m³ GN -10.9 kWh -xx GJ / 1kWh: 0.0036 GJ / 1 L: 0.038 GJ gasolina / 1 L : 0.0215 GJ etanol.

REDUCTION IN FUEL CONSUMPTION

- **Gasoline:** In 2024, gasoline consumption fell to 182,400 liters, a reduction of 160,500 liters compared to 2023. Converted to ethanol, this volume is equivalent to 208,700 liters of biofuel. The switch generated savings of nearly R\$260,000.
- **LPG:** global LPG consumption fell by 10%, from 13,700 kg in 2023 to 12.300 kg in 2024, especially in Itapevi (SP), which recorded a reduction of 1,300 kg due to the replacement of gas-powered forklifts with electric ones. This reduction generated savings of R\$13,700.
- **Natural Gas:** total natural gas consumption remained stable, as there was a significant increase at the Itapevi unit, which was offset by significant reductions at other units.

Reduction in energy consumption (in GJ) [GRI 302-4](#)

By energy type	2024 (GJ)
Fuel (gasoline)	6,100.7
Fuel (LPG for forklifts)	68.1
Fuel (Natural Gas for steam generation)	6,387.4

Calculations were based on the manufacturing operations, where the materiality of the impacts is concentrated, and we added the fuel consumed by the sales team. The base year for calculating the energy reduction is the year prior to reporting.

To calculate energy consumption, we used the annual amounts consumed for each source and performed the conversion as indicated: 1Kg LPG: 0.049 GJ / 1m³ NG: 10.9 kWh / 1 kWh: 0.0036 GJ / 1 L: 0.038 GJ gasoline / 1 L: 0.0215 GJ ethanol.

The data provided by the company's operating units in Brazil and Latin America are systematically compiled in a consolidated spreadsheet. On a monthly basis, the persons responsible for each area enter the information in specific tabs of the spreadsheet according to the guidelines described in the data entry guide.

The following assumptions are made: energy consumption is reported in kWh and converted to GJ, distinguishing between electricity from the grid and self-generated electricity.



GREENHOUSE GAS EMISSIONS

GRI 305-1, 305-2, 305-3, 305-4, 305-5, 3-3 (Greenhouse Gas Emissions)

For Scope 1 emissions, related to direct emissions resulting from the organization’s activities, in 2024 we had a significant increase in our fugitive emissions due to the replacement of refrigerant gases at the Itapevi Industrial Complex (SP) and an increase in the consumption of natural gas for the boilers. In mobile combustion, emissions fell by 11% as a result of changes to the company’s fuel policy, which established that 100% of the flex-fuel vehicles in our fleet must use only ethanol.

For the processes in which a reduction was not possible, we are working to neutralize these emissions. In 2024 we neutralized 85% of global emissions.



Emissions:  
**21,400 tCO<sub>2</sub>**

Emissions neutralized:  
**19,300 tCO<sub>2</sub>**

Total amount:  
**US\$47,800**

We reduced our Scope 2 emissions by 45%, in line with our goal of consuming 100% renewable energy by 2027. Scope 3 emissions included the category “Fuel and Energy Related Activities”, not considered under Scopes 1 and 2. In 2024, Eurofarma began mapping and screening the 15 Scope 3 categories to record indirect emissions, which should be disclosed as of next year.



GHG emissions (tCO<sub>2</sub>e) GRI 305-1, 305-2, 305-3

	2022	2023	2024*	Gases included in the calculation: CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub>
<b>Scope 1</b>	<b>22,210</b>	<b>16,992</b>	<b>21,450</b>	<b>26%</b>
Stationary combustion	11,794	12,098	13,723	13%
Mobile combustion	2,396	3,058	2,708	-11%
Effluents	6	29	0	-100%
Fugitive emissions	5,419	1,807	5,020	178%
<b>Scope 2</b>	<b>9,048</b>	<b>7,827</b>	<b>4,340</b>	<b>-45%</b>
Total electric energy consumption	9,048	7,827	4,340	-45%
Emission Intensity - Scopes 1 & 2 (tCO <sub>2</sub> /1,000 UP)	0.068	0.042	0.043	3%
<b>Scope 3</b>	<b>4,813</b>	<b>16,785</b>	<b>24,303</b>	<b>45%</b>
Solid waste generated in operations	1,517	2,265	4,015	77%
Business travel	1,794	4,455	3,377	-24%
Employee commuting	1,502	2,738	1,726	-37%
Upstream transportation	NA	7,327	7,523	3%
Downstream transportation* waste	NA	NA	NA	
Fuel and Energy Related Activities	NA	NA	7,662	
<b>TOTAL</b>	<b>36,071</b>	<b>41,604</b>	<b>50,093</b>	
Units produced	447,081	589,539	593,376	

\* Includes all plants Brazil (Itapevi, RJ, RP, São Paulo) + DCs (Cajamar and Varginha) + factories in Latin America (Argentina, Peru, Chile, Bogotá, Cali, Uruguay, and Guatemala).

\* In line with the reporting process of recent years, the information reported refers to the reporting year, the year in which the emissions occurred (2024).

GRI 2-4: Scope 3 -Inclusion of the category “Fuel and Energy Related Activities” not included in Scopes 1 and 2.

Eurofarma’s Greenhouse Gas Emissions Inventory was prepared in accordance with the quantification methodologies of the Intergovernmental Panel on Climate Change (IPCC) and ISO Standard 14.064 -Part 1, which sets out requirements for the preparation of inventories of emissions and removals of GHGs. The analysis also follows the methodology of the Greenhouse Gas Protocol (GHG Protocol), developed by the World Resources Institute (WRI) in association with the World Business Council for Sustainable Development (WBCSD). The base year used for comparison was 2023.



Eurofarma GHG Inventory 2024 | Emissions by Operating Unit

LOCATION-BASED APPROACH		
Region	Scope	Sum of CO <sub>2</sub> Bio Emissions (metric ton GAS)
Brazil	Scope 1	13,518.7
	Scope 2	0
	Scope 3	2,547.66
Total Brazil		16,066.35
LATAM and other countries	Scope 1	0
	Scope 2	0
	Scope 3	258.92
Total LATAM and other countries		258.92
Grand Total		16,325.28

MARKET-BASED APPROACH		
Region	Scope	Sum of CO <sub>2</sub> Bio Emissions (metric ton GAS)
Brazil	Scope 1	13,518.7
	Scope 2	0
	Scope 3	2,547.66
Total Brazil		16,066.35
LATAM and other countries	Scope 1	0
	Scope 2	0
	Scope 3	258.92
Total LATAM and other countries		258.92
Grand Total		16,325.28





**Preliminary assessment of climate risks<sup>11</sup>**

In 2024, we conducted a preliminary study on climate risks and opportunities, using data from the *Adapta Clima* and *Adapta Brasil* platforms to evaluate our operations in the country. The analysis included factors such as water scarcity, hydrological disasters (flooding and landslides) and energy security (availability and access) and yielded the following scenario:

OPERATION	ITAPEVI (SP)	RIBEIRÃO PRETO (SP)	MONTES CLAROS (MG)
Drought	●	●	●
Floods	●	●	●
Landslides	●	●	●
Access to energy	●	●	●
Energy availability	●	●	●

Risk rating:  
● Medium  
● High



In 2024, we will conduct a study on climate risks and opportunities

<sup>11</sup> Study based on the following platforms and reports: Adapta Clima <http://adaptaclima.mma.gov.br/>, Adapta Brasil <https://adaptabrasil.mcti.gov.br/>, Climate Organization <https://www.gss.eco/>. Central and South America: <https://www.ipcc.ch/report/ar6/wg1/chapter/chapter-12/>. National Communication of Brazil to the UNFCC -Climate Change Impacts, Vulnerabilities, and Adaptation.





# Operational eco-efficiency

GRI 3-3

## GOALS 2027

- More sustainable operations and processes
- Reduce consumption of natural resources and waste generation, and expand circular economy initiatives



54,100 m<sup>3</sup>  
of water reused

## MANAGEMENT OF WATER AND EFFLUENTS

GRI 303-1, 303-2, 303-3, 3-3 (Eco-efficiency: water source and consumption)

With a focus on an eco-efficient management approach, in 2024 we invested R\$8 million to replace the cooling equipment at the Itapevi Complex (SP) in order to eliminate water consumption in this process. We also commissioned a cooling system with adiabatic coolers that reduces water consumption by 70%, with an investment of R\$14 million.

The reuse systems are in place at the units in Brazil, Colombia, and Guatemala and continually undergo technological improvements. In addition, effluent discharge complies with legal and environmental standards, which vary according to the location of the plant and discharge site.

Eurofarma also has a partnership with the Estre Group, Itapevi City Government, Jandira City Government, and Grupo CCR for the donation of recycled water. In 2024, 11,345 m<sup>3</sup> of water were donated.

We also extended our water reuse practices to our operations in Colombia and Guatemala. As a result, including our operations in Brazil, we reused 54,133 m<sup>3</sup> of water internally in 2024.

A 2024 climate risk assessment using the Adapta Brasil and Adapta Clima tools showed that Eurofarma's operating units are currently located in regions with a medium risk of drought. The study also shows that these risks will be critical as early as 2050. With this in mind, the company has been working to implement more sustainable processes, focusing on reducing the consumption of natural resources and expanding circular economy practices.

Reducing consumption in operations is an ESG target linked to senior management remuneration and is also part of the company's strategic environmental pillars.

### Total water withdrawal (megaliters) GRI 303-3

	2022	2023	2024
Groundwater	185	109	180
Third-party water	263	440	471
<b>Total water capture</b>	<b>448</b>	<b>549</b>	<b>651</b>

No water withdrawn in areas of water stress. Water indicators (m<sup>3</sup>/1,000 UP) and % of water reuse are monitored monthly and analyzed in critical analysis meetings and in the ESG committee to set targets and evaluate projects to improve operational efficiency. Water consumed is groundwater and third party water (fresh water).

### Total water discharge in all areas (megaliters) GRI 303-4

	Água doce	
	2023	2024
Total water disposal		
Surface water	187	227
Third-party water	199	236

The company does not operate in areas of water stress and uses only fresh water. The minimum standards set for the quality of wastewater disposal vary according to the location of the plant and the disposal site, but always follow the parameters set by legislation. Only one plant discharges wastewater into a water body and all discharge parameters comply with the legislation applicable to the plant.





**88%**  
of hazardous waste sent  
for co-processing in  
Brazil and 72% at Genfar  
in 2024 (22% increase  
when compared to 2023)

**Total water consumption in all areas (megaliters) 303-5**

	2022	2023	2024
Total consumption megaliters	53	163	188

\* There is no consumption in areas of water stress and no significant impacts from water storage have been identified.

GRI 2-4: Eurofarma has revised the methodology for collecting and reporting the water consumption indicator (GRI 303-5) to improve the accuracy and transparency of the information reported. Previously, the calculation of consumption did not fully include the water used in production processes, resulting in an underestimation of the total use of water resources.

**WASTE MANAGEMENT**

GRI 306-1, 306-2, 306-3, 306-4, 306-5, 3-3  
(Waste management: reduction of waste generation, reuse and recycling)

We continually work on the development of circularity and reverse logistics solutions, including our system for the reuse of shipping boxes, extending their useful life. We also encourage employees to bring recyclable packaging from their homes, which is collected and sold along with recyclable materials from our internal processes. The proceeds are used to fund the ‘De Mãos Dadas com a Escola’ (Hand in Hand with School) program, to buy kits containing school supplies that are distributed to the employees.



**5,000**  
school kits distributed  
in Latin America

Approximately  
**600 Kg**  
of recyclable  
waste collected

**45+ tons**  
of shipping boxes reused  
since 2020, avoiding  
73 tCO<sub>2</sub> in emissions



**NEW ADIABATIC  
COOLER IN ITAPEVI, SP**

Eurofarma’s main industrial complex in the city of Itapevi has implemented new water-saving technology for industrial cooling and the HVAC (Heating, Ventilation and Air Conditioning) system, meeting the production process’s needs for thermal comfort and humidity control.

