

Integrated Report 2026

Base year 2025



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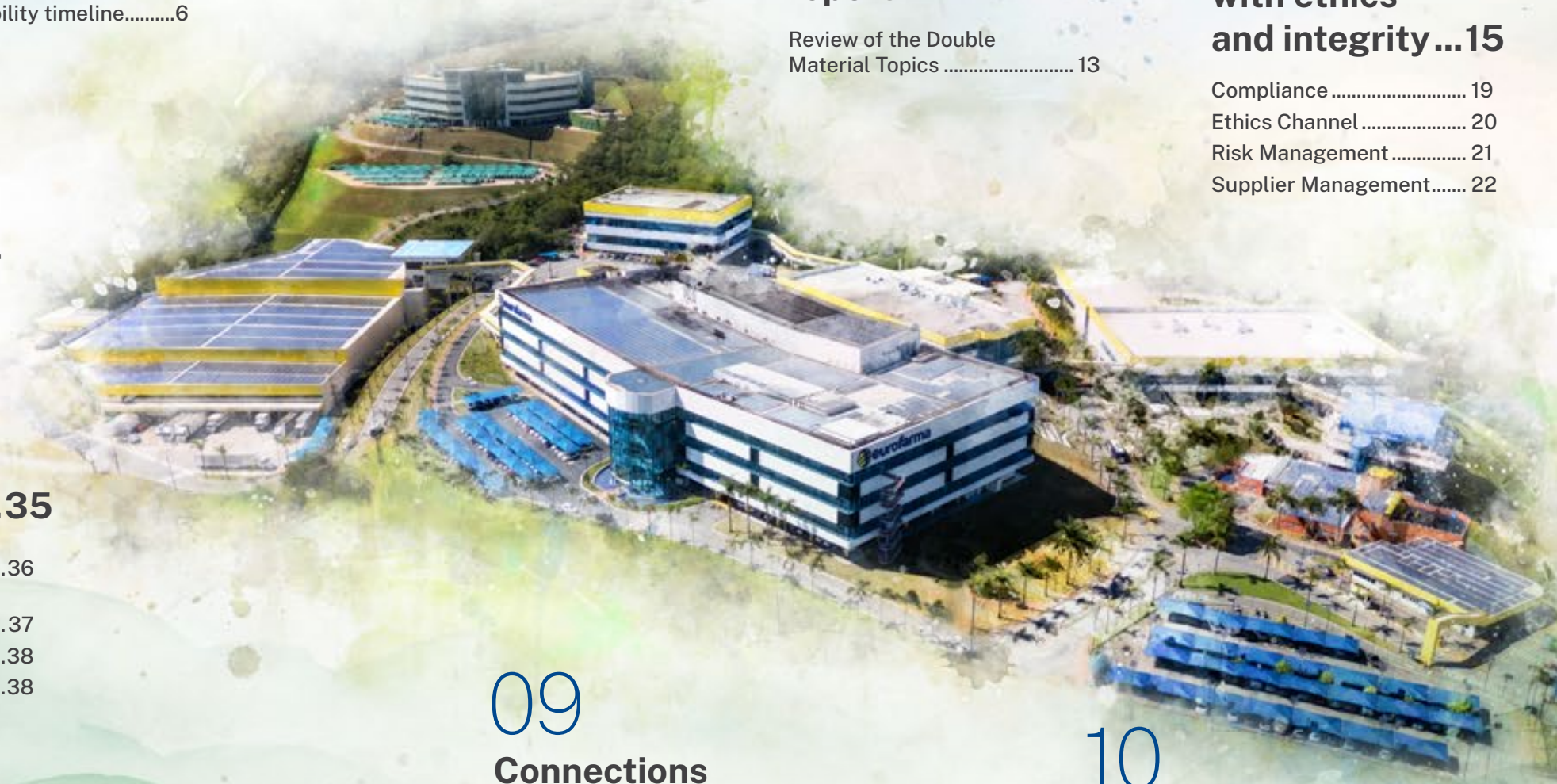
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Eurofarma has published its annual sustainability report since 2006, and this is the first year the company has presented its information in the Integrated Reporting format. In this document, the company presents, in a consolidated manner, its 2025 results and the connection between strategy, performance, and value creation.

Throughout the report, the capitals and material topics will be identified by the icons on the side, making it easier to visualize how each subject connects to the company's activities and results.

Enjoy the reading!

Capitals



Financial Capital



Manufactured Capital



Intellectual Capital



Human Capital



Social and Relationship Capital



Natural Capital

Material topics



Research, Development, and Innovation



Data Management and Artificial Intelligence



Supply Chain Management



Ethics and Integrity



Product Quality and Safety



01 Consolidating the foundations for the future

GRI 2-22

In 2025, Eurofarma achieved historic financial results, reaching the highest levels ever recorded in net revenue, gross profit and consolidated EBITDA. This performance reflects the strengthening of our presence in segments in which we already held leadership positions, combined with sustainable growth driven by expansion into new business fronts and internationalization. We therefore reap the benefits of consistent work, guided by the Vision 2027 strategic planning framework, while advancing in the construction of Vision 2072 — a long-term plan that guides our strategic decisions and projects Eurofarma's profile as it reaches 100 years in 2072, as one of the largest global pharmaceutical companies.

In October 2025, we started operations at the Montes Claros (MG) industrial complex, a decisive milestone in the company's trajectory. Designed with state-of-the-art technology, a high level of automation and global standards of operational efficiency, the new facility will significantly expand our production capacity and support Eurofarma's growth over the coming decades, strengthening our long-term strategy in Brazil and in international markets.

Throughout the year, we recorded strong organic growth, driven by the performance of the generics portfolio and new product launches, as well as expansion through strategic partnerships and acquisitions aimed at entering new segments. Among the key highlights of 2025 is the agreement entered into with Novo Nordisk, which expanded patient and physician access to innovative treatments through the exclusive distribution in Brazil of two brands of original injectable biological semaglutide — the only ones identical to their respective reference products: Extensior®, indicated for the treatment of type 2 diabetes, and Poviztra®, indicated for obesity and overweight. On the M&A front, we concluded the acquisition of a 60% stake in Dermage, a dermocosmetics brand widely established in the Brazilian retail market, confirming the company's entry into a high-potential and fast-growing segment.

Our net revenue reached BRL 12.5 billion, representing growth of 13.7%, largely organic compared to 2024. Adjusted EBITDA, which excludes investments in innovation from the expense line for comparability purposes with

peers in the sector, totaled BRL 3.4 billion, with a margin of 27.6%. We highlight our average collection period in Brazil of 57.9 days, as well as the fact that we remain among the pharmaceutical companies with the lowest inventory levels across the distribution chain, in line with demand. Financial performance demonstrates our discipline, strong cash generation and the company's ability to achieve rapid and organic deleveraging. With respect to credit ratings, we maintained our historic AAA rating, as assigned by Fitch Ratings. In an environment of high volatility and elevated interest rates, this strength stands as one of our main competitive advantages, without compromising our long-term strategic vision, firmly anchored in our innovation journey, with continuous investments in R&D and in-license opportunities.

As a leader in pharmaceutical retail in Latin America, we maintained our regional leadership in prescription medicines, with a 4.7% market share, in addition to holding second place in generics, a segment in which we achieved an 11% market share. In Brazil — the market with the greatest revenue representativeness, where we hold first position in medical prescriptions and second in generics — net revenue reached BRL 9.4 billion. International operations accounted for BRL 3.1 billion, representing approximately 25% of consolidated revenue in 2025. Acquisitions completed in recent years — including Genfar (Colombia), Medimetriks (USA), Valda, Dermage and Ocean Drop (Brazil) — already represent more than 10% of global revenue and have contributed meaningfully to growth and value creation, in line with our geographic expansion and portfolio diversification thesis.

Innovation remains one of the central pillars of our strategic planning. In 2025, investments in this area totaled BRL 712 million, and our pipeline expanded to include more than 350 projects. The work of 770 scientists and professionals dedicated to new product development resulted in the launch of more than 107 new SKUs in Brazil and an additional 193 across international operations. Key highlights include dapagliflozin, indicated for the treatment and prevention of complications in patients with type

2 diabetes, and progress in the regulatory approval process of cenobamate, an innovative treatment for pharmacoresistant epilepsy, with launch expected in the region in early 2026. We also completed the transfer of our biotechnology facility, consolidating our position as one of the few pharmaceutical companies in the country with fully internalized production of a biological product, from the beginning to the end of the manufacturing chain. In addition, attentive to transformations in the healthcare sector and the advancement of digital solutions, we inaugurated a joint venture with South Korea's SK Biopharmaceuticals, which gave rise to Mentis Care, a company focused on the development and commercialization of artificial intelligence solutions applied to neurology, strengthening our digital ecosystem.

The results and advances achieved across different fronts reflect the dedication of more than 13,000 employees distributed across 24 countries. A highly qualified and engaged team that once again chose Eurofarma as the best pharmaceutical company to work for in Latin America for the fourth consecutive year, according to the Great Place to Work (GPTW®) ranking. The consolidation of our corporate culture — the Eurofarma Way — is evidenced by employee pride levels, which remain close to 90%.

In the area of governance, we made significant progress with the creation of a cluster-based structure across international operations, promoting efficiency gains through synergies, greater autonomy and closer leadership management, supported by a robust matrix structure. We also strengthened the international corporate team through the relocation of experienced executives to key areas, forming a highly capable group dedicated to the challenges of the new cycle of our international journey, with a focus on growth, innovation and culture.

We remain firmly committed to inclusion and diversity. In 2025, we exceeded our hiring targets for Black and mixed-race individuals, as well as for women in external hires across the supply, logistics, industrial operations and sales force areas. We increased the percentage of people with disabilities in our operations and surpassed internal promotion targets for women into leadership positions in manu-

facturing facilities and in the commercial area. Equity is also reflected in leadership, with women holding 62% of C-level positions and 66% of roles within the Innovation area.

In the field of sustainability, the company invested BRL 156.6 million in 2025, under a strategy that integrates environmental, social and governance pillars. These resources enabled the expansion of initiatives in education, health, humanitarian aid, sports and the environment, benefiting individuals and communities across several Latin American countries. Projects such as the Ophthalmology Outreach Program extended beyond Brazil's borders, reaching Central America, Colombia, Mexico and Peru. At Instituto Eurofarma, investments in education exceeded BRL 29.5 million, with approximately 23,000 direct beneficiaries. On the humanitarian front, we donated 838,000 units of medicines and 184,000 basic food baskets. Lactare consolidated its position as the largest human milk bank in São Paulo by volume, benefiting infants in neonatal intensive care units of public hospitals.

We also reinforced our environmental commitment, focusing on the three pillars of our strategy: operational eco-efficiency, a more sustainable portfolio and climate commitment. We achieved 97% of global electricity consumption sourced from renewable energy and progressed toward reaching 93% neutralization of direct emissions in 2025. Environmental investments totaled BRL 41.8 million.

In addition to our commitment to generating a positive impact for people, business and the planet, we uphold responsible management, supported by a robust governance system. Even in the face of macroeconomic challenges, we remain guided by ethics, execution discipline and a long-term vision. We reiterate our commitment to transparency, operational excellence and the generation of sustainable value for employees, shareholders and other stakeholders.

I would like to thank everyone who is part of this journey, especially our team, which shares our beliefs and ambitions, and society as a whole for the trust placed in our work, products and services.

Maurizio Billi
Chairman of the Board of Directors



02 Highlights of the year

Over 350 projects
in the innovation pipeline

2,000 proprietary molecules
protected by patents

Over 770 scientists
dedicated to the development of new products

300 new SKUs launched in 2025 and 1,262 over the last three years

AAA rating
by Fitch Ratings

13.7%
growth in net revenue with a 42.5% increase in EBITDA

16%
average annual growth over the last 15 years

Global compliance and corporate **integrity framework**

Ranked among the most innovative companies by Valor Inovação for the **5th consecutive year**

BRL 712 million invested in R&D and innovation

Innovation

87 active research centers and **1,000 patients** enrolled in clinical studies

BRL 156.6 million invested in sustainability

56% reduction in Scope 2 carbon emissions

Environmental

Best pharmaceutical

company in ESG in the Socioenvironmental and Future Vision dimensions of Época Negócios 360°

97% renewable electricity across all global operations

First pharmaceutical company with ISO 14001, 50001 and 46001 certifications at the Itapevi site (Brazil, São Paulo)

33.6 million medicines with the +Verde sustainability seal

29% increase in the electric and hybrid vehicle fleet

BRL 41.8 million invested in environmental initiatives

CDP Climate score B, with an **A rating** in 8 categories

Best pharmaceutical company in the *Exame Melhores do ESG* award

Over BRL 84 million invested in social projects and humanitarian aid

More than 36,800 hours of brain neuromonitoring in neonatal ICUs using donated equipment

Over 5,000 children assisted through the Ophthalmology Task Force

23,000 people supported by the Eurofarma Institute

Results and Governance

BRL 8.2 billion in consolidated Value Added Distribution (VAD)

10.6% of revenue from acquisitions completed in recent years

Acquisition of Dermage and partnership with Novo Nordisk

BRL 12.5 billion in net revenue

Over 13,000 employees across 24 countries

Best pharmaceutical company to work for in Latin America for the 4th consecutive year

Social

89% of employees are proud to work at Eurofarma

62% women at C-level and **66%** in innovation roles

Launch of Team Eurofarma: athletes with Olympic and Paralympic potential

BRL 30.7 million invested in sports incentives

Lactare: the largest human milk bank by volume in the State of São Paulo

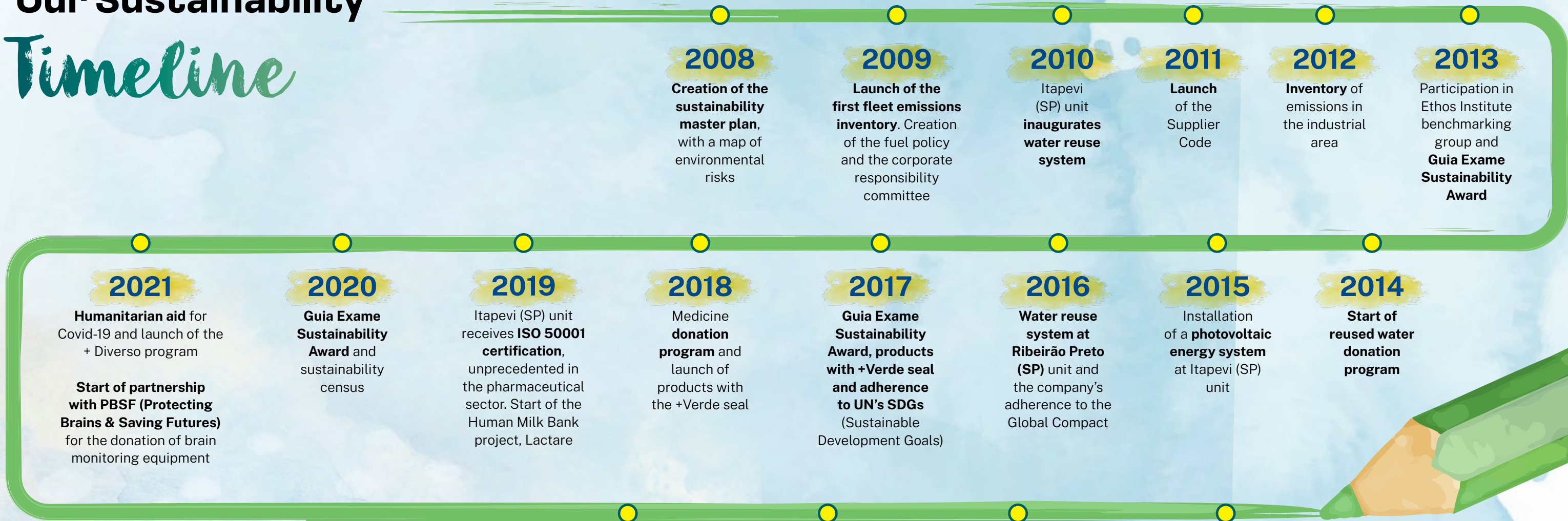
838,000 medicines and **184,000** food baskets donated

First pharmaceutical company to receive the **BandNews Marcas Mais Admiradas 2025** award



Our Sustainability

Timeline



2008

Creation of the sustainability master plan, with a map of environmental risks

2009

Launch of the first fleet emissions inventory. Creation of the fuel policy and the corporate responsibility committee

2010

Itapevi (SP) unit **inaugurates water reuse system**

2011

Launch of the Supplier Code

2012

Inventory of emissions in the industrial area

2013

Participation in Ethos Institute benchmarking group and **Guia Exame Sustainability Award**

2021

Humanitarian aid for Covid-19 and launch of the + Diverso program

Start of partnership with PBSF (Protecting Brains & Saving Futures) for the donation of brain monitoring equipment

2020

Guia Exame Sustainability Award and sustainability census

2019

Itapevi (SP) unit receives **ISO 50001 certification**, unprecedented in the pharmaceutical sector. Start of the Human Milk Bank project, Lactare

2018

Medicine **donation program** and launch of products with the +Verde seal

2017

Guia Exame Sustainability Award, products with +Verde seal and adherence to UN's SDGs (Sustainable Development Goals)

2016

Water reuse system at Ribeirão Preto (SP) unit and the company's adherence to the Global Compact

2015

Installation of a **photovoltaic energy system** at Itapevi (SP) unit

2014

Start of reused water donation program

2022

First sustainable SLB title in Latin America and implementation of social responsibility initiatives in LATAM countries

2023

Entry into the renewable energy self-production market and creation of Eurofarma Institute's master plan

2024

100% traceable renewable energy (I-REC) in Brazil, Chile, Colombia, Guatemala, and Uruguay, and 161% increase in the share of renewable sources in our operations

2025

4th consecutive year as the best pharmaceutical company to work for in Latin America (GPTW), achieving 97% renewable energy use in all operations and beginning sponsorship of athletes with Olympic and Paralympic potential



As a signatory to the UN Global Compact, the company actively contributes to five priority Sustainable Development Goals (SDGs), as defined by its ESG Committee. This connection positions Eurofarma as part of a global movement seeking tangible solutions to today's most relevant social, environmental, and economic challenges, reflecting an ongoing journey of evolution grounded in integrity, transparency, and a clear commitment to generating positive impact for people, business, and the planet.

03

The future that guides our present



Financial Capital



Manufactured Capital



Intellectual Capital



Human Capital



Social and Relationship Capital



Natural Capital



Research, Development, and Innovation



Data Management and Artificial Intelligence



Supply Chain Management



Ethics and Integrity



Product Quality and Safety

Since 1972, Eurofarma has been working to develop and commercialize products and services that promote health and improve quality of life. With fully Brazilian capital, the company has consolidated its position as Brazil's first multinational pharmaceutical company.

Present throughout Latin America, as well as in the United States and select African countries, Eurofarma operates across different healthcare segments, including Prescription Drugs, Personal Care, Over-the-Counter Medicines (OTC), Generics, Institutional Market (Hospital, Oncology, and Public Tenders), Animal Health, Exports, and Contract Manufacturing (CMO).

In Brazil, the company operates five manufacturing sites located in Itapevi, SP; São Paulo, SP; Ribeirão Preto, SP; Rio de Janeiro, RJ; and the newly opened plant in Montes Claros, MG, as well as two distribution centers in Varginha, MG and Cajamar, SP. The administrative headquarters are in São Paulo, SP, and the company also houses its innovation center, Eurolab, within the industrial complex in Itapevi, SP.

In Latin America, manufacturing operations extend to other countries, with industrial sites in Argentina, Chile, Colombia (Bogotá and Cali), Guatemala, and Peru.

GRI 2-1



Our new home

In 2025, Eurofarma opened its new corporate headquarters at the VIVA! Campo Belo development, located in the Santo Amaro district of São Paulo, on the site of its former manufacturing facility. The new site occupies 7,898 m² across the top 11 floors of a Triple A-rated building (developments that combine high levels of technology and sustainability).

The space was designed to promote a modern and functional environment, featuring collaborative workspaces, flexible areas, a reception area, a café, and an on-site infirmary. With a focus on well-being and inclusion, the headquarters offers a dedicated lactation room for employees, an auditorium, pantry, coffee stations, and spaces for teamwork.



Sustainable Investment

In 2025, operations began at the new industrial complex in Montes Claros, MG, the largest ever built by Eurofarma and a significant milestone in the company's expansion and competitiveness journey.

Designed with advanced technology, automation and sustainability, the plant contributes to expanding the supply of high-quality medicines, generating jobs and driving local and regional economic development. These investments reinforce the company's sustainable growth strategy and its readiness to meet future market demands (learn more in the Our Way of Growing section)



Map of operations

GRI 2-6

Brazil's **first** multinational pharmaceutical company

Leader in the retail market in Latin America

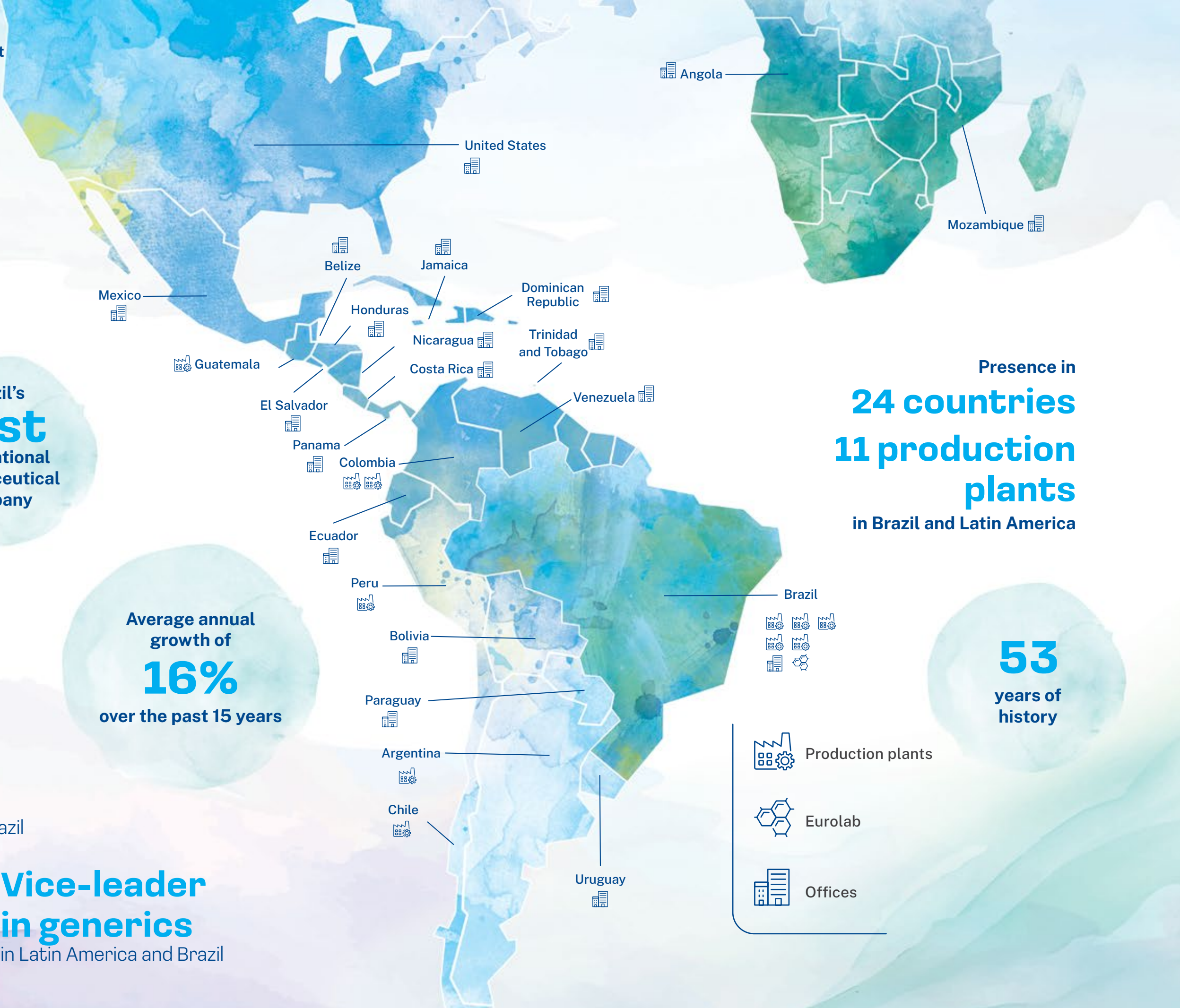
Leader in medical prescriptions in Brazil

Vice-leader in generics in Latin America and Brazil

Average annual growth of **16%** over the past 15 years

Presence in **24 countries** and **11 production plants** in Brazil and Latin America

53 years of history



- Production plants
- Eurolab
- Offices

Business model



Input Capitals

(value capture)

Financial Capital

- Adjusted EBITDA of BRL 3.4 billion

Manufactured Capital

- Operations in 24 countries with 11 production plants
- Eurolab: Latin America's largest innovation center
- Latam Operational Excellence Center

Intellectual Capital

- BRL 712 million, invested in R&D
- 5.7% of revenue in 2025
- Opening of the Artificial Intelligence Center of Excellence

Human Capital

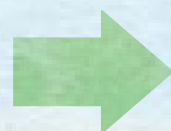
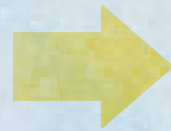
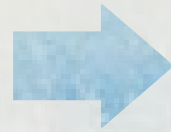
- 13,000+ employees in 24 countries

Social and Relationship Capital

- BRL 156.6 million invested in ESG initiatives
- 11.5 million visits carried out by the Sales Force globally, of which 9.5 million were to physicians
- 20 years of the Eurofarma Institute
- 7 years of the Lactare project

Natural Capital

- Target to achieve a 100% renewable energy mix by 2027
- Value chain screening to enhance the GHG emissions inventory and engage business partners



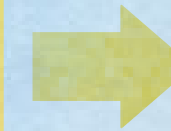
Vision 2072

On the 100-year route

Operating in the healthcare sector with a global reach, we will become one of the largest pharmaceutical companies in the world. Recognized for our ESG practices, we will be among the most sought companies to work for. True to our purpose of promoting access to healthcare and quality of life, we will be a lasting company, continuously discovering new treatments and building a legacy of innovation.

Vision 2027

- Results
- Internationalization
- Innovation
- ESG
- People and Culture



Our values

- Agility
- Commitment
- Sustainable development
- Focus on health
- Entrepreneurship
- Ethics
- Equity (diversity)
- Reinvestment
- Respect
- Results

Operating model

Eurofarma Group

- Eurofarma Brazil and international operations
- Genfar
- Orygen Biotechnology
- Pearson Saúde Animal
- Momenta

Subsidiaries

- Supera Farma
- Dermage
- Ocean Drop
- Mentis Care

Segments

- OTC (Over the Counter)
- Prescription
- Personal and beauty care and foods
- Generics
- Institutional (Oncology, Hospital, and Public Tenders)
- Animal health
- Exports
- Services to third parties
- Digital health
- Startups
- Venture Capital
- EurON

Output Capitals

(value creation)

Financial Capital

- Overall growth of 13.7%, outperforming the market
- 630 million units produced

Manufactured Capital

- First place in the prescription drugs category in Latin America
- Opening of the company's largest facility in Montes Claros (MG)
- Strategic partnership with Novo Nordisk

Intellectual Capital

- 107 launches in Brazil and 193 introductions across operations in other countries
- 26 active projects with global startups
- 30 ongoing Artificial Intelligence projects

Human Capital

- 89% employee pride index
- 22 years among the best companies to work for

Social and Relationship Capital

- 23,000+ people benefited from the Eurofarma Institute's education initiatives
- 4,000+ liters of milk collected and 1,500+ babies benefiting from the Lactare project

Natural Capital

- 97% renewable energy in all operations worldwide
- Expansion of the +Verde (+Green) portfolio, with 34 million units sold

Vision 2027: Your Life Moves Eurofarma

In line with Vision 2027, a strategic milestone towards Vision 2072 that defines actions for the coming years, Eurofarma focuses its routine and work plans on five different dimensions and 15 major strategic objectives that guide the organization worldwide. The following table presents the main results achieved across each of these fronts in 2025:



Innovation

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

ADVANCES IN 2025

- Joint venture with SK Biopharmaceuticals (South Korea) for Mentis Care, a pioneering artificial intelligence technology for predicting epileptic seizures
- 26 active projects with global startups
- 30 artificial intelligence initiatives underway, focused on enterprise-wide adoption of tools and training for leadership and employees



Results

- Focus on growth with sustainable profitability
- Ensure returns on strategic investments
- Optimize operational efficiency and costs

ADVANCES IN 2025

- Net revenue reached BRL 9,354 million in Brazil and BRL 3,124 million in international operations – an all-time high
- Value creation from strategic investments: M&As completed over the past four years contributed 10% of 2025 revenue
- Established a partnership with Novo Nordisk for the exclusive distribution and promotion of two new brands of original injectable biological semaglutide products for the treatment of obesity, overweight associated with comorbidities, and type 2 diabetes



Internationalization

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

ADVANCES IN 2025

- Consolidated leadership in the retail market in Latin America, with a significant increase in market share (+0.31 pp)
- Expanded international operations, with strong performance in Colombia, which reached record sales, and expanded Genfar's operations to approximately 10 countries
- Strengthened global presence across new strategic geographies, including the United States, Africa, and the Caribbean



People and Culture

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

ADVANCES IN 2025

- 89%: maintained a high employee pride index in working at Eurofarma
- 22 consecutive years among the best companies to work for
- Recognized for the 4th consecutive year as the best pharmaceutical company to work for in Latin America (GPTW®)



ESG

- Lead innovative environmental practices
- Strengthen governance practices
- Advance Diversity and Inclusion programs

ADVANCES IN 2025

- Advanced ahead of schedule toward achieving 100% renewable energy across all global operations by 2027, reaching 97% by the end of 2025
- Expanded the +Verde (+Green) portfolio, with growth in units sold and new products added to the portfolio
- Launched the Atlas Governance corporate governance portal, enhancing transparency and information confidentiality
- More than 300 women participated in EuroAcelera



04 About the Report

GRI 2-3, 2-5

Eurofarma publishes its annual report with data covering the period from January 1 to December 31, 2025, encompassing all the company's operations in Brazil and the other countries where it operates. This report has been prepared in accordance with the Global Reporting Initiative (GRI Standards) and incorporates SASB (Sustainability Accounting Standards Board) indicators applicable to the Biotechnology & Pharmaceuticals industry. This enhances the comparability of ESG performance metrics and aligns disclosures with the expectations of investors and other stakeholders.

Scope of financial data	Brazil and international operations (wholly owned or partially owned companies)
Scope of indicators (exceptions disclosed in footnotes)	Brazil and international operations (wholly owned or partially owned companies)
Reporting standards and frameworks	<ul style="list-style-type: none"> • Global Reporting Initiative (GRI) • SASB Standards* • Integrated Reporting Guidelines (IIRC) and OCPC09 • Sustainable Development Goals (SDG) • GHG Protocol – Corporate Standard

*SASB indicators are not part of the scope of the limited assurance of the 2025 Integrated Report conducted by KPMG.