A total of eight new pieces of equipment were installed, saving approximately 70% on water used for this purpose. A total reduction of 50,000 m<sup>3</sup>/year is expected.





GRI 306-4, 306-5

Waste diverted from disposal (metric tons)

Class	Type of waste	Destination	2022	2023	2024
Non-hazardous	Organic and garden waste	Other recovery operations (in-house composting)	200	268	279
	Organic and garden waste	Other recovery operations (offsite composting)	99	308	144
Non-hazardous	Cooking oil, wood	Reuse/recovery/preparation for energy recovery	0	0	360
Non-hazardous	Paper, plastic, cardboard, glass, blister pack metal, and recyclable debris	Recycling	5,145	5,278	3,804
Hazardous	Industrial waste, electronic scrap, light bulbs, batteries, lubricant oil, plastic drums, and metal drums	Reuse/recovery/preparation for reuse	1,368	1,665	1,499
Hazardous	Liquid effluent	Other recovery operations (liquid waste destined for effluent treatment)	0	0	150
TOTAL			6,812	7,519	6,236

Waste directed to disposal (metric tons)

Class	Types of waste	Destination	2022	2023	2024
Non-hazardous	Non-recyclable, sludge, garden waste, and debris	Landfill	434	1,193	1,417
Hazardous	Waste from health services	Autoclave/Class II landfill	0.3	17	27
Hazardous	Industrial waste	Class I landfill	NA	NA	40
Hazardous	Industrial waste + tax recoverable waste	Incineration (without energy recovery)	113	292	136
Hazardous	Industrial waste	Incineration (with energy recovery)	0	0	181
TOTAL			548	1,502	1,801
TOTAL WASTE GENERATED (TOTAL SUM)			7,360	9,021	8,037

Data on waste are compiled by recording waste generation in all manufacturing plants. All waste is disposed of outside the organization. Those with added value are separated and weighed internally to be sold. The rest is sent to third parties for proper treatment.

GRI 2-4: The nomenclature and values of waste have been revised. Items previously classified as energy recovery are now classified as preparation for reuse. For incineration, the term ‘industrial waste’ has been added and we have included ‘autoclave’ in Class II landfill.

Note: The only waste currently disposed of internally by the organization is that sent for internal composting.

REVERSE LOGISTICS 306-2

We are the only pharmaceutical company to use the inside of medicine boxes to provide information on the proper disposal of packaging after consumption. In 2024, we invested R\$68,500 to acquire recycling credits as a compensatory measure for the waste generated in the sale of dermocosmetics and food, and we ensured the recycling of more than 520 metric tons of paper and plastic. It is worth noting that Eurofarma works in partnership with Eureciclo, which structures the recycling chain and promotes social and environmental transformation, linking companies to waste picker organizations and recyclers.



R\$ 68,500  
invested to acquire  
recycling credits



# A more sustainable portfolio

## GOALS 2027

- Increasingly sustainable portfolio
- Use of sustainable and innovative materials in the packaging of medicines bearing the +Verde seal



**30.8 million** products bearing the +Verde packaging sold in 2024

**40 products** using the +Verde packaging

**20 products** launched in 2024, an increase of 150% compared to 2023



In 2016, we developed products with the +Verde packaging seal, a pioneering initiative in the sector, and in 2018 the first packages with the seal were launched. Available in Brazil, Angola, and Mozambique, one of the differentiators of the products that carry this seal is the use of more sustainable materials, such as cartridges made using 30% recycled material, in addition to a unique methodology developed by Eurofarma — and approved by ANVISA (National Health Surveillance Agency) — to facilitate disposal.



### GRI 306-2

	2023	2024
% of products with +Verde packaging (retail Brazil)	10%	10%
Absolute number of +Verde products sold	26 million	30.8 million
+Verde products launched	6	20







08



## OUR CULTURE AND OUR PEOPLE

The year 2024 marked the consolidation of our vision for the future. A vision that will take us even further — and stronger — toward our centennial. The Eurofarma Way of Being is reflected in a set of values which, alongside policies and processes, reinforce our culture and guide our practices.



# The Eurofarma Way of Being

92%

of our employees

say they are proud to work at Eurofarma



● Inspiration

● Appreciation

● Belonging



CONSOLIDATION  
OF OUR VISION  
OF THE FUTURE



The Eurofarma Way of Being represents the essence of the company’s organizational culture, where we bring together people from different backgrounds, races, languages, and faiths under a common purpose, based on shared values and a unique way of doing things.

Our culture is based on three core pillars: Inspiration that seeks to motivate, influence and inspire people to live the company’s values; Appreciation that recognizes the collective and individual contributions within the organization; and Belonging that strengthens the sense of ownership, accountability, and identification with Eurofarma’s principles. Together, these pillars reinforce the company’s commitment to creating an inclusive, innovative work environment that aligns with our purpose of transforming with a positive impact.

## AMONG THE BEST

For decades, Eurofarma has stood out as one of the best companies to work for, according to the Great Place to Work (GPTW) ranking. In 2024, the company ranked 13th in Brazil among large companies, spanning all sectors of the economy, and was recognized as the best pharmaceutical company to work for in Latin America for the third consecutive year. In countries such as Colombia, Peru, Bolivia, Uruguay, the company has also been listed among the best by GPTW, and has been featured in themed publications such as Women, Industry, Diversity, among others.



# Plural and diverse

GRI 3-3 (Diversity, equity and inclusion)

Increasingly  
diverse and  
representative  
team

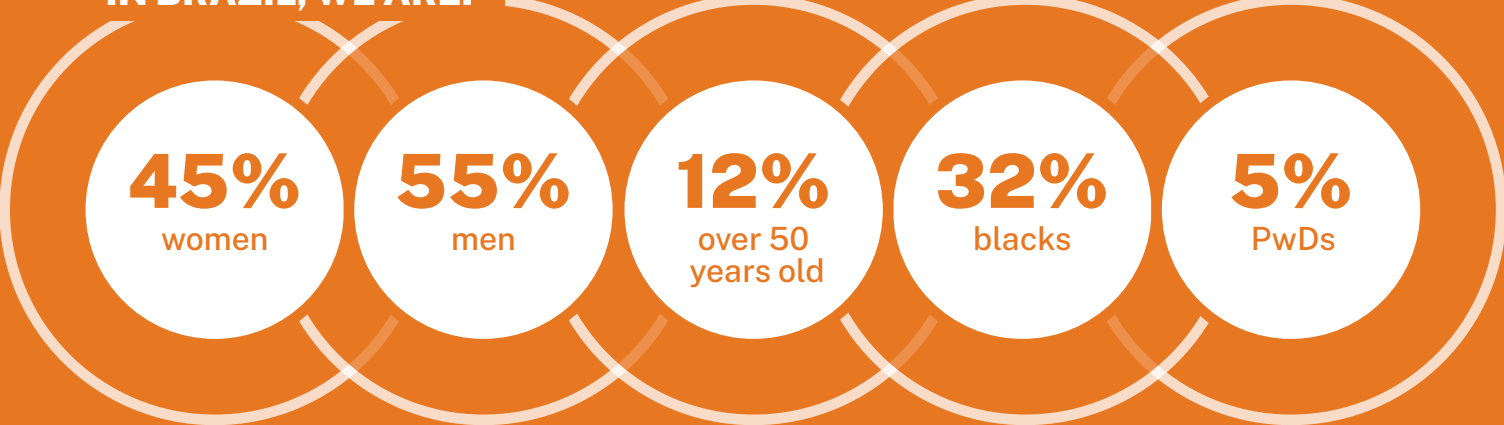
We are a multicultural company, and the different contributions and experiences give us a broader view of initiatives that go far beyond providing medications and include comprehensive healthcare, education, the environment, and the development of programs that cater to social needs. In order to build an increasingly diverse and representative team, we prioritize five minority groups and work on innovative actions to include them in the business.



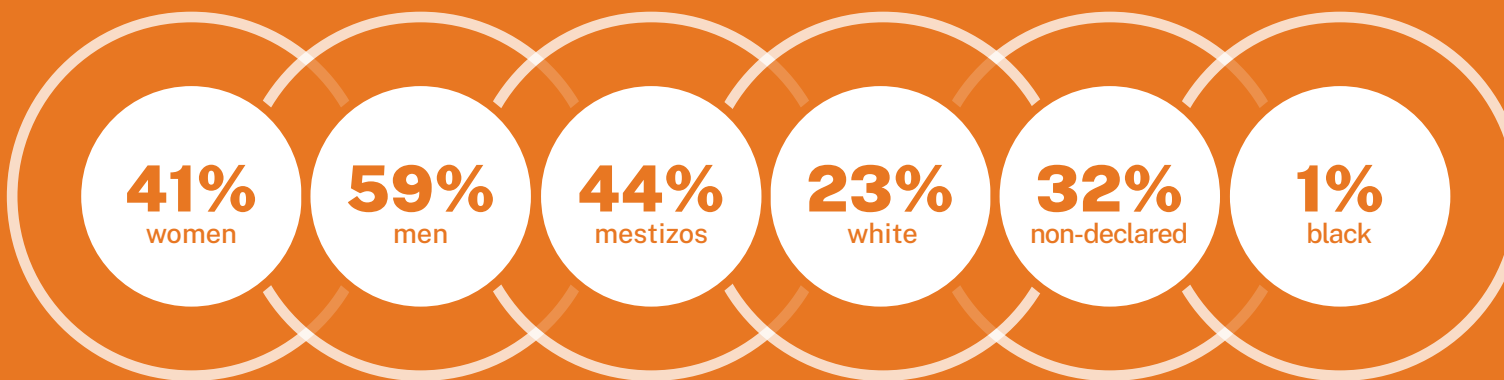
- **Affinity groups on priority fronts:** LGBT-QIA+ (*Plural*), People with Disabilities (*Per-tenSER*), Gender (*EuroElas*), Race (*MIRE* - Eurofarma's Racial Integration Movement), and professionals aged 55+ (*LongeVIDAde*)
- **Digital sales team** 100% formed by PwDs in medical promotion, with 98 people
- **Professionals aged 55+** hired as business consultants
- **Living Longer and Better**, a multidisciplinary program to support employees aged 50+



## IN BRAZIL, WE ARE:



## IN INTERNATIONAL OPERATIONS:





CORPORATE GOALS

Building an increasingly representative team is one of the corporate goals of several of the company’s executives. We have a Diversity and Inclusion Committee that involves company executives in the debates and in proposing and approving actions. In addition, initiatives and results are presented periodically, compared to targets, and reported to higher levels, such as the Board of Directors.

Goals achieved in 2024:

Executive	Indicator	% achieved
CEO Brazil	Women hired (field)	99%
	Internal recruitment leadership with women	98%
VPO Brazil	Women hired	128%
	Internal recruitment leadership with women	112%
Director of Procurement and Logistics	Women hired	120%
Director Engineering	Women external hired	117%
CEO, VPO, and other VPs	External hires Blacks or Brown	172%



MAIN INITIATIVES IN DIVERSITY 2024 GRI 404-2

- **Mentoring for PwD:** program to broaden the debate and support development plans
- **EuroAcelera:** the goal of this program is to develop the careers of Black, Brown and female sales professionals and accelerate their progress to leadership positions in various areas of the organization.
- **Female Leadership Development Acceleration Program:** face-to-face and online meetings, totaling 44 hours of training for women identified as potential leaders within the sales force.
- **SHE Talks:** a Women’s Leadership forum in the sector that brings together leaders and inspiring voices to drive change in corporate environments.
- **Diversity in Internships and Hiring:**
  - Expand hiring of people from minority groups.
  - Increase inclusion of PwDs in international operations.
- **MaturiDay:** aimed at professionals over 50 years of age, the program focuses on employability and opportunities in the pharmaceutical sector.



DIVERSITY AND INCLUSION COMMITTEE COMPRISED BY EXECUTIVES

FARMACODIVERSA

Participation of

93

women

DIVERSITY IN THE PHARMACEUTICAL INDUSTRY

In 2024, Eurofarma, in partnership with the Pretas na Ciência (Black Women in Science) network, held an event called “FarmacoDiversa.” The initiative promoted the connection of talented professionals to discuss innovation and the development of drugs in Brazil, with the aim of promoting and expanding the participation of Black women in the fields of Science, Technology, Engineering, and Mathematics.