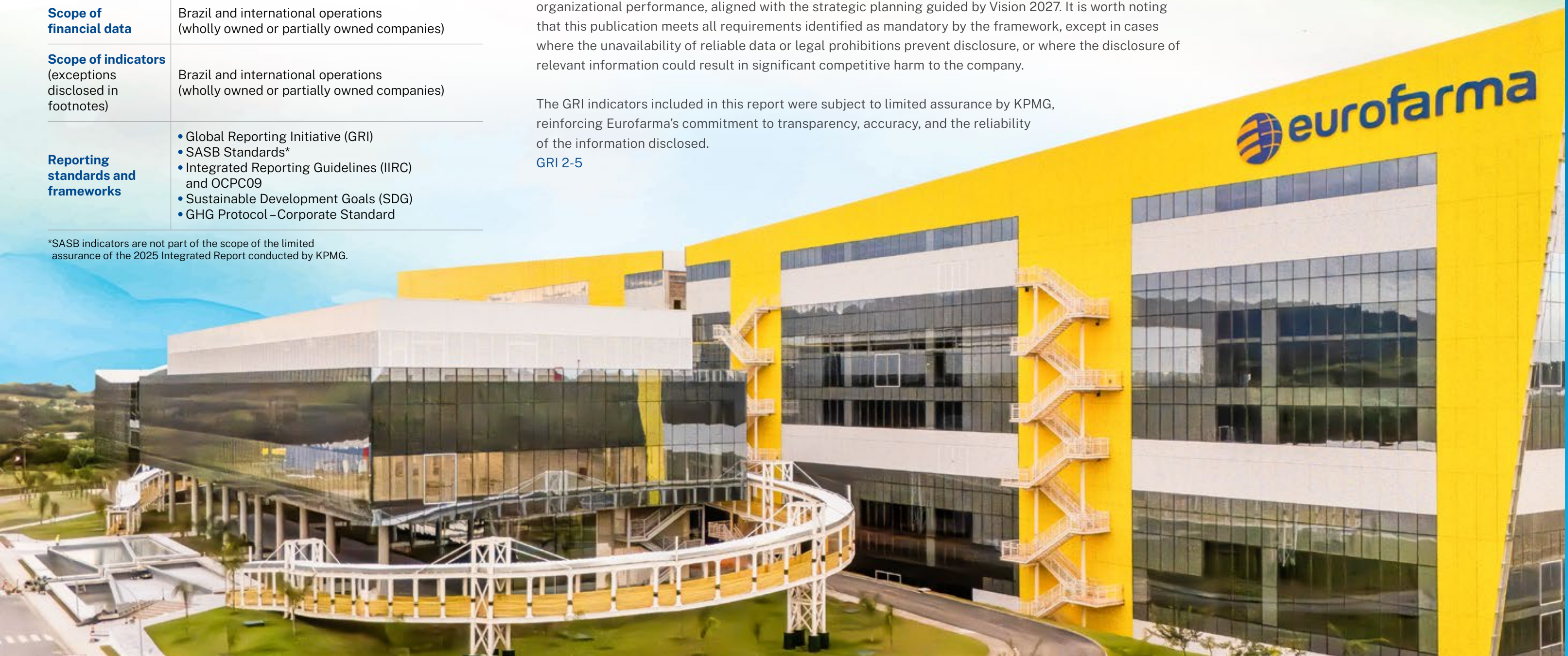
The consolidation and validation of information follow a sound process, directly involving the teams responsible for providing data, the Corporate Communications area, the Global Vice Presidency of Sustainability and New Business, and the ESG Executive Committee, which advises the Board of Directors on the management of risks and opportunities related to the sustainability agenda. This structure ensures the integrity of the data disclosed to the market and meets investor expectations regarding the reliability and consistency of environmental, social, and governance information.

GRI 2-5, 2-14

As of this reporting cycle, the document also reflects Eurofarma's progress in adopting the Integrated Reporting model, strengthening the connection between strategy, governance, value creation, and organizational performance, aligned with the strategic planning guided by Vision 2027. It is worth noting that this publication meets all requirements identified as mandatory by the framework, except in cases where the unavailability of reliable data or legal prohibitions prevent disclosure, or where the disclosure of relevant information could result in significant competitive harm to the company.

The GRI indicators included in this report were subject to limited assurance by KPMG, reinforcing Eurofarma's commitment to transparency, accuracy, and the reliability of the information disclosed.

GRI 2-5



Review of double materiality topics

GRI 3-1, 3-2

At the end of 2025, Eurofarma updated its material topics in accordance with Global Reporting Initiative (GRI) guidelines, reincorporating the concept of double materiality – an approach that simultaneously assesses the company’s impacts on society and the environment, as well as how these factors influence business performance and value creation.

The process was conducted in four stages: analysis of the organizational context, identification of potential and actual impacts, assessment of their significance, and definition of the most relevant topics for the company. These stages were integrated into ongoing processes and supported by internal analyses, sector references, and international benchmarks.

This process included extensive consultation with strategic stakeholders in Brazil and other markets where Eurofarma operates. A total of 30 qualitative interviews were conducted with senior leadership and external stakeholders, complemented by an online qualitative survey with more than 350 participants, including employees, customers, banks and investors, suppliers, universities, communities, journalists, associations, regulatory agencies, and innovation partners.

The responses were evaluated based on two key dimensions: impact (severity and occurrence) and vulnerability (likelihood of affecting stakeholders). To ensure greater accuracy, different weights were applied according to each group’s level of influence, ensuring proportionality and methodological soundness.



MAIN STAGES

- Mapping Eurofarma’s sustainability framework
- Industry benchmarking against domestic and global pharmaceutical companies
- Analysis of secondary sources (CSA/DJSI (S&P Global), Sustainalytics, SASB, MSCI, and ISE B3)
- Consolidation of potentially material topics
- Qualitative consultations (in-depth interviews and online survey)
- Data consolidation and alignment with strategic planning and the risk map
- Approval of topics by the ESG Executive Committee and the Strategic People & ESG Committee



STAKEHOLDERS CONSULTED

- Senior management
- Board members
- Employees
- Customers and distributors
- NGOs and communities
- Suppliers
- Industry associations
- Media
- Banks and investors
- Innovation partners

Double materiality topics

Based on the consolidation of inputs from stakeholders, the analysis identified alignment between high-priority topics and Eurofarma’s strategic objectives, along with a direct link to risks classified as priorities by the company. This integration strengthens business resilience and reinforces the role of double materiality as a management tool.

Material topic	Definition	Strategic Goal	GRI Indicators	SASB Indicators	SDG
Research, development, and innovation	Research, development, and innovation are strategic pillars of the pharmaceutical industry, driving scientific, technological, and social advances.	Innovation	3-3	330a.1	
Data management and artificial intelligence	Strategic use of data and AI technologies to optimize research, manufacturing, and regulatory processes, ensuring efficiency, traceability, and compliance with health regulations, while advancing innovation and enabling evidence-based decision-making.	Innovation	3-3	--	
Supply chain management	Essential to ensuring quality, it encompasses the safety and traceability of medicines, in compliance with local requirements and applicable health regulations, as well as social and environmental aspects, local sourcing, and training.	Results	204-1, 308-1, 308-2, 408-1, 409-2, 414-1, 414-2	430a.1	
Ethics and integrity	This involves the responsible management of professional practices, the prevention of corruption and fraud, and compliance with anti-corruption laws, the Code of Conduct, reporting channels, among others.	ESG	205-1, 205-2, 205-3, 206-1, 415-1	270a.1, 270a.2, 510a.1, 510a.2	
Product quality and safety	Ongoing monitoring of quality and safety, from manufacturing through post-consumption. Clear and appropriate communication regarding products and their use.	Cross-cutting	416-1, 416-2, 417-1, 417-2, 417-3	210a.1, 210a.2, 210a.3, 250a.1, 250a.2, 250a.3, 250a.4, 250a.5, 260a.1, 260a.2, 260a.3	

Important topics

In addition to double materiality topics, the analysis identified a set of topics classified as important, primarily related to environmental and social dimensions – such as waste management, natural resource management, climate change, organizational culture, and data privacy. Although not defined as double materiality topics, these matters remain relevant to advancing ESG commitments and will continue to be monitored and disclosed in the Integrated Reporting framework.



Important topic	Definition	Strategic Goal	GRI Indicators	SASB Indicators	SDG
Data privacy	The adoption of data security and governance controls protects information confidentiality, reduces legal risks, and reinforces trust and ethical standards across relationships with all stakeholders.	Innovation, Results, People and Culture, ESG	418-1	--	
Client and partner relationships	Strategies focused on new products that connect marketing and partnerships to support development, launches, and commercialization, integrating digital channels, customer engagement, and sales. The strategies aim to accelerate the introduction of new products and create value for the business and its ecosystem.	Results, Innovation, Internationalization	3-3	--	
Waste management	Assesses the company's impacts on the environment and nearby communities through the management of chemical, pharmaceutical, and healthcare waste, as well as reverse logistics obligations affecting distributors, retailers, and consumers.	ESG	306-1, 306-2, 306-3, 306-4, 306-5	--	
Natural resource management	Assesses how water use (withdrawal and consumption, including operations in water-stressed areas) and impacts on biodiversity may affect local communities, the environment, suppliers, and other stakeholders.	ESG	303-1, 303-2, 303-3, 303-4, 303-5	--	
Climate change	Monitors direct (Scope 1) and indirect (Scope 2) emissions, as well as considers logistics and supply chain impacts (Scope 3). Includes adaptation and mitigation measures related to climate change.	ESG	302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-4, 305-5	--	
Talent attraction, development, and retention	Human capital management can directly influence innovation capacity in the sector, product quality for customers, and the development of professionals who will contribute to the company and meet stakeholder expectations.	People and Culture, ESG, Results, Internationalization	401-1, 401-2, 401-3, 404-1, 404-2, 404-3	330a.2	
Employee culture and engagement	Guided by the Eurofarma Way, this topic addresses aspects such as engagement and corporate culture, which are key to attracting and retaining professionals aligned with organizational values. A strong culture increases satisfaction and contributes to sustainable, long-term results.	People and Culture, ESG, Results, Internationalization	3-3	--	

Informational topics

Lastly, topics classified as informational (with no associated risks and already well managed) will remain on the company's radar and may be disclosed in the Integrated Report, even as non-material topics, highlighting related initiatives and indicators where applicable. These include access to healthcare products and services, occupational health and safety, social responsibility and community engagement, and diversity, equity, and equal opportunity.



05

Governance with ethics and integrity



Human Capital



Social and Relationship Capital



Ethics and Integrity

GRI 3-3: ethics and integrity

Eurofarma's governance framework comprises the Board of Directors and Executive Management, which are responsible for defining strategic guidelines and conducting business. The framework also includes the Audit and Compliance Committee, the People Strategy Committee, the Organization & ESG Committee, and the Related-Party Transactions Committee. The company's Fiscal Council is non-standing and was not convened in the fiscal year ended December 31, 2025.

In line with the best market practices, this operating model undergoes continuous improvement with a focus on transparency, inclusion, and diversity, strengthening the company's reputation and credibility while promoting value creation for the organization, its shareholders, employees, business partners, and society.

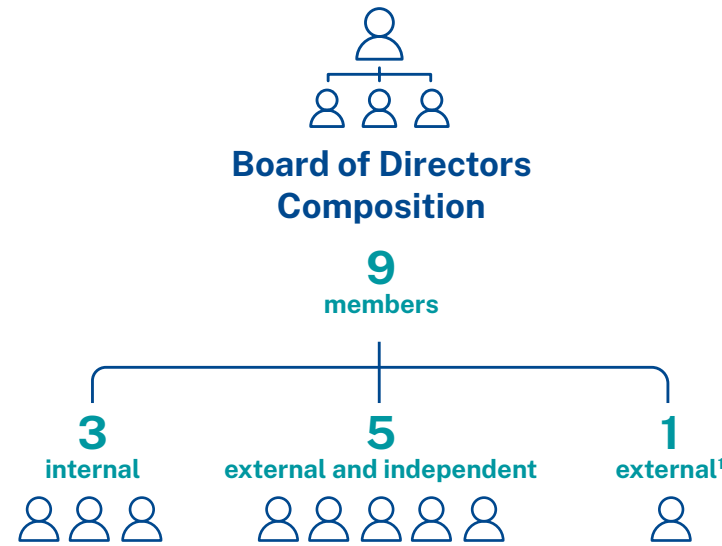
The Board of Directors defines Eurofarma's strategic guidelines. Its composition ranges from 3 to 11 members, with a majority of external members and at least one-third being independent – the latter elected in accordance with CVM regulations and Article 140 of the Brazilian Corporation Law (Lei das S.A.). All board members are elected by the Shareholders' Meeting for unified two-year terms, with the possibility of reelection.

The Board of Directors has its own internal bylaws, which can be consulted on [Eurofarma's](#) and [B3's](#) websites.

The Executive Board is responsible for representing Eurofarma, both actively and passively, as well as for carrying out all acts necessary or appropriate to manage the company's business, including the execution of business plans, operating budgets, and capital budgets approved by shareholders. It consists of at least three and at most six officers, whether shareholders or not, residing in Brazil, elected and removable at any time by the Board of Directors. In addition to the Chief Executive Officer and the Investor Relations Officer, the other members have no specific designation. Terms are for three years, and reelection is permitted. The Board of Executive Officers also has its own internal bylaws, which can be accessed here.

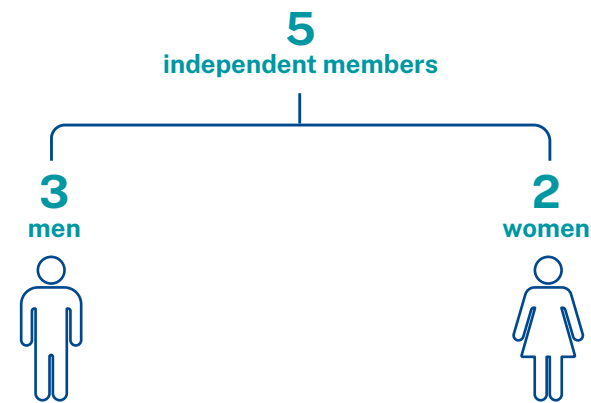
The Fiscal Council is non-permanent and is installed upon shareholder resolution, in accordance with applicable law. When installed, it consists of three to five members, with an equal number of alternates, elected by the General Meeting, with members eligible for reelection. As of the date of this Reference Form, the Fiscal Council is not installed.

The Chief Executive Officer is not the Chairman of the Board of Directors. However, both are part of the company's senior leadership. [GRI 2-10, 2-11, 2-12](#)



International Advisory Board Composition

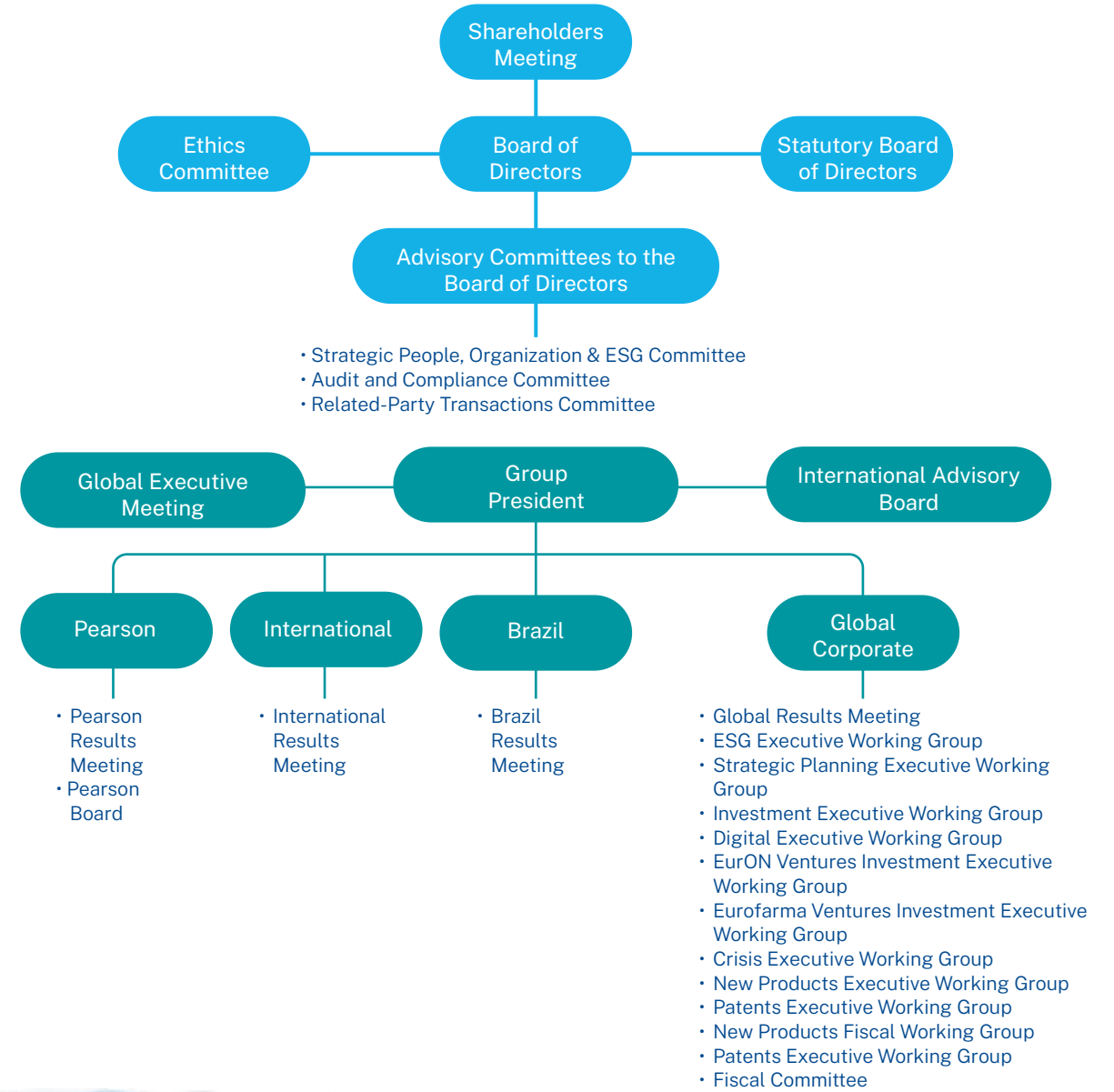
An advisory body for international affairs, which addresses strategic topics to the International CEO and the Chairman of the Group.



	Number of members			% of members		
	2023	2024	2025	2023	2024	2025
By gender						
Male	6	6	6	67%	67%	67%
Female	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%

1. One of the board members previously worked at Eurofarma and is therefore considered an external member.

Corporate Governance Structure



Performance Review Processes

GRI 2-10, 2-18

Although the company does not have formally approved performance evaluation mechanisms for each governing body and its members, the performance of the Board of Directors is assessed annually by the Annual General Meeting, which elects, re-elects, or removes board members (for example, in cases of unsatisfactory performance). Shareholders therefore directly assess the performance of board members, regardless of a formal evaluation process.

Members of Executive Management and the advisory committees undergo a similar evaluation during their respective election and/or re-election processes by the Board of Directors, regardless of a formal evaluation process.

The Audit and Compliance Committee's internal bylaws, under Article 13, require an annual self-assessment process covering both its overall and individual member performance, with the aim of continuously enhancing effectiveness. Consolidated results are shared with all members of the Audit and Compliance Committee and the Board of Directors, while the results of individual assessments are provided to the respective members, the Audit and Compliance Committee Coordinator, and the Chair of the Board.

In 2025, the Board of Directors approved the Corporate Policy for the Nomination and Evaluation of Members of the Board of Directors, Advisory Committees, and Statutory Board of Directors. The policy establishes criteria for nominating board members, which may be carried out by management or any shareholder, in accordance with the Brazilian Corporation Law.

The policy also promotes a diverse composition for the Board of Directors, considering different areas of expertise, experience, behavioral profiles, cultural backgrounds, age groups, gender, sexual orientation, race or ethnicity, and the inclusion of people with disabilities, with a focus on equal opportunity. It also requires board members to have sufficient time availability to fully perform their duties.



Communication to the Board

Recommendations arising from advisory committee discussions are non-binding and support decision-making by the company's Board of Directors.

Audit and Compliance Committee: supports the Board in overseeing independent and internal audits, the quality of financial information, internal controls, risk management, and compliance practices. It also reviews internal policies, monitors related-party transactions, receives reports on ethical misconduct, and prepares an annual report on its activities. Its roles and operating procedures are defined in internal bylaws approved by the Board of Directors.

Related-Party Transactions Committee: reviews, assesses, and makes recommendations to the Board regarding transactions involving related parties, ensuring they are conducted under arm's length conditions and in compliance with company policies and articles of incorporation. It also acts as a mediation body in case of disputes and may recommend renegotiation or discontinuation of transactions when it identifies inadequate conditions. It operates under its own internal bylaws.

People, Organization, and ESG Strategy Committee: supports the Board in defining and monitoring guidelines related to organizational culture, people management, remuneration, succession, executive performance, and

the ESG agenda. It strengthens practices aligned with the company's purpose, values, and business sustainability by tracking environmental, social, and governance commitments, targets, indicators, and strategic initiatives, while also monitoring related risks, opportunities, and trends. Its activities follow internal bylaws approved by the Board of Directors, and its coordinator submits key considerations and recommendations to the Board.

GRI 2-17

In addition, the company has an ESG Executive Committee, a multidisciplinary forum that meets bimonthly to track the annual work plan, monitor ESG indicators and targets, discuss material risks and opportunities, and prioritize critical topics, contributing to the continuous improvement of sustainability processes, practices, and performance. ESG indicator data are reviewed every two months based on reports from responsible areas and are available to committee members on the PowerBI platform for ongoing monitoring and analysis.

GRI 2-17

Eurofarma also has a non-statutory Ethics Committee and a Fiscal Committee, which support management in strengthening governance and ethical conduct.



RELATED-PARTY TRANSACTIONS POLICY

GRI 2-11

Following its review and reapproval in 2025, the Related Party Transactions Policy strengthened mechanisms to prevent conflicts of interest. Whenever a transaction requires corporate approval and involves a personal benefit, the member concerned must declare the conflict and withdraw from discussions and deliberations.

In such cases, participation in the decision-making process is prohibited, including voting, and is permitted only for specific clarifications, with withdrawal required prior to deliberation. If the conflict is not declared, another member of the body must do so, and any omission is considered a breach of good governance principles and must be recorded in the minutes or in a specific document.

These guidelines are also set forth in the articles of incorporation and in the Board of Directors' internal regulations, which prohibit board members from participating in decisions involving conflicting interests, in accordance with the Brazilian Corporation Law.



[Click here to learn more about the Committees, including access to their internal bylaws](#)





MODERNIZATION AND SECURITY

In 2025, Eurofarma completed the implementation of Atlas Governance, a digital platform specializing in corporate governance management, designed to centralize information flows between management and its boards and committees. The tool replaced previously manual processes (handled via email), enhancing transparency, agility, and security across the organization.

In addition to streamlining internal processes by automating approval workflows and document archiving, Atlas enhances security and traceability for information handled at the highest levels of corporate governance.

How the tool works

- **Meeting and agenda management:** it centralizes the annual calendar, meeting notices, and agenda organization. Board and committee members receive notifications directly through the platform, ensuring access to the same version of documents.
- **Knowledge base:** it serves as a centralized repository for documents such as articles of incorporation, mandates, governance reports, and internal bylaws.
- **Security and confidentiality:** a key differentiator is information protection. All materials automatically receive a personalized watermark with the user's name. In addition, the system maintains an audit trail, allowing tracking of who accessed or viewed each document.
- **Electronic signature workflow:** once meeting minutes are finalized, the system manages the collection of electronic signatures from members. After signing, the minutes are published on the platform, eliminating the need to circulate physical files or email attachments.

Remuneration policy

GRI 2-19, 2-20

Eurofarma's remuneration policy complies with applicable labor laws and collective bargaining agreements, undergoes annual review, and receives approval from the Global Vice Presidency of People and Organization.

The company adopts a balanced remuneration structure combining fixed and variable components for members of the highest governance body, senior leadership, and employees. Fixed remuneration is based on market benchmarks and internal policy. Variable pay includes the Profit-Sharing Program (PPR), negotiated through union agreements, as well as long-term incentive plans in line with internal guidelines.

For senior leadership, variable pay is linked to financial performance, market share, and the achievement of business, individual, and corporate targets, including objectives related to operations, innovation, and environmental, social, and governance (ESG) topics. For operational employees, financial, market share, and collective targets associated with their area of work are taken into account.

Programs, such as the PPR (Profit Sharing Program), are validated by the executive committee, presented

to the highest governance bodies, and audited by an external consultancy. Program guidelines rely on studies conducted by specialized consultancies, which provide market data and consider stakeholder input, followed by a review by the remuneration area and approval by senior executives.

Remuneration-related information is managed by the responsible areas through systems and management reports, ensuring data control, consistency, and transparency.



Compliance

GRI 2-15, 2-23, 2-24, 2-25
SASB HC-BP-510a2

Reflected in the Eurofarma Way, the company’s conduct, decisions, and practices strictly follow compliance and integrity guidelines, focusing on the prevention, detection, and management of any type of misconduct. Conflicts of interest are governed by both the Code of Ethics and Conduct and the Related-Party Transactions Policy and are embedded in various corporate processes.

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 information consistency and effective controls, the team works in partnership with Human Resources, integrating compliance, integrity, and conflict of interest topics into recruitment and selection, hiring, onboarding, termination, and periodic employee declarations.

Eurofarma participates in initiatives such as the United Nations Global Compact, the Brazil Pact for Business Integrity (CGU), and the Business Pact for Integrity and Against Corruption of Instituto Ethos



All employees and third parties receive mandatory training, regular communications, and undergo verification and due diligence processes, both before hiring and throughout the duration of their relationship with the company.

Related-party transactions are reviewed by a dedicated committee,

which reports to Executive Management and the Board of Directors, and are disclosed in financial statements and to the market, in line with the applicable policy. The company also has a robust set of internal guidelines, available to all employees and third parties’ contractors, ensuring that integrity is embedded in risk management, communication, and internal control processes.

GRI 2-15

Additionally, through the Code of Ethics and Conduct, the Supplier Code of Ethics and Conduct, specific clauses in third-party contracts, the Social Responsibility Policy, and the Environmental Policy, the company ensures constant action in the areas of human rights and topics such as diversity, sustainability, combating harassment, social responsibility, environmental care, and value chain management. To track the effectiveness of grievance mechanisms and other remediation processes, Eurofarma has consolidated and widely publicized communication and reporting channels. The company also monitors reports from its respective indicators to manage possible improvements in the handling and management of investigations.

GRI 2-23, 2-25

Compliance actions go beyond punitive measures. In investigated cases, consequence management includes not only applicable sanctions but also the definition of process improvements, preventive measures to avoid recurrence, and, where applicable, remediation or corrective actions. In confirmed cases of harassment or discrimination, for example, the affected individual is referred to the company’s psychological support program. In 2025, no significant cases² of non-compliance were recorded.

GRI 2-27



INTERACTION WITH HEALTHCARE PROFESSIONALS

Eurofarma sets clear guidelines for interactions with healthcare professionals through its Code of Ethics and Conduct and a specific policy developed jointly with the Medical Department. Contracts with these professionals include clauses that ensure the preservation of their technical independence. Support and sponsorships are strictly limited and focused exclusively on continuing education or medical-scientific support. This topic is widely covered in compliance training, ensuring the adoption of best practices.

SASB HC-BP-510a2

3RD INTEGRITY WEEK – ETHICS IS A VALUE!

In 2025, Eurofarma held the 3rd Integrity Week – Ethics is a Value!, an initiative to strengthen a culture of ethics, integrity, and responsible conduct. The program brought together more than 3,000 employees in activities covering topics such as sustainability, diversity, harassment prevention, sustainable leadership, the Code of Conduct, and the prevention of corruption, fraud, bribery, and conflicts of interest, with participation from external experts. The event also featured a gamified learning journey that promoted interactive learning.

During the event, Eurofarma also launched the 3rd Annual Compliance Perception Survey, with more than 1,000 respondents, representing growth of over 300% compared to 2024. The results will serve as input for the area’s continuous improvement plan.

2. Significant case: any event, conduct, omission, or control failure (actual or potential) that violates laws, regulations, regulatory decisions, internal policies, or material contractual commitments, and results in (or is reasonably likely to result in) a material impact on the organization (financial and/or reputational) or exposes the company to sanctions, material litigation, operational restrictions, or loss of stakeholder trust. In other words, it is considered “significant” when it goes beyond routine matters, is no longer an isolated deviation, and represents a material risk to the business, the organization’s integrity, or governance decision-making.

Ethics Channel

GRI 3-3: ethics and integrity

Eurofarma provides an independent Ethics Channel, accessible 24/7, for employees, third parties, customers, and other stakeholders. The company also adopts an open dialogue policy across all areas, continuously reinforced through training. In 2025, a total of 195 internal inquiries from different business areas were addressed to resolve questions regarding compliance topics, demonstrating how the area has increasingly become a support point and business partner.

GRI 2-26

The most relevant concerns and issues are reported quarterly to the Ethics Committee and the Audit and Compliance Committee, and semiannually to the Executive Committee and the Board of Directors through periodic reports and the Annual Compliance Report, ensuring transparency and continuous follow-up.

GRI 2-16

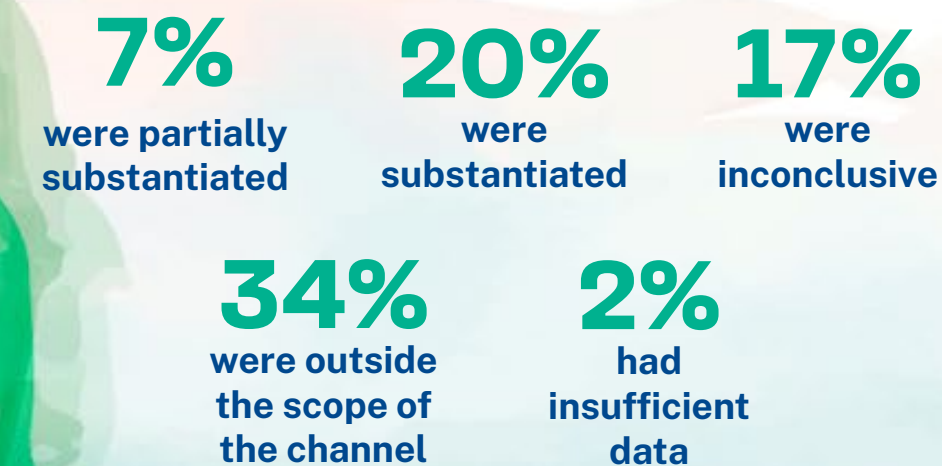
The Compliance area is responsible for analyzing and investigating reported cases, in line with the Ethics Committee's guidelines, and regularly reports whistleblowing data to the appropriate governance bodies.

In 2025, Eurofarma did not receive any reports regarding the use or leakage of sensitive data and complies with the Brazilian General Data Protection Act, while remaining attentive to all applicable regulations and industry-related requirements. It is also worth noting that personal data protection training is conducted every two years. In accordance with this policy, the last training cycle took place in 2024 with the participation of 4,550 employees (Brazil). Conducted through the Euroaprende platform, the next update for these professionals will occur in 2026.

CLASSIFICATION OF REPORTS

GRI 2-16

In 2025, no cases of non-compliance were reported. Of the 674 cases recorded and reported to the governance bodies:



2025 HIGHLIGHTS

Systematization of Compliance processes: implementation of Desk Manager as the area's official tool, centralizing due diligence requests, clarifications, and requests for documents, policies, and codes. The initiative replaced email-based workflows, enhancing traceability, request tracking, and SLA (Service Level Agreement) control, with high user buy-in.