Proportion between base salary and remuneration received by women and those received by men by employee category - Brazil [GRI 405-2](#)

	2022		2023		2024	
	% Men	% Women	% Men	% Women	% Men	% Women
Presidency (CEO)	100%	0%	100%	0%	100%	0%
Vice Presidency	0%	0%	0%	0%	102%	99%
Executive Board	100%	0%	100%	0%	101%	98%
Management	106%	92%	105%	94%	96%	111%
Coordination	102%	97%	101%	99%	98%	102%
Administrative	106%	96%	103%	98%	106%	93%
Operational	114%	84%	106%	91%	114%	80%
Internship	0%	100%	104%	93%	100%	100%

\* The average salary was used for the levels analyzed and compared with the average remuneration of the position holders. It considers all countries in which Eurofarma operates. In the Operational category, there is a grouping of positions of different levels within the same group, and since a simple average is being used, this causes interference in the percentages presented.

Ratio of base salary and remuneration received by women to those received by men by employee category - international [GRI 405-2](#)

	2022		2023		2024	
	% Men	% Women	% Men	% Women	% Men	% Women
Presidency (CEO)	100%	0%	100%	0%	100%	0%
Vice Presidency	0%	0%	0%	0%	0%	0%
Executive Board	100%	0%	100%	0%	100%	0%
Management	106%	92%	105%	94%	117%	81%
Coordination	102%	97%	101%	99%	99%	101%
Administrative	106%	96%	103%	98%	102%	99%
Operational	114%	84%	106%	91%	108%	88%
Internship	0%	100%	104%	93%	107%	98%



# Attraction, retention, and development

GRI 404-2, 3-3 (Talent attraction, development and retention)

At Eurofarma, professional growth is a priority. Today, 70% of our management positions are filled by internally promoted employees, reflecting our commitment to developing our people and valuing those who are already part of the company.

## INTERNAL RECRUITMENT – LEADERSHIP POSITIONS

Our Recruitment Policy makes sure that the search for potential candidates begins in-house. All job openings are posted internally and are initially available only to employees. We also carry out annual succession planning for executive and strategic positions at a global level. This process promotes the development of professionals who are aligned with our culture and reduces the risk of leaving critical positions unfilled.

We continually invest in employee training through internal programs and partnerships. The content of corporate programs is revised annually based on the company’s strategic planning, market trends, results of competency assessments, and climate and engagement surveys.

General Data			
	Female	Male	Grand total
Admission	29	26	55
Promotion	60	67	127
Total	89	93	182
Goal A	Internal utilization	Total number of vacancies	%
	127	182	70%
Goal B	Female	Male	Grand total
	60	67	127
%	47%	53%	

### VIVER MAIS E MELHOR PROGRAM GRI 404-2

The *Viver Mais e Melhor* (Live Longer and Better) program was created to help employees aged 55 and older make the transition from work to retirement by offering content on psychosocial aspects, health and quality of life, financial management, social security legislation (INSS), post-career options, and planning for the future.



## PERFORMANCE REVIEW

GRI 404-3, 3-3

Competency assessments are conducted annually for all administrative and operational employees. We use the 90° assessment along with calibration meetings at the management level to discuss potential and succession. Administrative employees are assessed using the SuccessFactors system, while operational employees have a customized solution.

Percentage of total employees, broken down by gender and employee category, who received regular performance and career development reviews

### By gender

	2023	2024
Brazil		
Men	44%	93%
Women	49%	90%
International		
Men	57%	44%
Women	54%	47%

### By employee category

	2023	2024
Brazil		
Senior management (Vice Presidents and Directors)	90%	40%
Middle management (Managers and Coordinators)	65%	91%
Administrative	81%	88%
Other (Operational and Sales Force)	33%	95%
International		
Senior management (Vice Presidents and Directors)	66%	0%
Middle management (Managers and Coordinators)	50%	47%
Administrative	64%	51%
Other (Operational and Sales Force)	53%	43%

# Health and safety

GRI 403-1, 403-2, 403-4, 403-5, 403-7, 403-8, 403-9, 403-10, 3-3 (Occupational Health and Safety)

We adopt the Integrated Health and Safety Management System (GISS) to monitor occupational risks and ensure the health of our employees. We conduct regular analyses using the Preliminary Risk Assessment (PRA), Risk Mapping, and the Occupational Hazards and Risks Survey (OHRs). The system was implemented to provide workers with a safe work environment, mitigate occupational risks, and promote health, based on the requirements of the ISO 45001 standard.<sup>12</sup>

At Eurofarma, all personnel, including both company employees and outsourced workers, are covered by the health and safety management system. Our culture is strengthened by regular training and by fostering open communication, allowing employees to report safety risks at work without fear of retaliation.

Any type of accident or incident is promptly reported to the safety team, which notifies the areas involved and shares the cases with the other units to prevent recurrences. Investigations follow the Systematic Cause Analysis Technique, a structured method based on asking questions about the circumstances that led to the accident or incident.

**Commitment to continuous improvement of safety indicators**



**100%**  
**of our employees**  
are covered by an occupational health and safety management system

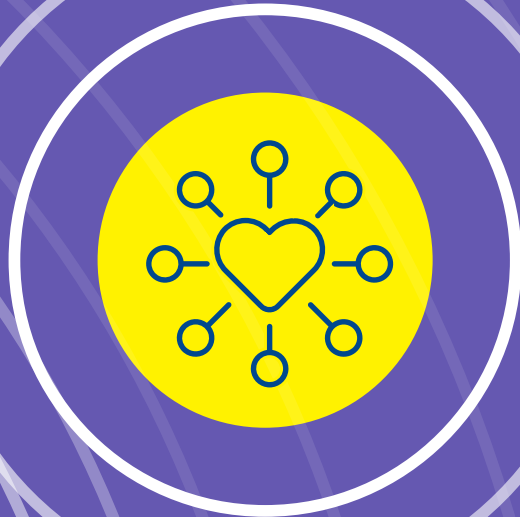


Our commitment to continuous improvement is backed by occupational health and safety performance indicators and internal and external audits conducted at all our operations.

In addition to legal requirements, we encourage the active participation of employees in accident prevention initiatives. Most notably, the Zero Accident Program, the Internal Commission for the Prevention of Accidents (CIPA), and the Safety Committee. In 2024, there were no fatalities, and only one serious accident arising from factors external to the operation was recorded.

<sup>12</sup>International standard that specifies the requirements for an occupational health and safety management system.





# SOCIAL ACTION

In 2024, we advanced in various social initiatives and campaigns, intensifying the internationalization of projects. One highlight was the Drug Donation Program, which distributed 1.7 million units to nearly 90 institutions in eight different countries, an increase of 176% compared to the previous year. In terms of humanitarian aid, one of the initiatives was the help to the victims of the flooding in the State of Rio Grande do Sul (Brazil), which involved the donation of an extraordinary amount of medicines and IV serum (equivalent to 2.4 million bags), 1,000 blankets, and 1,000 baskets of food staples.

# Highlights of our other social projects in 2024

Our *Ampliando Horizontes* (Expanding Horizons) project, which consists of an Eye Care Task Force to identify vision problems that could affect school performance in children and adolescents ages 4 to 14, was expanded to Peru and Colombia. As a result, more than 7,600 people were examined and 1,300 pairs of prescription glasses were made free of charge.

## Image Consulting

- Focusing on their first work outfit, close to **90 young adults from the Eurofarma Institute** took part in a **workshop** with fashion consultant Bia Paes de Barros
- **800+** items of clothing were donated by the employees of Eurofarma and Instituto Renner



## Mentoring Program

- We held the **3<sup>rd</sup> edition of the program** that helps young people develop life plans, goals, and their careers
- **27 volunteer executives** mentored **27 young adults** supported by the Institute for 8 weeks

## Corrente do Bem (Chain of Good)

- **20+ projects** registered during the year to receive financial support from the company
- **19 institutions** selected



## Super Volunteers - Professions

- **2 editions in 2024** with talks on career paths and sharing experiences
- **59 employee** volunteer speakers
- **1,200 young participants** (São Paulo and Itapevi)



## Donation of headscarves - Pink October

- **340 headscarves** donated





### Donation of Assets

- **3,800 pieces** of equipment and furniture were donated to more than 25 institutions and recycling cooperatives

### Winter Clothes Drive

- **4,700 pieces** of clothing were collected and donated to social institutions



### Solidarity Christmas

- **3,800 letters** were sponsored by employees
- **300+ toys** distributed to children in the Gardênia Azul community (Brazil)



**Click here**  
to learn more  
about our projects

### McHappy Day

- **30,000 tickets** purchased and distributed to support McHappy Day



**MORE THAN  
R\$ 1.6  
million**  
invested in  
the year

**6**  
partner neonatal  
ICUs (100% in public  
hospitals)

### BRAIN NEUROMONITORING

In partnership with the Brazilian healthtech PBSF, the project supports the early diagnosis of brain lesions in newborns in the neonatal ICU

**36,000+**  
hours of  
monitoring

**563  
babies**  
monitored in  
2024

### Encouragement of sports and culture

We consider investments in sports and culture as part of our social work. In 2024, we sponsored musicals such as Beetlejuice, Young Frankenstein, Elis, Matilda, Legally Blonde, The Sound of Music, Orquestra do Rock and the plays Algoa coisa podre and Manhattan. Since 2006, we have allocated more than R\$51 million to sports and culture projects. For 20 years, we have sponsored our own team in the main category of Brazilian motorsports, Stock Car. In 2024, R\$20.8 million was invested with our own resources.



# Instituto Eurofarma

We believe in education as a tool for a more just and inclusive society. We expand its transformative power by working to strengthen public education. With this in mind, the Eurofarma Institute has been impacting the lives of children, youth, and teachers for 18 years.

Working in the communities surrounding our operations in the cities of São Paulo, SP, Itapevi, SP, and Montes Claros, MG, more than 21,000 people have benefited from the Institute in the areas of complementary education, pre-vocational courses, scholarships, technical training in nursing and preparation for exams and entrance exams.

One of the highlights is the Matéria-Prima project, a complementary education initiative that in 2024 served 650 children and adolescents between the ages of 6 and 13 in São Paulo and Itapevi, with the goal of complementing the education of elementary and middle school students in municipal public schools.

In 2024, investments were also made to increase the number of classrooms in the project in Itapevi, guaranteeing a 30% increase in the unit's service capacity.

# 457

PROFESSIONALS FROM THE PUBLIC SECTOR IN ITAPEVI AND SÃO PAULO, SP PARTICIPATED IN THEORETICAL AND PRACTICAL SESSIONS



Click here to learn more about our projects

## THE EUROFARMA INSTITUTE IN 2024

- **High School:** completion of the 2nd year for 105 scholarship students in private schools
- **21,000+** people served
- **105 scholarships** in private schools
- **+ de 14% growth** of the *Matéria-Prima* project, reaching **650 children and adolescents** in Itapevi and São Paulo
- **1,000+ atendimentos dental appointments** and the opening of a new dental office in Itapevi
- **Pilot psychotherapy project** for emotional support



Click here to access the website of the Eurofarma Institute







### PREPARATORY COURSES

The Institute's pre-vocational courses focus on the development of basic skills and are aimed at socially and economically disadvantaged young people between the ages of 14 and 18. Through technical training and access to mentoring and lectures by Eurofarma employees, we strengthen the connection between learning and practice.

For students who wish to pursue higher education, the Institute offers preparatory courses for university entrance exams and ENEM (Brazil's equivalent of the SAT in the United States), as well as high school scholarships to private schools in the South Side of São Paulo.



**2,300 students**

from public schools in São Paulo and Itapevi, SP

**368 students**

in preparatory courses for the University Entrance Exam and ENEM

**21 students**

approved at public universities, 8 of which at USP

### EUROFARMA NURSING CENTER

Since 2004, the Eurofarma Nursing Center has been training healthcare professionals, with a high employability rate. In 2024, 115 students participated in the program in São Paulo and Minas Gerais, in partnership with *Fundação Zerbini (Hospital das Clínicas of the Medical School of the University of São Paulo)*, *Escola Técnica da Sociedade Israelita Brasileira Albert Einstein*, and SENAC-MG.

### REINFORCEMENT OF PUBLIC EDUCATION

In partnership with the University of São Paulo's School of Education and Instituto Iungo, the Teacher Training Project targets public school teachers and administrators.



# Lactare

Created in 2019, it is the first private milk bank accredited by the Brazilian Network of Milk Banks - Fiocruz. Lactare focuses on the promotion, protection, and support of families with breastfeeding difficulties, providing care and assistance related to breastfeeding, with the collection, processing, distribution and quality control of milk. It has a team of 21 professionals, and over the past five years, it has provided assistance to more than 5,000 premature babies and collected 13,000 liters of milk from 12,400 donors.

**In 2024, Lactare expanded its services with the installation of a breastfeeding room and collection point in the Marias - Casa da Mulher space, in the city of Itapevi, SP.**

**4,400**  
liters of milk  
collected - record  
number in 2024



## LACTARE IN 2024

**THE LARGEST**  
breast milk bank in the State of São Paulo in terms of volume

Partnership with  
**10 HOSPITALS**

**1,900 PREMATURE**  
babies cared for

Use of  
**ELECTRIC VEHICLES**  
to transport milk

**4,700 PEOPLE**  
impacted in the chain  
(pregnant women, healthcare  
professionals, and students)



# Customer relations

GRI 2-6, 416-1, 417-1 ,3-3 (Consumer Safety and Welfare), SASB HC-BP-250a.3, HC-BP-250a.4

Eurofarma maintains a close relationship with pharmacies, distributors, physicians, and patients. To strengthen this relationship, the company continually invests in improving its communication and service channels to ensure agile and efficient support. One example of this is the Eurofarma Call Center (CAE), staffed by specialized pharmacists who are available to answer questions from healthcare professionals and end users with speed and technical quality.

The quality of Eurofarma’s products is ensured throughout the entire life cycle, from receipt of inputs to final approval. 100% of our products and services are covered by the organization’s internal procedures (with an assessment of the context, risks, and opportunities) and evaluated for compliance.

These requirements are supported by the guidelines of the international standards ISO 14001 and ISO 50001, in which we are certified, and are constantly assessed through independent and structured audits, as well as by ANVISA regulations.

In addition, all of the company’s operations are in strict compliance with Good Manufacturing Practices (GMP), in accordance with the regulations of the health authorities of all the countries in which the company operates.

To monitor process performance and product quality, and to ensure a state of continuous control, we use systems and tools that guarantee complete traceability of the pharma supply chain and final distribution.

Taking into account all the companies and units of the Eurofarma Group, in Brazil and abroad, approximately 600 units of products were produced. In 2024, 17 recalls were carried out, 11 in Brazil and 6 in Latin America. A total of 127,000 units of products were voluntarily withdrawn from the market as a precautionary measure to ensure the quality of the product for each patient.

SASB HC-BP-250a.3

**The quality of Eurofarma’s products is guaranteed throughout their entire life cycle**



The Eurofarma Group has an established and consolidated procedure for such situations. When Quality Assurance identifies the need to recall a product, it mobilizes the Crisis Committee, composed of representatives from the Medical, Industrial, Legal, Technical Responsibility, Quality Control, Communication, Regulatory, and Commercial areas. This committee assesses the risks, assigns a classification level, and defines the action to be taken if a recall is necessary.

The regulatory authorities and affected customers are notified immediately to ensure a quick and efficient recall, with regular reports for follow-up. Product returns are managed according to customer motivations and involve the entire distribution chain, including hospitals and pharmacies.





# Institutional relations

GRI 2-6, 2-28, 2-29

Eurofarma ensures a solid engagement with its stakeholders through active participation in events, discussion forums, lectures, panels and responses to public consultations. The company maintains frequent contact with governments, customers and suppliers to reinforce relevant issues such as access to healthcare, innovation, improvement of standards and regulation.

As part of this strategy, we offer guided tours of our manufacturing and R&D facilities to bring our stakeholders closer to us. We are also active in industry trade associations. Our engagement takes the form of meetings and participation in councils, themed workshops, responses to public consultations, participation in discussion forums, provision of information for the development of public policies, events, missions, and delegations.



## OPEN COMMUNICATION WITH OUR STAKEHOLDERS

## Purpose of engagement



**PUBLIC SECTOR**  
Communication channel to submit requests, suggestions, and information to improve the healthcare system, business environment, innovation, and regulation.



**PHARMACEUTICAL, CHEMICAL, AND INDUSTRIAL ASSOCIATIONS**  
To strengthen the dialogue with authorities, experts, and society in order to defend common causes for the improvement of the sector.



**CHAMBERS OF COMMERCE**  
Expand relationships with companies, authorities, and other stakeholders to promote business, exports, and the internationalization of technologies.



# The most important organizations and chambers in which we participate

GRI 2-28



## BRAZIL

- Academia de Ciências Farmacêuticas do Brasil (ACFB)
- Associação Brasileira da Indústria de Alimentos para Fins Especiais e Congêneres (Abiad)
- Associação Brasileira da Indústria de Soluções Parenterais (Abrasp)
- Associação Brasileira da Indústria Farmoquímica e de Insumos Farmacêuticos (Abiquifi)
- Associação Brasileira das Indústrias de Medicamentos Genéricos (PróGenéricos)
- Associação Brasileira das Indústrias de Química Fina, Biotecnologia e suas Especialidades (Abifina)
- Associação Brasileira da Propriedade Intelectual (ABPI)
- Associação Comercial, Industrial e de Serviços de Montes Claros (ACI MOC)
- Associação dos Laboratórios Farmacêuticos Nacionais (Alanac)
- Associação Paulista de Propriedade Industrial (ASPI)

- Câmara Americana de Comércio (Amcham)
- Câmara de Comércio Afro-Brasileira (AfroChamber)
- Câmara de Comércio Árabe-Brasileira
- Câmara de Comercio Mercosur Asean (MACC)
- Confederação Nacional da Indústria (CNI)
- Federação das Indústrias do Estado de Minas Gerais (FIEMG)
- Federação das Indústrias do Estado de São Paulo (FIESP)
- Grupo FarmaBrasil
- Instituto Coalizão Saúde (ICOS)
- Sindicato das Indústrias de Produtos Farmacêuticos e Químicos para Fins Industriais no Estado de Minas Gerais (SINDUSFARQ)
- Sindicato da Indústria de Produtos Farmacêuticos (Sindusfarma)
- Sindicato Intermunicipal das Indústrias Química (Quifarmo)

## ARGENTINA

- Cámara Industrial de Laboratorios Farmacéuticos Argentinos (Cilfa)

## BOLIVIA

- Asociación de Importadores y Distribuidores de Medicamentos Reconocidos por Ley de Bolivia (Asofar)

## CHILE

- Asociación Industrial de Laboratorios Farmacéuticos (Asilfa)

## COLOMBIA

### Eurofarma

- Asociación de Industrias Farmacéuticas en Colombia (Asinfar)
- Asociación Colombiana de la Industria Farmacéutica (Ascif)
- Asociación Nacional de Empresarios de Colombia (Andi)
- Cámara Colombo-Brasilera
- Cámara Colombo-Venezolana

### Genfar

- Asociación de Industrias Farmacéuticas en Colombia (Asinfar)
- Asociación Nacional de Empresarios de Colombia (Andi)
- Cámara Colombo-Venezolana

## ECUADOR

- Asociación de Laboratorios Farmacéuticos (Alafar)

## GUATEMALA

- La Gremial
- Industria Farmacéutica Guatemalteca Asociada (Asinfargua)

## MEXICO

- Cámara Nacional de la Industria Farmacéutica (Canifarma)

## PARAGUAY

- Cámara de Representantes e Importadores de Productos Farmacéuticos, Tocador, Domisanitarios y Afines (Cripfa)

## PERU

- Cámara de Comercio de Lima
- La Asociación de Laboratorios Farmacéuticos en Latinoamérica (Alafal)

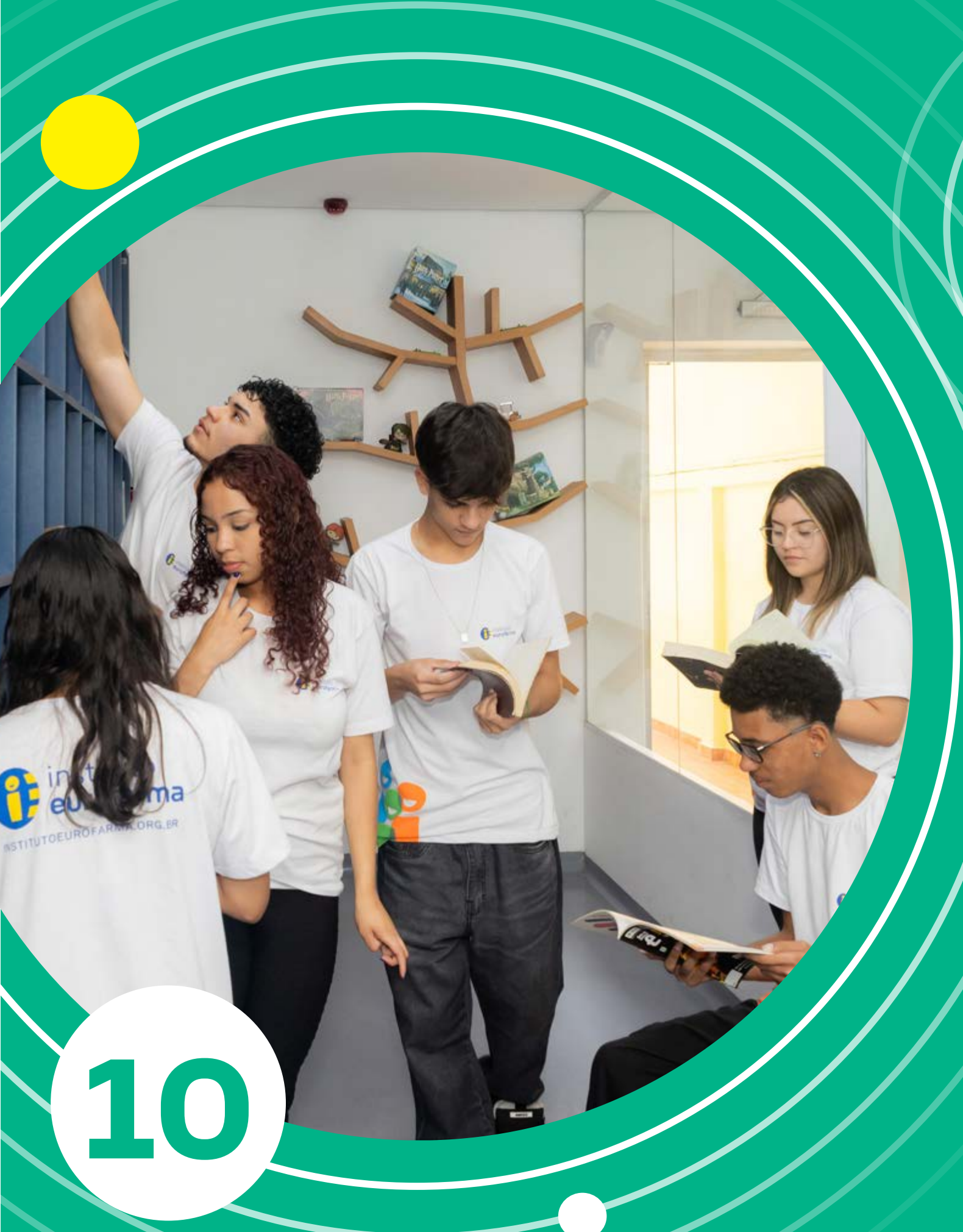
## URUGUAY

- A.L.N
- Cámara de Comércio Uruguai-Brasil (CCUB)

## VENEZUELA

- Cámara Nacional De Medicamentos Genéricos (Canamega)





# ABOUT THE REPORT

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.