Pró-Ética Company Recognition: for the first time, the company was admitted to the Pró-Ética Program, an initiative of the Office of the Comptroller General (CGU) that recognizes organizations committed to integrity, ethics, and corruption prevention. It is currently under evaluation, with results expected to be disclosed in the coming months of 2026. Regardless of the outcome, having met the CGU's demanding eligibility requirements has already marked a milestone in the history of the compliance area.

Open-door Compliance Program: launch of an initiative to enhance engagement with third parties, including three meetings throughout the year to present the Compliance Program and reinforce expectations, ethical guidelines, and relationships with partners.

In-person training for operational leadership: delivery of on-site Compliance training for all operations leaders at manufacturing sites, strengthening the culture of integrity in the industrial environment.

Strengthening Compliance in international units: delivery of structured online training across all countries, with three sessions per location, tailored to different audiences — sales force, leadership, and general employees — ensuring global alignment with the Compliance Program guidelines.

Expansion of training: an increase of over 340% in the number of employees trained in Compliance using the Euroaprende platform compared to the previous year.



Risk Management

GRI 2-13, 205-1

Eurofarma’s Risk Management Policy³ aims to identify, control, and mitigate the risks to which the company is exposed. Responsibility for risk management is shared across different areas:

- **Internal Audit:** monitors risks and assesses the effectiveness of controls, with regular reporting to the Ethics Committee
- **Compliance:** promotes a culture of compliance and consolidates preventive actions, with regular reporting to the Ethics Committee
- **Business units:** identify, report, and implement mitigating measures

The communication of risks is continuous and integrated into management processes, ensuring alignment between business units and governance bodies.

The Board of Directors oversees executive performance by reviewing results and assessing the adequacy of governance on this topic. It also discusses with the Executive Board and senior management the effectiveness of internal controls, proposes strategies to mitigate risks to business continuity, and contributes to defining and periodically reviewing the Group’s risk appetite, establishing the associated authority levels and limits.



KEY IDENTIFIED RISKS

Eurofarma and its subsidiaries are exposed to financial and market risks that may affect results and business sustainability. These risks undergo continuous monitoring, considering their relevance to operations and strategic decision-making.

- **Credit risk:** related to the possibility that customers and counterparties may fail to meet their financial obligations.
- **Liquidity risk:** associated with the company’s ability to maintain sufficient resources to meet its financial commitments.
- **Market risks:** arising from changes in economic factors, including:
- **Currency risk:** related to fluctuations in exchange rates and arising from exposure to transactions conducted in different currencies.
- **Currency risk:** arising from exposure to transactions conducted in different currencies.



In 2025, all members of the Board of Directors (9), as well as vice presidents (9) and members of Executive Management (32), received communication and training on anti-corruption policies and procedures

GRI 205-2

100%
of employees received communication on the organization’s anti-corruption policies and procedures

Corruption-related risks

GRI 205-1, 205-2

The assessment of corruption-related risks considers situations involving the pursuit of undue advantage, particularly in interactions with public officials, donations, sponsorships, and relationships with healthcare professionals. In addition to these, the analysis also considers other mapped risks, such as fraud, commercial bribery, conflict of interest, misappropriation of assets, and money laundering.

This assessment covers the company’s administrative and operational activities and follows an internally defined methodology, considering the complexity of operations and its presence across numerous countries.

Based on this assessment, Eurofarma prioritizes areas with higher exposure to such interactions, such as Tenders, Legal, Regulatory, Institutional Relations, Tax, and Foreign Trade. This assessment identifies key points of interaction with public administration and strengthens training and capacity-building initiatives for these audiences.

	2024	2025
Total number of Eurofarma operations	22 countries	24 countries
Number of operations assessed for associated risks	22 operations	24 operations
Percentage of operations assessed	100%	100%

For this indicator, the following scope should be considered: Administrative headquarters - Itapevi and Campo Belo; Research and Development Center; Manufacturing Units (Brazil and Abroad); Distribution centers

In 2025, no reports of corruption were recorded when considering the literal context provided in the Penal Code regarding the offering or giving of an undue advantage to a public official. For the purposes of the Integrated Report, however, we considered⁴: 44 reports of violations of the Code of Ethics and Conduct, with 20 considered substantiated. Regarding suspected fraud, a total of 43 reports were recorded, with 23 substantiated, the majority of which involved external agents, such as fraudulent websites, among other circumstances. Additionally, 20 reports related to discrimination were received, with 10 considered substantiated and appropriately addressed (resulting in 5 dismissals and 3 warnings in the areas involved).

GRI 205-3, 406-1

In 2025, no cases of corruption involving public officials were recorded, nor were any legal proceedings identified involving Eurofarma or its employees. Furthermore, there were no recorded cases in which contracts with business partners were terminated or not renewed due to corruption-related violations. These results reflect the effectiveness of training initiatives, widespread communication of the reporting channel, the strengthening of a culture of integrity, and the effectiveness of decisions made by the Ethics Committee.

GRI 205-3

3. Approved by the Board of Directors in 2021 and revised by the Ethics Committee in 2023.

4. We emphasize that one case may result in more than one measure, that one measure may be associated with different cases, and that the adoption of measures is not limited to valid cases, considering that inconclusive situations also require a response when they represent a risk to Eurofarma.

Supplier Management

GRI 2-6, 308-1, 414-1, 414-2
GRI 3-3: supply chain management

Eurofarma works closely with its supply chain, promoting sustainability and the continuous improvement of products and services. The management of these business partners is aligned with the company's Code of Ethics and Conduct, incorporating legal, social, and environmental requirements into contracts. For partners considered critical, specific contractual instruments are adopted, including clauses focused on sustainability and ethics, in line with ESG guidelines.

The organization has structured and documented processes for supplier qualification, establishing specific technical requirements for the preliminary evaluation of services and products to be acquired. For partners considered critical, specific contractual instruments are adopted, featuring clauses focused on sustainability and ethics, in compliance with ESG guidelines.

It is important to note that all suppliers of production inputs, including raw materials and packaging, undergo a rigorous approval process conducted by the Quality department, following specific standards, Good Manufacturing Practices (GMP), and regulatory requirements. This process begins during the initial development phase of new products, involving regular evaluations, audits, and performance reviews, with support from specialized consultants when needed.
[SASB HC-BP-430a1](#)

Procurement Strategy and Governance

In 2025, the Procurement area expanded the scope of the ESG Committee, which was created in 2024 to discuss and structure the strategy for the Value Chain, integrating environmental, social, and governance themes. The Logistics area also joined the Committee, with the shared goals of:



Over the year, of the 1,266 new suppliers registered, 243 audits were conducted on direct suppliers, covering 100% of this group, that is, those with a direct relationship to the company's products. The company conducted a total of 111 on-site and 132 document-based assessments. The company qualified all these suppliers and effectively contracted 121 of them in 2025. It identified no cases of child or forced labor, nor any actual or potential adverse environmental or social impacts⁵.
[GRI 308-2, 414-2](#)

- Building a matrix of strategic indicators to provide support and map suppliers regarding their climate maturity, strengthening the transparency of Scope 3 emissions and supporting the advancement of sustainability and decarbonization throughout the value chain.
- Defining more rigorous stages for analyzing the supplier base, integrating ESG themes into the procurement policy and decision-making processes, categorizing suppliers by risk, ensuring continuous data monitoring, and fostering partner engagement on these topics.

As a result, suppliers will undergo an additional evaluation process and will receive a score reflecting their current level of maturity, positioning them within a classification matrix, thereby enabling the identification of different maturity levels and guiding targeted development actions.

Proportion of spending with local suppliers

		2024	2025	
Direct	59%	Related to spending on raw materials and packaging materials	56%	Related to spending on raw materials, packaging materials, and finished products (license)
Indirect	94%	Related to spending on Engineering/ Maintenance, Facilities, Quality Control, Innovation, Logistics, and Marketing	79%	Related to spending on Engineering/ Maintenance, Facilities, Quality Control, Innovation, Logistics, and Marketing

Note: All operational units in Brazil are considered significant
[GRI 204-1](#)

It is worth noting that, although the Committee is introducing new developments for 2026, in 2025, 84% of supplier contracts already included a specific ESG clause. This clause requires compliance with all legal requirements regarding environmental preservation, the prohibition of child labor (except in apprentice status), and the non-use of forced labor practices.
[GRI 408-1, 409-1](#)

Spending on Local Suppliers

[GRI 204-1](#)

The Brazilian pharmaceutical industry still depends on the international pharmaceutical supply chain. Although this scenario is influenced by Asian and European manufacturers, Eurofarma prioritizes local suppliers whenever possible.

Despite recent progress in the Brazilian packaging sector and incentives to strengthen the local supply chain, a significant portion of local suppliers operate as distributors of imported materials. To reduce this dependency, Eurofarma participates in initiatives

led by industry associations aimed at strengthening pharmaceutical production in Brazil.

The company is currently developing certain active pharmaceutical ingredients in partnership with local manufacturers, although these are still sourced from international suppliers, including Cilostazol, Lithium Carbonate, Spironolactone, and specific excipients.

Supply	Category	Representativeness
Importado	Packaging	16%
	Raw material	78%
	Finished product	6%
Local	Packaging	39%
	Raw material	45%
	Finished product	16%

Supply	Absolute total	Representativeness
Imported	241	44%
Local	309	56%
Total	550	100%

5. None of the newly registered suppliers were rejected or presented critical issues that would prevent them from being contracted. All company contracts and purchase orders with its suppliers include clauses requiring compliance with the Supplier Code of Ethics and Conduct, including the prohibition of child and forced labor.



06

Our way of growing



Financial Capital



Manufactured Capital



Research, Development, and Innovation



Product Quality and Safety

Financial results⁶

The pharmaceutical market in Latin America is highly fragmented, with regionally owned companies gaining increasing relevance in their respective countries. Estimated at approximately USD 66 billion (representing about 5% of the global market), the region is growing at nearly 12% per year.

Brazil is currently the main growth driver, representing 40% of the total Latin American market, followed by Mexico (20%) and Argentina (13), delivering strong results compared to mature markets such as the United States, which has an annual growth of 2%.

In 2025, Eurofarma strengthened its regional leadership and remains in first place in the prescription medicines category in Latin America, with a 4.7% market share (4.5% in 2024). It also ranks second in generics, with an 11.3% market share (9.9% in 2024). This performance reflects a stronger sales force, expanded in 2023, and growing recognition of the corporate brand and its attributes — such as product quality, safety, and innovation — among healthcare professionals and consumers.

The main drivers of this result were:

- **Generics:** the segment delivered record performance, showing 26% growth — twice the national market average (13%). The products that contributed most to revenue growth were dapagliflozin, tadalafil, and lisdexamfetamine.
- **New Therapies (GLP-1 inhibitors):** the GLP-1 analogs market had a significant impact, reaching BRL 10.5 billion in Brazil over the past 12 months. Eurofarma strengthened its prescription business through a strategic partnership for the commercialization of these products.
- **OTC (over-the-counter):** the OAZ® sunscreen line has gained prominence, reaching sales leadership in certain months of the year.

In 2025, Eurofarma maintained its trajectory of sustainable growth, reaching the highest levels of net revenue, gross profit, and consolidated EBITDA in its history. Net revenue in Brazil totaled BRL 9.35 billion, primarily driven by

strong organic performance and new product launches. In international operations, net revenue reached BRL 3.12 billion, with Genfar — a generic medicines brand operating in Latin America (excluding Brazil) — delivering its strongest performance since the beginning of the internationalization strategy.

For the full year 2025, net revenue totaled BRL 12.48 billion, representing a 13.7% increase compared to 2024. Gross profit reached BRL 8.18 billion, up 13.4% year over year, with a gross margin of 65.5%, a slight decrease of 0.2 percentage points compared to 2024, mainly reflecting changes in the product mix, with a higher contribution from the Generics business unit.

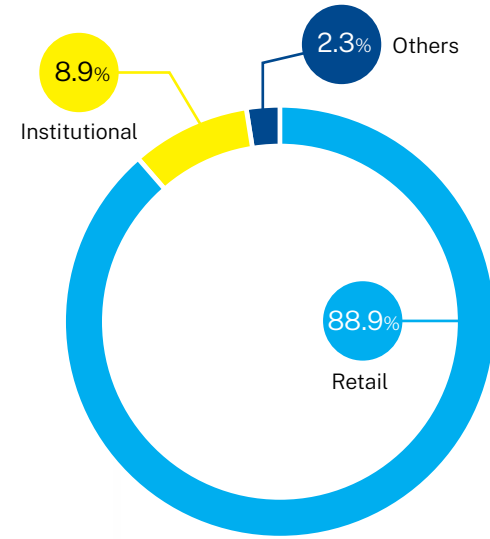
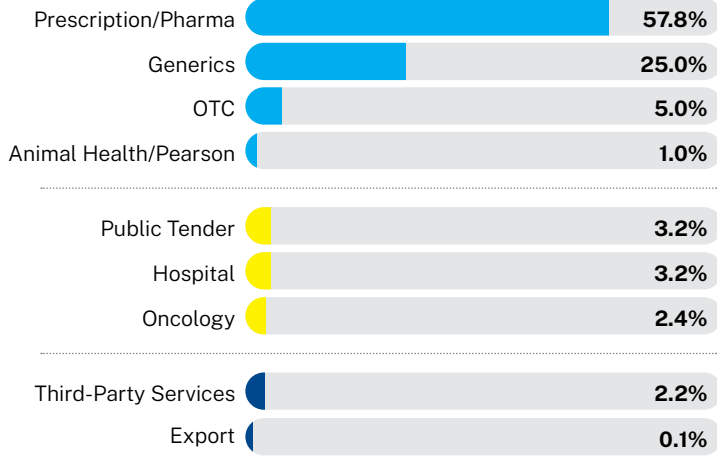
In the year, Adjusted EBITDA (including R&D expenses) totaled BRL 954 million, up 17% compared to 4Q24, with a margin of 27.3% (-0.1 p.p. vs. 4Q24). For the full year 2025, Adjusted EBITDA reached BRL 3.44 billion, representing a 36.2% compared to 2024, with a margin of 27.6% (+4.5 p.p. compared with 2024).

The net debt/EBITDA ratio dropped to 2.97x (vs. 3.97x in December 2024), reflecting the company's deleveraging, driven by strong EBITDA growth, even amid significant investments to support its long-term strategy.

6. Source: Eurofarma Market Intelligence



Presence in all major pharmaceutical segments
(share of net revenue)



Direct economic value generated and distributed (BRL millions)

2025	
Direct economic value generated	
Revenues	14,065,306
Inputs acquired from third parties	5,772,838
Gross value added	8,292,468
Amortization / Depreciation expenses	588,792
Net value added produced by the entity	7,703,676
Value added received in transfer	476,165
Total value added for distribution	8,179,841
Economic value distributed	
Operating costs	
Employee salaries and benefits	3,429,114
Payments to providers of capital	593,544
Remuneration of third-party capital	1,936,869
Payments to government	2,220,314
Community investments	0
Distributed Value Added	8,179,841

GRI 201-1

7. Medicines used in the treatment of type 2 diabetes and obesity, delivering significant weight loss and cardiovascular protection.

Acquisitions, partnerships, and growth

In 2025, Eurofarma advanced its inorganic growth strategy through acquisitions and partnerships that expanded its portfolio. These include the exercise of a call option in Ocean Drop, strengthening its controlling interest and expanding its presence in nutrition and preventive health, as well as the acquisition of a 60% stake in Dermage, marking its entry into the dermocosmetics market through one of the most recognized brands in the segment in Brazil.

During the year, the company also completed its first acquisition in Paraguay with the incorporation of the Bucalex® brand, strengthening its local presence in the over-the-counter (OTC) medicines market, and finalized a joint venture with South Korea-based SK Biopharmaceuticals, resulting in the creation of Mentis Care, a company focused on the development and commercialization of artificial intelligence (AI) solutions applied to neurology and the development of a digital health ecosystem, reinforcing its position at the forefront of healthcare innovation and expanding its presence in digital technologies with potential impact across Brazil and Latin America.

Acquisitions completed over the past four years (Genfar, Medimetriks, Valda, Dermage, and Ocean Drop) accounted for more than 10% of 2025 revenue, demonstrating the strong value creation generated by these strategic investments.

Strategic markets

This expansion was further supported by a strategic partnership with Novo Nordisk and the launch of two original brands of injectable biological semaglutide, enabling Eurofarma to commercialize Poviztra® and Extensior® (GLP-1 analogs⁷), indicated for the treatment of obesity and overweight associated with comorbidities, as well as type 2 diabetes.

The initiative combines Novo Nordisk’s scientific excellence with Eurofarma’s commercial, logistics, and execution capabilities nationwide, expanding access across different regions of Brazil and medical specialties — an innovative partnership model that has already exceeded initial projections and is expected to grant the company exclusivity in the distribution of original biological semaglutide.



Start of operations of the industrial Unit in Montes Claros (MG)

In 2025, Eurofarma began partial operations at the Montes Claros industrial unit (MG), consolidating a strategic investment aimed at the company's geographic expansion and increased production capacity.

With a total area of 515,000 m² and approximately 250,000 m² of built-up area, the facility began operations in October 2025 with oral solid packaging activities and received approval from Anvisa to start pharmaceutical manufacturing operations.

Designed under a modular concept, the unit incorporates advanced technologies for material and product handling, with automated integration between warehousing and production, ensuring greater operational efficiency and high standards of quality and innovation – initiatives structured to operate with lower resource intensity, contributing positively to eco-efficiency indicators.

The Montes Claros unit was developed in alignment

with Eurofarma's growth plans and social and environmental commitments. In addition to operational gains, the facility generates positive impacts on local development that extend beyond job creation and workforce training. Even before the plant became operational, 35 new nursing technicians graduated from the Eurofarma Institute, with a second cohort already underway. Employees also have access to an on-site daycare center and a range of wellness initiatives already implemented across the company's other units.

The facility also uses sustainable industrial solutions, such as a biomass-fired boiler, a machining center to manufacture components in-house, and a medium-voltage substation, energized in November 2024, ensuring a reliable power supply for operations. The gradual transfer of operations from Rio de Janeiro to Montes Claros will further expand the company's production capacity.



Once fully operational, the Montes Claros unit is expected to generate more than

2,000

direct and

1,000

indirect jobs



International operations

In 2025, Eurofarma advanced its strategy, focusing on operational maturity and strategic restructuring to support its global growth.

A key milestone in this process was the transition to a governance structure based on country clusters, aimed at unifying organizational culture and enabling the agile and consistent rollout of strategies across all countries where it operates. This move was supported by significant investment in human capital, with a focus on talent retention.

During the year, the company promoted talent mobility, relocating professionals from Brazil to international operations and bringing specialists from subsidiaries into corporate functions. This exchange of knowledge not only helped align the group's operating philosophy but also fostered the development of local leadership with a global mindset, laying the groundwork for the future Commercial Center of Excellence. As a result, international operations adopted a dynamic approach, based on continuous identification of strategic partners and rigorous adaptation to diverse regulatory requirements.

International Pharma Unit

A eficácia dessa nova estrutura refletiu-se em um pipeline robusto com o lançamento de 35 produtos em 16 países da América Latina e dois países da África. Entre os destaques estão:

- Peru: launch of Cefdinir® suspension, making Eurofarma the only company in the country to offer this third-generation antibiotic.
- Chile: introduction of Apixaban®, positioning the company among the first to launch a generic version of this molecule in the Chilean market.
- Argentina: launch of empagliflozin, strengthening the diabetes portfolio with the introduction of a generic version of this key molecule.
- Central America: introduction of Bupropion XR® in Costa Rica, El Salvador, and Honduras, representing the first extended-release generic available in these countries.
- Venezuela: despite challenging market conditions, the operation demonstrated resilience with the launch of four new products.
- Africa: consolidation of operations with the launch of six products in Angola and four in Mozambique.

International Oncology Care

Launch of seven molecules in 10 countries, expanding access to strategic oncology therapies across the region. A key highlight is Govolyx® (goserelin), a long-acting subcutaneous implant indicated for the treatment of hormone-dependent prostate cancer. As a strategic portfolio product, its competitive advantages include proven clinical efficacy, dosing convenience, and strong therapeutic relevance in a high-prevalence indication, supporting strong performance in the launched markets.



In 2025, Genfar, Eurofarma Group's generics brand in Latin America (excluding Brazil), made consistent progress in its regional growth strategy, operational strengthening, and the generation of positive social impact.

The company expanded its logistics operations through the implementation of certified delivery processes, already in place in countries such as Colombia, integrating all stages of the value chain into a more streamlined, secure, and efficient end-to-end model. The initiative contributed to shorter delivery times, cost optimization, reduced product damage, and improved service quality standards, strengthening trust among clients and partners and aligning with Eurofarma Group's strategy to expand access to healthcare with quality and efficiency.

In terms of geographic expansion, Genfar outlined further progress for 2025, including the expansion of its portfolio — which already exceeds 170 molecules and 810 SKUs — along with product launches in the pipeline and planned market expansion. The brand also advanced its internationalization strategy by starting operations in Chile and Bolivia in 2025, following its entry into Central American countries in previous years. Expansion into these new markets was supported by the establishment of local teams, the implementation of the SAP system, and alignment with Eurofarma Group's corporate processes, strengthening Genfar's regional leadership in Latin America.

The company currently operates in 11 countries across the region, and its expansion process is expected to continue to strengthen in the coming years.

International Hospital Care

Strengthening of hospital care solutions through the launch of 11 molecules in nine countries. A key highlight is Rebrive® (sugammadex), indicated for the reversal of neuromuscular blockade induced by rocuronium or vecuronium during surgical procedures, contributing to greater safety and efficiency in the postoperative period by enabling more predictable recovery and supporting hospital workflow.

International OTC

2025 marked a year of significant achievements for the International OTC unit. The combination of brands with sustainable growth and strategic expansion initiatives supported the portfolio's development throughout the period. In the Colombian market for analgesic drugs, which continues to grow, the operation captured opportunities and strengthened key portfolio assets.

Among the highlights, Calmidol® stands out in Colombia as an acquisition that has been outperforming the market, with sustained growth of 1.02% in market share. Pax®, the leading brand in the Colombian operation, maintained its positive trajectory, reaching a 10% market share and ranking as the fourth best-selling cold and flu brand by unit volume in the country.

Another milestone in the year was the partnership with Biocodex for the commercialization of Floratil®, the main acquisition for the portfolio in 2025.

Global projects

In addition, Eurofarma advanced global simultaneous launch projects, such as the pre-marketing of Xcopri® (cenobamate) for epilepsy and the regional consolidation of Suganon® (evogliptin), an innovative therapy for patients with type 2 diabetes. This approach ensures that projects are structured with a global perspective from inception, enabling timely launches that deliver impact across all markets where Eurofarma operates.

Quality System

GRI 3-3: product quality and safety

Based on the ICH Q10 model – an international guideline that defines a robust Pharmaceutical Quality System (PQS) covering the entire product lifecycle (from development to manufacturing) – Eurofarma ensures excellence in the manufacturing and distribution of its pharmaceutical, veterinary, cosmetic, and food products. The objective is to ensure that all products are fit for their intended use and fully comply with registration requirements and regulatory approvals.

This management approach covers all stages, from the receipt of raw materials to the release of the final product to the market. By incorporating Good Manufacturing Practices (GMP) and Good Laboratory Practices (GLP), the company monitors processes and controls to maintain continuous compliance. To this end, employees receive ongoing training on internal procedures to ensure the delivery of safe and effective products and services.



CONTROL AND TRACEABILITY

- **Supplier qualification:** structured process for the selection, qualification, approval, and ongoing management of business partners.
- **Material identification:** identification system for each material (components, raw materials, and finished products) across all stages of production.
- **Batch traceability:** each manufactured product is assigned a unique batch number. Final packaging must display this number, the corresponding code, and the manufacturing and expiration dates.
- **Controlled distribution:** structured logistics processes designed to maintain product quality and integrity through to final delivery to the customer.



Operating segments

GRI 2-6

Generics

The Generics segment ended the year with a revenue 12% above the projected budget and a 22% growth compared to the previous year. The company's market share reached 15.7%, consolidating its position as the runner-up in the sector.

The unit also maintained leadership in key therapeutic areas, such as Central Nervous System (CNS) and erectile dysfunction, and delivered strong performance in the cardiovascular portfolio. A key competitive advantage is the company's ability to operate across different regions and channels, reaching a broad network of points of sale throughout Brazil.

Eurofarma's generics portfolio is widely recognized for its quality and reliability. In a study conducted by Sindusfarma in partnership with IPSOS, Eurofarma generics were rated as the highest in quality in the perception of physicians across multiple specialties.

Portfolio and Launches

Among the 16 most recent launches, the following stand out:

- **Dapagliflozin:** its launch was accelerated through the development of a proprietary formulation that did not infringe the original patent, positioning Eurofarma among the first companies with its own registration to enter this market. The product reached significant sales volumes, closing in 2025 with over 1 million units sold and generating more than BRL 114 million in sales. It is indicated for the treatment of type 2 diabetes mellitus and is also included in public discount programs such as Farmácia Popular (a Brazilian government program to expand access to medicines).
- **Lisdexamfetamine:** in 2025, the product ranked among the top three in performance, leading demand in the generics market. This molecule is indicated for the treatment of attention deficit hyperactivity disorder (ADHD) and is part of the Central Nervous System portfolio, in which the company is the market leader.

The company currently has the second-largest generics portfolio in the country and leads the so-called "adjusted market" – an analysis comparing performance among identical molecules across competitors. This broad portfolio supports a strong presence in major pharmacy chains, which account for approximately 50% of sales in Brazil.



Eurofarma maintained stable net margins despite a highly competitive environment and pressure on prices.

Institutional

With a focus on increasing agility and enhancing the customer experience, in 2025 Eurofarma advanced the consolidation of a new structure integrating the Oncology, Hospital, and Public Tender areas under a single department, the Institutional Business Unit.

The change was based on a simple but essential principle: exposure to the market as a single company, allowing for a more efficient response to the needs of hospitals, clinics, and public healthcare managers. This integration also allowed the company to capture opportunities that were previously lost due to fragmented operations.

Today, the new structure, comprising a team of nearly 100 employees, is organized into:

- **Private Channel:** caters to the Hospital and Oncology segments in private hospitals and clinics.
- **Public Channel:** serves the Hospital and Oncology segments (as well as Eurofarma's full portfolio of branded and generic products) through public tenders.

Results

In 2025, Oncology achieved market leadership with fluorouracil (marketed under the brand name Flusan®), an injectable chemotherapy agent indicated for the palliative treatment of various solid tumors, including colorectal, breast, gastric, pancreatic, uterine, ovarian, and bladder cancers.

Two new products were also launched — Karbo® (carboplatin) and Fiprima® (filgrastim) vial — expanding the portfolio offering. The area currently has 25 internal development projects and an additional 26 licensing opportunities under evaluation to support further portfolio expansion.

The Hospital segment focused on optimizing synergies and standardizing communication with the market, leveraging its direct sales force, which accounted for 72% of total sales in the year. A key highlight was achieving leadership in the heparin market with the Heptar® brand, a molecule that has been in use for over 50 years and is essential for heart surgeries and hemodialysis.

In terms of innovation, the launch of Antara IV® marked a significant advancement in the quality of life of patients with epilepsy by providing the first injectable presentation for acute episodes, addressing a need that was previously met only through oral treatments. The company currently has 17 development projects in the pipeline, in addition to 20 licensing opportunities, to support the growth of this unit's portfolio.



STRENGTHENING THE VALUE CHAIN

Technical qualification and process transparency are core priorities at Eurofarma. In this context, the Supplier Assessment Group (Grupo de Avaliação de Fornecedores – GAFO), comprising 34 healthcare institutions, held its sixth edition in 2025, reinforcing the company's position as a technical reference for pharmacists across Brazilian healthcare institutions. The initiative aims to train these professionals to understand and audit the rigorous quality standards required of high-performing suppliers, ensuring greater safety across the hospital supply chain.

The program follows a hybrid learning model, beginning with theoretical online sessions delivered by in-house specialists in areas such as Quality Control, Pharmacovigilance, and Training. In 2025, 21 institutions and 52 pharmacists participated in the program.

In 2025, Eurofarma also received 10 excellence certifications as a hospital supplier, awarded by institutions such as Unimed Varginha, Hospital Felício Rocho, Hospital Home, Unimed Leste Paulista, Hospital Lago Sul, Hospital de Caridade de Erechim, Hospital Evangélico de Londrina, and Unimed Jaú.

These assessments consider essential criteria for hospital operations, such as the quality of the Sales Force's service, compliance with deadlines, delivery conditions, after-sales efficiency, continuous supply, absence of deviations, and pricing compliance.

OTC (over-the-counter)

In 2025, the OTC segment grew by 14.32% (CPP)⁸, outperforming the market average of 8.8%. Revenue (PPP)⁹ surpassed BRL 400 million for the first time, reflecting a consistent compound annual growth rate (CAGR) of 18% over the past five years. This performance reflects initiatives focused on strengthening the brand, expanding channels, and digital innovation.

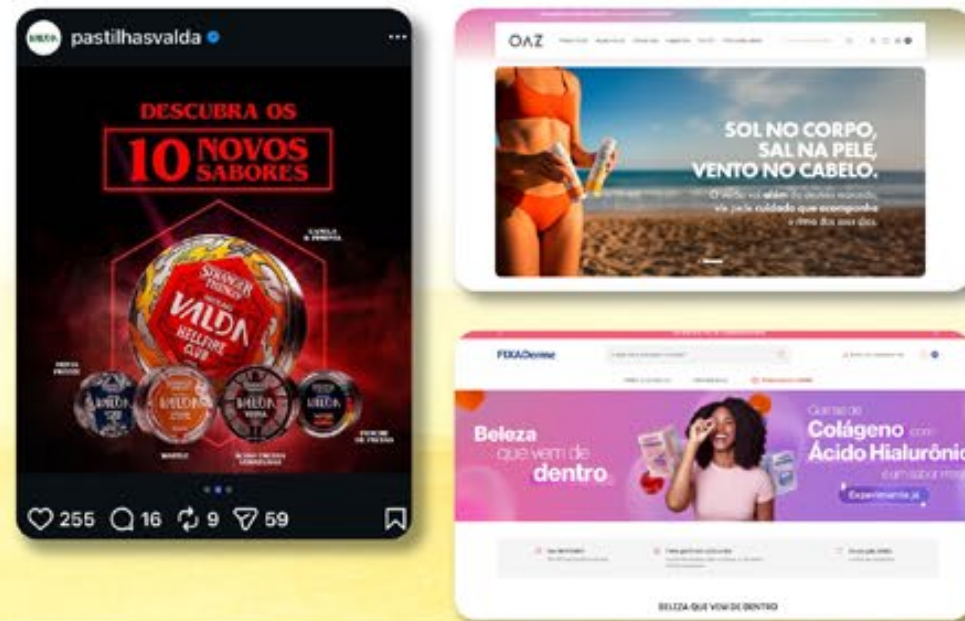
The year was marked by the strategic rebranding of the Valda[®] brand, including the launch of new formats and flavors, as well as a return to traditional metal tins, which facilitate the recycling process. In addition, a survey indicated that between 60% and 70% of consumers associate Valda[®] with a health benefit, supporting the launch of the brand's first medicines, including Valda V-Tosse[®] and Valda V-Jet[®]. The marketing strategy also targeted younger audiences through high-engagement partnerships such as the series Stranger Things, leveraging the product's collectible appeal and generating strong market visibility.