10



# ABOUT THE REPORT

GRI 2-3, 2-5

The data reported here covers the period from January 1 to December 31, 2024, and relates to all of Eurofarma's operations in Brazil and other countries where it operates. The information collected and consolidated has been validated by all areas responsible for providing the data, by the Global Vice Presidency of New Business and Sustainability, and 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. The GRI indicators included in this report underwent limited assurance performed by KPMG.

## MATERIALITY

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

In line with the company's Vision 2027 and its 100-year aspiration (Vision 2072), and as part of the strategic strengthening of our understanding of the topics considered most relevant to the company and our stakeholders, at the end of 2023 we updated our material topics, using as a methodological reference the concept of dual materiality, which considers the disclosure of information from two perspectives: topics that could affect the value and continuity of the company, and topics that could 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.

The cross-referencing of items 1, 2, and 3 resulted in 15 topics that were submitted for consultation to the following stakeholder groups: employees, suppliers, customers, physicians, regulators, distributors, sales representatives, communities (including NGOs), and industry experts.

Based on qualitative interviews and quantitative surveys, each of the audiences evaluated the potentially material topics from the point of view of their likelihood (possibility) of having a negative impact on Eurofarma's business and their magnitude (size of impact) if they are not well managed by the company. Approximately 3,500 people participated in the consultation process.

The process also involved Eurofarma's Risk Management department, which assessed each of the topics in the context of the company's business, and the company's Board was involved in the final review. As a result of this analysis, 12 topics were prioritized as strategic for the company, three of which were new compared to the previous study, but aligned with the company's growth vision and approved by the People & ESG Strategic Committee.

To understand the main (actual and potential) impacts of our material topics and how each one is managed, refer to the Reference Form – section 4.1 Risk Factors (pages 68 to 100).



## MATERIAL TOPICS

- 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 source and consumption
- 7 Ethics, integrity, anti-corruption, and transparency
- 8 Waste management: reuse and recycling of waste and reduction of waste generation
- 9 Occupational health and safety
- 10 Innovation applied to health
- 11 Consumer safety and well-being
- 12 Greenhouse gas emissions





# GRI CONTENT INDEX

11

- ^
- ⌂
- ∨
- 01
- 02
- 03
- 04
- 05
- 06
- 07
- 08
- 09
- 10
- 11

# GRI CONTENT INDEX

STATEMENT OF USE Eurofarma has reported in accordance with the Global Reporting Initiative (GRI) Standards for the period from January 1 to December 31, 2024

GRI 1 USED GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	PAGE/DISCLOSURE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1: Organizational details	Eurofarma Laboratórios S.A. Legal entity based in Itapevi with operations in Brazil, Uruguay, Argentina, Chile, Paraguay, Bolivia, Peru, Ecuador, Colombia, Mexico, USA, Belize, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Panama, Dominican Republic, Mozambique, Angola. Trinidad and Tobago has been included in the location map due to the acquisition of assets by Eurofarma.   Page 7			
	2-2: Entities included in the organization's sustainability reporting	Includes Eurofarma's wholly owned subsidiaries and all of its operations in 24 countries, and includes Genfar. Joint ventures are not included.			
	2-3: Reporting period, frequency and contact point	January 1 to December 31, 2024. Same period as the financial statements. Report published on April 30, 2025   Page 61			
	2-4: Restatements of information	Restatements in the consolidation of data are noted in the corresponding indicators.   Pages 37, 38, 39			
		For the purposes of transparency and data alignment, it is worth noting that in January 2025, Uruguay's manufacturing activities were shut down. The country currently has only one commercial office.			
	2-5: External assurance	Pages 61, 83			
	2-6: Activities, value chain and other business relationships	Pages 7, 18, 23, 57			
	2-7: Employees	<p>The data for this indicator are compiled using Excel spreadsheets received monthly after payroll is closed (local payroll is managed by HR in each country).</p> <p>In Brazil, the methodology uses the baseline date of December 31, 2024 and SAP payroll reports. In the other countries (international operations), the data is compiled using Excel spreadsheets received monthly after payroll is closed (local payroll is managed by HR in each country).</p> <p>Fluctuations in headcount reflect strategic adjustments to market demand and the implementation of specific projects. These fluctuations are carefully planned and managed to optimize operational efficiency and meet the dynamic needs of the company.</p> <p>In 2024, there was an increase in the number of employees in different areas of the company to meet the new demands related to the acquisition of international operations and the start of some activities in the Montes Claros and Cajamar units.   Page 75</p>			



GRI STANDARD	DISCLOSURE	PAGE/DISCLOSURE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021		Brazil: 990 Third-party Apprentices: 301 Interns: 184 Cleaning and Maintenance: 352 Reception and Surveillance: 34 Gym: 11 Daycare: 108			
	2-8: Workers who are not employees	International: 83 (interns/third party apprentices/third party suppliers: Reception, Gardening, Property Security, Outsourced Cafeteria.  In Brazil, the database is extracted from the SAP system for apprentices and interns, while information on outsourced employees is provided by the areas that use this type of workforce within the People and Organization Executive Department. In the other countries, positions are tracked using the HC report, which is prepared by each local HR department. All countries send the records to International HR, which compiles the information. There were no major fluctuations in this indicator.			
	2-9: Governance structure and composition	The Chairman of the Board is a shareholder and holds executive positions in the company. The criterion established for the selection of the members of the Board of Directors is an assessment of the competencies relevant to the impact of the organization. Whenever possible, we prioritize the hiring of women, which is reflected by the fact that there are three women on the current Board. Our Board of Directors does not have members from underrepresented social groups or stakeholders.   Page 11			
	2-10: Nomination and selection of the highest governance body	Article 14 of the Articles of Incorporation establishes the procedure for the nomination of the members of the Board of Directors of the company, who are elected by the General Meeting, which must nominate the Chairman of the Board from among those elected. It should be noted that although the Articles of Incorporation do not expressly provide for the requirements of time availability for the performance of the duties of the members of the Board of Directors and the diversity of knowledge, experience, behavior, cultural aspects, age group, and gender, all these principles are evaluated by the General Meeting of the company when electing the members of the Board of Directors. When possible, we prioritize the hiring of women, which is reflected in the fact that there are currently three women on the Board.   Page 11			
	2-11: Chair of the highest governance body	The Chief Executive Officer of the company is not the Chairman of the Board of Directors. However, both are members of the company’s senior management.  On June 25, 2024, the company’s Board of Directors approved the Related Party Transactions Policy, which provides that in situations where a related party transaction requires specific corporate approval and a person with a potential private benefit or conflict of interest is involved in the decision-making process, that person must promptly declare his or her impediment and recuse himself or herself from the discussion of the matter in question.  The member with a conflict of interest may not vote on the matter in question, except to the extent necessary to provide clarification of the transaction and the parties involved. In such a scenario, the member with a conflict of interest shall abstain from voting on the matter.   Page 11			
	2-12: Role of the highest governance body in overseeing the management of impacts	Page 17			

GRI STANDARD	DISCLOSURE	PAGE/DISCLOSURE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-13: Delegation of responsibility for managing impacts	Pages 14, 17			
	2-14: Role of the highest governance body in sustainability reporting	All information reported is known to and approved by the Executive Committee and at monthly meetings. The report is approved by the Vice President of Sustainability and New Business.   Page 14			
	2-15: Conflicts of Interest	Conflicts of interest are addressed as follows: through training; communications; Code of Conduct and Related Party Policy; inclusion in the compliance risk matrix; subject matter of an annual declaration by employees; analyzed in the recruitment and selection process; and reviewed in due diligence processes.			
	2-16: Communication of critical concerns	Page 15, 16			
	2-17: Collective knowledge of the highest governance body	Page 14			
	2-18: Evaluation of the performance of the highest governance body	The company does not yet have formal mechanisms in place to evaluate the performance of each management body and its members.   Page 11			
	2-19: Remuneration policies	Fixed remuneration according to market survey and internal remuneration policy, variable pay, profit-sharing program (union agreement), and long-term incentive (internal policy).   Page 15			
		The remuneration policy is reviewed and updated annually and approved by the Global Vice President for People and Organization. Other programs, such as the Profit Sharing Program, are validated by committees, presented to the highest level of governance, and audited by external consultants.			
	2-20: Process to determine remuneration	<p>The opinion of the stakeholders (employees) is taken into account by presenting studies that define the assumptions and guidelines of the remuneration programs.</p> <p>Remuneration programs are defined with the participation of specialized consultants who provide market data and, after analysis by the remuneration area, studies are presented to senior executives for approval.   Page 15</p>			
	2-21: Annual total compensation ratio	–		Confidentiality restrictions	We do not report the annual total compensation ratio to protect the personal and financial privacy of our employees.
	2-22: Process to determine remuneration	Page 3			
	2-23: Policy commitments	Page 15			
	2-24: Embedding policy commitments	Page 15			
	2-25: Processes to remediate negative impacts	Page 15, 76			
2-26: Mechanisms for seeking advice and raising concerns	Pages 15, 16				



GRI STANDARD	DISCLOSURE	PAGE/DISCLOSURE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-27: Compliance with laws and regulations	During the reporting period, no significant cases of non-compliance with laws and regulations were identified, nor were there any records of fines or administrative sanctions applied to the organization.   Page 15			
	2-28: Membership associations	Pages 58, 59			
	2-29: Approach to stakeholder engagement	Page 57			
	2-30: Collective bargaining agreements	Brazil: Based on item 2-7, 100% of employees are covered by collective bargaining agreements.  International: 29% of employees are covered by collective bargaining agreements.			
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1: Process to determine material topics	Page 61			
	3-2: Management of material topics	Page 61			
ECONOMIC PERFORMANCE					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 20, 61			
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	Page 22			
SUPPLY CHAIN					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 18, 61			
GRI 204: Purchasing practices	204-1: Proportion of spending on local suppliers	Page 18			
ETHICS, INTEGRITY, FIGHTING CORRUPTION AND TRANSPARENCY					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 16, 61			
205: Anti-corruption 2016	205-1: Operations assessed for risks related to corruption	Page 17			
	205-2: Communication and training about anti-corruption policies and procedures	All members of the governance body (nine people) were notified and trained in anti-corruption policies and procedures.	B and E	Information unavailable / incomplete	In 2024, it was not possible to collect stratified data on the total number and percentage of employees who underwent training on anti-corruption procedures and policies due to an incompatibility in data collection on the internal training control platform.
	205-3: Confirmed incidents of corruption and actions taken	Pages 16, 76			

GRI STANDARD	DISCLOSURE	PAGE/DISCLOSURE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
ETHICS, INTEGRITY, FIGHTING CORRUPTION AND TRANSPARENCY					
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 61			
GRI 206: Anti-competitive Behavior 2016	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	We have no pending or concluded legal actions.			
ECOEFFICIENCY					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 36, 61			
GRI 302: Energy 2016	302-1: Energy consumption within the organization	Page 37			
	302-3: Energy intensity	Page 37			
	302-4: Reduction of energy consumption	Page 37			
ECOEFFICIENCY					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 41, 61			
GRI 303: Water and Effluents 2018	303-1: Interactions with water as a shared resource	The company does not sell the excess energy produced.			
	303-2: Management of water discharge-related impacts	Page 41			
	303-3: Water withdrawal	Page 41			
	303-4: Water discharge	Page 41			
	303-5: Water consumption	Page 42			
GREENHOUSE GAS EMISSIONS					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 38, 61			
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	Page 38			
	305-2: Energy indirect (Scope 2) GHG emissions	Page 38			
	305-3: Other indirect (Scope 3) GHG emissions	Page 38			
	305-4: GHG emissions intensity	Page 38			
	305-5: Reduction of GHG emissions	Page 38			