The OAZ[®] brand also delivered strong performance achieving leadership in unit sales of sunscreens in pharmacies in December 2025 – a position maintained into early 2026. This performance was driven by guerrilla marketing strategies, fully digital campaigns, and high-impact activations, including a partnership with SpongeBob SquarePants and initiatives during Carnival in São Paulo.



DIGITAL CHANNELS AND E-COMMERCE

The company held its first B2B live commerce event, targeting pharmaceutical retail clients during a launch linked to the series Stranger Things campaign. During the same period, proprietary e-commerce platforms were launched for the OAZ[®], establishing a new direct-to-consumer sales channel. Although these channels currently account for approximately 0.5% of total revenue, they offer significant growth potential.



ARTIFICIAL INTELLIGENCE (AI) AND AGILE RESEARCH

In partnership with Maggu, a startup that develops gamification initiatives for sales assistants to accelerate demand at the point of sale, Eurofarma implemented AI-driven product concept testing, reducing the traditional research cycle from 90 days to as little as four weeks.

At year-end, Eurofarma announced the launch of Rehidrat[®], its new high-performance isotonic product line, formulated to deliver rapid, effective hydration tailored to different consumption occasions. With a proprietary blend of electrolytes, the product uses glucose instead of refined sugar, offers a best-in-class salt composition, and is fully sterile, ensuring enhanced safety and quality. The launch of Rehidrat[®] reinforces the company's strategy to expand its presence in the OTC (over-the-counter) market and strengthen its portfolio in high-growth categories.

Pearson

In 2025, Eurofarma's animal health business underwent a period of strategic realignment and portfolio repositioning. Following a strong performance in 2024, driven by market opportunities, the business focused on strengthening its asset base and expanding into new frontiers.

The core strategic priority is to bring the technical rigor and quality standards of the human pharmaceutical industry to the veterinary sector. A key milestone in this journey was the licensing of Blocks 5, 7, and 9 at the Itapevi (São Paulo) industrial complex by the Ministry of Agriculture (MAPA) for veterinary production. This development provides Pearson with unprecedented agility in Research and Development (R&D), enabling the use of established formulations and facilities already certified by regulatory authorities such as Anvisa and the FDA for the animal health market.

The strategy was structured around strengthening the Production Animals portfolio and accelerating expansion in the Companion Animals (pet) segment:

- **Pet line (companion animals):** focus on building a robust portfolio, with emphasis on the complete pain management line (Algiprofen[®] and Ducox[®]) and the repositioning of the Nutricore[®] supplement brand. The portfolio also underwent a technical reformulation, introducing palatable tablet formats to improve treatment adherence and ease of administration for pet owners.
- **Production Animals:** progress in treatment protocols for dairy cattle through the expansion of the NewMast[®] family, focused on mastitis control. Launches included NewMast VS[®], a sealant for dairy cows during the dry period, and, in early 2026, NewMast Vaca Lactante[®]. In nutrition, a key highlight was Inosell[®], a silage inoculant developed to improve stability and efficiency in animal feed.

Pearson currently maintains a pipeline of more than 60 projects, of which 25 are in active development. Innovation is further strengthened through strategic partnerships with startups and leading universities in Brazil. Internationally, the business has established a dedicated export function, initiating operations across South America (Colombia, Argentina, Uruguay, Paraguay, and Peru) and exploring opportunities in Mexico, Nigeria, and the Middle East.

Guided by science, innovation, and a commitment to animal welfare, Pearson is advancing its ambition to become one of the top five veterinary pharmaceutical companies in Brazil over the next ten years.



Creolina[®]

An iconic product within the business, Creolina[®] remains a key revenue pillar and will undergo Anvisa certification to further strengthen its quality standards.

8. Pharmacy Price Point, market metric representing the price at which the pharmacy buys the product from the manufacturer or distributor.
9. Compound Annual Growth Rate, continuous evolution or the average annual growth rate.

Prescription

In 2025, Eurofarma reinforced its leadership in the segment, remaining among the most prescribed pharmaceutical companies by physicians in Brazil. The year presented significant challenges, with a contraction in the mature brands market and growth concentrated primarily in generic medicines and the launch of GLP-1 analogs¹⁰.

Despite these challenges, the business unit recorded approximately 11% revenue growth (sell-in), in line with demand expansion in the retail channel, which grew by 11.36%, both above the market average. This performance resulted in market share gains in a highly competitive environment and enabled the achievement of a record in demand.



Broad presence across 12 therapeutic classes (Level 1), reinforcing the unit's ability to serve multiple market segments

The therapeutic portfolio maintained a focus on innovation and sustainable growth, with particular emphasis on the Central Nervous System (CNS) franchise, the unit's most representative. Bup XL[®] stood out with demand growth, becoming the second most relevant brand in the franchise while maintaining leadership in its molecule.

Another relevant strategic area was the Digestive/Metabolism class, driven by the strong performance of brands such as Bedoze[®] and Suganon[®]. Additionally, the unit expanded its portfolio throughout the year with the launch of 12 brands and further diversified its business with the acquisition of 60% of Dermage, strengthening its presence in the dermocosmetics market.



EUROFARMA AND NOVO NORDISK

A strategic milestone in 2025 was the partnership established with Novo Nordisk, a global leader in treatments for diabetes and obesity. Through this agreement — the first of its kind for the Danish multinational globally — Eurofarma began commercializing the medicines Poviztra[®] and Extensior[®].



Suganon[®]

An oral antidiabetic medicine indicated for the treatment of Type 2 Diabetes Mellitus, Suganon[®] is an innovative Eurofarma product as a next-generation DPP-4 inhibitor, with no equivalent on the market based on the same active ingredient.

Bedoze[®]

First injectable Vitamin B12 launched to serve a specific audience (newborn screening / heel prick test)¹¹, demonstrating significant growth during the year.

Terza[®]

A broad-spectrum antibiotic indicated for the treatment of various susceptible bacterial infections, Terza is marketed under the Momenta brand.

Bup XL[®]

Indicated for the treatment of major depressive episodes and as an aid in smoking cessation.



Engagement and digital innovation

The Prescription Business Unit also strengthened its strategic role through initiatives focused on engagement with the medical community, continuing medical education, and digital innovation. To strengthen its relationships with physicians, Eurofarma expanded its presence at major medical congresses and broadened the dissemination of scientific content through events held across different regions of the country.

The area also consolidated the use of digital tools to support field force activities, with the implementation of Veeva CRM and Veeva MyInsights, enabling data-driven decision-making and increasing the effectiveness of medical detailing.

The company also advanced the strategic use of technology applied to the management of the prescription business. A key highlight was the launch of GenIA, an artificial intelligence solution designed for agile market data analysis. The tool enables real-time responses to questions related to product performance, trends, and industry indicators, supporting strategic decision-making with greater speed and analytical depth.

In addition, the company approved a pioneering project to develop the first digital therapy for ADHD authorized by Anvisa, intended for both adults and children.

10. GLP-1 (Glucagon-Like Peptide-1) is a therapeutic class of medicines whose analogs are used to treat conditions such as diabetes and obesity.

11. A rare hereditary and degenerative disease characterized by the accumulation of abnormal proteins (amyloid) in nerves and organs, primarily affecting sensation and muscle strength in the lower limbs, and which can be fatal if left untreated.

Key initiatives

Amigo Residente (Resident Support Program)

A medical residency support initiative that combines in-person medical detailing with a digital platform, offering scientific content, clinical case simulations, and supporting materials accessible through EurON | Pro. Launched in 2015, the initiative has evolved over time and became particularly relevant during the Covid-19 pandemic (2020–2021), when digital content was expanded to ensure continuity of educational support for residents amid restrictions on in-person interactions.

In 2025, Amigo Residente marked its 10th anniversary, consolidating its position as a strategic platform and expanding its reach through partnerships with Medway and Paciente 360. The program reaches approximately 11,500 medical residents across multiple specialties segments in which Eurofarma leads in prescriptions, with around 10% market share.

Amarelo o ano todo (Yellow All Year-Round Program)

A year-round awareness initiative focused on suicide prevention and mental health, extending the focus of the September campaign to all months of the year. The program aims to reduce stigma, foster a supportive environment, encourage open dialogue about emotions, and provide continuous support for those in need — embedding prevention as an ongoing, everyday practice.

Factory Visits Program

In 2025, visits by more than 90 physicians to Eurofarma’s manufacturing facility marked a significant milestone and were highly successful. The initiative strengthened relationships with the medical community, enhanced transparency in operational processes, and reinforced the company’s commitment to quality, safety, and innovation.

Sample Dispensers

In 2025, the initiative delivered significant progress, expanding access for physicians and patients to safe treatment initiation aligned with regulatory requirements. The number of machines installed increased by 88%, from 17 to 32 units, with expanded operations across São Paulo, the three southern states, and Brasília. Over the year, more than 1,700 physicians used the system, which dispensed approximately 35,000 samples — providing timely, high-quality access to treatment for thousands of patients and reinforcing the initiative’s social impact and innovative nature.

In 2026, plans include the installation of 13 additional machines and upgrades to embedded technology, with improvements aimed at enhancing the physician experience. The expansion will also focus on clinics and hospitals most relevant to the prescription business, strengthening the project’s reach and effectiveness.

Recognition

In 2025, the performance of Eurofarma’s Prescription Business Unit was recognized through leading industry awards. For the second consecutive year, the Pharma Unit was named Best Branded Medicines Manufacturer at the Parceiros do Ano (Partners of the Year) Award, organized by Abrafarma — the main association representing Brazil’s largest pharmacy and drugstore chains. The award evaluates criteria such as commercial performance, quality of retail partnerships, and market impact, and is regarded as a relevant benchmark of excellence and strategic relevance in Brazil’s pharmaceutical industry.

In addition to this institutional recognition, Eurofarma also stood out in marketing, with projects and products shortlisted for the Lupa de Ouro (Golden Magnifying Glass) awards across multiple categories. Campaigns and brands such as Dexfer®, Bup XL®, and Prysma® ranked among the highlights in Marketing Performance, reinforcing the consistency of the company’s communication strategy and strengthening brand positioning in the market and among healthcare professionals.



88%
increase in
the number
of machines
installed



MOMENTA

A business unit of the Eurofarma Group focused on the prescription segment, with a portfolio spanning multiple medical specialties as well as OTX products and dietary supplements, Momenta delivered a year of strategic portfolio expansion. Key developments included the rollout of a dedicated promotional strategy for the Densis® brand, indicated for the treatment of osteoporosis, which ranked among the unit’s top revenue drivers for the year.

Other highlights included Mec 12®, an affordable option for the treatment and prevention of vitamin B12 deficiency, and Tercen®, an antibiotic exclusive to the Eurofarma Group, indicated for susceptible bacterial infections and used to treat pneumonia, bronchitis, pharyngitis, and skin infections in both adults and children.



In addition, Momenta strengthened its institutional and medical presence throughout the year by participating in congresses in orthopedics, rheumatology, and urology, while reinforcing its technical engagement through medical education sessions, scientific events, and participation in academic congresses.

Contract Manufacturing (CMO)

The Contract Manufacturing (CMO) segment is responsible for producing medicines that are distributed and commercialized by other pharmaceutical companies. With more than 50 years of experience in this area, the business unit further strengthened its position in 2025 as a strategic pillar to enhance profitability and reduce operating costs, delivering real growth of between 8% and 10% compared to the previous year.

In 2025, performance in Brazil exceeded expectations. In international markets, revenue was driven by record-high sales in Argentina. Beyond revenue growth, the business unit delivered higher profitability than in 2024, supported by rigorous cost optimization and improvements in operational efficiency.



Customer Relationships

GRI 2-6, 416-1, 417-1

SASB HC-BP-240a.1, HC-BP-260a.1, HC-BP-260a.2

GRI 3-3: product quality and safety

All Eurofarma operations comply with Good Manufacturing Practices (GMP), in accordance with the health regulations of the countries where the company operates¹⁴. Integrated quality monitoring systems and tools are used to ensure continuous process control and full traceability across the supply chain and final distribution.

Product quality and safety are ensured throughout the entire lifecycle, from raw material intake to final release. All products and services undergo structured internal procedures that assess context, risks, opportunities, and compliance, in alignment with the guidelines of international standards ISO 14001 and ISO 50001, for which the company holds certification and undergoes periodic independent audits, while also strictly complying with the requirements of Brazil's health regulatory agency (Anvisa).

GRI 417-1

Each product batch is assigned a unique number, and its packaging clearly displays key information, including brand name, active ingredient, batch number, corresponding code, manufacturing date (when applicable), and expiration date. These practices ensure full traceability within the system and full compliance with applicable labeling and traceability regulations.

To ensure product integrity and prevent fraud, security measures are implemented across all sales units. Secondary packaging is equipped with tamper-evident closure mechanisms (such as customized security seals bearing the company's logo or specific adhesives used in secondary packaging equipment), enabling the detection of any attempted tampering.

In 2025, there were no incidents of non-compliance concerning the health and safety impacts of products and services

GRI 416-2

Pharmaceutical packaging includes key information such as the registration number with the Brazilian Health Regulatory Agency

(Anvisa), the Ministry of Health, the name of the responsible pharmacist and their registration with the Regional Pharmacy Council (CRF), as well as the Consumer Service Center (SAC) contact number for inquiries. Packaging also incorporates reactive ink and/or serialization to ensure product authenticity.

GRI 417-1

As these products are exempt from physical package inserts, information for food and veterinary products is made available via QR code. Eurofarma also provides a dedicated website to support access to product package inserts. [Click here](#) to access the website.

The company also invests in maintaining close and ongoing relationships with pharmacies, distributors, healthcare professionals, and patients, continuously improving its communication and service channels. A key example is the Eurofarma Customer Service Center (CAE), staffed by specialized pharmacists and dedicated to addressing inquiries from healthcare professionals and end consumers with agility, technical quality, and reliability.

Customers may also contact the Eurofarma Customer Service Center (CAE) through any official Eurofarma channel to report suspected product counterfeiting. During the interaction, a detailed assessment is conducted based on key authentication elements, such as batch number, security seal, and DataMatrix code (when applicable).

If any discrepancy is identified, customers are instructed to immediately discontinue product use, and the product is collected and sent for analysis. In cases of suspected counterfeiting, the CAE notifies the Quality Assurance – Market Complaints area, as well as Pharmacovigilance, to initiate investigations. Upon completion of the analyses, the CAE aligns with Pharmacovigilance on whether any additional input from the area should be included in the response to the customer.

SASB HC-BP-260a.2

All labeling includes the information required by the regulatory authorities of each country to ensure the safe use of products.

GRI 417-2



EUROFARMA CUSTOMER SERVICE CENTER (CAE)

Service hours: Monday to Friday, 8:00 a.m. to 5:00 p.m.

0800-704-3876

euroatende@eurofarma.com

eurofarma.com.br/fale-conosco



Actions and initiatives to promote access to healthcare products

SASB HC-BP-240a.1

In 2026, Eurofarma strengthened its position as a benchmark in expanding access to essential treatments by becoming the first pharmaceutical company in Brazil authorized to produce a generic version of dapagliflozin – indicated for type 2 diabetes, heart failure, and chronic kidney disease – in compliance with patent regulations. The company subsequently expanded its portfolio with the launch of a branded generic under the name Glif®, reinforcing the availability of high-quality therapeutic alternatives.

As part of its strategy to expand access, the company supported the inclusion of both medicines in the Federal Government's Aquí Tem Farmácia Popular Program – a public initiative that provides subsidized or free access to essential medicines through accredited private pharmacies. This measure enabled free access to treatment for patients aged 65 and over with type 2 diabetes mellitus receiving care through Brazil's public healthcare system (SUS).

The initiative drives a rapid and sustainable expansion in treatment availability, generating a direct impact on equity and treatment adherence. Key benefits for the public healthcare system include:

- Expanded availability within SUS: local manufacturing strengthens medicine availability, reduces reliance on imports, and mitigates supply risks.
- System sustainability: the introduction of generic and branded generic versions optimizes public resources, enabling the expansion of the number of patients served.

Eurofarma's actions contribute to strengthening equitable access, ensuring continuity of treatment, and promoting sustainable care for patients with type 2 diabetes within SUS, reinforcing the company's commitment to social impact and healthcare efficiency.

14. Regulations currently in force in Brazil and overseen by the Brazilian Health Regulatory Agency (Anvisa), as well as specific regulations issued by other regulatory authorities, such as Digemid, Invima, FDA, Cofepri, and EMA, among others.



07

Innovation driving the future

GRI 3-3



Intellectual Capital



Human Capital



Research, Development, and Innovation



Data Management and Artificial Intelligence

Innovation is one of Eurofarma's strategic dimensions and is directly linked to its sustainable growth in Brazil and internationally. In 2025, the company invested BRL 712 million in R&D projects, equivalent to 5.7% of its Net Revenue, maintaining a level consistent with its strategy of prioritizing innovation as a core driver of portfolio expansion and long-term growth.

To continue advancing its innovation journey, Eurofarma relies on a robust planning framework. The company's Research and Development (R&D) strategy is designed to continuously expand its portfolio and deliver high-quality products aligned with the needs of the market in which it operates.

Eurofarma's innovation journey is structured around four complementary pillars:

- 1. Branded generics and generics development:** including the launch of branded products and first-to-market generics.
- 2. Incremental innovation:** focused on addressing unmet market needs through new combinations, dosage strengths, and dosage forms.
- 3. Breakthrough innovation through partnerships:** based on licensing and co-development agreements with global biotechnology companies to introduce novel molecules in Latin America.
- 4. Proprietary breakthrough innovation:** focused on the development of proprietary molecules and pharmaceutical solutions.

In 2025, these initiatives resulted in 107 product launches in Brazil and 193 market introductions across operations in other countries. This work is led by a team of more than 770 scientists and supported by the infrastructure of Eurolab, the largest pharmaceutical innovation hub in Latin America. Located at the Itapevi facility (São Paulo), the 21,000 m² complex brings together advanced technological capabilities and an integrated R&D and innovation ecosystem, reinforcing Eurofarma's position as a benchmark in the sector.

DESTAQUES DE 2025

9 clinical studies with incremental innovations

1,000+ patients in clinical studies

87 active research centers conducting clinical trials

81 requests under feasibility review

770+ scientists and professionals dedicated to developing new products

BRL 712 million invested in R&D projects

350+ projects in the pipeline, 26% of which are innovative products

2,000 proprietary molecules protected by patents

Breakthrough Innovation

Consistent investment in innovation brings Eurofarma closer to its core strategic objective: the development of proprietary breakthrough innovation, an unprecedented milestone for a regionally headquartered pharmaceutical company. This effort is supported by a structured project portfolio focused on the discovery and development of new drugs — a complex process that broadly comprises five major study phases and can take up to 15 years.



HOW A NEW DRUG IS DEVELOPED

- 1. Pre-Discovery**
- 2. Drug Discovery**
- 3. Preclinical**
- 4. Clinical Development**
- 5. Evaluation by Regulatory Agency/ Health Authority**



PROMOTING SCIENTIFIC EDUCATION

SASB HC-BP-330a.1

Eurofarma partners with the University of São Paulo (USP), through the Institute of Biomedical Sciences (ICB) and the School of Pharmaceutical Sciences (FCF), to offer a Professional Master's Program in Innovation in Diagnostics and Drug and Medicine Development.

The initiative, focused on the co-development of digital health and biotechnology solutions, expands employees' academic training and strengthens technical and scientific capabilities aligned with business needs, while also supporting talent development and retention.

The Postdoctoral Program in Breakthrough Innovation is another key initiative to strengthen the company's research ecosystem. Designed to integrate highly qualified researchers across multiple fields, the program currently includes ten postdoctoral researchers dedicated to identifying and developing new drug candidates. These professionals work collaboratively, based both at the Eurolab research center and at partner universities, reinforcing the strategic link between Eurofarma and academia to accelerate innovation.

Artificial Intelligence and digital transformation

GRI 3-3: Data Management and Artificial Intelligence



In 2025, Eurofarma's innovation culture became a structured process integrated across all areas of the organization. No longer a standalone initiative, it has become embedded in day-to-day operations, supported by clear governance and metrics that enable the company to track the impact of new technologies on the business.

The primary objective is to enable employees to use advanced tools to drive productivity gains and address complex challenges in an agile manner. As a result, during the year, Eurofarma accelerated its digital transformation journey, consolidating the use of emerging technologies to optimize internal processes and enhance engagement with the healthcare ecosystem.

The strategy was marked by the integration of Artificial Intelligence (AI) across multiple business areas and the further maturation of proprietary platforms. The use of Generative Artificial Intelligence was expanded throughout the organization through training programs for employees, enabling teams to use these tools effectively and strategically.

During the year, the company also established an internal security policy focused on raising awareness of the responsible use and risks associated with artificial intelligence. This document ensures that all employees remain aligned with the company's

advancements and with leading practices in this field.

Eurofarma's current phase, in a context where artificial intelligence is becoming increasingly relevant globally and within the pharmaceutical sector, is already delivering substantial productivity gains in strategic projects, generating significant financial returns.

In the commercial area, a key highlight was the advancement of Veeva, a platform implemented in 2024 and enhanced in 2025 using artificial intelligence, with applications including:

- **Smart Routing:** optimizes sales representatives' visit routes, expanding coverage of target healthcare professionals and enhancing field productivity.
- **Recommendation Module:** supports representatives' decision-making by suggesting the most effective approaches and content based on performance data and visit history.
- **GenIA:** an AI-powered tool for market data analysis, enabling rapid insights into trends and product performance to support senior management.

In addition, in 2025 Eurofarma launched infoDoctor, an AI-powered virtual assistant designed to support physicians and healthcare professionals with fast, reliable, and up-to-date information on the company's medicines. Available 24/7, the tool strengthens engagement with the medical community by delivering new services that combine technological innovation with patient care.

Process digitalization drove efficiency gains and enabled a more customer-centric approach.



ARTIFICIAL INTELLIGENCE CENTER OF EXCELLENCE

In June 2025, Eurofarma launched the Center of Excellence in Artificial Intelligence (CoE AI), which brings together a multidisciplinary team of leaders from Digital Entrepreneurship, Information Technology, People and Organization, Communications, and Legal, with the primary goal of democratizing and scaling the use of this technology across the organization.

AI CoE Pillars

Culture and capability building	Foster an AI-driven culture, with skilled teams and a digital mindset.
Governance and ethics	Ensure the ethical, secure, and transparent adoption of AI across the organization.
Business integration	Align AI initiatives with the company's strategic and operational priorities.
Technology and architecture	Establish a robust, scalable, and interoperable technology foundation for AI.
Value and impact	Measure, communicate, and maximize the value generated by deployed AI solutions.

To scale this initiative and the AI CoE pillars, Eurofarma launched Excelenc.IA, a strategic campaign designed to engage, build capabilities, and promote the secure use of artificial intelligence (AI) across all areas of the company. Key initiatives include:

- **Maturity Assessment:** maps employees' familiarity with and interest in AI, providing a baseline to guide future capability-building pathways.
- **Community of Practice:** establishes interaction spaces on Viva Engage (Yammer), Teams, and WhatsApp to enable the continuous sharing of updates, training, and best practices across teams.
- **Efficiency Challenge:** an incentive program hosted on the Clic portal to encourage the submission of practical ideas on how to apply AI to optimize day-to-day activities and corporate processes.
- **Webinars and Discussions:** delivery of the talk "GenAI sem fumaça: o que realmente importa hoje" (GenAI Without the Hype: What Really Matters Today), fostering discussions on trends and real-world applications of generative AI.
- **Leadership Academy:** integrates exclusive AI-related content into Eurofarma's leadership development programs as part of the 2025 Organizational Development initiative.

EurON

Since 2023, EurON has brought together Eurofarma's digital platforms to foster synergies and advance healthcare innovation across five strategic fronts (see chart). The initiative is supported by a multidisciplinary digital committee responsible for coordinating technological advancements and identifying new opportunities for the company, based on predefined goals and projects aligned with three pillars: commercial, operations, and data intelligence.



EurON STRATEGIC FRONTS

- **EurON Open Innovation:** facilitates connections with startups and innovation ecosystems across Latin America, creating a continuous pipeline for EurON Ventures.
- **EurON Ventures:** an investment fund focused on early-stage healthtechs, aimed at addressing key challenges in the healthcare sector.
- **EurON Digital Health:** a global business unit dedicated to developing digital solutions with a focus on revenue generation.
- **EurON Data:** a data-driven market intelligence function providing strategic insights to support decision-making.
- **EurON Six Sigma:** an intrapreneurship program that encourages employees to develop innovative solutions, optimizing processes and business models.
- **EurON Hub:** a collaborative space focused on experimentation and solution development, currently being implemented at the Itapevi unit.
- **EurON New Business:** a new EurON front encompassing the Mentis Care joint venture and a strategy to develop new revenue streams leveraging emerging technologies.

MENTIS CARE

In 2025, Eurofarma entered a joint venture with South Korea's SK Biopharmaceuticals. This strategic partnership led to the creation of Mentis Care, a Canada-based company focused on developing and commercializing artificial intelligence solutions for the detection and prediction of epileptic seizures, enabling safer and more independent management of seizures through AI-driven forecasting and monitoring.

NEW STRATEGIC PARTNERSHIPS

In 2025, through EurON, Eurofarma invested in Ziel, a clean beauty company focused on sustainable solutions for the personal care market. Its key strategic differentiator lies in the production of solid cosmetics model that eliminates or significantly reduces the use of plastic packaging and water consumption in formulations.

Another startup within this model is Ocean Drop, a company specializing in dietary supplements based on marine and natural nutrients. Following EurON's initial investment, in 2025 Eurofarma completed a follow-on investment and acquired a controlling stake in Ocean Drop as a strategic move to expand into the supplements and wellness markets and now holds more than 80% of the company.

The investment will be directed toward strengthening the company's e-commerce presence and expanding sales across physical channels, including health food stores and pharmacies. The startup continues to be independently led by its founders, enabling Eurofarma to pursue synergies to accelerate growth without compromising the business's inherent agility.

Eurofarma Ventures

Launched in 2023 to advance the company's capabilities in breakthrough innovation, Eurofarma Ventures is a corporate venture fund focused on biotechnology investments across areas such as treatments for autoimmune diseases and cancer, as well as cell therapies, immunological and inflammatory therapies, and kidney diseases, among others. After investing in six companies in recent years — focusing on early-stage startups in the discovery and development phases — the fund reviewed its strategy in 2025 and plans to adopt a hybrid operating model in the coming years, with a greater emphasis on partnerships.



People who build the future



Solid culture

The Eurofarma Way reflects the company's organizational culture and the way people from different backgrounds, races, languages, and beliefs work together around a shared purpose, supported by common values and a distinctive way of doing things.

This culture is built on three core pillars that, together, reinforce the company's commitment to fostering an inclusive and innovative environment aligned with its purpose of driving positive transformation:

Inspiration: encourages people to live the company's values

Recognition: acknowledges individual and collective contributions

Belonging: strengthens the sense of responsibility, ownership, and connection to Eurofarma's principles

Consolidating the Eurofarma Way and continuously strengthening employees' sense of belonging are essential to maintaining the high level of pride people feel in working at Eurofarma, which reached 89% in 2025. In addition, the company has ranked among the best companies to work for more than 20 years and, in recent years, has consistently been recognized by the Great Place to Work (GPTW®) ranking. It was also named the best pharmaceutical company to work for in Latin America for the fourth consecutive year, again by GPTW®.

Diversity and Inclusion

Eurofarma is a multicultural company where diverse experiences and perspectives broaden the way people think and act, contributing to initiatives that go beyond the provision of medicines and encompass areas such as holistic health, education, the environment, and social development. As it builds increasingly diverse and representative teams, the company prioritizes the inclusion of underrepresented groups and adopts innovative actions to expand their participation across different areas of the business.

Today, Eurofarma stands out for gender equity in senior leadership, with women holding 67% of the organization's highest executive positions (C-level), including directors, vice presidents, CEOs, and the global president. Women also play a leading role in Innovation, one of the company's most strategic areas, where they make up most employees.



Farmacodiversa (Pharmacodiverse)

An initiative carried out for the second consecutive year in partnership with the Pretas na Ciência network, aimed at strengthening the participation of Black women in Science, Technology, Engineering, and Mathematics (STEM). In 2025, the event brought together 70 professionals, fostered talent connections, and promoted discussion on innovation and pharmaceutical development in Brazil, with the goal of encouraging, expanding, and recognizing the presence of Black women in these strategic fields.

62%
women at the
C-Level

66%
women in the
Innovation area



Diversity Snapshot

Cultural, racial, and geographic diversity ensures respect for each country’s characteristics while aligning with the Eurofarma Way.



Ratio of base salary and remuneration of women to men by employee category*

Brazil	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
President	100%	0%	100%	0%	100%	0%
Vice President	99%	100%	115%	96%	119%	84%
Director	104%	96%	101%	98%	95%	105%
Manager	97%	112%	96%	111%	96%	105%
Coordinator	99%	101%	98%	102%	101%	99%
Administrative	106%	96%	106%	93%	107%	95%
Operational	113%	80%	114%	80%	121%	82%
Internship	99%	100%	100%	100%	101%	99%

*Average salary was used for each level analyzed and compared with the average compensation at each position. The absence of women in the CEO position remains unchanged over the years, which limits comparative analysis at this level. For the other levels, variations reflect tenure and market benchmarks for each position. Overall, no significant salary disparities were identified.

GRI 405-2

International	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
President	0%	0%	0%	0%	0%	0%
Vice President	0%	0%	0%	0%	0%	0%
Director	100%	0%	100%	0%	100%	0%
Manager	105%	94%	117%	81%	107%	93%
Coordinator	101%	99%	99%	101%	100%	100%
Administrative	103%	98%	102%	99%	99%	101%
Operational	106%	91%	108%	88%	115%	87%
Internship	104%	93%	107%	98%	76%	132%

*Average salary was used for each level analyzed and compared with the average compensation at each position.

GRI 405-2

Corporate Targets

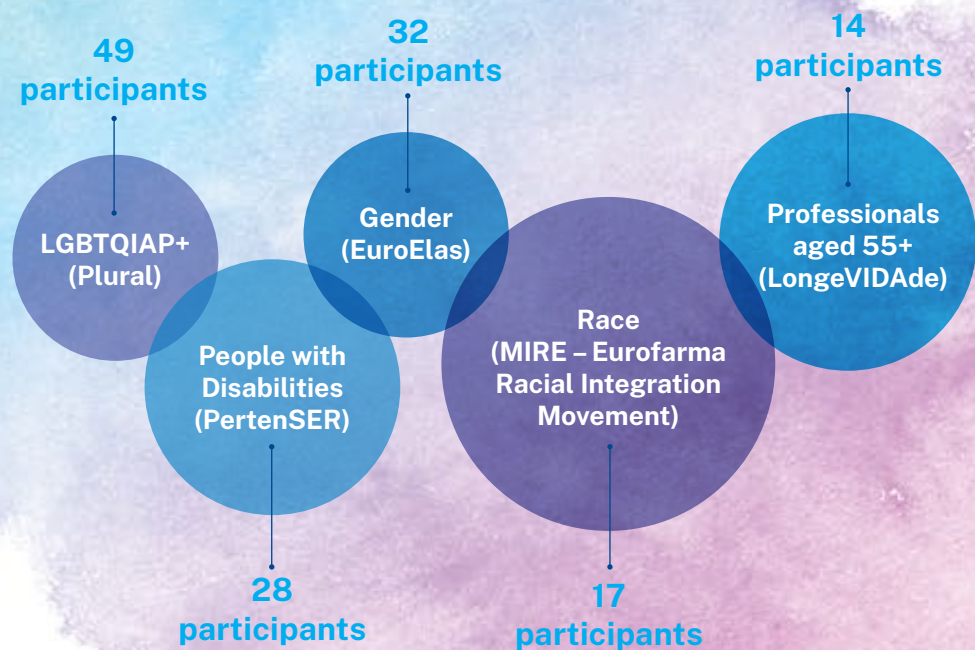
Expanding internal representation is part of the company’s corporate targets and reinforces the importance of building an increasingly diverse workforce. The Diversity and Inclusion Committee brings together leaders to discuss, propose, and validate actions, while monitoring progress.