GRI STANDARD	DISCLOSURE	PAGE/DISCLOSURE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
WASTE MANAGEMENT					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 42, 61			
GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts	Page 42			
	306-2: Management of significant waste-related impacts	Dada on waste are compiled by determining waste generation in all manufacturing plants and recorded using Excel spreadsheets.   Page 43	B	Not applicable	
	306-3: Waste generated	Pages 42, 43			
	306-4: Waste diverted from disposal	Pages 42, 43			
	306-5: Waste directed to disposal	Pages 42, 43			
SUPPLY CHAIN					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 18, 61			
GRI 308: Supplier Environmental Assessment 2016	308-1: Percentage of new suppliers that were screened using environmental criteria	Page 18			
	308-2: Negative environmental impacts in the supply chain	We did not identify any suppliers with potential negative environmental impacts.			
TALENT ATTRACTION, DEVELOPMENT AND RETENTION					
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 50			
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	Page 76			
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 78			
	401-3: Parental leave	Page 78			
OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 51, 61			
GRI 403: Occupational Health and Safety 2018	403-1: Occupational health and safety management system	Page 51			





GRI STANDARD	DISCLOSURE	PAGE/DISCLOSURE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
TALENT ATTRACTION, DEVELOPMENT AND RETENTION					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 50, 61			
GRI 404: Training and Education 2016	404-1: Average training hours per employee	Page 82	A	Information unavailable/incomplete	We do not perform stratification by gender
	404-2: Programs for upgrading employee skills and transition assistance programs	Pages 48, 50			
	404-3: Percentage of employees receiving regular performance and career development reviews	Page 50			
DIVERSITY, EQUITY AND INCLUSION					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 47, 61			
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	Page 81			
	405-2: Ratio of basic salary and remuneration of women to men	The analysis includes 100% of the company’s employees (Brazil and International) from all units.   Page 49			
DIVERSITY, EQUITY AND INCLUSION					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 16, 61			
GRI 406: Non-discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	Pages 16, 76			
SUPPLY CHAIN					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 18, 61			
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	In the last year, we have not identified any suppliers that present risks related to child labor and social impacts.   Page 18			

GRI STANDARD	DISCLOSURE	PAGE/DISCLOSURE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
SUPPLIER CHAIN					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 18, 61			
GRI 409: Forced or compulsory labor 2016	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our contracts include a clause requiring suppliers to commit to and formalize our policy, in addition to the audits conducted at all the units of our direct suppliers of materials. We did not identify any suppliers at risk of forced or compulsory labor in 2024.   Page 18			
SUPPLIER CHAIN					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 18, 61			
GRI 414: Supplier labor practices assessment 2016	414-1: New suppliers that were screened using social criteria	Page 18			
	414-2: Negative social impacts in the supply chain and actions taken	In 2024 we have not identified any suppliers that present risks related to labor practices.   Page 18			
ACCESS TO HEALTH PRODUCTS AND SERVICES					
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 61			
GRI 415: Public policies 2016	415-1: Political contributions	Eurofarma has a strict policy of not making financial contributions to political campaigns in any country where it operates. This decision follows the most restrictive legislation, in this case Brazil, where such contributions are prohibited by law. This policy ensures compliance with ethical and legal standards, eliminates the risk of omissions in reporting and reinforces the company’s commitment to transparency and governance in all markets where it operates.			
CONSUMER SAFETY AND WELL-BEING					
GRI 3: Material Topics 2021	3-3: Management of material topics	Pages 57, 61			
GRI 416: Customer Health and Safety 2016	416-1: Assessment of the health and safety impacts of product and service categories	Eurofarma’s Quality System applies to all product categories: medicines, food, healthcare products, cosmetics, and veterinary products. All of the company’s operations follow Good Manufacturing Practices, and the results can be measured not only by internal indicators, but also by the numerous recognitions the company has received. We maintain strict compliance with the Good Manufacturing Practices (GMP) established in the regulations currently in force in Brazil and supervised by the National Health Surveillance Agency (ANVISA), as well as specific regulations of other regulatory agencies, such as Digemid, Invima, FDA, Cofepris, among others. Therefore, we believe that 100% of what we have is significant.   Page 57			
	416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	There were no incidents of non-compliance concerning the health and safety impact of products and services. Eurofarma voluntarily decided to recall two products, as defined by the recall analysis committee, without incurring any penalties.			



GRI STANDARD	DISCLOSURE	PAGE/DISCLOSURE	OMISSION		
			Requirement(s) omitted	Reason	Explanation
MATERIAL TOPICS					
CONSUMER SAFETY AND WELL-BEING					
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 57, 61			
GRI 417: Marketing and Labeling 2016	417-1: Requirements for product and service information and labeling	Page 57, 61			
	417-2: Incidents of non-compliance concerning product and service information and labeling	There were no incidents of non-compliance. 100% of products and services are compliant, starting with an assessment of the context, risks, and opportunities associated with the procedures adopted by the organization.			
	417-3: Incidents of non-compliance concerning marketing communications	In 2024, we did not identify any incidents of non-compliance with laws and voluntary codes related to marketing communications, promotion, and sponsorship that resulted in fines, penalties, or warnings, nor did we identify any incidents of non-compliance with voluntary codes related to this topic.			
CONSUMER SAFETY AND WELL-BEING					
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 61			
GRI 418: Customer Privacy 2016	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no substantiated complaints of customer privacy violations in any of the categories listed in the indicator requirement.			

SASB BIOTECHNOLOGY AND PHARMACEUTICALS			PAGE
SASB HC-BP-210A.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	<p>Eurofarma’s clinical trials ensure quality and safety through the selection of skilled researchers, adequate infrastructure, and continuous data monitoring. At present, these trials are conducted exclusively in Brazil and are overseen by external monitors and project managers, in addition to Eurofarma’s in-house team.</p> <p>With costs covered by the company’s R&amp;D budget, free and informed consent is obtained from clinical trial participants by the investigator or designee of each research site prior to performing any procedure related to the clinical trial protocol.</p>	
SASB HC-BP-210A.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	Not applicable. Eurofarma has not received any FDA inspections related to clinical trials or pharmacovigilance.	
SASB HC-BP-210A.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Not applicable. There is no associated monetary loss.	
SASB HC-BP-240A.1	Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index	There were no actions or initiatives to promote access to healthcare products for priority diseases and in priority countries, as defined by the Access to Medicine Index.	
SASB HC-BP-240A.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	None.	
SASB HC-BP-240B.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	Not applicable.	
SASB HC-BP-250A.1	List of products listed in the Food and Drug Administration’s (FDA) MedWatch Safety Alerts for Human Medical Products database	There were no fatalities associated with Eurofarma Laboratórios’ products, as reported in the FDA Adverse Event Reporting System in 2024.	
SASB HC-BP-250A.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	There were no fatalities associated with Eurofarma Laboratórios’ products, as reported in the FDA Adverse Event Reporting System in 2024.	
SASB HC-BP-250A.3	Number of recalls issued, total units recalled		Page 57
SASB HC-BP-250A.4	Total amount of product accepted for take-back, reuse, or disposal		Page 57
SASB HC-BP-250A.5	Number of Food and Drug Administration enforcement actions taken in response to violations of current good manufacturing practices, by type	<p>The Eurofarma unit in the United States is not subject to cGMP certification audits as it does not have a manufacturing facility. An audit focused on pharmacovigilance was conducted in 2024, which included a comprehensive review of information from the past five years. All related data and processes were thoroughly analyzed and no nonconformities were identified.</p> <p>With regard to the Itapevi Industrial Complex, an FDA-certified facility located in Brazil, the most recent Good Manufacturing Practices certification audit of the facility was conducted in September 2022. To date, no products have been sold in the markets served by the FDA and therefore no inspections have been conducted during this period.</p>	
SASB HC-BP-260A.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting		
SASB HC-BP-260A.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products		
SASB HC-BP-260A.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Not applicable.	
SASB HC-BP-270A.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	There were no monetary losses as a result of legal proceedings related to false marketing claims.	



SASB BIOTECHNOLOGY AND PHARMACEUTICALS			PAGE
SASB HC-BP-270A.2	Description of code of ethics governing promotion of off-label use of products	This issue is addressed more directly by the regulatory policies. Indirectly, however, the code of ethics focuses on strict compliance with the standards that affect its activity, including regulatory standards.	
SASB HC-BP-330A.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff		Page 32
SASB HC-BP-330A.2	Voluntary and involuntary turnover rate for: (a) executives/ senior managers and (b) mid-level managers		Page 76
SASB HC-BP-430A.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	100% of our suppliers are audited for direct materials, CMOS, and carriers.	
SASB HC-BP-510A.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Not applicable. There are no related losses.	
SASB HC-BP-510A.2	Description of code of ethics governing interactions with healthcare professionals	These topics are detailed in the policy on interactions with healthcare professionals. Additionally, the Code of Ethics and Conduct, in its item 2.3, provides specific recommendations for relationships with healthcare professionals. In 2024, we held a workshop with an external guest from ABRAIDI (Brazilian Association of Importers and Distributors of Healthcare Products) to discuss best practices for interactions with healthcare professionals. The workshop brought together representatives from the commercial, marketing, events, and medical areas.	

# ATTACHMENTS

## 2-7: Employees

Fluctuations in headcount are a result of strategic adjustments to market demand and the implementation of specific projects. These fluctuations are carefully planned and managed to optimize operational efficiency and meet the dynamic needs of the company.

In 2024, there was an increase in personnel in other areas of the company to meet the new demands related to the acquisitions in international operations and the start of some activities in the Montes Claros and Cajamar units.

Data on international operations refer to 20 countries. The figures for Jamaica and Trinidad and Tobago will be included in the 2025 report. In Belize, Eurofarma sells directly to distributors and does not have an in-house team.

Total number of employees, by gender (Brazil)	Women	Men	Other*	Not informed	Total
Number of employees	3,769	4,855	0	0	8,624
Number of permanent employees	3,730	4,827	0	0	8,557
Number of temporary employees	39	28	0	0	67
Number of non-guaranteed hours employees	428	754	0	0	1,182
Number of full-time employees	3,285	4,066	0	0	7,351
Number of part-time employees	56	35	0	0	91

Número total de empregados, discriminando este total por região (Brasil)	Midwest	Northeast	North	Southeast	South	Total
Number of employees	340	914	213	6,432	725	8,624
Number of permanent employees	338	905	210	6,385	719	8,557
Number of temporary employees	2	9	3	47	6	67
Number of non-guaranteed hours employees	42	97	21	942	80	1,182
Number of full-time employees	298	816	192	5,400	645	7,351
Number of part-time employees	0	1	0	90	0	91

Total number of employees, by region	Argentina		Central America		Bolivia		Chile		Colombia		Ecuador		Mexico		Paraguay		Uruguay		Venezuela		Peru		United States		Angola		Mozambique		TOTAL
	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	
Number of employees	98	146	235	229	33	22	216	154	268	205	28	27	168	128	23	22	60	55	21	9	142	112	21	16	3	1	6	6	2,454
Number of permanent employees	98	146	235	229	38	22	202	150	266	204	29	27	167	126	23	22	60	55	21	9	148	114	21	16	3	1	6	6	2,413
Number of temporary employees	0	0	0	0	0	0	14	4	10	10	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	41
Number of non-guaranteed hours employees	21	20	34	43	4	8	30	31	35	28	4	7	28	25	2	9	9	15	5	4	21	22	6	11	1	0	1	0	424
Number of full-time employees	77	126	201	186	29	14	186	123	233	177	24	20	140	103	21	13	51	40	16	5	121	90	15	5	2	1	5	6	2,030
Number of part-time employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



2-25: Processes to repair negative impacts

Compliance actions seek continuous improvement of the affected scenario.

In addition to consequence/disciplinary management, process improvements and preventive measures for new recurrences must be presented, as well as rebalancing or reparation measures. In proven cases of harassment or discrimination, for example, the proven victim is directed to the psychological support program.

We have Codes and Policies that regulate the behaviors expected and those not tolerated by the company for employees and third parties. In addition to communication and training actions, we have a well-established and widely publicized reporting channel, as well as investigation management and treatment processes, with disciplinary measure policies, monitoring of indicators and reporting to governance bodies on the subject.