Results are monitored on an ongoing basis and reported to strategic governance bodies, including the Board of Directors. This reinforces shared accountability and highlights the importance of diversity and inclusion within the sustainability agenda.

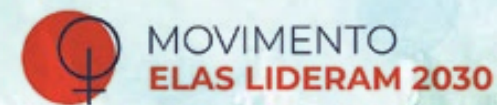
Indicator	Target	Achieved
Black and Brown professionals hired externally	25%	55%
External hiring of women in Procurement and Logistics in Brazil	30%	33%
External hiring of women in Engineering in Brazil	30%	28%
External hiring of women for the Sales Force in Brazil	50%	63%
External hiring of women in Operations in Brazil	50%	52%
Internal promotion of women to leadership positions in the Sales Force in Brazil	50%	52%
Internal promotion of women to leadership positions in Operations in Brazil	50%	56%
% fulfillment of the PwD (Persons with Disabilities) quota in Brazil	5%	6%
In the international area, % of people with disabilities in the total workforce of the countries	3%	2,6%

Affinity Groups in Priority Areas

The diversity program +Diverso is designed to implement actions across the company that foster inclusion and raise awareness. In total, five affinity groups bring together 140 employees, with plans to expand the initiative to the company’s international operations.



In 2025, Eurofarma achieved recertification as an Age Friendly Employer (CAFE), demonstrating that its practices remained consistent throughout the two-year certification period and were further strengthened through additional initiatives that supported this achievement.



Since the 2020 internal census, when women accounted for 15% of the company’s sales representatives in the Commercial area, Eurofarma has made significant progress, reaching 38% female representation. The company has also made a public commitment formalized through the Elás Lideram (Women Lead) 2030 Movement Commitment Letter to achieve at least 30% women in senior leadership positions by 2025, a target that is already being reflected in its workforce. Regarding people with disabilities, Eurofarma currently exceeds the thresholds required by Brazilian legislation.



International operations

Eurofarma is the first pharmaceutical company to enter into an agreement with the Inclusive Business Network (Innovación CEO por la inclusión) in Argentina and Uruguay. This initiative reinforces the company’s consistent progress in advancing inclusion and diversity in local markets. In addition, throughout the year, multiple training sessions were delivered to local teams across Latin America.

Talent attraction, retention and development

GRI 404-2

Employee development is a priority for Eurofarma. Its Recruitment Policy prioritizes internal talent by first posting job openings to employees and is complemented by an annual global succession planning process for executive and strategic roles. This approach strengthens the development of leadership aligned with the company's organizational culture and supports continuity in critical positions.

The company also continuously invests in employee training and development through internal programs and external partnerships. The content of corporate programs is reviewed annually and aligned with strategic planning, market trends, competency assessment results, and employee engagement and climate surveys.



Internal hiring rate
above 70%



Development Programs

Leadership

Leadership Academy: a leadership development program redesigned in 2025, with an increased number of sessions and a broader range of topics. Structured around the pillars of Innovation and Leadership Mobilization, it covers subjects such as the use of AI in daily activities, diversity, organizational climate, and a culture of innovation. The program has a global scope, with in-person cohorts and live-streamed sessions.

Gestor em Foco (Manager in Focus): designed for new leaders and the challenges of first-time leadership, focusing on both technical and behavioral aspects of people management. In 2025, an existing cohort continued, and a new one was launched, featuring internal speakers and reaching a global audience.

MBA in Company: designed for specialists, supervisors, coordinators, managers, and leaders identified for high potential or outstanding performance. In 2025, the fifth cohort completed the program.

Global Leaders: a program focused on preparing managers to operate in new markets and business strategies; no new cohorts were launched in 2025.



96%
of leadership
positions with
succession plans
in place





Administrative and Technical

Development Program: aimed at administrative and technical employees, from entry-level to specialist roles, with content defined based on the Competency Assessment. In 2025, the topics covered included Assertive Communication and Lifelong Learning.

Nosso Jeito (Our Way) Program: an annual competency assessment that was enhanced in the 2025/2026 cycle, with streamlined steps, the inclusion of self-assessment, a more flexible Individual Development Plan (IDP), and integration with the Goals Assessment, providing a more comprehensive view of performance and development.

EuroAcelera: Driving Leadership Development

The program was created to challenge existing paradigms and expand representation both within and beyond the company. Over the past three years, it has developed more than 300 employees in leadership capabilities across the Commercial area (Sales Force), Operations, and other areas of the company.

In 2025, the program contributed to the advancement of more than 55% of professionals in the Commercial team and 16.5% in Operations — considering total merit-based movements and promotions. The initiative has been an important catalyst for mindset change across these areas and now benefits from a more active role of the People & Organization function in promotion and selection processes, strengthening meritocracy and transparency.

300
employees
trained

55%
of leadership promotions
in the Commercial area
were women

Target Groups

Internship Program: an initiative aimed at developing interns, with a focus on building a talent pipeline for future roles. The program covers topics such as self-awareness, emotional intelligence, feedback, communication, efficiency, and teamwork, with preparatory activities and reinforcement of learning.

Young Apprentice: in 2025, the program organized sessions with athletes from Time Eurofarma (Eurofarma Team), covering topics such as discipline, focus, and purpose, broadening participants' perspectives and supporting skill development.

Euroday

In 2025, Eurofarma held two editions of Euroday, an event designed to foster interaction between employees and young talent at the Itapevi Complex (São Paulo). During the event, Eurofarma announced its 2026 Internship Program, which attracted more than 540 applications by the end of 2025.



25
students
participated
in Euroday



All employees

Euroaprende: an online learning platform offering mandatory and elective content focused on developing Eurofarma competencies, with biweekly releases of curated learning paths.

LinkedIn Learning: a global online learning platform with more than 20,000 courses, integrated into the Leadership Academy strategy and expanded into other groups, such as specialists and analysts.

Education and Language

Scholarships: a policy providing financial support of up to 80% for undergraduate and graduate programs, as well as language courses, supporting professional development.

Company-funded technical and behavioral training: full financial support for training aligned with specific job requirements or linked to the Individual Development Plan.

Coaching Policy: financial support for individual or group coaching processes, delivered with specialized external support and focused on competency development.

Job Rotation Policy: an initiative to develop and retain high-potential and high-performing talent, with structured plans, clear goals, and ongoing performance monitoring.

Unpaid Leave Policy: allows temporary leave of up to five months for international development experiences, language courses, or specific personal circumstances.

Live Better and Longer 45+ Program

The initiative is aimed at employees aged 45 and over, focusing on supporting career transitions and valuing professional experience. The program promotes reflection and learning on quality of life, future planning, and career management, providing practical tools to support decision-making at this stage of employees' careers.



Maturiday

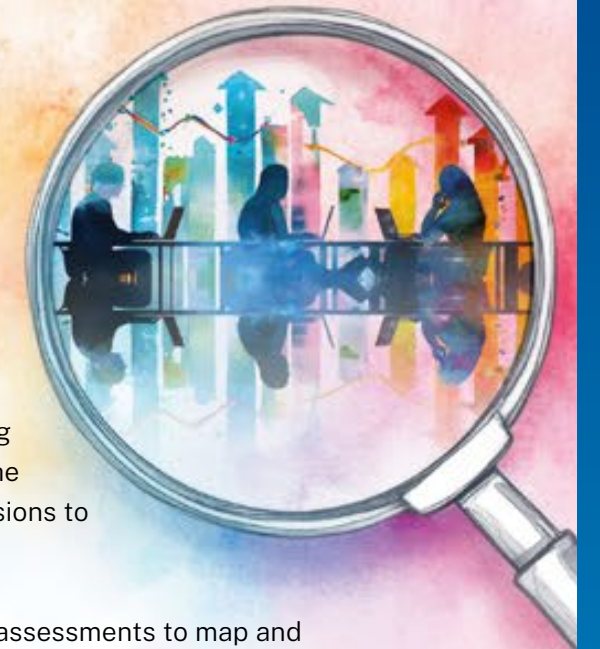
The event, dedicated to discussing ageism with a focus on opportunities in the pharmaceutical industry, brought together 50 professionals in 2025, reinforcing the company's commitment to the inclusion of this strategic group.

Performance Review¹⁵

GRI 404-3

Competency assessments are conducted annually and cover all employees in administrative and operational areas, as well as the entire sales force (since 2024), across all countries. The company adopts a 180-degree evaluation model, including self-assessment starting in the 2025 cycle. Since 2024, Eurofarma has strengthened the integration of competency and goals assessments, enabling employees to have a comprehensive view of their performance – covering both the “what” and the “how.” Managers are also guided to hold structured feedback sessions to jointly define development goals with their teams.

The average results of these assessments are used in conjunction with potential assessments to map and identify positions within the succession plan, from Executive Management roles to C-level positions.



BRAZIL

Percentage of employees receiving regular performance and career development reviews in Brazil.

By gender	2023	2024	2025
Male	44%	93%	95%
Female	49%	90%	93%

By employee category	2023	2024	2025
Senior management (Vice Presidents and Directors)	90%	40%	52%
Middle management (Managers and Coordinators)	65%	91%	88%
Administrative	81%	88%	86%
Other (Operational and Sales Force)	33%	95%	98%

INTERNATIONAL

Percentage of employees receiving regular performance and career development reviews in other countries.

By gender	2023	2024	2025
Male	57%	44%	61%
Female	54%	47%	62%

By employee category	2023	2024	2025
Senior management (Vice Presidents and Directors)	66%	0%	0%
Middle management (Managers and Coordinators)	50%	47%	55%
Administrative	64%	51%	60%
Other (Operational and Sales Force)	53%	43%	65%

¹⁵ The results of the 2025 Competency Assessment served as the basis for data collection, analysis, and consolidation for this indicator.

Health and well-being

GRI 403-3, 403-6

Eurofarma offers a comprehensive set of programs and services focused on health promotion, disease prevention, and holistic well-being for its employees and their dependents. These include the Health and Quality of Life Policy, the Leave Policy (ensuring appropriate support and follow-up in cases of work-related leave), the Global Health Policy (aligned with international best practices in corporate health),

and the Medicine Subsidy and Donation Policy, reinforcing the company's social commitment and access to healthcare.

The initiatives combine medical care services, health benefits, and ongoing monitoring programs, with a focus on quality of life and preventive care across different life stages.

- **Mais Vida (Better Living) Program:** provides ongoing support to employees with chronic conditions, contributing to clinical management and improved quality of life.

- **Hospitalization Support:** provides assistance to employees and their dependents in cases of clinical or surgical hospitalization, including medical guidance, second opinions, and support with special authorizations. Approximately 1,400 hospitalizations were recorded over the past 12 months.

- **Euro na Medida (EuroFit) Program:** a nutritional support program focused on promoting healthier eating habits.

- **EuroLeve (EuroLight) Program:** supports employees in addressing obesity, with medical follow-up and company-supported medication.

- **Basta um Passo (Just One Step) Program:** designed for individuals who wish to stop smoking, offering medical and psychological support, as well as company-supported medication. In 2025, 20 participants were supported.

- **Orthopedics and Second Medical Opinion Program:** provides specialized care combined with physiotherapy services, enhancing clinical assessment and preventive care in orthopedic cases.

- **Emotional Support Program:** provides psychological and psychiatric support, focused on employees' mental and emotional well-being.

- **Emotional Health:** a structured program with initiatives focused on psychoeducation (raising awareness among all employees); leadership awareness (equipping leaders with knowledge on how to manage situations involving mental health conditions, prevention, and psychological safety); and therapeutic support, providing care for individuals requiring psychotherapy and psychiatric consultations. Approximately 300 patients were supported in the past year.

- **Lado a Lado (Side by Side) Program:** supports employees during leave periods, providing assistance throughout recovery and return to work.

- **Employee Assistance Program:** provides legal, psychological, financial, and social support, enhancing holistic well-being.

- **NeurodiverGENTE (Neurodivergent) Program:** supports parents of neurodivergent children through differentiated reimbursement and company-supported medication for individuals with ASD (Autism Spectrum Disorder) and ADHD (Attention Deficit Hyperactivity Disorder).

All healthcare service providers undergo a formal procurement and technical evaluation process, followed by document review and contracting. Professionals are duly registered with their respective professional bodies, hold the required specializations, and operate in compliance with health surveillance licenses, operating permits, the National Registry of Health Establishments (CNES), regulatory standards, and the guidelines of the Brazilian National Supplementary Health Agency (ANS).



Privacy of Health-Related Information

Health-related information of employees and their dependents is handled exclusively by the company's medical team and used solely to support healthcare management, including medical assistance, medication use, prenatal care, and other initiatives aimed at promoting health and well-being.

- **On-site Medical Clinics:** provide nursing support, consultations with family physicians, occupational health physicians, and gynecologists, as well as laboratory test collection, imaging exams, physiotherapy, and nutrition and dental care.

- **Medical Insurance:** a nationwide health plan with private room accommodation, available to employees and their dependents.

- **Dental Care:** provided to employees and their dependents, complemented by on-site clinics for emergency care and treatments. Sales force employees and their dependents have nationwide coverage through an accredited external network.

- **Telemedicine:** remote medical consultations, expanding access to healthcare in a convenient and efficient way.

- **Medication Dispensary and Pharmacy Benefit:** provides access to medicines with company support, available to employees, their dependents, and parents.

- **Health Management Service Centers:** support employees and their dependents in navigating health plans, including guidance on hospitalizations, second medical opinions, coverage inquiries, and coordination with providers.

- **Health Campaigns and Initiatives:** periodic actions aimed at promoting healthy habits, occupational health and safety, quality of life, and the implementation of annual vaccination campaigns.

- **Amor Maior (Greater Love) Program:** supports pregnant employees, with a focus on maternal health and care throughout pregnancy.

Workplace safety

GRI 403-1, 403-2, 403-7

Eurofarma's commitment to continuous improvement in occupational health and safety is supported by performance indicators and internal and external audits conducted across all operations. In addition to complying with legal requirements, the company encourages the active participation of employees in accident prevention initiatives through programs such as the Zero Accident Program (PAZ), the Internal Commission for Accident Prevention (CIPA), and the Safety Committee.

Eurofarma has implemented an Integrated Health and Safety Management System (GISS) to monitor occupational risks and promote workers' health. Aligned with ISO 45001 requirements, GISS is designed to ensure safe working environments, mitigate occupational risks, and strengthen health and safety management. The system covers both direct employees and third-party workers, and it contributes to the management of business partners by monitoring documents and controlling compliance, thereby ensuring adherence to applicable legal requirements. Eurofarma also maintains a dedicated structure comprising a manager, coordinator, engineers, and occupational safety technicians, who are responsible for promoting safe working environments.

GRI 403-4

GISS features an electronic worker health record system that complies with the requirements of the Federal Council of Medicine (CFM) and the General Data Protection Act (LGPD), ensuring the confidentiality of personal information. The system also incorporates structured tools, such as the Accident Prevention Index (IPA), supporting daily risk prevention and control activities.

The Occupational Safety area leads the Risk Management Program (PGR), conducting technical analyses to identify, assess, and classify occupational risks by activity and work environment. The process includes mapping hazardous conditions, conducting periodic reviews, and implementing control measures, prioritizing risk elimination and the use of collective protective equipment (EPC) and personal protective equipment (PPE), with support from the Occupational Health and Occupational

Occupational Health and Safety Governance

Occupational health and safety governance is supported by structured committees and forums, with participation at different levels of the organization. Key examples include a committee with the participation of Executive Management, which meets quarterly, and a management committee, which meets bimonthly. These committees review performance indicators, monitor action plans, and make strategic decisions.

Medicine areas in assessing occupational, ergonomic, and safety-related factors. The area also manages a structured training matrix, encompassing mandatory and supplementary training, based on Regulatory Standards (Normas Regulamentadoras - NRs).

GRI 403-5

A culture of prevention is reinforced through regular training and widely communicated channels for reporting unsafe acts or conditions, ensuring protection against any form of retaliation. Accidents and incidents are reported immediately to the safety team, which mobilizes the relevant areas, shares lessons learned across national and international units, and conducts investigations using the Systematic Cause Analysis Technique (Técnica de Análise Sistemática de Causas - TASC) to prevent recurrence and continuously improve processes.



09

Connections that create value

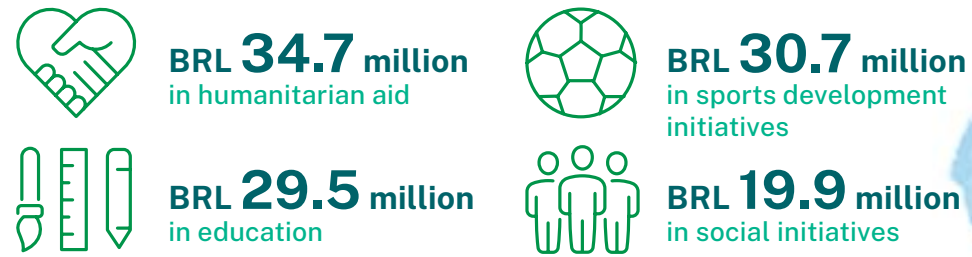
 Social and
Relationship Capital



Social impact

In 2025, Eurofarma continued to advance and strengthen its campaigns and community support initiatives, with a particular focus on scaling these initiatives across the countries where it operates. This expansion reinforced the Company's commitment to integrating operations and driving shared growth, in line with its values and global footprint.

Social investments



Ethos Indicators

Eurofarma's business strategy is also aligned with the Ethos Institute's Business Pact for Integrity and Against Corruption, a voluntary commitment undertaken by public and private companies to promote a more ethical and transparent market and reduce various forms of corruption.

Accordingly, every two years the company applies the Ethos Social Responsibility Indicators, a tool that assesses corporate performance across multiple dimensions and guides improvement initiatives led by the Corporate Responsibility Committee.

Measured results in 2025

Environmental	Eurofarma Score	Market Average
Environmental Aspects and Impacts	7.0	4.8
Environmental Management	7.3	5.5

Social	Eurofarma Score	Market Average
Value Chain	7.4	4.8
Society and Community	7.5	5.3
Workforce	9.1	6.4

Governance	Eurofarma Score	Market Average
Strategy	7.7	5.7
Organizational Governance	7.7	5.8
Management Practices	8.1	6.1

Brain Neuromonitoring

Established in 2021 in partnership with Brazilian healthtech Protecting Brains & Saving Futures (PBSF), the project aims to support brain monitoring in neonatal intensive care units through the donation of specialized equipment. Established in 2021 in partnership with Brazilian healthtech Protecting Brains & Saving Futures (PBSF), the project aims to support brain monitoring in neonatal intensive care units through the donation of specialized equipment.

The equipment is deployed across six partner institutions: Hospital Regional de Cotia, Hospital Maternidade Interlagos, Hospital Geral de Itapeçerica da Serra, Hospital Maternidade Leonor Mendes de Barros, Santa Casa de Montes Claros, and Hospital Geral de Itapevi – expanding the initiative's reach and its impact on neonatal health.

BRL 5.4 million invested since the start of the project

6 hospitals supported

1,700+ hours of neuromonitoring in neonatal ICUs since the start of the project

BRL 1.7 million invested in 2025



591 newborns monitored in 2025

36,800+ hours of neuromonitoring in neonatal ICUs in 2025

107+ hours of monitored newborns since the start of the project



Eye Care Task Force

Annual Eurofarma initiative focused on assessing the visual health of children and adolescents aged 4 to 14, enrolled in public schools in Itapevi and supported by Eurofarma Institute units. The initiative identifies potential vision impairments that may affect school performance. When needed, participants are referred to for ophthalmologic exams and receive prescription glasses free of charge, contributing to their educational development and overall well-being. In 2025, the program was expanded to Mexico.



Brazil	2023	2024	2025
Public schools and Eurofarma Institute units	17	17	17
Number of children tested	6,443	7,446	4,807
Number of prescription glasses made	824	1,204	823
Employee volunteers	30	26	27



Colombia	2025
Employee volunteers	11
Number of children tested	150
Number of prescription glasses made	87



Guatemala	2025
Employee volunteers	15
Number of children tested	140
Number of prescription glasses made	119



Mexico	2025
Employee volunteers	7
Number of children tested	159
Number of prescription glasses made	72



Peru	2025
Employee volunteers	15
Number of children tested	50
Number of prescription glasses made	50



5,000+
students supported
in 2025

1,100+
prescription glasses donated

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

Program that supports the education of employees' children and those of service providers through the distribution of school kits and reimbursement for books and course packs for children aged 4 to 14 enrolled in formal education.

In some countries, the initiative is funded through proceeds from the sale of Eurofarma's recyclable materials. For the first time, the program also benefited the children of employees at Genfar, the Eurofarma Group's generics business in Latin America (excluding Brazil). Each year, the company maps the target audience and monitors school enrollment, reinforcing its commitment to education and inclusion.

5,700+
kits distributed

4,200+
in Brazil

1,500+
in other countries

Brazil	2023	2024	2025
Number of kits distributed	3,999	4,257	4,257
Investments in school kits (BRL)	599,399	653,450	616,781
Reimbursement for books and course packs (BRL)	451,855	525,633	542,343
Total invested (BRL)	1,051,255	1,179,084	1,159,123

Latam	Eurofarma	Genfar
Number of kits distributed	1,253	273
Investments in school kits (BRL)	306,963	73,459
Total invested (BRL)	380,422	





Espaço Criança (Children's Space)

Initiative located at the Itapevi Industrial Complex, dedicated to supporting employees' children aged 4 months to 5 years and 11 months. The facility has been expanded in recent years to increase its capacity, growing from 168 to 310 children by the end of 2025. The center is managed by a multidisciplinary team and adopts a pedagogical approach aligned with Brazil's National Education Guidelines and Framework Law, drawing on the principles of Emmi Pikler and the Reggio Emilia approach, recognizing children as active protagonists in their own development.

Mentorship Program

Developed by the Corporate Social Responsibility area and the Eurofarma Institute, the initiative connects executive volunteers with young people supported by the Institute in Brazil, fostering personal and professional development. In its fourth edition, held in 2025, the program lasted two months and supported participants in building life plans, setting goals, and defining career pathways, strengthening talent development and expanding social impact through the exchange of experiences and knowledge.



29 executive volunteers



29 young participants supported

Supervoluntários (Super Volunteers Program)

Across two editions in 2025, the program brought together employees from different areas of Eurofarma to share their career journeys with students from the Eurofarma Institute in São Paulo and Itapevi.



1,600+ young people participated in talk sessions led by 56 volunteers



Corrente do Bem (Chain of Good)

Encourages Eurofarma employees to nominate social organizations in the areas of education, health, sports, social assistance, environmental protection, and hunger relief within their communities to receive financial support. The nominated projects are evaluated and selected by the Social Responsibility Committee. In 2025, 15 institutions were selected to receive support through the Corrente do Bem program, including 12 across Latin America and three through Genfar.

Solidarity Christmas

The initiative mobilizes Eurofarma employees across administrative, production, and sales functions to sponsor letters written by children supported by partner organizations serving socially vulnerable populations across various countries where the company operates in Latin America. In 2025, the initiative engaged 28 young apprentices in Brazil, who volunteered more than 200 hours to organize and sort donations, ensuring that each gift reached its destination with care and attention.



4,100+ letters sponsored globally through the Solidarity Christmas initiative



“Raízes que Inspiram” (Roots that Inspire) Photography Initiative

The Raízes que Inspiram (Roots that Inspire) Photography Initiative, led by the Social Responsibility and Events team, expands the purpose of the Raízes (Roots) Project, originally created to recognize employees with 15 years of service at Eurofarma. The initiative focused on valuing the company’s history and fostering connections across generations.

In 2025, the initiative engaged 95 young apprentices in Itapevi and four interns in Montes Claros, who documented, through photography, the growth of trees planted over the years — symbols of legacy, dedication, and collective growth. In total, the initiative mobilized approximately 400 volunteer hours, including image capture, selection, and organization.



Donation of Medicines

With the aim of expanding access to quality medicines and healthcare, medicines across various therapeutic classes were donated to non-profit healthcare institutions serving vulnerable populations, as well as animal welfare NGOs.

838,000+
units of medicines
donated

BRL 28.6 million
invested

Donation of Assets

The initiative donates equipment and furniture no longer used by Eurofarma to civil society organizations. In 2025, following the relocation of the company’s headquarters in São Paulo, an additional volume of office items was donated, reinforcing its commitment to extending material life cycles and advancing circular economy principles across Latin America (excluding Genfar).

4,000+ items donated
to partner organizations

29 institutions and recycling
cooperatives benefited

184,000+ food baskets
delivered to partner institutions
in Brazil

BRL 11.2 million+
invested in 2025



McHappy Day

Eurofarma has supported McDia Feliz (McHappy Day) for 22 years, in partnership with the Ronald McDonald Institute, reinforcing its commitment to the fight against childhood and adolescent cancer. In 2025, the company distributed more than 28,000 advance Big Mac vouchers to employees, their children aged 4 to 14, students from the Eurofarma Institute, public school students, and service providers.

The funds raised were allocated to Graacc (Group for the Support of Adolescents and Children with Cancer) and Tucca (Association for Children and Adolescents with Cancer), contributing to the treatment and care of children and adolescents with cancer. In Latin America, the campaign was carried out in partnership with the Ronald McDonald House Charities Foundation, an organization dedicated to supporting children and families in vulnerable situations.



28, 000+
tickets distributed
during McHappy Day

Winter Clothes Drive

The initiative collects and distributes blankets and socks to people in vulnerable situations, particularly during the coldest months of the year. In 2025, a total of 4,700 items were collected and donated to various social organizations across Brazil and Latin America.





Sport that inspires and transforms



Eurofarma Team

Program that recognizes sport as a key driver of human and social development. Launched in 2025, it supports athletes with Olympic and Paralympic potential across various sports, as part of a multi-sport program focused on the lead-up to the 2028 Los Angeles Games.

The initiative provides financial support, psychological assistance, and guidance from renowned sports mentors such as volleyball coach Bernardinho and former long-distance runner Vanderlei Cordeiro de Lima. Throughout the year, supported athletes achieved significant results, including world and national titles, as well as multiple podium finishes.

BRL 30.7 million in annual company funding to support sports

BRL 60 million+ allocated since 2006 to sports and cultural projects in Brazil through incentive laws

56 titles won by the Eurofarma Team in 2025

Eurofarma RC

For over 20 years, Eurofarma has been present in Brazil's premier motorsport category through Eurofarma RC, one of the most successful teams in Stock Car history.

In 2025, this trajectory was reinforced with new victories on the track and by strengthening employee engagement and brand visibility, bringing together thousands of employees and their families at racetracks across the country — including, for the first time, the Montes Claros race.

Stock Car was also used as a platform for awareness initiatives, such as the breastfeeding campaign during Golden August (Breastfeeding Awareness Month), and to enhance institutional and product visibility, including the launch of the Rehidrat sports drink line.



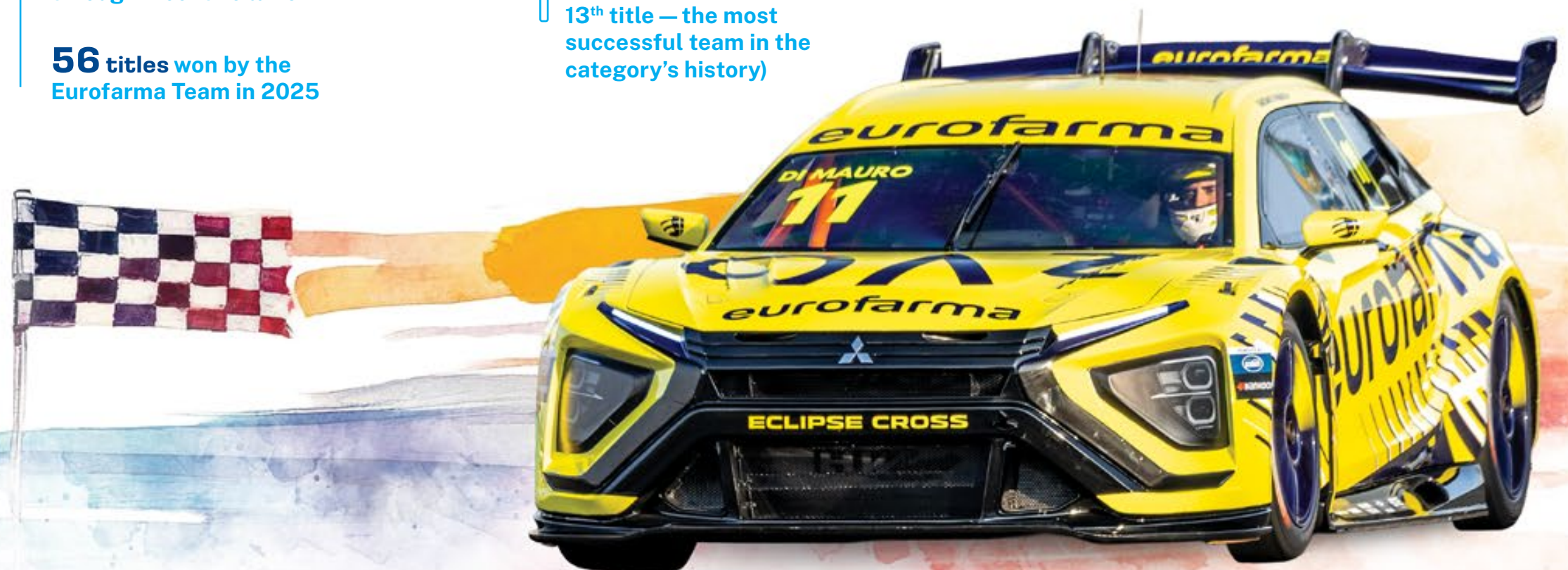
3,300+ employees and family members attended races at the São Paulo and Montes Claros racetracks



Drivers' championship title (Felipe Fraga) in the 2025 Stock Car season



Teams' championship title (Eurofarma RC, 13th title — the most successful team in the category's history)



Eurofarma Institute

The Eurofarma Institute is a non-profit organization dedicated to promoting social transformation through education. Since its creation in 2006, it has reached more than 193,000 beneficiaries and invested more than BRL 220 million in educational initiatives.

Focused on the development of children, youth, and public-school teachers, the Institute operates in the communities where it is present, delivering complementary education programs, introductory professional training courses, and initiatives to prepare students for higher education. In partnership with teachers and school administrators from surrounding public schools, it also promotes continuing education initiatives, strengthening pedagogical practices and supporting the educational development of communities.

Since 2023, its activities have been guided by the 2023–2027 Master Plan, structured around three strategic pillars that guide project expansion and establish the foundation for strengthening and scaling its activities, including internationally:

- Become a reference in complementary education for children and adolescents.
- Create opportunities to prepare young people for the job market.
- Strengthen the processes that support institutional growth.

In addition to its educational programs, the Eurofarma Institute operates through an expanded educational structure that integrates pedagogical activities, social support, and healthcare services to promote the holistic development of students and strengthen engagement with their families. This work is carried out by in-house multidisciplinary teams, ensuring institutional alignment and continuous support throughout each student's educational journey.

Talent Retention

In 2026, the Eurofarma Institute reached a significant milestone in its trajectory: the internalization of part of its pedagogical and support team. This strategic decision, planned throughout 2025, reflects the maturity of its operations and the company's commitment to the quality of its social impact delivery. In total, 34 professionals in the pedagogical area, including educators, interns, and coordination assistants, are now part of the Institute's team.

EuroElas (Women Empowerment Initiative)

Developed in partnership with Eurofarma's commercial area, the project focuses on advancing women into leadership positions. In collaboration with the Institute, the approach was adapted for approximately 20 mothers of students from the Matéria-Prima unit in Itapevi. The goal was to strengthen self-esteem and present opportunities for income generation and re-entry into the job market, while respecting the realities of women often facing vulnerable conditions and significant household responsibilities.



In 2025, the Institute further expanded initiatives focused on emotional care and social protection, including psychotherapy services, family guidance, and educational campaigns addressing topics such as mental health, prevention, and well-being. The Educational Unit expanded its operations, increasing service capacity—including Saturday activities—and diversifying its educational offerings, which now include mentorship programs, volunteer-led initiatives, lectures, image consulting services, and the Employability Fair. This year, the event brought together more than 500 participants, connecting young people with companies and opportunities for their first formal employment.

In parallel, it advanced the use of digital solutions and pilot projects in hybrid formats, expanding the reach of its educational activities and laying the groundwork for the geographic expansion of its programs, in line with the 2023–2027 Master Plan.

In 2025



BRL 29.5 million invested



23,000+ students reached through projects focused on education, professional training, and social inclusion

Eurofarma Institute Projects

Matéria-Prima (Complementary Education Program)

Complementary education initiative aimed at children aged 6 to 13, focused on expanding learning opportunities and promoting holistic development. It offers workshops in areas such as arts, music, games and recreational activities, technology, environment, and civic education, with activities structured to respect different learning paces, foster autonomy, and strengthen student agency and collaboration.

In addition to its pedagogical approach, the program ensures balanced nutrition – including breakfast, lunch, and snacks – as well as the provision of uniforms and specialized support. Participants also receive support in areas such as social services, nursing, nutrition, emotional health, dentistry, and ophthalmology, reinforcing a comprehensive and integrated approach to children’s well-being.



Opportunities for youth

The Eurofarma Institute offers introductory and vocational training opportunities for young people aged 14 to 29, integrating technical learning with personal development through mentorship, lectures, and career guidance.

In 2025, approximately 2,300 public school students took part in these activities. The offering also encompasses preparatory courses for university entrance exams and the ENEM (Brazil’s National High School Exam, a standardized test used for university admissions), reaching 349 students. At the high school level, the Institute maintains a full scholarship program for low-income students in private schools in the southern region of São Paulo, which in 2025 served 180 students and graduated its first cohort of 103 students.



- **Expanded access: Introductory vocational courses are also offered in the evening and on Saturdays, providing greater flexibility for participants**
- **High school education: Completion of the final year by 103 scholarship students, with 75 new scholarships awarded**
- **New courses: Launch of the Pharmaceutical Production Assistant course in Itapevi, in partnership with SENAI, expanding employment opportunities and developing local talent for the pharmaceutical industry**
- **University admissions: Record of 21 young people admitted to public universities, including USP, UNIFESP, FATEC, and IFSP, as well as 14 students awarded full scholarships at private institutions**
- **Employability Fair: More than 500 young people participated in an event focused on career guidance and access to job opportunities**

Eurofarma Institute Projects

Eurofarma Nursing Center

Established in 2004, the Eurofarma Nursing Center prepares highly qualified technicians with strong employability outcomes. In 2025, the program celebrated the graduation of its first cohort in Montes Claros, MG, where a second cohort is already underway, while activities in São Paulo continue, with a new class scheduled for 2026.



35 professionals graduated in Montes Claros in 2025

144 students supported in 2025



Teacher Training

The Eurofarma Institute also contributes to strengthening public education through teacher and school leadership training initiatives. In 2025, these capacity-building efforts helped expand both the reach and the quality of educational practices across the public-school systems supported.



1,100+ participants in initiatives aimed at strengthening public education

Eurofarma Institute in Schools

The Eurofarma Institute delivers programs in public schools that complement the curriculum and support the holistic development of children, adolescents, and young people. Activities for children include educational and recreational initiatives — such as arts, games and play, cooperation, problem-solving, civic education, and social interaction — that foster physical, social, and emotional development, particularly during school breaks.

Engagement with public education was further strengthened through life skills and health-related initiatives, addressing topics such as hygiene, prevention of STIs (sexually transmitted infections), and teenage pregnancy, as well as activities focused on games, play, and environmental education. In teacher training, highlights include the training of 1,500 educators in Itapevi on ethnic and racial diversity, as well as internal capacity-building initiatives for the pedagogical team.



13,500+ children participating in Agenda Aberta, Recreio nas Férias, and Educar para Reciclar

5,000+ adolescents and young people participating in Agenda Saúde and Jornada POP



DISTANCE LEARNING

In 2025, the Eurofarma Institute launched a pilot project to implement distance learning to expand access to its educational content to other regions across Brazil within its areas of operation. The format is already used in the preparatory course for the Enem (Brazil's National High School Exam) and, after conducting tests and pilot programs to refine the methodology, the Institute plans to develop a structured digital platform by 2026 to deliver online courses.



Lactare

Established in 2019, Lactare is the first human milk bank developed by a pharmaceutical company and accredited by Fiocruz's Brazilian Network of Human Milk Banks. With a team of 26 professionals, the initiative benefits thousands of premature babies in public neonatal ICUs by promoting home collection of human milk, encouraging breastfeeding, and expanding its reach through online lactation consulting services, enabling mothers from other regions to access specialized support.

In 2025, Lactare expanded partnerships with public hospitals and broadened its operations, incorporating electric vehicles into its logistics in line with sustainability best practices. In the same year, the Lactare Reference Center was opened in Itapevi, offering integrated services in pediatrics, pediatric dentistry, nursing, and nutrition, strengthening care throughout the prenatal and postnatal journey.



4,000+ liters collected in 2025,

18,000+ over 6 years

1,500+ premature babies supported

4,000+ households visited

3,000+ registered donors

11 partner public hospitals

9,000+ participants in prenatal group sessions

Certified under Fiocruz's Human Milk Bank Certification Program (PCFio)

Implementation of online consultations, with positive clinical outcomes in 60% of cases

8 medical students trained weekly in breastfeeding support



Remote support

To expand support for families, Lactare consolidated its video-based online consulting service in 2025. This service enables the Reference Center to deliver specialized support to mothers across Brazil facing breastfeeding challenges. Through video calls, nurses can assess the baby's latch and positioning in real

time, correcting techniques that may cause pain or early weaning.

During the year, 179 online consultations were conducted between March and December, with 60% of cases resolved without the need for in-person intervention.



Lactare on the Fantástico TV Show

During the winter of 2025, human milk stocks were low, and all milk banks faced the challenge of attracting more donors for premature babies. In this context, Fantástico, a national TV program by Globo, aired a special report showing the full journey of human milk and highlighting the importance of donation in saving lives. The impact was immediate: following the broadcast, Lactare recorded a 32% increase in the number of donors, reinforcing how information can drive meaningful change.



Institutional relations

GRI-2-29

Eurofarma's institutional engagement is led by the Institutional Relations area, which operates in a structured manner with the public sector, industry associations, and chambers of commerce, both in Brazil and across Latin America. These relationships aim to contribute to the advancement of the healthcare system, the regulatory environment, innovation, and business development, including topics such as internationalization and competitiveness.

Engagement takes place both directly – with ministries, regulatory agencies, governments, and industry leaders – and indirectly through associations and chambers that play a key role in institutional representation. The company actively participates in these bodies, with the involvement of senior executives, including the CEO and area leadership, who serve on boards and strategic forums.



Public sector: maintain an ongoing dialogue channel to present requests, suggestions, and information that contribute to improving the healthcare system, the business and innovation environment, as well as the development and enhancement of regulations and standards.

Organizations representing the pharmaceutical, chemical, and industrial sectors: strengthen dialogue with authorities, experts, and society to advocate for shared priorities aimed at improving the healthcare system, the business and innovation environment, and the development of standards and regulations.

Chambers of commerce: expand engagement with companies, institutions, and authorities in strategic regions, promoting business opportunities, exports, and the internationalization of technologies through ongoing participation in events, missions, and delegations.

Membership Associations GRI 2-28

Brazil

- Academia de Ciências Farmacêuticas do Brasil (ACFB)
- ACI MOC – Associação Comercial, Industrial e de Serviços de Montes Claros
- AfroChamber – Câmara de Comércio Afro-Brasileira
- Alanac – Associação dos Laboratórios Farmacêuticos Nacionais
- ABPI – Associação Brasileira da Propriedade Intelectual
- Aberje – Associação Brasileira de Comunicação Empresarial
- Abiad – Associação Brasileira da Indústria de Alimentos para Fins Especiais e Congêneres
- Abifina – Associação Brasileira das Indústrias de Química Fina, Biotecnologia e suas Especialidades
- Abiquifi – Associação Brasileira da Indústria Farmoquímica e de Insumos Farmacêuticos
- Abrasp – Associação Brasileira da Indústria de Soluções Parenterais
- Amcham – American Chamber of Commerce
- ASPI – Associação Paulista de Propriedade Industrial
- Câmara de Comércio Árabe-Brasileira
- Câmara de Comercio Mercosur Asean (MACC)
- CNI – Confederação Nacional da Indústria
- FIESP – Federação das Indústrias do Estado de São Paulo
- FIEMG – Federação das Indústrias do Estado de Minas Gerais
- Grupo FarmaBrasil
- ICOS – Instituto Coalizão Saúde
- PróGenéricos – Associação Brasileira das Indústrias de Medicamentos Genéricos e Biossimilares
- Quifarmo – Sindicato Intermunicipal das Indústrias Químicas e Farmacêuticas de Montes Claros
- SINDUSFARQ – Sindicato das Indústrias de Produtos Farmacêuticos e Químicos para Fins Industriais no Estado de Minas Gerais
- Sindusfarma – Sindicato da Indústria de Produtos Farmacêuticos

Latam

- A.L.N – Asociación de Laboratorios Nacionales
- Alafar – Asociación de Laboratorios Farmacéuticos
- Alafal – Asociación de Laboratorios Farmacéuticos en Latinoamérica
- Andi – Asociación Nacional de Empresarios de Colombia
- Ascif – Asociación Colombiana de la Industria Farmacéutica
- Asilfa – Asociación Industrial de Laboratorios Farmacéuticos
- Asinfargua – Industria Farmacéutica Guatemalteca Asociada
- Asinfar – Asociación de Industrias Farmacéuticas en Colombia
- Asofar – Asociación de Importadores y Distribuidores de Medicamentos Reconocidos por Ley de Bolivia
- CAMBRAS – Cámara de Comercio, Industria y Servicios Argentino Brasileña de la República Argentina
- Cámara Colombo-Brasilera
- Cámara Colombo-Venezolana
- Cámara de Comercio de Lima
- Cámara de Comercio Uruguay-Brasil (CCUB)
- Canamega – Cámara Nacional De Medicamentos Genéricos
- Canifarma – Cámara Nacional de la Industria Farmacéutica
- Cilfa – Cámara Industrial de Laboratorios Farmacéuticos Argentinos
- Cripfa – Cámara de Representantes e Importadores de Productos Farmacéuticos, Tocador, Domisanitarios y Afines
- Grupo Brasil – Asociación de empresas Argentino-Brasileñas
- La Gremial

Strategic communication


Eurofarma communicates transparently its achievements, commitments, and outlook to employees, partners, society, and the media, maintaining a strong reputation as an internationally recognized corporate brand.

In 2025, one of the company's major achievements was receiving the BandNews "Most Admired Brands" award in the Pharmaceutical Industry category, with more than 60,000 participants in the final round of public voting, in addition to other important sustainability-related recognitions.

Throughout the year, Eurofarma continued its ongoing media engagement efforts, communicating progress in business, sustainability, people management, and other topics. Initiatives such as visits by media professionals to the company's facilities in Bogotá and to Genfar in Cali, Colombia, strengthened these relationships, as did visits from media outlets and professionals from Montes Claros, MG.


With the same commitment to preserving our history and inspiring the future, the Historical Center at the Itapevi complex was expanded. The new space, designed to welcome visitors, now offers more interactive experience, featuring a video wall displaying real-time production, a large screen for institutional content, a presentation area with seating, and a showcase of recent awards.




98% positive media sentiment 

 **160,000** followers on Instagram Brazil

Launch of a dedicated Spanish-language Instagram profile, reaching more than 17,000 followers in 2025 

1.6 million followers on LinkedIn at the end of 2025 

 **24 institutional communication websites with content focused on health prevention and promotion**

 **40 integrated internal communication campaigns across Brazil and other Latin American countries, covering topics such as innovation, culture, people, sustainability, social impact, and health promotion**



Awards and recognition

In 2025, Eurofarma received multiple awards and recognition across areas ranging from corporate reputation and people management to sustainability and sports performance.

Corporate and Industry Reputation

- Most Admired Brand: Recognized by BandNews as the most admired pharmaceutical brand in Brazil.
- Socio-Environmental Leadership: named the pharmaceutical sector leader by Época Negócios 360 in the Socio-Environmental and Vision for the Future categories.
- Best pharmaceutical company in the Exame Melhores do ESG awards.
- Abrafarma Award: Recognized for the second consecutive year as Brand Manufacturer of the Year.
- Lupa de Ouro Award (Sindusfarma): The company was a finalist in multiple categories.

People Management and Culture

- GPTW® Latin America: For the fourth consecutive year, recognized as the best pharmaceutical company to work for in Latin America by Great Place to Work (GPTW®).
- GPTW® Brazil: Ranked among the best companies to work for for more than 20 years.
- Age Friendly Certification: Received renewal of the Age Friendly Employer certification during the Maturiday 2025 event.

Ethics, Governance, and Sustainability

- Pro-Ethics Program: For the first time, Eurofarma was accepted into the Pro-Ethics Company Program of the Office of the Comptroller General (CGU), which recognizes its commitment to integrity and anti-corruption practices.
- Ethos Institute: For more than a decade, the company has been part of the institute's reference group, ranking among the top 10 performing companies.
- ISO Certifications: Reinforced its environmental leadership as the only global pharmaceutical company to simultaneously hold ISO 14001, 50001, and 46001 certifications (environmental, energy, and water management).

Marketing, Health, and Sports

- Globo PPA Award: The Valda brand advertising campaign won the Globo PPA (Professionals of the Year) Award.
- Stock Car 2025: The Eurofarma RC team won both the drivers' and teams' championships in the 2025 season.

10

A planet for 2072



 instituto
eurofarma

Environmental management

Eurofarma consolidates the efficient and sustainable management of its operations as a central front of its growth strategy. To this end, the company's environmental governance is structured around mitigating environmental and climate risks and maximizing positive impacts through three strategic pillars, with goals linked to Vision 2027.

In this way, Eurofarma aims to further consolidate its position as a benchmark in the pharmaceutical sector, driven by leading sustainability practices and market recognition of its commitments, with operations designed to create and share value with society while integrating operational efficiency with resource preservation.



BRL 41.8 million
invested in environmental initiatives during the year

Commitment to the climate

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

Operational Eco-efficiency

- More sustainable operations and processes
- Reduce natural resource consumption, generate less waste, and expand circular economy practices

A More Sustainable Portfolio

- Use of sustainable and innovative materials in medicine packaging under the +Verde seal



COP30 AND INSTITUTIONAL ENGAGEMENT ON CLIMATE

In 2025, during COP30 held in Belém, PA, Eurofarma hosted a meeting with local physicians to discuss the impacts of climate change on health, focusing on strengthening healthcare systems and preparedness for increasingly frequent and severe climate events.

The company's initiatives were also recognized in a document published by the National Confederation of Industry (CNI) – Sustainable Business COP30 – Health: complementary theme document – which highlighted projects related to climate adaptation, eco-efficiency, and water conservation. In addition, several of Eurofarma's initiatives were featured by Amcham as part of the Brazil for the Environment initiative.

Commitment to the climate

Energy efficiency

GRI 302-1

In 2025, Eurofarma made consistent progress in its energy efficiency and emissions reduction agenda. During the period, non-renewable fuel consumption totaled 286,048 GJ, representing a 6.7% decrease compared to the previous year. The main highlight was natural gas, the company's primary fossil fuel, which decreased by 6.2% to 242,118 GJ. Reductions were also observed in diesel, gasoline, and LPG consumption, reflecting ongoing efforts to optimize operations and adopt more efficient technologies.

At the same time, renewable energy consumption remained high, totaling 200,159.8 GJ. Ethanol accounted for the largest share (194,169 GJ), reinforcing its position as the primary biofuel in the company's decarbonization strategy. Photovoltaic energy generation also increased, reaching 5,991 GJ, driven by the operation of 6,998 solar panels installed at strategic company sites (Guatemala; Genfar in Colombia; and Itapevi in Brazil).

Eurofarma continues to advance toward its goal of achieving 100% renewable electricity across all global operations by 2027, with only the Argentine unit remaining to complete the transition. Currently, this site operates with 50% renewable electricity.



97%
renewable electricity
across global
operations in 2025

Total electricity consumption in 2025 reached 463,711 GJ, of which 97% came from I-REC-certified energy. This result reinforces the consolidation of the company's energy transition strategy, ensuring traceability, alignment with international standards, and the effective reduction of emissions associated with global operations.

In Brazil, the Fuel Policy remained an important driver of carbon mitigation. The policy prioritizes ethanol use in the sales force fleet and includes control mechanisms that restrict gasoline use, which is allowed only in exceptional situations (when ethanol is unavailable in the region).

In 2025, this approach resulted in ethanol accounting for 98.6% of total liquid fuel consumption in the fleet, demonstrating

strong internal adherence and a direct impact on reducing operational emissions. The policy also encourages the use of hybrid vehicles and other efficient technologies, further enhancing environmental gains and reinforcing a low-emissions strategy across the value chain.

Operational Eco-efficiency

In Itapevi, SP, an energy management system was implemented for the compressed air system, ensuring greater operational accuracy and eliminating waste. In addition, at the same facility, energy monitoring was integrated with a smart water management solution, enhancing integrated data analysis and enabling predictive demand management.

In 2025, the Itapevi Complex was recertified under ISO 50001, an international standard focused on optimizing energy performance.

Meanwhile, the Genfar facility implemented a dedicated platform to monitor the efficiency of both energy consumption and the photovoltaic system, enabling real-time diagnostics and immediate mitigation of deviations, ensuring maximum performance of the renewable energy mix. The platform also contributes to identifying opportunities to reduce consumption and improve efficiency.

Total fuel consumption within the organization (GJ) GRI 302-1

Non-renewable sources	2023	2024	2025
Diesel*	3,745	2,748	2,107,00
Natural Gas (NG)	218,869	258,144	242,118
LPG	680	605	490
Gasoline	47,620	45,299	41,333
Total	270,914	306,796	286,048

*(Diesel generators + Diesel platforms + Diesel vehicles)

Renewable sources	2023	2024	2025
Number of photovoltaic panels	8,892	8,892	8,892
Photovoltaic energy generated (GJ)	1,254	4,813	5,991
Ethanol (GJ)	192,747	201,727	194,169
Total	194,001	206,540	200,160

*The total value differs, as photovoltaic panels were included in energy consumption in previous years [GRI 2-4](#)

Energy consumption	2023	2024	2025
Electricity	436,303	459,184	463,711
Electricity (I-REC certified)*	142,754	412,679	450,626
Electricity (photovoltaic)*	1,254	4,813	5,991

*Of the 463,711 GJ of total electricity consumption, 450,626 GJ is I-REC certified and 5,991 GJ is self-generated photovoltaic electricity. To calculate energy consumption, we consider the annual volumes consumed for each source, performing the conversion as indicated: 1 L diesel -> 0.035 GJ, 1Kg GLP -> 0.049GJ, 1m³ GN -> 10,9 kWh, 1kWh -> 0,0036 GJ, 1 L -> 0.0342 GJ gasoline, 1 L -> 0.0213 GJ ethanol

	2023*	2024	2025
	0.74	0.77	0.79

*Global data. Tax: GJ/1000UP
The rate used refers to the energy consumed within the organization (electricity)
[GRI 302-3](#)

Energy consumption reduction

GRI 302-4

In 2025, the company achieved significant reductions in energy consumption, driven by conservation initiatives, efficiency gains, and operational improvements implemented throughout the year. Total reductions reached 8,175.8 GJ, mainly due to lower consumption of natural gas, gasoline, and LPG, reflecting continued progress in energy management.

For LPG, the reduction resulted from process improvements, including operational adjustments, the deployment of an electric forklift at the Momenta unit in São Paulo, and improvements in maintenance routines. Natural gas consumption decreased due to equipment modernization and replacement at some sites, while other operations aligned energy demand with production levels.

Gasoline/Ethanol – Corporate Fleet
The Fuel Policy prioritized ethanol use and restricted gasoline to exceptional situations. This approach contributed to lower total fuel consumption and increased ethanol's share to 98.6% of total fleet fuel use. The results reinforce operational efficiency gains and the reduction of Scope 1 emissions.

LPG – Forklifts
LPG consumption decreased due to operational improvements and equipment modernization. The addition of an electric forklift at the Momenta unit in São Paulo contributed to lower reliance on LPG. Maintenance process adjustments further reduced consumption.

Natural Gas
Natural gas consumption decreased in 2025 as the company replaced and modernized equipment at some sites. At other locations, the reduction was linked to the alignment of energy demand with production levels. These actions strengthened efficiency in the company's production processes and energy management.

Energy Consumption Reduction

GRI 302-4

	2025 (GJ)
Fuel (gasoline)	1,712.8
Fuel (LPG for forklifts)	67.0
Fuel (Natural Gas for steam generation)	6,396.0
Electricity	NA



GHG Emissions and decarbonization

GRI 305-1, 305-2, 305-3, 305-4

Eurofarma’s Greenhouse Gas (GHG) Emissions Inventory is prepared in accordance with IPCC¹⁶ methodologies, ISO 14064-1¹⁷, and the GHG Protocol – Corporate Standard¹⁸. Data management and collection are conducted through a dedicated platform¹⁹, with all countries where Eurofarma operates submitting data monthly. After data compilation, the inventory is verified by an independent third party with reasonable assurance, ensuring the consistency of reported information.

In 2025, Scope 1 GHG emissions totaled 18,752 tCO₂e, a reduction of approximately 12.6% compared to 2024 (21,630 tCO₂e). This result mainly reflects lower fugitive emissions (-48%) and stationary combustion emissions (-6%), driven by operational improvements, energy efficiency gains, and the gradual replacement of fossil fuels with lower-carbon alternatives.

GRI 2-4

Mobile combustion emissions increased moderately, in line with the company’s operational profile, while emissions from effluents remain a very small share of total emissions.

Scope 2 emissions reached 51,537 tCO₂e. This performance is directly linked to the increased use of I-REC-certified electricity, on-site photovoltaic generation, and the company’s strategy to decarbonize its electricity mix, while also reducing exposure to regulatory risks and carbon pricing.

As a result of these advances, Scope 1 and 2 emissions intensity decreased to 0.035 tCO₂e per thousand units produced, the lowest level on record, indicating structural gains in efficiency and environmental competitiveness. From a financial perspective, lower

fossil fuel consumption and a higher share of renewable sources contribute to recurring operational savings, greater predictability of energy costs, and the potential to reduce future carbon offset expenses.

In 2025, the company completed the identification and assessment of greenhouse gas (GHG) emission sources across its value chain (Scope 3), mapping all categories applicable to Eurofarma. As a result, reported emissions increased in some categories due to expanded and improved data analysis. For example, business travel now includes taxi and ride-hailing trips, in addition to previously mapped air travel. The analysis of upstream and downstream transportation²⁰ categories also evolved.

16. Intergovernmental Panel on Climate Change.
 17. ISO 14064-1:2018 specifies organizational principles and requirements for quantifying and reporting greenhouse gas (GHG) emissions and removals.
 18. GHG Protocol: an initiative for the global standardization of greenhouse gas emissions, enabling companies to measure, quantify, and report their own emissions.
 19. Arca ESG.
 20. Upstream transportation: distribution of products sold by the company. Downstream transportation: transport of raw materials, inputs, or products acquired from suppliers to the company’s facilities.



GHG Emissions (tCO₂e)

GRI 305-1, 305-2, 305-3, 305-4, 2-4

	2023	2024	2025
Scope 1	16,992	21,630	18,752
Stationary combustion	12,098	13,813	12,860
Mobile combustion	3,058	2,708	3,140
Effluents	29	90	161
Fugitive emissions	1,807	5,018	2,590
Scope 2	7,827	3,847	1,888
Total electricity consumption	7,827	3,847	1,888
Scope 1+2 emissions intensity (tCO ₂ /1,000 units produced)	0.042	0.043	0.035
Scope 3	16,785	709,313	971,773
Solid waste generated in operations	2,265	5,000	4,333
Business travel	4,455	3,615	51,537
Employee commuting	2,738	7,651	3,690
Upstream transportation	7,327	1,395	15,400
Downstream transportation	NA	21,744	29,279
Fuel-and energy-related activities	NA	7,794	7,526
Capital goods	NA	18,785	224,419
Investments	NA	1,014	2,616
End-of-life treatment of sold products	NA	4,099	4,331
Purchased goods and services	NA	625,657	628,642
TOTAL	41,604	734,790	992,413
Units produced	589,539	593,376	585,043

Gases included in the calculations: CO₂; CH₄; N₂O; HFCs.
 Source of emission factors and global warming potential (GWP) values used, or a reference to the GWP source: IPCC and ISO14064
 Data include all Brazil manufacturing sites (Itapevi, RJ, RP, São Paulo, Montes Claros), distribution centers (Cajamar and Varginha), Latin America manufacturing sites (Argentina, Peru, Chile, Bogotá, Cali, Uruguay, and Guatemala), and offices (Brazil – Brooklin, Itaporanga, Viva – Bolivia, Ecuador, Mexico, Mozambique, Paraguay, and the United States).
 As in previous years, the reporting year corresponds to the year in which emissions occurred (2025).
 Scope 1: 13% reduction compared to 2024. Main drivers: 6% reduction (-887 \$tCO₂e) in stationary emissions and 48% reduction (-2,428 \$tCO₂e) in fugitive emissions.
 Scope 2: 51% reduction compared to 2024. Residual balance from Argentina and Latam offices that do not yet utilize 100% renewable electricity.
 Scope 3: In 2025, we mapped 100% of Scope 3 categories, including: “1-Purchased Goods and Services”; “2-Capital Goods”; “12-End-of-Life Treatment of Sold Products”; and “15-Investments.” The increase is due to the expanded mapping of new categories and the inclusion of MOC (Management of Change) in the inventory.
 2-4: 2024 results adjusted following the emissions inventory audit findings.
 The emission factors used in this inventory are primarily based on IPCC guidelines, which are internationally recognized and applied. It should be noted that ISO 14064 does not provide emission factors but establishes guidelines and requirements for the quantification, monitoring, and verification of greenhouse gas emissions, the premises of which were adopted in the preparation of this data.

GHG Emissions Reduction (tCO₂e)

In 2025, Eurofarma reduced its combined Scope 1 and 2 emissions by 5,411 tCO₂e, a decrease of approximately 21% compared to 2024. Direct emissions (Scope 1) decreased by 12.7%, mainly due to lower fugitive emissions and stationary combustion. Scope 2 emissions decreased by approximately 62%, reflecting progress in the decarbonization of the company's electricity mix.

In Brazil, electricity used in manufacturing sites comes from self-generation at a wind farm located in Assuruá, BA, complemented by the purchase of I REC-certified energy for other industrial operations and distribution centers. As a result, Scope 1 and 2 emissions intensity reached 0.035 tCO₂e per thousand units produced, the lowest level on record.

Decarbonization Plan

In 2025, Eurofarma advanced its decarbonization plan by mapping its value chain in line with GHG Protocol guidelines. The global mapping identified Category 1 – Purchased Goods and Services as the main source of emissions across the value chain. The assessment, applied across all operations, increased the accuracy of the GHG Emissions Inventory and guided engagement with business partners across the value chain.

CDP Climate

The year also marked the validation of the quantification of value chain emissions and reinforced expectations for improved performance in the CDP (Carbon Disclosure Project) assessment, released in December. The company maintained a B score in the 2025 reporting cycle, demonstrating an active level of climate risk and impact management. The company recorded progress in 63% of the categories evaluated, achieving the highest rating (A) in the following areas:

- Scope 3 (emissions)
- Process risks and opportunities
- Environmental policies
- Emissions reduction initiatives
- Low-carbon products
- Disclosure opportunity, context, governance, and verification



Climate Risk and Opportunity Analysis

In 2025, Eurofarma advanced the maturity of its climate risk analysis by integrating technical data from the Adapta Clima and Adapta Brasil platforms into an analytical tool developed by a leading academic institution.

This integration enabled the expansion of the assessment matrix to include physical risks, transition risks, and opportunities, supporting improvements to the strategic plan for adaptation and risk mitigation. The project also advanced the financial valuation of risks with support from the Planning and Budget area.

The analysis considered the risk of operational disruption due to extreme weather events and included a supporting spreadsheet to estimate the number of downtime days for each type of event (rain, drought, landslides, and energy-related events). This approach enables the measurement of direct financial losses associated with each risk, considering that fixed costs remain even during operational downtime.

GHG emissions reduction (tCO₂e)

2023	2024	2025
5,556	3,971	5,411

Gases included in the calculations: CO₂, CH₄, N₂O, HFCs

GRI 305-5



Risk and opportunity scenario in Brazil operations

Risk Classification	Hazard	Risk	Impact
Physical risks	Drought	Reduced water availability Increase in water costs	Own operations
	Flooding Landslides	Restricted access to public roads	Own operations and value chain
	Energy availability	Increased energy costs	Own operations

Risk Classification	Hazard	Risk	Impact
Transition risks	Regulation	Carbon pricing	Own operations

Climate Event	Opportunity Driver	Opportunity	Impact
Climate change	Market Product availability for emerging companies	Access to lower-cost credit and financing for "sustainable" companies Availability of products for emerging companies	Own operations and value chain
	Product Development of new products	Development of new products	Own operations and value chain



Operational eco-efficiency

Water efficiency

GRI 303-1, 303-2

Eurofarma manages water use across its operations, from withdrawal to final discharge, adopting practices focused on efficiency and environmental compliance. Water is used in both administrative activities and industrial operations, where it is used to produce purified water, generate steam, support cooling and cleaning processes, and, in some cases, is incorporated into the final product.

After use, operations with wastewater treatment plants (WWTPs) treat water before discharging it into water bodies, while those without such systems discharge it into public sewer networks, always in compliance with applicable regulations and internal quality standards. In 2025, the company reported no cases of non-compliance.

The scope of assessments includes monitoring total water withdrawal, specific water consumption (m³ per 1,000 units produced), and reuse rates, enabling the evaluation of water intensity and the identification of improvement opportunities.

These indicators are consolidated and reviewed monthly, with

results discussed in Critical Review meetings and the ESG Committee, which guide target setting, project prioritization, and strategic decision-making.