SASB HC-BP-330a.2  
Voluntary and involuntary turnover for executives/senior management, middle management, professionals and other functional levels

Turnover rate (Brazil)	Voluntary			Involuntary			Total 2024
	2022	2023	2024	2022	2023	2024	
Senior management (Vice Presidents and Directors)	5.3%	2%	11%	10.5%	5%	0%	11%
Middle management (Managers and Coordinators)	2.6%	3%	2%	5.3%	7%	7%	9%
Administrative	8.4%	5%	5%	6.8%	6%	20%	25%
Other (Operational and Sales Force)	0.6%	2%	1%	5.0%	7%	9%	10%

Turnover rate (International)	Voluntary			Involuntary			Total 2024
	2022	2023	2024	2022	2023	2024	
Senior management (Vice Presidents and Directors)	-	-	-	-	-	-	0%
Middle management (Managers and Coordinators)	13.4%	6%	6.9%	12.8%	8%	9.1%	16%
Administrative	3.5%	8%	7.8%	3.5%	11%	8.3%	16%
Other (Operational and Sales Force)	5.5%	6%	6.9%	11.9%	8%	8.3%	15%

GRI 406-1  
Incidents of discrimination and corrective actions taken

	2022	2023	2024
Number of incidents of discrimination (received) <sup>1</sup>	9	6	12
Number of incidents of discrimination (substantiated) <sup>2</sup>	4	1	5

1. Consequential measures were applied to all confirmed cases of discrimination; the victims received assistance through Eurofarma’s Emotional Health Program; recommendations were made to ensure leaders in the impacted areas undergo diversity training via the available learning path on Euro aprende; and climate monitoring by the top leadership of the affected areas.
2. More mature complaints, indicating that the team is familiar with the channel, that they know how to use it and trust the compliance investigations and decisions of the Ethics Committee. These are positive numbers from a compliance culture perspective, and not a cause for concern when we consider that we are dealing with a universe of more than 13,000 people.

Note: We do not discriminate on the basis of race, color, sex, religion, political opinion, national ancestry or social origin.

205-3: Confirmed incidents of corruption and actions taken

During the reporting period, we received 45 reports of corruption, 13 of which were substantiated.

- 10 cases of fraud (8 terminations, 1 termination for cause, and 1 disciplinary action)
- 3 cases of bribery (2 terminations and 1 contract termination)

In 2024, we had no incidents of corruption involving public officials in the legal sense of the term. There were also no legal proceedings related to Eurofarma or its employees during the year.

The increase in the number of registrations is likely the result of intensive training, promotion of the reporting channel, confidence in the Compliance Department, and the effectiveness of the decisions of the Ethics Committee. This is a positive development in terms of trust and is not alarming when considered in the context of a universe of 13,300 employees.

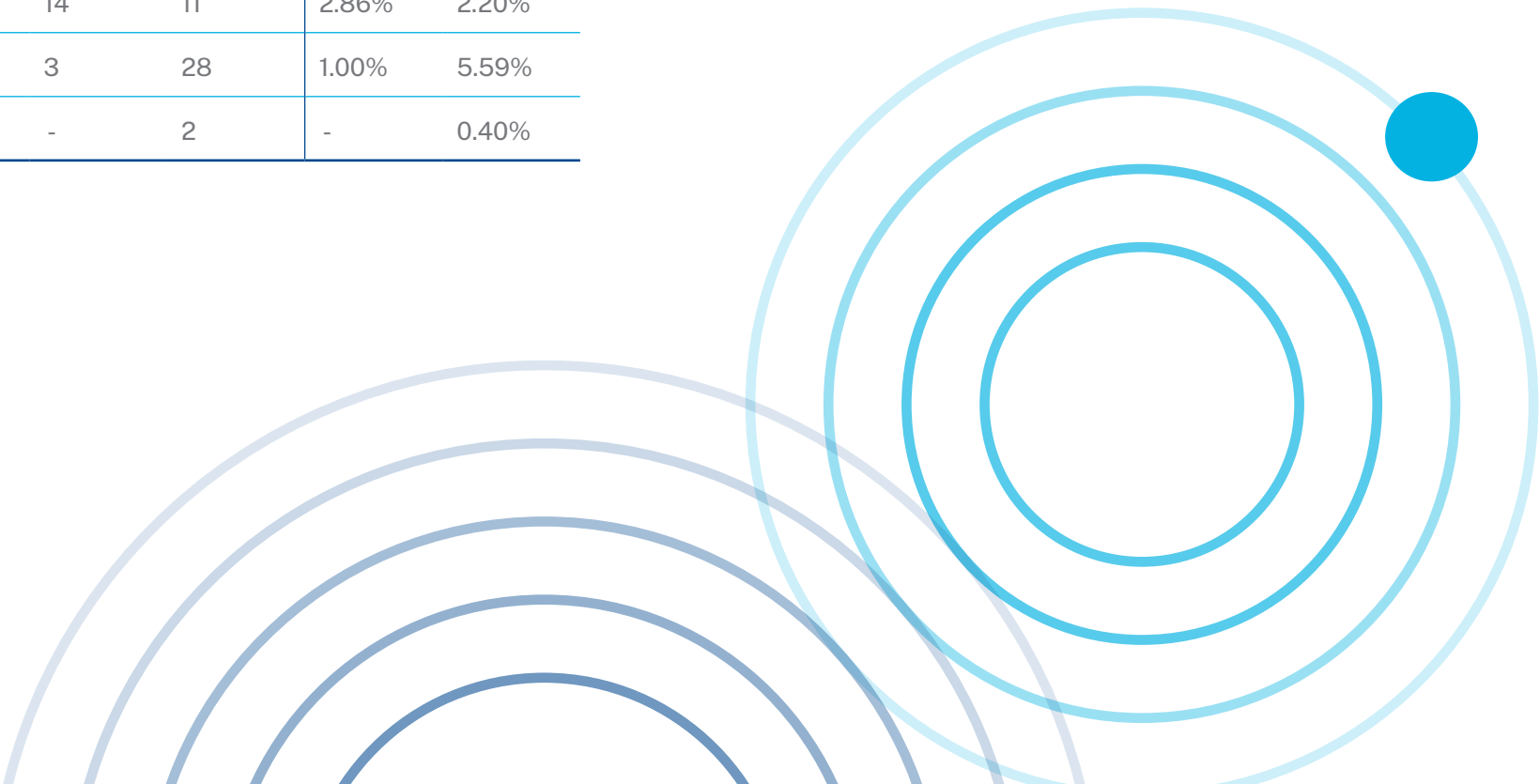
401-1: New employee hires and employee turnover  
Total number and rate of new employee hires, by age group, gender, and region

New employee hires (Brazil)	Number		Rate	
	2023	2024	2023	2024
By age group				
Under 30	496	466	25%	37%
30 to 50	1,447	745	72%	59%
Over 50	68	61	3%	5%
By gender				
Men	935	515	46%	40%
Women	1,076	757	54%	60%
By region				
Midwest	109	46	5%	4%
Northeast	244	66	12%	5%
North	65	28	3%	2%
Southeast	1,385	1,074	69%	84%
South	208	58	10%	5%

New employee hires (International)	Number		Rate	
	2023	2024	2023	2024
By age group				
Under 30	101	116	20.65%	23.15%
30 to 50	338	347	69.12%	69.26%
Over 50	50	38	10.22%	7.58%
By gender				
Men	210	216	42.94%	43.11%
Women	279	285	57.06%	56.89%
By region				
Argentina	45	33	9.20%	6.59%
Bolivia	8	16	1.64%	3.19%
Central America	104	76	21.27%	15.17%
Chile	58	47	11.86%	9.38%
Colombia	112	83	22.90%	16.57%
Ecuador	13	19	2.66%	3.79%
Mexico	71	136	14.52%	27.15%
Paraguay	18	14	3.68%	2.79%
Peru	43	27	8.79%	5.39%
Uruguay	14	11	2.86%	2.20%
Venezuela	3	28	1.00%	5.59%
United States	-	2	-	0.40%

Total number of terminations and rate of employee turnover, by age group, gender, and region				
Turnover (Brazil)	Number		Rate	
	2023	2024	2023	2024
By age group				
Under 30	126	317	11%	29%
30 to 50	597	679	9%	10%
Over 50	71	85	9%	9%
By gender				
Men	430	527	12%	11%
Women	364	554	8%	15%
By region				
Midwest	44	45	13%	13%
Northeast	65	56	7%	6%
North	27	25	13%	12%
Southeast	604	895	10%	14%
South	54	60	8%	8%

Turnover (International)	Number		Rate	
	2023	2024	2023	2024
By age group				
Under 30	28	48	12.79%	17.8%
30 to 50	245	268	15.48%	15.6%
Over 50	52	59	14.36%	14.0%
By gender				
Men	147	172	14.44%	15.4%
Women	178	203	15.53%	15.7%
By region				
Argentina	25	31	10.46%	12.7%
Bolivia	8	12	16.00%	21.8%
Central America	69	54	16.05%	11.6%
Chile	59	59	17.20%	16.8%
Colombia	46	43	11.25%	9.5%
Ecuador	9	21	16.07%	38.2%
Mexico	46	100	19.83%	34.1%
Paraguay	15	11	39.47%	24.4%
Peru	32	28	12.65%	11.0%
Uruguay	16	9	14.41%	7.8%
Venezuela	0	1	0.00%	3.3%
United States	-	3	-	8.1%





401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees

All benefits are offered to full-time and part-time employees. Eurofarma does not have temporary employees.

**Health benefits:** Occupational Medicine Outpatient Clinic, Emergency General Practitioner, Gynecologist, Nutritionist, Physical Therapist, Ultrasound, (Itapevi Unit); Occupational Medicine Outpatient Clinic in the other units; Pharmacy Benefit/Medicine Dispensary; Chronic Disease Program; Quit Smoking Program; Amor Maior Program, Health Plan; Dental Plan/In-House Dental Offices; Health Counseling to support all benefits, which extends to employees and dependents, with support for the accredited network, requests to providers, reimbursement, exams, authorization for procedures; Physiotherapy (Itapevi/Brooklin units); Nutritionist at Brooklin units (in person at the São Paulo and Itapevi units and online at the other units); Provision of wheelchairs and hearing aids; Vaccination Program; Euro na Medida (Food re-education program); Lado a Lado (Side by Side) Program (Social Security Leave — support for employees on sick leave/work-related injuries).

**Benefits of the Amor Maior Program:** Extended maternity leave (180 days) and paternity leave (30 days); comprehensive pregnancy monitoring by specialized professionals and clinical nutritionists, which also extends also to the employee’s pregnant spouse; welcome gift for expectant mothers

and a gift following the birth of the baby; fractional meals for pregnant women; Meeting of expectant mothers to discuss various issues related to pregnancy and the first year of the child’s life; home visits by a specialized professional to guide the mother in the practical issues of her and the baby’s daily life; a breastfeeding program with designated rooms for breastfeeding and expressing breast milk; loan of breast pumps; Lactare, the first private breast milk bank.

**Food benefits:** In-house restaurants; meal allowance and food allowance.

**Other benefits:** Employee Assistance Program (EAP)-counseling from specialized professionals in the areas of psychology, legal, financial, and social services; life insurance + funeral assistance; payroll loans; private pension; parking; flexible work hours; reimbursement for books/course packs + school supplies; early Friday dismissal; beauty salon; parking agreements; charter buses; events with external partners.

**Benefits for International Units:** Benefits offered to international units are not standardized and vary according to the size of the unit and laws of each country.

401-3: Parental leave

**Return rate:** Of the four employees who took maternity leave, one returned in 2025. Using the same criteria as for 2023, the return rate does not include the employee who returned in 2025. As a result, the rate is not 100%.

**Retention rate:** Of the four employees who took maternity leave, one returned in December 2024 and was dismissed in February 2025. Therefore, the retention rate is less than 100% because she did not stay with the company for 12 months after her return, as required by the GRI.