In 2025, the Itapevi site obtained ISO 46001²¹ certification, strengthening its water efficiency management framework and driving the expansion of water reuse systems, the modernization of equipment (such as adiabatic cooling towers), and smart real-time monitoring. The company is expanding these solutions to other units.

Water risk assessments use international tools such as the Aqueduct Water Risk Atlas, supporting the identification of critical areas and guiding strategic decisions related to water use and operational planning. Stakeholder engagement takes place through partnerships with local partners, such as municipalities and environmental service providers, as well as through transparent disclosure of practices in institutional materials and sustainability reports. The company also encourages reuse initiatives and best practices across the value chain, promoting responsible water management among suppliers and customers with significant impacts.

A Global Pioneer in Water Management
Eurofarma achieved ISO 46001 certification in Itapevi, SP, becoming the only pharmaceutical company globally with the combination of ISO 14001 (Environmental Management System), ISO 50001 (Energy Management System), and ISO 46001 (Water Efficiency Management System).

In the Itapevi, São Paulo, and Rio de Janeiro units in Brazil, the company implemented an intelligent water consumption monitoring technology in partnership with a Brazilian startup, enabling real-time tracking and the identification of reuse opportunities. The company is expanding this model to other units.

Water reuse initiatives reduced consumption and expanded reuse practices, particularly through systems that recover reverse osmosis (RO) reject streams, enabling their reuse within the process, as well as in other internal non-potable water applications.

Over the past three years, total water withdrawal increased between 2023 and 2024, followed by a slight decrease in 2025. Most of the water used by Eurofarma comes from external suppliers and groundwater sources. In areas classified as experiencing extreme water stress, such as Peru and Chile, water withdrawal totaled 46 megaliters, sourced exclusively from third parties. These results indicate reliance on external sources and reinforce the prioritization of strategies to diversify water sources and improve water use efficiency.

Water withdrawal	2023	2024	2025
Total water withdrawal	610	688	643
Groundwater	109	180	189
Reclaimed water	61	37	72
Third-party water (utilities)	440	471	336
Withdrawal in water-stressed areas			
Third-party water (utilities)	NA	NA	46

GRI 303-3

Water consumption	2023	2024	2025
Total consumption (megaliters)	163	188	203
Consumption in water-stressed areas	0	0	0,56

GRI 303-5

Water discharge	Freshwater		Other water	
	2024	2025	2024	2025
Surface water (stormwater)	227	144	0	0
Groundwater	0	0	0	0
Seawater	0	0	0	0
Produced water	0	0	0	0
Third-party water	236	278	0	0
Total	436	422	0	0

Priority substances were defined based on the local environmental legislation applicable in each country of operation. Discharge limits are established in accordance with current legal parameters for liquid effluents, considering the characteristics of the activity and the receiving water body. In 2025, there were no recorded non-compliances with the discharge limits for these substances. Disposal in water-stressed areas: i-Fresh Water 2025: 45 megaliters (Chile and Peru). Disposal is calculated as the total withdrawal minus the water incorporated into the product. The identification of water-stressed zones was conducted based on the Aqueduct Water Risk Atlas (WRI), using the Baseline Water Stress indicator. For GRI/CDP reporting purposes, only locations classified as High or Extremely High were considered as being under water stress. These assessments consider the geographical location of the units, reflecting long-term average conditions, and do not account for seasonal variations.

GRI 303-4

21. ISO 46001: establishes requirements for Water Efficiency Management Systems (WEMS), focusing on reducing consumption and optimizing water use through monitoring, targets, and reuse.

Waste management

GRI 306-1, 306-2

Eurofarma’s waste management approach is based on reduction, reuse, recycling, and proper disposal. All units report generated volumes monthly through a centralized system.

Between 2024 and 2025, waste disposal costs increased by 41%, from BRL 4.7 million to BRL 6.6 million. The increase reflects contract adjustments and greater use of technologies such as co-processing, reducing the amount of waste sent to landfill. Over the same period, composting increased from 423 tons to 686 tons, alongside higher volumes of waste directed to other recovery processes.

The recovery of recyclable materials generated revenue of BRL 1.4 million in 2025, compared to BRL 1.0 million in 2024, with the full amount allocated to the social project De Mãos Dadas com a Escola (Hand in Hand with the School - see box). In addition to internal initiatives, the company participates in reverse logistics programs in Brazil, Colombia, and Chile.

It is important to note that third-party waste management complies with technical and legal requirements, including environmental permits, transport authorizations, and periodic document verification. Disposal information is recorded through invoices, waste manifests, and final disposal certificates.

Waste diverted from disposal (metric tons)

Class	Waste Type	Destination	2023	2024	2025
Non-hazardous	Organic and garden waste	Other recovery operations (internal composting)	268	279	327
	Organic and garden waste	Other recovery operations (external composting)	308	144	359
	Cooking oil / Wood	Preparation for energy recovery	0	360	407
	Paper, plastic, cardboard, glass, blister pack metal, and recyclable debris	Recycling	5,278	3,804	3,320
	Class II industrial waste*	Preparation for energy recovery*	0	0	151
Hazardous	Industrial waste, electronic scrap, light bulbs, batteries, lubricating oil, plastic drums, and steel drums	Preparation for reuse	1,665	1,499	1,816
	Liquid effluent	Other recovery operations (liquid waste sent for effluent treatment)	0	150	151
Total			7,519	6,236	6,531

Waste directed to disposal (metric tons)

Non-hazardous	Non-recyclable waste, sludge, garden waste, and debris	Landfill	1,193	1,417	1,123
Hazardous	Healthcare waste	Autoclave / Class II landfill	17	27	43
	Industrial waste	Class I landfill	NA	40	19
	Industrial waste + tax recovery waste	Incineration (without energy recovery)	292	136	170
	Industrial waste	Incineration (with energy recovery)	0	181	268
Total			1,502	1,801	1,623
Total waste generated			9,021	8,037	8,154

*Category included in 2025
GRI 306-3 , 306-4 e 306-5



For each recovery or disposal operation

Waste diverted from disposal			Onsite	Offsite
Non-hazardous	Organic and garden waste	Other recovery operations (internal composting)	327.0	0.0
	Organic and garden waste	Other recovery operations (external composting)	0.0	359.0
	Cooking oil / Wood	Preparation for energy recovery	0.0	407.0
	Paper, plastic, cardboard, glass, blister pack metal, and recyclable debris	Recycling	0.0	3,320.0
	Class II industrial waste*	Preparation for energy recovery*	0.0	151.0
Hazardous	Industrial waste, electronic scrap, light bulbs, batteries, lubricating oil, plastic drums, and steel drums	Preparation for reuse	0.0	1,816.0
	Liquid effluent	Other recovery operations (liquid waste sent for effluent treatment)	0.0	151.0
Total			327.0	6,204.0

Waste directed to disposal			Onsite	Offsite
Non-hazardous	Non-recyclable waste, sludge, garden waste, and debris	Landfill	0.0	1,123.0
	Healthcare waste	Autoclave / Class II landfill	0.0	43.0
	Industrial waste	Class I landfill	0.0	19.0
Hazardous	Industrial waste + tax recovery waste	Incineration (without energy recovery)	0.0	170.0
	Industrial waste	Incineration (with energy recovery)	0.0	268.0
Total			0.0	1,623.0

GRI 306-3 , 306-4 e 306-5

Zero Waste to Landfill

In 2025, the company made strong progress in its Zero Waste to Landfill strategy, driven by two key initiatives:

- **Composting expansion:** higher volumes of organic and green waste were processed in Brazil, along with the rollout of this approach in Argentina, diverting materials from landfills.
- **Energy recovery of non-recyclable waste:** in Brazil, waste began to be directed to energy recovery through a system known as CDRU (Combustível Derivado de Resíduos Urbanos – refuse-derived fuel).

76%+
in waste sent to composting

53%-
in hazardous waste sent to special landfill by Genfar



15%+
in waste sent for reuse

3%+
in hazardous waste sent for energy recovery by Genfar

A more sustainable portfolio

Eurofarma continues to embed circular economy principles into its products through innovation and technology, focusing on reducing the use of natural resources, increasing the use of more sustainable packaging materials, and improving post-consumer recyclability. One initiative uses the inner side of medicine boxes to guide consumers on proper disposal, helping raise environmental awareness after product use.



Eight years ago, Eurofarma introduced its first products with the Embalagem +Verde (+Green Packaging) seal, identifying medicines designed to reduce impacts across the value chain and after use.

Now available in Brazil, Angola, and Mozambique, these products use more sustainable materials, including cartons with 35% recycled content and green polyethylene in primary packaging. The model also includes a methodology developed by an independent research center and previously submitted to Anvisa (Brazil's National Health Surveillance Agency), allowing primary packaging to be decontaminated at home and disposed of through separate waste collection systems.

	2023	2024	2025
% of Eurofarma's +Green portfolio	10%	10%	10%
Total number of +Green products	26 million	30.8 million	33.6 million
Product launches	6	20	21



Sustainable Valda

In 2025, the Valda lozenge brand portfolio also expanded the use of more sustainable materials, reintroducing metal packaging and replacing polypropylene (PP) plastic, which had been used since 2001.

The new tins are more durable and improve space utilization through stacking, enhancing logistics efficiency. They also offer a clear advantage in recyclability, with a recycling rate of 47.7%²², compared to 24.4% for plastic packaging²³.

22. Prolata - Abeaço
23. Abiplast

Controlled and affiliated: environmental performance



Dermage is a pioneering Brazilian brand in dermocosmetics, founded in 1990, recognized for developing and marketing high-quality and effective products. In 2025, it became part of Eurofarma Group through majority ownership, maintaining independent management and strengthening the group's presence in the dermatology and beauty segment with a prescriptive profile among the medical profession. The brand already has a focus on sustainable management and, starting this year, it now has some indicators reported in the Sustainability Booklet.

**Net revenue
BRL 133.4
million**

**Total
employees
329**

**Total
female
employees
267**

**Total
male
employees
62**

Operational Sustainability	2025
Water Consumption (m³)	798
Annual Energy Consumption (GJ)	619,812
Units Produced	86,650
Mobile Combustion (Liters)	58,104
Waste Disposal (Solids + Liquids) (t)	1.83



Ocean Drop, founded in 2016, specializes in vegan food supplements based on marine and natural nutrients. It was born digital and is part of Eurofarma's innovation strategy, which now holds almost 90% of the brand's share. Like Dermage, Ocean also manages important environmental indicators in its operations.

**Net revenue
BRL 41,4
million**

**Total
employees
89**

**Total
female
employees
53**

**Total
male
employees
36**

Operational Sustainability	2025
Annual Energy Consumption (GJ)	74.106
Units Produced	2,133,983
Waste sent for recycling (t)	5.72



Supera RX is Eurofarma's strategic partner in the promotion and distribution of prescription (Rx) products in Brazil, the result of the sector collaboration with another pharmaceutical company that strengthens the group's performance in prescriptions with the medical profession and pharmaceutical retailers. The partnership is highlighted in Eurofarma's institutional portfolio of controlled and affiliated brands. For many years, Supera has been monitoring its ESG indicators, including environmental ones.

**Net revenue
BRL 1,05
billion**

**Total
employees
890**

**Total
female
employees
277**

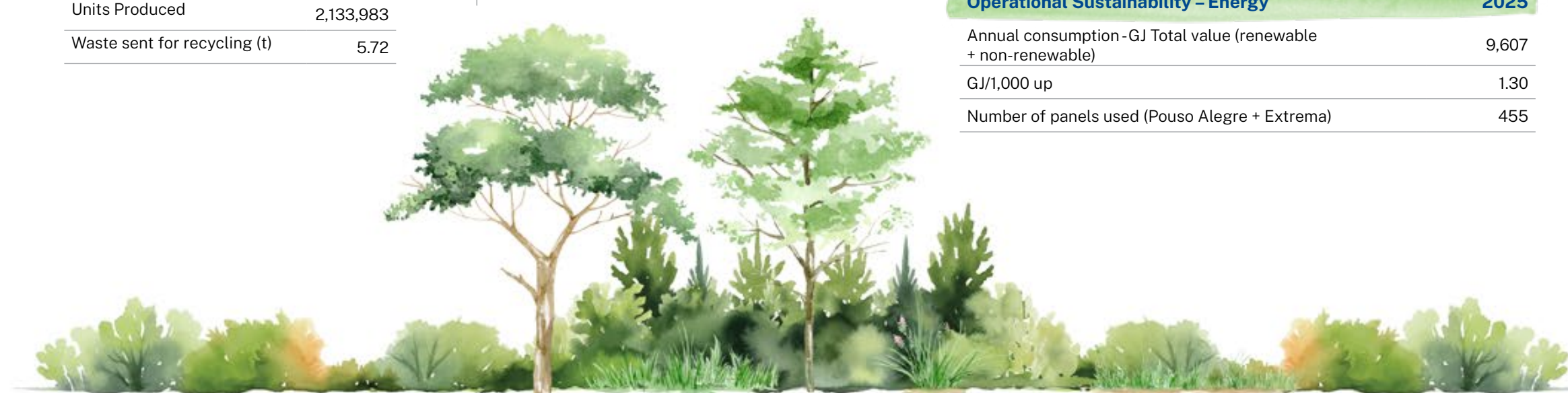
**Total
male
employees
613**

Operational Sustainability – Water	2025
Third-party supply (megaliters)	4.9
Water consumption (megaliters)	1.47
Indicator m³ /1,000 (unit produced)	0.67

Operational Sustainability – Waste	2025
Hazardous waste (t)	
Waste generated	158.49
Waste not destined for final disposal	155.31
Preparation for reuse	155.31
Waste destined for final disposal	3.18
Incineration (without energy recovery)	2.78
Other disposal operations (Healthcare waste)	0.4
Non-hazardous waste (t)	
Waste generated	93.9
Waste not destined for final disposal	53.1
Preparation for reuse (external composting)	5.8
Recycling	47.4
Other recovery operations (internal composting)	0.0
Waste destined for final disposal	40.8
Landfill confinement	40.8

Operational Sustainability – Energy	2025
Annual consumption -GJ Total value (renewable + non-renewable)	9,607
GJ/1,000 up	1.30
Number of panels used (Pouso Alegre + Extrema)	455

This is the first report published by Eurofarma that includes some environmental data from its controlled/affiliated companies. This data has not been audited by KPMG and does not form part of the Group's consolidated results reported in this material. The company's objective is to begin monitoring throughout 2026 to assess its incorporation into the company's complete results for the coming years, always in accordance with GRI standards.





Attachments

2-7: Employees (Brazil and international)

Fluctuations in headcount throughout the period result from hiring, voluntary terminations, and previously planned staff adjustments, remaining within expected levels. The method used for calculation was the extraction of the database as of December 31, 2025, from SAP payroll reports.

International data is compiled monthly for the company's headcount report. The company does not have a global payroll and uses Excel to track information from international units. It is important to note that, in 2025, this indicator already includes Genfar professionals.

GRI 2-4

By gender - Brazil	Female	Male	Other*	Not informed	Total
Number of employees	3,785	4,758	0	0	8,543
Number of permanent employees	3,775	4,754	0	0	8,529
Number of temporary employees	10	4	0	0	14
Number of non-guaranteed hours employees	418	740	0	0	1,158
Number of full-time employees	3,366	4,016	0	0	7,382
Number of part-time employees	1	2	0	0	3

*Gender as specified by the employees.

By region - Brazil	Central-West	Northeast	North	Southeast	South
Number of employees	306	1,388	211	5,875	763
Number of permanent employees	306	1,387	211	5,862	763
Number of temporary employees	0	1	0	13	0
Number of non-guaranteed hours employees	38	116	14	884	106
Number of full-time employees	268	1,272	197	4,988	657
Number of part-time employees	0	0	0	3	0

By gender - International	Female	Male	Other*	Not informed	Total
Number of employees	1,600	1,415	0	0	3,015
Number of permanent employees	1,578	1,381	0	0	2,959
Number of temporary employees	22	34	0	0	56
Number of non-guaranteed hours employees	276	269	0	0	545
Number of full-time employees	1,600	1,415	0	0	3,015
Number of part-time employees	0	0	0	0	0

*Gender as specified by the employees.

By country - International	Central America		Angola		Argentina		Bolivia		Chile	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees	216	227	0	1	105	139	31	20	193	142
Number of permanent employees	216	226	0	1	105	139	31	20	187	133
Number of temporary employees	0	1	0	0	0	0	0	0	6	9
Number of non-guaranteed hours employees	27	44	0	0	21	21	2	6	26	31
Number of full-time employees	216	227	0	1	105	139	31	20	193	142
Number of part-time employees	0	0	0	0	0	0	0	0	0	0

By country - International	Colombia		Ecuador		United States		Mexico	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees	585	519	39	41	21	10	170	133
Number of permanent employees	573	501	39	41	20	9	167	132
Number of temporary employees	12	18	0	0	1	1	3	1
Number of non-guaranteed hours employees	114	84	9	11	6	4	27	24
Number of full-time employees	585	519	39	41	21	10	170	133
Number of part-time employees	0	0	0	0	0	0	0	0

By country - International	Mozambique		Paraguay		Peru		Uruguay		Venezuela	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees	8	8	25	22	154	121	40	26	13	6
Number of permanent employees	8	8	25	20	154	119	40	26	13	6
Number of temporary employees	0	0	0	2	0	2	0	0	0	0
Number of non-guaranteed hours employees	2	1	3	7	29	24	6	10	4	2
Number of full-time employees	8	8	25	22	154	121	40	26	13	6
Number of part-time employees	0	0	0	0	0	0	0	0	0	0

2-8: Workers who are not employees

Brazil

The database is extracted from the SAP system for apprentices and interns, while information regarding outsourced employees is provided by the areas utilizing this labor within the People & Organization VP.

Currently, the outsourced team consists of 289 apprentices, 165 interns, 386 cleaning and maintenance professionals, 24 gatehouse and security staff, 21 people in the gym, and 79 in the daycare center. This indicator considers workers until December 31, 2025.

During the analyzed period, the number of employees showed occasional but controlled variations, primarily reflecting natural movements in outsourced operations and strategic people management decisions.

International

Control is maintained through an internal report prepared by local Human Resources departments. All countries send data to the International Human Resources area, which is responsible for consolidation. Currently, international operations (including Genfar) have 298 third-party workers divided among cleaning services, IT, restaurant, medical services, property security, and gardening. This indicator covers data through December 31, 2025.

2-19: Remuneration policies

Eurofarma's remuneration policy consists of fixed and variable elements. Fixed remuneration is managed according to market research and internal remuneration policy. Variable remuneration for senior leadership is linked to financial and market share business goals, as well as possible individual and corporate goals related to environmental, social, and business themes.

For members of the highest governance body and senior executives, the applied policies are:

- I. Fixed remuneration, per market research and internal policy. Variable remuneration through the Profit-Sharing Program (PPR) negotiated via Union Agreement and Long-Term Incentives managed by Internal Policy.
- II. Sign-on bonuses or recruitment incentive payments: not applicable.
- III. Termination payments, per labor legislation and collective agreement.
- IV. Clawback of bonuses and incentives: not applicable

Regarding retirement benefits, Eurofarma provides a supplementary pension plan offered to eligible employees, including senior executives, according to internal criteria.

2-20: Process to determine remuneration

The remuneration policy is revisited and updated annually. Other programs, such as the Profit-Sharing Program (PPR – *Programa de Participação nos Resultados*), are validated through a committee, presented to the highest governance level, and audited by external consultancy.

Stakeholder feedback is considered through the presentation and analysis of studies.

From this, premises and guidelines for the development of remuneration programs and policies are defined. Determinations for remuneration programs involve external and specialized consultancies that provide market data; following analysis by the remuneration area, studies are presented for senior executive approval.

All data related to the theme are managed by the responsible areas through systems or management reports.

205-2: Operations assessed for risks related to corruption

Total number and percentage of business partners²⁴ communicated about anti-corruption procedures and policies adopted by the organization.

	Quantity	%
Brazil	3,798	100%

24. Includes any and all types of partners providing services to Eurofarma

205-2: Operations assessed for corruption-related risks

Total number and percentage of employees trained on anti-corruption procedures and policies adopted by the organization.

Compliance records and reports exported from Eurofarma's official e-learning tool (Euroaprende) were used. However, the report from Euroaprende does not categorize employees between management, coordination, administrative, operational, or sales force, nor does it provide the number of trained employees by region. In 2025, this indicator already considers Genfar professionals.

GRI 2-4

Regions	Total number of employees	Number of employees trained	Percentage of employees trained
Brazil	8,543	5,373	63%
Other countries*			
Argentina	244	230	94%
Central America	443	418	94%
Bolivia	51	61	100%
Chile	335	224	67%
Colombia	1,104	563	51%
Ecuador	80	53	66%
Mexico	303	251	83%
Paraguay	47	49	100%
Peru	275	253	92%
Uruguay	66	66	100%
Total	2,948	2,156	73%

*Countries with a higher number of trained individuals than employees are justified by the departure of employees who were not replaced in the base year. The total number of employees does not correspond to 3,015 because there were no training sessions in the United States, Angola, and Mozambique (not considered in the table). The figures for employees in Venezuela are considered in Central America.

401-1: New employee hires and employee turnover

Brazil

Variations are related to natural movements of the workforce, including voluntary terminations and occasional organizational adjustments, remaining within expected levels. Data was collected based on hiring and termination records extracted monthly from the SAP system.

Total number and rate of new employee hires, broken down by age group, gender, and region

	Number		Rate	
	2024	2025	2024	2025
By age group				
Under 30 years old	466	310	37%	29%
30 to 50 years old	745	738	59%	65%
Over 50 years old	61	59	5%	6%
By gender				
Men	515	544	40%	52%
Women	757	563	60%	48%
By region				
Central-West	46	36	4%	3%
Northeast	66	125	5%	10%
North	28	27	2%	2%
Southeast	1,074	880	84%	81%
South	58	39	5%	4%

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

	Number		Rate	
	2024	2025	2024	2025
By age group				
Under 30 years old	317	132	29%	14%
30 to 50 years old	679	887	10%	14%
Over 50 years old	85	119	9%	11%
By gender				
Men	527	619	11%	13%
Women	554	519	15%	14%
By region				
Central-West	45	47	13%	14%
Northeast	56	168	6%	12%
North	25	28	12%	13%
Southeast	895	800	14%	14%
South	60	95	8%	12%

401-1: New employee hires and employee turnover

International

High turnover in 2025 is due to terminations resulting from strategic decisions: the closure of the factory in Uruguay and a new international structure dividing operations into clusters (working with synergies and resource optimization).

In 2025, the decision was also made to freeze new positions, resulting in a decrease in hiring compared to the previous period. Management is performed by the local HR structure, with International HR responsible for compiling and consolidating information.

Total number and rate of new employee hires, broken down by age group, gender, and region

	Number		Rate	
	2024	2025	2024	2025
By age group				
Under 30 years old	116	41	23.15%	17.79%
30 to 50 years old	347	163	69.26%	71.15%
Over 50 years old	38	26	7.58%	11.06%
By gender				
Men	216	103	43.11%	42%
Women	285	127	56.89%	58%
By region				
Central America	76	9	15.17%	10.58%
Angola	4	1	0.80%	0.48%
Argentina	33	39	6.59%	16.35%
Bolivia	16	13	3.19%	5.29%
Chile	47	13	9.38%	6.25%
Colombia	83	42	16.57%	17.31%
Ecuador	19	10	3.79%	4.33%
United States	2	3	0.40%	1.44%
Mexico	136	49	27.15%	22.60%
Mozambique	5	5	1.00%	2.40%
Paraguay	14	3	2.79%	1.44%
Peru	27	14	5.39%	6.25%
Uruguay	11	12	2.20%	5.29%
Venezuela	28	0	5.59%	0.00%

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

	Number		Rate	
	2024	2025	2024	2025
By age group				
Under 30 years old	48	35	17.8%	18.8%
30 to 50 years old	268	261	15.6%	16.3%
Over 50 years old	59	73	14.0%	18.2%
By gender				
Men	172	174	15.4%	17.5%
Women	203	195	15.7%	16.3%
By region				
Central America	54	64	11.6%	15.0%
Angola	1	4	25.0%	80.0%
Argentina	31	35	12.7%	14.0%
Bolivia	12	16	21.8%	33.0%
Chile	59	53	16.8%	18.0%
Colombia	43	48	9.5%	11.0%
Ecuador	21	7	38.2%	13.0%
United States	3	9	8.1%	31.0%
Mexico	100	45	34.1%	15.0%
Mozambique	2	2	16.7%	13.0%
Paraguay	11	3	24.4%	7.0%
Peru	28	21	11.0%	9.0%
Uruguay	9	59	7.8%	89.0%
Venezuela	1	11	3.3%	61.0%

GRI 401-2: Benefits provided to full-time employees

Internal restaurants, food and meal vouchers, life insurance with funeral assistance, private pension, payroll loans, parking, flexible hours, reimbursement for books and handouts, school kits, early departures on Fridays, park agreements, chartered transport, fairs with external partners, and services like beauty salons. Wheelchairs and hearing aids are provided when necessary.

Employee Assistance Program (EAP): offers psychological, legal, financial, and social guidance.

Medical Clinics: Medical outpatient clinic featuring occupational medicine, urgent care with a general practitioner, family medicine, gynecologist, nutritionist, physiotherapist, and ultrasonographer (Itapevi unit). Other units have occupational medical outpatient clinics and health programs such as Amor Maior (Pregnant Women), Chronic Diseases, Smoking, Euro na Medida (dietary re-education), Lado a Lado (INSS leave support), and DiverGENTE (support for differentiated reimbursement for atypical dependents). Insurance and Support: Health and dental plans, internal clinics, and health consultancy for support to all employees and dependents. Support for requests with providers regarding reimbursements, exams, procedure authorizations, and physiotherapy (Itapevi and Campo Belo units). In-person nutritionist at the Campo Belo, Freguesia/Momenta, and Itapevi units; online format for other units. Provision of wheelchairs and hearing aids, vaccination campaigns, and a pharmacy benefit/ medication dispensary.

Amor Maior Program Benefits: Extension of maternity leave to 180 days and paternity leave to 30 days. Monitoring of future mothers throughout the entire pregnancy by specialized professionals and a clinical nutritionist. The clinical nutritionist benefit is extended to the pregnant wife of the employee. Welcome gifts for future mothers and a gift after the baby's birth, as well as fractionated meals provided for pregnant employees. Meetings for pregnant women to share topics related to pregnancy and the child's first year of life, and home visits by specialized professionals to guide mothers on practical daily life and baby care. Breastfeeding program with a designated room for breastfeeding and expressing breast milk, along with the loan of breastfeeding pumps. Lactare: Access to the first private breast milk bank.

In international operations, benefits do not follow a single standard and are defined according to the size of the unit and local legislation. Temporary employees are entitled to parking, flexible hours, early departures on Fridays, chartered transportation, and an internal restaurant.

401-3: Parental leave

Only the number of employees who completed 12 months since returning from paternity/ maternity leave is reported. Others remain active but have not yet reached the 12-month mark. Variations are related to leaves for maternity or paternity reasons, staying within expected levels. Data management is performed via SAP system.

Brazil - Total number and rate of return to work after the end of leave*

	2023		2024		2025	
	Total	Return rate	Total	Return rate	Total	Return rate
Total number of employees who returned to work after the end of leave						
Men	22	92.0%	211	99.5%	194	99.5%
Women	19	61.0%	169	99.4%	142	98.6%
Total number of employees who returned to work after the end of maternity/paternity leave and remained employed twelve months after their return to work						
Men	22	92.0%	204	96.2%	10	5.4%
Women	19	61.0%	161	94.7%	9	6.8%

*Considers only Brazilian CLT (Consolidation of Labor Laws) employees and maternity and paternity leave from January to December 2025

Brazil - Maternity/Paternity Leave*

	2023	2024	2025
Total number of employees entitled to maternity/paternity leave			
Men	1,018	4,827	4,754
Women	1,146	3,730	3,775
Total number of employees who took maternity/paternity leave			
Men	24	212	196
Women	31	170	143

*Considers only Brazilian CLT employees and maternity and paternity leave from January to December 2025

International - Total number and rate of return to work after the end of leave

	2024		2025	
	Total	Return rate	Total	Return rate
Total number of employees who returned to work after the end of leave				
Men	25	96.0%	22	100.0%
Women	25	86.0%	44	100.0%
Total number of employees who returned to work after the end of maternity/paternity leave and remained employed twelve months after their return to work				
Men	25	100.0%	21	95.0%
Women	25	100.0%	38	86.0%

International - Maternity/Paternity Leave

	2024	2025
Total number of employees entitled to maternity/paternity leave		
Men	1,132	1,063
Women	1,322	1,243
Total number of employees who took maternity/paternity leave		
Men	26	22
Women	29	44

403-8: Workers covered by an occupational health and safety management system

The company maintains an Integrated Health and Safety Management System (GISS). This system is composed of procedures, Environmental and Energy policies, and Occupational Health and Safety (OHS) policies. To manage both third-party workers and employees, the company utilizes contracted platforms such as MD Safety, RS Data, and IUS Natura.

In international units, Occupational Safety activities follow principles and guidelines aligned with those in Brazil. However, these operations also respect the specific legislation, regulatory standards, and procedures applicable in each country. All operations maintain compliance with local legal requirements as well as Eurofarma Group's corporate standards.

The company conducts surveys of occupational hazards and risks for all activities performed. This information is consolidated into a risk management matrix, which is integrated into the local OHS programs of each country. Risk assessments are conducted both qualitatively and quantitatively. This approach allows for the definition

of appropriate control measures to prevent work-related accidents and occupational diseases.

On a systematic basis, monthly meetings are held to present and analyze results, during which safety indicators, recorded occurrences, trends, and opportunities for improvement are evaluated. These analyses enable preventive and proactive action, strengthening decision-making and the implementation of corrective and preventive actions.

The primary risks identified in international units are related to cuts and sprains, same-level falls, surfaces, and transit areas. As part of the prevention strategy, continuous training on best practices, behavioral safety actions, and educational campaigns are promoted, reinforcing the safety culture within the units. Control measures prioritize the elimination and neutralization of risks through the application of engineering controls, process improvements, and feasibility analyses for the definitive elimination of identified hazards.

	2023		2024		2025	
	%	Number	%	Number	%	Number
Employees and non-employees whose work and/or workplace is controlled by the organization and who are covered by the system.	100	Collab: 8,624 Serv prov: 928 Total: 9,552	100	Collab: 8,808 Serv prov: 905 Total: 9,713	100	Collab: 8,773 Serv prov: 722 Total: 9,495
Employees and non-employees whose work and/or workplace is controlled by the organization, who are covered by the system and have been internally audited.	100	Collab: 3,708 Serv prov: 859 Total: 4,567	100	Collab: 8,808 Serv prov: 905 Total: 9,713	100	Collab: 8,773 Serv prov: 722 Total: 9,495
Employees and non-employees whose work and/or workplace is controlled by the organization, who are covered by this system and have been internally audited or certified by an external party.	100	Collab: 3,708 Serv prov: 859 Total: 4,567	100	Collab: 8,808 Serv prov: 905 Total: 9,713	100	Collab: 8,773 Serv prov: 722 Total: 9,495

403-9: Work-related injuries

Machines and equipment were contributing factors to more severe accidents. To eliminate hazards and minimize risks, engineering measures were implemented for new equipment and processes. Additionally, ergonomics projects (PROERGO) were developed to identify and correct any ergonomic risk factors that could lead to work-related musculoskeletal disorders (WMSD/ DORT), pain, or discomfort, ensuring compliance with all company safety requirements. Eurofarma also conducts continuous operational training – in accordance with procedures and standards – to promote employee awareness and prevent all types of work-related accidents. The company does not yet manage this data for third-party employees in its international operations.

Workplace Accidents (Brazil)

Employees	Number			Index		
	2023	2024	2025	2023	2024	2025
Deaths resulting from workplace accidents	0	0	0	0	0	0
Workplace accidents with serious consequences (excluding deaths)	1	1	0	0.01	0.00	0.00
Workplace accidents requiring mandatory reporting	72	50	68	0.97	0.70	0.95
Number of hours worked	14,879,240.83	14,346,726.67	14,447,062.34			

* Mandatory reporting 2025: with leave 48, without leave 20
 * Mandatory reporting 2024: with leave 43, without leave 7
 * Mandatory reporting 2023: with leave 40, without leave 32

Third parties*	Number			Index		
	2023	2024	2025	2023	2024	2025
Deaths resulting from workplace accidents	-	0	0	0	0	0
Workplace accidents with serious consequences (excluding deaths)	-	0	14	0	0	0
Workplace accidents requiring mandatory reporting	-	0	0	0	0	0
Number of hours worked	-	0.00	0.00	0.00	0.00	0.00

*Workers who are not employees

Workplace Accidents (International)

Employees*	Number			Index		
	2023	2024	2025	2023	2024	2025
Deaths resulting from workplace accidents	0	0	0	0	0	0
Workplace accidents with serious consequences (excluding deaths)	6	3	4	2.66	1.17	0.37
Workplace accidents requiring mandatory reporting	18	21	16	0.89	1.12	0.49
Number of hours worked	2,254,951.62	2,567,188.98	10,706,381.45			

*Genfar was considered in the data compilation

403-10: Work-related ill health

There were no reports of occupational diseases in 2025. Regardless of whether a notification exists, both the Occupational Medicine and Occupational Safety departments ensure best practices for risk traceability and disease prevention. This is achieved through the periodic monitoring of employee health and strict compliance with all safety rules and requirements.

Brazil

Employees	2023	2024	2025
Deaths resulting from occupational diseases	0	0	0
Occupational diseases requiring mandatory reporting	0	0	0

Third parties	2023	2024	2025
Deaths resulting from occupational diseases	0	0	0
Occupational diseases requiring mandatory reporting	0	0	0

404-1: Average hours of training per year per employee

The results for this indicator reflect the profile of employees hired in 2025, considering the selected functional levels and categories, as well as the training hours completed during the period.

The variation compared to the previous year is primarily associated with changes in the volume of hires, the profile of the positions filled, and the training strategy adopted during the period, with a greater focus on internal training and content provided through the Euroaprende platform. During the analyzed period, there was an observed increase in middle management and administrative levels and a decrease in the operational level. This reflects the profile of the hires made and the strategic needs of the organization, which directly impacted the distribution of the data considered in the indicator.

Eurofarma manages this data through integrated corporate systems that allow for the recording, storage, consolidation, and analysis of hiring and training information. The data is drawn from hiring records, the Euroaprende platform, and internal training controls, such as attendance lists, and is accessible only to authorized profiles.

Brazil

Training Hours	Total Hours			Average Hours		
	2023	2024	2025	2023	2024	2025
By Gender						
Men	-	-	151,788	-	-	31
Women	-	-	101,213	-	-	25
By Functional Category						
Senior Management (Vice-Presidents and Directors)	-	-	251	-	-	6
Middle Management (Management and Coordination)	48,820	46,083	36,625	45.57	40.02	35
Administrative	33,236	17,459	24,341	22.38	10.18	10
Other (Operational and Sales Force)	290,329	231,713	191,783	88.82	79	35

*Data is not stratified by gender as the company does not perform this monitoring

International

Training Hours	Total Hours			Average Hours		
	2023	2024	2025	2023	2024	2025
By Gender						
Men	-	-	-	-	-	-
Women	-	-	-	-	-	-
By Functional Category						
Senior Management (Vice-Presidents and Directors)	-	-	-	-	-	-
Middle Management (Management and Coordination)	19,445	45,565	41,703	597	112.5	8.8
Administrative	75,596	18,688	10,410	538	52.94	4.0
Other (Operational and Sales Force)	-	-	144,911	-	87.08	13.4

*Data is not stratified by gender as the company does not perform this monitoring

405-1: Diversity of governance bodies and employees

Brazil

Employees by job category and gender	2023					2024					2025				
	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women
By Functional Category															
President (CEO)	1	0	1	100.0%	0.0%	1	0	1	100.0%	0.0%	1	0	1	100.0%	0.0%
Vice President	2	4	6	33.0%	67.0%	2	7	9	22.0%	78.0%	3	6	9	33.0%	67.0%
Directors	17	18	35	49.0%	51.0%	18	15	33	55.0%	45.0%	16	16	32	50.0%	50.0%
Management	510	138	648	79.0%	21.0%	504	164	668	75.0%	25.0%	492	174	666	74.0%	26.0%
Coordination	106	113	219	48.0%	52.0%	225	242	467	48.0%	52.0%	191	191	382	50.0%	50.0%
Administrative	693	1,182	1,875	37.0%	63.0%	2,794	2,409	5,203	54.0%	46.0%	2,665	2,407	5,072	53.0%	47.0%
Operational	1,318	885	2,203	60.0%	40.0%	1,311	932	2,243	58.0%	42.0%	1,386	981	2,367	59.0%	41.0%
Internship	50	123	173	29.0%	71.0%	54	130	184	29.0%	71.0%	53	112	165	32.0%	68.0%
Total	2,697	2,463	5,160	52.0%	48.0%	4,909	3,899	8,808	56.0%	44.0%	4,807	3,887	8,694	55.0%	45.0%

Employees by job category and age group	2023 (total)				2023 (%)			2024 (total)				2024 (%)			2025 (total)				2025 (%)		
	-30	30/50	50+	Total	-30	30/50	50+	-30	30/50	50+	Total	-30	30/50	50+	-30	30/50	50+	Total	-30	30/50	50+
President (CEO)	0	0	1	1	0.0%	0.0%	100.0%	0	0	1	1	0.0%	0.0%	100.0%	0	0	1	1	0.0%	0.0%	100.0%
Vice President	0	4	2	6	0.0%	67.0%	33.0%	0	6	3	9	0.0%	67.0%	33.0%	0	7	2	9	0.0%	78.0%	22.0%
Directors	0	21	14	35	0.0%	60.0%	40.0%	0	15	18	33	0.0%	45.0%	55.0%	0	16	16	32	0.0%	50.0%	50.0%
Management	4	554	90	648	1.0%	85.0%	14.0%	4	539	125	668	1.0%	81.0%	19.0%	1	548	117	666	0.0%	82.0%	18.0%
Coordination	7	204	8	219	3.0%	93.0%	4.0%	25	393	49	467	5.0%	84.0%	10.0%	31	313	38	382	8.0%	82.0%	10.0%
Administrative	535	1,243	97	1,875	29.0%	66.0%	5.0%	774	3,994	435	5,203	15.0%	77.0%	8.0%	720	3,941	411	5,072	14.0%	78.0%	8.0%
Operational	328	1,528	347	2,203	15.0%	69.0%	16.0%	309	1,468	466	2,243	14.0%	65.0%	21.0%	309	1,598	460	2,367	13.0%	68.0%	19.0%
Internship	164	9	0	173	95.0%	5.0%	0.0%	171	13	0	184	93.0%	7.0%	0.0%	154	11	0	165	93.0%	7.0%	0.0%
Total	1,038	3,563	559	5,160	20.0%	69.0%	11.0%	1,283	6,428	1,097	8,808	15.0%	73.0%	12.0%	1,215	6,434	1,045	8,694	14.0%	74.0%	12.0%

International*

Employees by job category and gender	2024					2025				
	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women
By Functional Category										
President (CEO)	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%
Vice President	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%
Board of Directors	1	0	1	100.0%	0.0%	2	0	2	100.0%	0.0%
Management	115	100	215	53.0%	47.0%	99	82	181	55.0%	45.0%
Coordination	106	101	207	51.0%	49.0%	100	95	195	51.0%	49.0%
Administrative	585	895	1,480	40.0%	60.0%	570	862	1,432	40.0%	60.0%
Operational	325	226	551	59.0%	41.0%	292	204	496	59.0%	41.0%
Internship	2	7	9	22.0%	78.0%	3	5	8	38.0%	63.0%
Total	1,134	1,329	2,463	46.0%	54.0%	1,066	1,248	2,314	46.0%	54.0%

Employees by job category and age group	2024 (total)				2024 (%)			2025 (total)				2025 (%)		
	-30	30/50	50+	Total	-30	30/50	50+	-30	30/50	50+	Total	-30	30/50	50+
By Functional Category														
President (CEO)	0	0	0	0	0.0%	0.0%	0.0%	0	0	0	0	0.0%	0.0%	0.0%
Vice President	0	0	0	0	0.0%	0.0%	0.0%	0	0	0	0	0.0%	0.0%	0.0%
Board of Directors	0	0	1	1	0.0%	0.0%	0.0%	0	1	1	2	0.0%	50.0%	50.0%
Management	3	149	63	215	1.0%	69.0%	29.0%	2	124	55	181	1.0%	69.0%	30.0%
Coordination	6	158	43	207	3.0%	76.0%	21.0%	5	150	40	195	3.0%	77.0%	21.0%
Administrative	200	1,107	173	1,480	14.0%	75.0%	12.0%	154	1,087	191	1,432	11.0%	76.0%	13.0%
Operational	70	339	142	551	13.0%	62.0%	26.0%	63	305	128	496	13.0%	61.0%	25.0%
Internship	9	0	0	9	100.0%	0.0%	0.0%	8	0	0	8	100.0%	0.0%	0.0%
Total	288	1,753	422	2,463	12%	71%	17%	232	1,667	415	2,314	10%	72%	18%

Brazil*

Race	2024		2025	
	Total	Percentage	Total	Percentage
White	5,817	67.45%	5,110	59.82%
Brown	2,094	24.28%	2,631	30.80%
Black	550	6.38%	604	7.07%
Yellow	117	1.36%	147	1.72%
Not informed	38	0.44%	37	0.42%
Indigenous	8	0.09%	14	0.16%
Total	8,624		8,543	

*Includes Brazilian CLT and temporary workers

International*

Race	2024		2025	
	Total	Percentage	Total	Percentage
Mixed race	1,078	43.93%	1,044	45.12%
White	564	22.98%	529	22.86%
Undeclared	788	32.11%	719	31.07%
Black	15	0.61%	15	0.65%
Indigenous	3	0.12%	2	0.09%
Moreno (mixed race)	2	0.08%	2	0.09%
Yellow	1	0.04%	1	0.04%
Montubio (mixed race)	1	0.04%	1	0.04%
Raizal (mixed race)	1	0.04%	0	0.00%
Trigueña (mixed race)	1	0.04%	1	0.04%
Total	2,454		2,314	

*Includes interns. Does not include Genfar (non-Genfar workers)

415-1: Political contributions

Eurofarma adopts a strict policy of not making financial contributions to political campaigns, both in Brazil and in all other countries where it maintains a presence. This decision is based on the principle of following the legislation of the most restrictive country — in this case, Brazil — where such contributions are legally prohibited.

This policy is applied consistently across all other countries where the company operates. By aligning itself with the most restrictive laws, Eurofarma ensures that its practices comply with ethical and legal standards. Furthermore, by adopting this approach, the company eliminates the possibility of reporting limitations and ensures there are no omissions related to the topic. This stance reinforces the company's commitment to

transparency and compliance with regulations in all markets in which it operates.

417-3: Incidents of non-compliance concerning marketing communications

There were no incidents. Marketing, advertising, and product promotion themes comply with legal requirements, are managed through internal policies, and are controlled via a platform where all produced materials are uploaded. Before approval, materials are submitted for analysis by various departments: Communications, Marketing, Medical, Regulatory, Legal, and Compliance. Eurofarma is involved in legal actions regarding Trademark Property Rights that impact advertising activities; however, these are currently under discussion, with no final, unappealable court decisions.

SASB HC-BP-330a.2: Voluntary and involuntary turnover rate for executives/senior managers, midlevel managers, professionals, and all others

Turnover Rate (Brazil)	Voluntary			Involuntary		
	2023	2024	2025	2023	2024	2025
Senior Management (Vice Presidents and Directors)	2.0%	11.0%	2.0%	5.0%	0.0%	12.0%
Middle Management (Management and Coordination)	3.0%	2.0%	2.0%	7.0%	7.0%	11.0%
Administrative	5.0%	5.0%	7.0%	6.0%	20.0%	8.0%
Other (Operational and Sales Force)	2.0%	1.0%	2.0%	7.0%	9.0%	15.0%

Turnover Rate (International)	Voluntary			Involuntary		
	2023	2024	2025	2023	2024	2025
Senior Management (Vice Presidents and Directors)						
Middle Management (Management and Coordination)	6.0%	6.9%	9.9%	8.0%	9.1%	18.4%
Administrative	8.0%	7.8%	6.7%	11.0%	8.3%	7.8%
Other (Operational and Sales Force)	6.0%	6.9%	5.5%	8.0%	8.3%	9.2%

SASB HC-BP-240b3: Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year

Considering that 97% of sales in Brazil consist of medicines subject to price control by the Drug Market Regulation Chamber (CMED), there was a 3.74% change in the list price. The product with the largest increase in list price belongs to the OTC (over the counter) category and saw a 16.7% increase in net value, primarily due to cost increases from the partner supplying this product. The prices of marketed products are defined based on market analysis across different business units, focusing on maintaining competitiveness, access, and profitability. For most of the portfolio, price adjustments follow the regulatory criteria established by CMED and Anvisa for medicines. In international operations, prescription items represented 41% of sales in 2025. The portfolio recorded an average price variation of 3.3% compared to 2024, with the average unit price evolving from USD 8.85 to USD 9.14.

SASB HC-BP-210a.1: Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials

The quality of the conduct of clinical trials and the safety of research subjects is ensured through the selection of qualified researchers who conduct clinical and bioequivalence trials in appropriate facilities qualified by the sponsor. Such centers, if not located within a hospital environment, maintain agreements with support hospitals to handle emergencies. Every clinical and bioequivalence trial requires continuous monitoring throughout its execution. Research centers are required to report serious adverse events to the sponsor within 24 hours of becoming aware of the event, with monitors responsible for identifying whether reports are being submitted satisfactorily and if they are properly documented. The sponsor (Eurofarma) conducts performance evaluation visits with the monitors. Formal audits are not conducted

as a matter of routine by the company. In 2025, one of Eurofarma's clinical trials was subject to an inspection by Anvisa, which identified no situations affecting patient safety or the quality of the study's conduct.

The clinical trials currently conducted by Eurofarma are restricted to centers located in Brazilian territory. Research centers are selected based on their experience in conducting clinical trials, qualified professionals, an appropriate structure for conducting research, and patient recruitment potential. Management is carried out through third-party resources (monitors and project managers hired by a Clinical Research Organization), as well as Eurofarma's internal Clinical Research team.

The costs for conducting clinical trials sponsored by Eurofarma are covered by budgets for investments in R&D. The research centers and research service providers contracted for the conduct of clinical trials have their remuneration/compensation governed by contractual terms and receive payment for services effectively performed. The value assigned per included patient is established according to the number of procedures and consultations provided for in the study protocol, based on market values. The baseline cost is then negotiated center by center, considering regional variables and the overhead established by each institution.

The process for obtaining free and informed consent from clinical trial participants is handled by the investigator or a designee at each research center, prior to the performance of any procedure linked to the trial protocol. The study, its procedures, and the treatment are explained to the participant, who may take a copy of the consent form — previously approved by the Research Ethics Committee — to read carefully and consider whether or not to participate. Should the participant decide to join during the explanation of the study procedures, both the participant and the investigator or designee sign two copies of the consent form: one to be filed at the research center and the other to be given to the participant.

SASB HC-BP-250a.3: Number of recalls issued, total units recalled

Considering all plants and operations of the Eurofarma Group, four recall processes were carried out (three in Brazil and one in LATAM). It is important to highlight that, of these four recall processes, two are currently in progress; therefore, the total number of units for these processes may change due to units to be collected in 2026.

The Quality Assurance area, upon identifying the need for a product recall, triggers the company's Crisis Committee. This committee – which includes representatives from the Medical, Industrial, Legal, Technical Responsibility, Quality Control, Communication, Regulatory, and Commercial areas – evaluates the risk of the case, assigns a classification grade, and defines the measures to be taken if a decision is made to execute a recall.

The regulatory authority is notified, as well as the customers who purchased the product involved, and the recall process is carried out swiftly. Periodic reports are issued to monitor the progress of the process.

Medicine donation - consolidated data from Brazil

	dec/24	dec/25	Variation (%)
Volume donated	1,138,213	545,887	-52%
Value (CPV)	19,367,223	4,635,095	-76%
Tax	7,792,606	4,047,682	-48%
Total BRL (CPV)	27,159,828	8,682,777	-68%

Medicine donation - consolidated by country

Country	Units donated	CPV in local currency	CPV in BRL	Revenue in local currency	Revenue on invoice in BRL	Revenue with tax in local currency	Revenue with tax in BRL	Local exchange rate in US Dollars	Local exchange rate in BRLs	Freight cost in local currency	Freight cost in BRLs	Number of beneficiary organizations
Ecuador	5,331	35,552	185,188	35,552	185,188	35,552	185,188	1.00	0.18	1,866	9,720	4
Venezuela	4,192	424,564	39,049	264,349	11,530	264,349	11,530	298.14	53.50	4,626	126	1
Argentina	14,513	20,404,122	186,669	0	0	0	0	1,450.50	267.50	99,141	907	2
Guatemala	47,894	2,163,914	1,545,873	2,474,070	1,767,445	218,471	156,073	7.66	1.40	0	0	4
Colombia	5,003	33,869,158	43,425	33,869,158	43,425	33,869,158	43,425	3,757.08	665.13	637,216	817	2
Paraguay	3,184	355,643,703	235,988	373,425,888	312,174	373,425,888	312,174	6,575.71	1,196.21	N/A	N/A	2
Genfar Colombia	83,067	608,969,214	824,826	878,820,323	1,248,769	878,820,323	1,248,769	3,757.08	665.13	3,592,270	4,634	2
Genfar Peru	124,484	805,185	1,218,342	887,589	1,411,729	887,589	1,411,729	3.37	0.61	2,897	4,138	2
Genfar Ecuador	3,949	3,795	21,461	24,443	132,131	24,443	132,131	1.00	0.18	304	1,600	1
Genfar Guatemala	1,490	12,730	9,046	11,330	7,969	11,330	7,969	7.66	1.40	403	276	1
Total	293,107		4,309,867		5,120,360		3,508,988				22,218	21

GRI Content Index

Statement of use

Eurofarma has reported in accordance with the GRI Standards for the period of January 1st and December 31st, 2025

GRI 1 used

GRI 1: Foundation 2021

GRI standard	Disclosure	Answer / location	Omission		
			Requirement(s) Omitted	Reason	Explanation
General disclosures					
	2-1 Organizational details	Eurofarma Laboratórios S.A. is a privately held corporation, wholly owned by the Eurofarma Group. The company is legally headquartered in Itapevi and maintains operations in Angola, Argentina, Belize, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Jamaica, Mexico, Mozambique, Nicaragua, Panama, Paraguay, Peru, Trinidad and Tobago, United States, Uruguay, and Venezuela. 8			
	2-2 Entities included in the organization's sustainability reporting	This report covers all of Eurofarma's operations in Brazil and its subsidiaries, representing a total presence in 24 countries. Results and complementary data from companies acquired in recent years and others that were already part of the Eurofarma Group — such as Genfar and the subsidiaries Dermage, Supera, and Ocean Drop — are included in the financial statements and in the total number of employees reported in the Management Report. Indicators 2-7 and 2-8, as well as all indicators related to Ethics and Integrity and Occupational Safety, also include data from Genfar, but exclude subsidiaries that are not 100% owned by Eurofarma, such as Supera, Dermage, and Ocean Drop. All scope exceptions involving data from these companies are noted in the GRI content index.			
	2-3 Reporting period, frequency and contact point	January 1 to December 31, 2025. This covers the same period considered in the financial statements. Report published on April 30, 2025. 12			
	2-4 Restatements of information	The reformulations in data consolidation are highlighted in the respective indicators. 62, 64, 72			
	2-5 External assurance	12			
	2-6 Activities, value chain and other business relationships	9, 22, 28, 34			
	2-7 Employees	72			
	2-8 Workers who are not employees	73			
	2-9 Governance structure and composition	The Board of Directors is composed of members selected based on technical criteria and professional experience relevant to the organization's strategy and impacts. The Chairman of the Board is a shareholder and holds executive functions within the company. Gender diversity is considered in the composition of the board, which currently includes three women. There is no formal representation of underrepresented social groups or stakeholders on the Board. Directors may hold other external positions or additional commitments; the list, quantity, and nature of these are declared individually, periodically evaluated by the company, and disclosed in consolidated form in a specific table within this report to ensure adequate dedication and mitigate potential conflicts of interest. Click to learn more.			
	2-10 Nomination and selection of the highest governance body	16, 17			
	2-11 Chair of the highest governance body	16, 17			
	2-12 Role of the highest governance body in overseeing the management of impacts	16			
	2-13 Delegation of responsibility for managing impacts	21			
	2-14 Role of the highest governance body in sustainability reporting	All reported information is known to and approved by the executive committee during monthly meetings. The report is approved by the Vice President of Sustainability and New Business. 12			
	2-15 Conflicts of interest	The topic of conflict of interest is addressed through the Code of Conduct, the Related Parties Policy, and regular training and communication initiatives, all of which are integrated into the Compliance Risk Matrix. Directors and employees submit an annual disclosure regarding potential conflicts — including cross-shareholdings and corporate relationships with suppliers, clients, or business partners. These disclosures are evaluated by the company to identify and mitigate potential risks. 19			
	2-16 Communication of critical concerns	20			
	2-17 Collective knowledge of the highest governance body	17			
	2-18 Evaluation of the performance of the highest governance body	The company does not yet have formal performance evaluation mechanisms for its governance bodies and their members. 17			

GRI 2:
General
Disclosures
2021

GRI Content Index

GRI standard	Disclosure	Answer / location	Omission		
			Requirement(s) Omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-19 Remuneration policies	18, 73			
	2-20 Process to determine remuneration	18, 73			
	2-21 Annual total compensation ratio		a, b and c	Confidentiality Restrictions	Not reported to ensure the personal and financial privacy of employees.
	2-22 Statement on sustainable development strategy	4			
	2-23 Policy commitments	Eurofarma formalizes its commitment to ethics and integrity through its Code of Conduct and corporate policies, which are aligned with recognized international standards, including the Universal Declaration of Human Rights, the ILO (International Labour Organization) Core Conventions, and the OECD Guidelines for Multinational Enterprises. 19			
	2-24 Embedding policy commitments	19			
	2-25 Processes to remediate negative impacts	Eurofarma's reporting and grievance mechanisms are operated to ensure accessibility, confidentiality, and protection against retaliation, and are continuously improved based on the analysis of records and handled cases. To date, there is no formalized participation of target-user stakeholders in the design, review, or governance of these channels. 19			
	2-26 Mechanisms for seeking advice and raising concerns	20			
	2-27 Compliance with laws and regulations	19			
	2-28 Membership associations	58			
2-29 Approach to stakeholder engagement	58				
	2-30 Collective bargaining agreements	In Brazil, 100% of employees are covered by collective bargaining agreements. For international operations, the company complies with the labor laws of each specific location. Accordingly, 28% of employees in these operations are covered by such agreements. For those not covered by collective bargaining agreements, the organization defines working conditions and terms of employment in accordance with local labor legislation and through the company's global internal policies.			
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	13			
	3-2 List of material topics	13			
Research, Development, and Innovation					
GRI 3: Material Topics 2021	3-3 Management of material topics	35			
Data Management and Artificial Intelligence					
GRI 3: Material Topics 2021	3-3 Management of material topics	37			
Supply Chain Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	22			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	22			

GRI Content Index

GRI standard	Disclosure	Answer / location	Omission		
			Requirement(s) Omitted	Reason	Explanation
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<p>Eurofarma's Supplier Code of Ethics and Conduct establishes clear guidelines regarding suppliers' environmental responsibilities. For its contracted direct suppliers – identified as the most strategic partners with the greatest influence on product quality and safety – Eurofarma includes a mandatory clause in all contracts requiring full compliance with the Code of Ethics and Conduct.</p> <p>To enhance the selection process for direct third parties, starting in the 2026 base year, Eurofarma has initiated a more rigorous assessment of its strategic suppliers by requesting ESG-specific information. The objective is to evaluate the maturity of the company's Value Chain and establish tailored action plans for each defined category. 22</p>			
	308-2 Negative environmental impacts in the supply chain and actions taken	22			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Over the past year, we have not identified any suppliers posing risks related to child labor or social impacts in any of the operations within the countries where we operate. 22			
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 specific clauses for the commitment and formalization of our policies with suppliers, in addition to the audits conducted at all of our direct material suppliers' facilities. We identified no suppliers that posed any of the risks mentioned in this inquiry during the year 2025. 22			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	22			
	414-2 Negative social impacts in the supply chain and actions taken	22			
Ethics and Integrity					
GRI 3: Material Topics 2021	3-3 Management of material topics	16, 20			
	205-1 Operations assessed for risks related to corruption	21			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	21, 74			
	205-3 Confirmed incidents of corruption and actions taken	21			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Over the last three years, Eurofarma has not been subject to any legal actions regarding anti-competitive behavior, anti-trust practices, or monopolies in its operations in Brazil or any other countries where it operates.			
GRI 415: Public Policy 2016	415-1 Political contributions	81			
Product Quality and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	28, 34			
	416-1 Assessment of the health and safety impacts of product and service categories	34			
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	34			
	417-1 Requirements for product and service information and labeling	34			
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	34			
	417-3 Incidents of non-compliance concerning marketing communications	81			

GRI Content Index

GRI standard	Disclosure	Answer / location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Key Performance Indicators					
Economic Performance					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	25			
Energy					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	62			
	302-2 Energy consumption outside of the organization	62			
	302-3 Energy intensity	63			
Water and Effluents					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	66			
	303-2 Management of water discharge-related impacts	66			
	303-3 Water withdrawal	66			
	303-4 Water discharge	66			
	303-5 Water consumption	66			
Emissions					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	64			
	305-2 Energy indirect (Scope 2) GHG emissions	64			
	305-3 Other indirect (Scope 3) GHG emissions	64			
	305-4 GHG emissions intensity	64			
	305-5 Reduction of GHG emissions	65			
Waste					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	67			
	306-2 Management of significant waste-related impacts	67			
	306-3 Waste generated	67, 68			
	306-4 Waste diverted from disposal	67, 68			
	306-5 Waste directed to disposal	67, 68			

GRI Content Index

GRI standard	Disclosure	Answer / location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Employment					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	74, 75			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	76			
	401-3 Parental leave	76			
Occupational health and safety					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	47			
	403-2 Hazard identification, risk assessment, and incident investigation	47			
	403-3 Occupational health services	46			
	403-4 Worker participation, consultation, and communication on occupational health and safety	47			
	403-5 Worker training on occupational health and safety	47			
	403-6 Promotion of worker health	46			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	47			
	403-8 Workers covered by an occupational health and safety management system	77			
	403-9 Work-related injuries	77			
	403-10 Work-related ill health	78			
Training and education					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	78			
	404-2 Programs for upgrading employee skills and transition assistance programs	43			
	404-3 Percentage of employees receiving regular performance and career development reviews	45			
Diversity and Equal Opportunity					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	79, 80			
	405-2 Ratio of basic salary and remuneration of women to men	41			
Non-discrimination					
GRI 406: Non-discrimination 2016	406-1 Cases of discrimination and corrective measures taken	21			
Customer privacy					
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no substantiated complaints regarding breaches of customer privacy or losses of customer data during this reporting period in our Brazil operations or in any of the other countries where Eurofarma operates.			

SASB Biotechnology & Pharmaceuticals

Disclosure	Disclosure title	Answer	Page
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)	The Pharmacovigilance headquarters (located in Brazil) did not receive any FDA inspections during the year 2025.	
SASB HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	In 2025, there were no monetary losses related to legal proceedings involving clinical trials.	
SASB HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index		34, 81
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)	Eurofarma does not have a WHO pre-qualified list.	
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 authorised generic product to market for a defined time period	Not applicable.	
SASB HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	Price variation indicators for the United States market are not considered material to the current profile of Eurofarma's operations in the region, which are conducted by Medmetrics. The company's current portfolio consists of a limited number of products, whose commercialization and pricing models may not reflect the large-scale market fluctuations captured by this indicator.	
SASB HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year		81
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	In 2025, no products from Eurofarma Laboratórios were listed in the FDA's MedWatch Safety Alerts for Human Medical Products database.	
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 products from Eurofarma Laboratórios, as reported in the FDA Adverse Event Reporting System (FAERS) in 2025. During the same year, 16 reports of adverse events with a fatal outcome (death) were submitted to Anvisa. However, in none of these cases was it possible to confirm a definitive causal relationship linking the fatality to the use of the product.	
SASB HC-BP-250a.3	Number of recalls issued, total units recalled		82
SASB HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	The product return policy is driven by customer requests and involves various links in the supply chain: distributors, hospitals, and pharmacies. Returned units are sent to Eurofarma's Quality department. Following a rigorous and standardized evaluation, these products are either reincorporated into inventory or destroyed, based on analysis and compliance with quality policies and sanitary regulations. In 2025, approximately 2,028 product units were recalled.	
SASB HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Relativamente ao Complexo Industrial de Itapevi, uma unidade localizada no Brasil certificada pelo FDA, a última auditoria de certificação de Boas Práticas de Fabricação (BPF) da planta foi realizada em setembro de 2022. Até ao momento, não houve comercialização de produtos em mercados regulados pelo FDA e, conseqüentemente, não há registo de ações de fiscalização durante este período.	
SASB HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting		34

SASB Biotechnology & Pharmaceuticals

Disclosure	Disclosure title	Answer	Page
SASB HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products		34
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 are no legal losses related to false marketing allegations in legal proceedings.	
SASB HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	For the addressing of this topic, regulatory area policies cover it more directly. However, indirectly, the Code addresses absolute 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 personnel		36
SASB HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others		81
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 thirdparty audit programs for integrity of supply chain and ingredients		22
SASB HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	There are no legal proceedings associated with corruption and bribery.	
SASB HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals Description of code of ethics governing interactions with health care professionals		19

Responsibility of Governance and Preparation Process

The individuals responsible for the company's governance — represented by the Strategic People & ESG Committee, a body that advises the Board of Directors on managing risks and opportunities related to the sustainability agenda — participated actively in the preparation process of this Integrated Report. This involvement ensured the engagement of strategic areas and the application of integrated thinking in the management of capitals.

This committee acknowledges its responsibility for supervising this document and for applying the collective thinking of leadership in the development and presentation of the company's value creation strategy. Furthermore, the company is implementing additional internal controls and enhancing its processes for collecting and verifying non-financial indicators, in accordance with the Integrated Reporting framework, for the next reporting cycle.

Credits

Vice President of Sustainability
and New Business
Maria del Pilar Muñoz

Global Corporate Communications
and Institutional Marketing Manager
Andrea Lie Iwamizu Cepollina

External Communications Coordinator
Fabio Crunfli Martin

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