Parental leave (Brazil)	2022	2023	2024
Total number of employees who were entitled to parental leave			
Men		1,018	4,827
Women		1,146	3,730
Total number of employees who took parental leave			
Men		24	212
Women		31	170

Total number and return to work rate after parental leave ended (Brazil)	2022		2023		2024	
	Total	Return to work rate	Total	Return to work rate	Total	Return to work rate
Total number of employees who returned to work after parental leave ended						
Men	25	92.6%	22	92%	211	99.5%
Women	24	100%	19	61%	169	99.4%
Total number of employees who returned to work after parental leave ended that were still employed 12 months after their return to work						
Men	16	64%	22	92%	204	96.2%
Women	20	83.3%	19	61%	161	94.7%

Parental leave (International)		2024
Total number of employees who were entitled to parental leave		
Men		1,132
Women		1,322
Total number of employees who took parental leave		
Men		26
Women		29

Total number and return to work rate after parental leave ended (International)	2024	
	Total	Return to work rate
Total number of employees who returned to work after parental leave ended		
Men	25	96%
Women	25	86%
Total number of employees who returned to work after parental leave ended that were still employed 12 months after their return to work		
Men	25	100%
Women	25	100%

403-2: Hazard identification, risk assessment and incident investigation

Through the Risk Management Program (PGR) developed by the Occupational Safety area, it is possible to have visibility of all existing risks in the company’s areas, functions and departments. As part of the program, the company maps the areas with a focus on any type of unsafe situation, as well as mitigating risks through Collective Protection Equipment (EPC) and Personal Protection Equipment (PPE).

The Integrated Health and Safety Management System has tools such as PAZ (Zero Accident Program) and ICS (Safety Culture Index) that help identify and eliminate risks on a daily basis. Employees are encouraged to report any aspects related to unsafe acts and/or conditions in their work environment. Compliance channels are widely publicized and employees are encouraged to report any deviations. It is clear in all policies, procedures and guidelines that any employee who makes a report in good faith will not be retaliated against.

The functions and activities of each department are assessed by the Occupational Health and Medical areas. The processes are periodically reviewed to assess risks and, in the event of work restrictions, the management system has a protocol called PRAT, which restricts the worker’s function or even reassigns them to another activity.

Work accidents are duly reported to the Occupational Safety team, which notifies the areas so that they are aware of the fact. These reports are also sent to other units in Brazil and abroad with a focus on preventing their recurrence.



403-3: Occupational health services  
403-6: Promotion of worker health

Eurofarma offers a variety of services and benefits to promote the health and quality of life of its employees, ensuring a safe work environment free from occupational risks.

1. Medical Outpatient Clinics

These clinics provide comprehensive healthcare services, including nursing care, consultations with primary care physicians, employment doctors, gynecologists, laboratory and imaging tests, physiotherapy, and nutrition services. Dental services are also available. These services are available in the following units: Itapevi, São Paulo; Brooklin, Rio de Janeiro; Ribeirão Preto; and Montes Claros.

2. Medicines Dispensary and Pharmacy Discount Program

This benefit is available to employees and their dependents (spouse, children, and parents), with the company subsidizing the cost of medicines.

3. Health Management Assistance Sites

These services support employees and dependents in health plans for elective clinical and surgical hospitalizations, second medical opinions, coverage consultations, and contact with health plans.

4. Medical and Dental Assistance

This is a nationwide health plan that covers employees and dependents, with private rooms. The dental plan is available for dependents and offers equipped offices in Itapevi, Brooklin, and Freguesia do Ó.

5. Health Campaigns and INITIATIVES

Initiatives to promote healthy habits and well-being.

6. Health Promotion Programs

Initiatives to promote physical, mental, and emotional health:

- Amor Maior Program – Support for pregnant women.
- Mais Vida Program – Support for people with chronic diseases.
- Euro na Medida Program – Nutritional support.
- Basta Um Passo Program – Help to quit smoking.
- Lado a Lado Program – Support during sick leave.
- Orthopedic Support and Second Opinion Program – Specialized physiotherapeutic and medical care.
- Emotional Support Program – Psychological and psychiatric support.
- Employee Support Program – Legal, financial, social, and psychological support.
- Telemedicine Support – Remote care.

All benefits and services are overseen by the Medical Management Department. Registration of professionals follows a structured process that begins with a Tender/Proposal to the Purchasing Department for technical evaluation. Once approved, the documents are verified, and upon signing the contract, the professional can start working.

The professionals are duly registered with the professional bodies and have the required specializations. Eurofarma complies with regulatory standards, including licenses from the Health Surveillance Agency, operating permits, the National Register of Health Establishments (CNES - *Cadastro Nacional de Estabelecimento de Saúde*), registrations with regional professional bodies, regulatory standards, and guidelines from the National Supplementary Health Agency (ANS - *Agência Nacional de Saúde Suplementar*).

403-9: Work-related injuries

The company carries out an occupational hazard and risk assessment (OHA) for all activities performed and maintains a matrix in its risk management program (RMP), defining the exposure to risks and their control measures in a qualitative and quantitative manner. In 2024, the accident with serious consequences was due to external factors. The main types of work accidents are related to falls from the same height, walking surfaces, cuts and sprains, as well as motor vehicles (sales force).

We provide training in good practices and preventive behavioral safety programs. The measures seek to neutralize and reduce risks with the use of engineering resources (EPC) and a feasibility study to eliminate the risk.

Category	Number			Rate		
Employees	2022	2023	2024	2022	2023	2024
Fatalities as a result of work-related injury	0	0	0	0	0	0
High-consequence work-related injuries (excluding fatalities)	1	1	1	0.01	0.01	0
Recordable work-related injuries	53	72	50	0.76	0.97	0.7
Number of hours worked	13,875,362.93	14,879,240.83	14,346,726.67	-	-	-

\* Note: 2024: Recordable work-related injuries: with lost-time 43, without lost-time 7  
\* Note: 2023: Recordable work-related injuries: with lost-time 40, without lost-time 32  
\* Note: 2021: Recordable work-related injuries: with lost-time 21, without lost-time 12

In 2024, there were no accidents or incidents involving workers who are not employees. The rates were calculated based on 200,000 hours worked and no employees were excluded. The indicators presented are added together with own employees and fixed third parties, so the fields were not filled in separately.



405-1: Diversity of governance bodies and employees

Employees by employee category aand gender - Brazil

By employee category	2022				2023				2024			
	Men	Women	% Men	% Women	Men	Women	% Men	% Women	Men	Women	% Men	% Women
Presidency (CEO)	1	0	100%	0%	1	0	100%	0%	1	0	100%	0%
Vice Presidency	3	4	43%	57%	2	4	33%	67%	2	7	22%	78%
Executive Board	15	16	48%	52%	17	18	49%	51%	18	15	55%	45%
Management	401	109	79%	21%	510	138	79%	21%	504	164	75%	25%
Coordination	94	90	51%	49%	106	113	48%	52%	225	242	48%	52%
Administrative	604	1,018	37%	63%	693	1,182	37%	63%	2,794	2,409	54%	46%
Operational	1,097	723	60%	40%	1,318	885	60%	40%	1,311	932	58%	42%
Internship	48	106	31%	69%	50	123	29%	71%	54	130	29%	71%
Total	2,263	2,066	52.3%	47.7%	2,697	2,463	52%	48%	4,909	3,899	56%	44%

Employees by employee category and age group - Brazil

By employee category	2022 (total)			2022 (%)			2023 (total)			2023 (%)			2024 (total)			2024 (%)		
	-30	30/50	50+	-30	30/50	50+	-30	30/50	50+	-30	30/50	50+	-30	30/50	50+	-30	30/50	50+
Presidency (CEO)	0	0	1	0%	0%	100%	0	0	1	0%	0%	100%	0	0	1	0%	0%	100%
Vice Presidency	0	3	4	0%	43%	57%	0	4	2	0%	67%	33%	0	6	3	0%	67%	33%
Executive Board	0	19	12	0%	61%	39%	0	21	14	0%	60%	40%	0	15	18	0%	45%	55%
Management	5	422	83	1%	83%	16%	4	554	90	1%	85%	14%	4	539	125	1%	81%	19%
Coordination	5	171	8	3%	93%	4%	7	204	8	3%	93%	4%	25	393	49	5%	84%	10%
Administrative	461	1,086	75	28%	67%	5%	535	1,243	97	29%	66%	5%	774	3,994	435	15%	77%	8%
Operational	255	1,288	277	14%	71%	15%	328	1,528	347	15%	69%	16%	309	1,468	466	14%	65%	21%
Internship	148	6	0	96%	4%	0%	164	9	0	95%	5%	0%	171	13	0	93%	7%	0%
Total	874	2,995	460	20%	69%	11%	1,038	3,563	559	20%	69%	11%	1,283	6,428	1,097	15%	73%	12%

Employees by employee category and gender - International

By employee category	2024				
	Men	Women	TOTAL	% Men	% Women
Presidency (CEO)	0	0	0	0%	0%
Vice Presidency	0	0	0	0%	0%
Executive Board	1	0	1	100%	0%
Management	115	100	215	53%	47%
Coordination	106	101	207	51%	49%
Administrative	585	895	1,480	40%	60%
Operational	325	226	551	59%	41%
Internship	2	7	9	22%	78%
Total	1,134	1,329	2,463	46%	54%

Employees by employee category and age group - International

By employee category	2024 (total)			Total	2024 (%)		
	-30	30/50	50+		-30	30/50	50+
Presidency (CEO)	0	0	0	0	0%	0%	0%
Vice Presidency	0	0	0	0	0%	0%	0%
Executive Board	0	0	1	1	0%	0%	100%
Management	3	149	63	215	1%	69%	29%
Coordination	6	158	43	207	3%	76%	21%
Administrative	200	1,107	173	1,480	14%	75%	12%
Operational	70	339	142	551	13%	62%	26%
Internship	9	0	0	9	100%	0%	0%
Total	288	1,753	422	2,463	12%	71%	17%



Race indicators

Brazil

FTE and Temporary Employees		
Race	Total	Percentage
White	5,817	67.45%
Brown	2,094	24.28%
Black	550	6.38%
Asian	117	1.36%
Not informed	38	0.44%
Indigenous	8	0.09%
Grand Total	8,624	

Internacional

Race	Total	Percentage
Mestizo	1,078	43.93%
White	564	22.98%
Undeclared	788	32.11%
Black	15	0.61%
Indigenous	3	0.12%
Moreno (dark-skinned)	2	0.08%
Asian	1	0.04%
Montubio	1	0.04%
Raizal	1	0.04%
Trigueña	1	0.04%
Grand Total	2,454	

404-1: Average hours of training by employee category (Brazil)

Brazil

Category	Total hours			Average hours		
	2022	2023	2024	2022	2023	2024
Senior management (Vice Presidents and Directors)	-	-	-	-	-	-
Middle management (Managers and Coordinators)	34,065	48,820	46,083	39.21	45.57	40.02
Administrative	21,645	33,236	17,459	16.17	22.38	
Other (Operational and Sales Force)	226,412	290,329	231,713	89.37	88.82	79

Internacional

Category	Total hours			Average hours		
	2022	2023	2024	2022	2023	2024
Senior management (Vice Presidents and Directors)	-	-	-	-	-	-
Middle management (Managers and Coordinators)	-	19,445	45,565	-	597	112.5
Administrative	-	75,596	18,688	-	538	52.94
Other (Operational and Sales Force)	-	-	144,911	-	-	87.08



# CREDITS

**Vice President of  
Sustainability and New Business**  
Maria del Pilar Muñoz

**Global Manager of Corporate  
Communications and  
Institutional Marketing**  
Andrea Lie Iwamizu Cepollina

**Coordinator of External Communications**  
Fábio Crunfli Martin

**GRI Consulting, Writing, and Editing**  
Ability Sustentabilidade e Comunicação

**Graphic Design and Layout**  
Magenta lab e Nathália Rodrigues

**Photography**  
Acervo Eurofarma: Gladstone Campos,  
Luana Luizetto and RN Imagem  
Adobe Stock

**Publication**  
[www.eurofarma.com.br](http://www.eurofarma.com.br)

**For questions and queries related to  
the Annual Sustainability Report**  
[comunicacao@eurofarma.com](mailto:comunicacao@eurofarma.com)



01  
02  
03  
04  
05  
06  
07  
08  
09  
10  
11



