

# Sustainability Primer 2026

BASE YEAR 2025



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# Eurofarma

We are a Brazilian multinational pharmaceutical company guided by the purpose of making healthcare accessible so that people can live longer and better lives, always acting with transparency, innovation, and focus on sustainable growth.

Throughout our 53-year history, we have faithfully followed the ten values that guide our journey. Our initiatives and results reflect our commitment to society, our employees, and all stakeholders with whom we interact.

We proudly share our values and pioneering spirit in sustainability in the pharmaceutical sector, strengthening what we value most: people.





Our advances reflect our pioneering spirit in sustainability and the expansion of our guidelines and initiatives globally. Throughout this period, the highlight has been the strengthening of our operations in Latin America, expanding the ESG agenda with actions in different countries, such as composting projects, water reuse, and adoption of renewable energy in Argentina, Guatemala, Peru, and Chile.

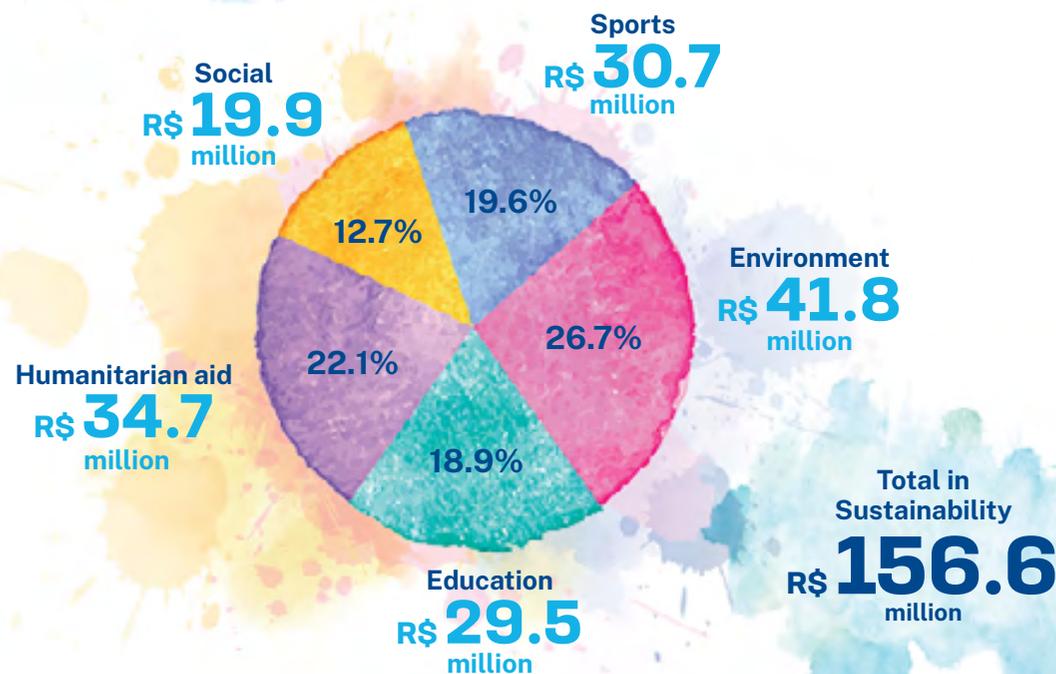
Other countries where we operate have made progress and continued with various social projects, enabling us to share the value we generate with society throughout the region.

In addition, we have been among the best companies to work for in Brazil for 22 years. In recent years, we have also stood out in Latin America as a whole, as the best pharmaceutical company, and among the best to work for individually in several countries in the region. Throughout this content, we share the main advances in this trajectory.



Point your camera at the QR Code and learn more about our journey

### Investments in sustainability



## Our values



**Agility:** dynamism and simplicity are part of our DNA, and to remain competitive, these attributes must be present in all operations and processes of the company.



**Commitment:** competence and commitment to the company's employee appreciation and growth. Therefore, whenever possible, our talents are recognized through internal promotion.



**Sustainable Development:** Our good management of human, financial, and natural resources is based on the employees' development and safety, financial soundness, healthy business practices, and actions intended to preserve the environment: fundamental points for the balance of our operations.



**Focus on Health:** our business model is based on participation in all pharmaceutical segments, through Business Units, International Operations, and affiliates, maintaining ongoing dialogue, attraction, and formalization of strategic partnerships.



**Entrepreneurship:** To anticipate the future and create new and better ways of running the company in all areas, going beyond the innovation inherent in R&D activities, our leaders are open to the "new" and maintain the company's avant-garde spirit.



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



**Equality (Diversity):** we strive to maintain a favorable and impartial environment, where respect prevails. To this end, we have established commitments related to diversity, justice, and equality in relations between employees and other stakeholders.



**Reinvestment:** believing that taking risks is an integral part of a dynamic and successful business activity, the generation of positive results promotes the growth of the organization through the reinvestment of resources in the business itself.



**Respect:** we are proud of our history, origins, and ability to overcome challenges. Our history is built to reflect our commitment to the growth of our employees and the development of the countries in which we operate, while maintaining respect for the peoples and cultures with which we interact.



**Results:** we recognize the different contributions to the achievement of our goals and share the wealth generated with employees and society through meritocracy programs, expanded access, and social investments.

# Your life moves ours

In our **Vision 2027**, the guiding principle for strategic planning renewed every five years, we aim for leadership in Latin America and global expansion, maintaining continuous investment in strategic and socio-environmental actions, with focus on the growth and development of our business, our people, and the regions where we operate. Our approach to setting strategic goals leads us to the Vision 2027, when we will celebrate 100 years as one of the largest pharmaceutical companies in the world.

# Vision 2027

In total, there are five essential dimensions, all with macro-objectives that guide us on each front of our operation:



## RESULTS

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



## INTERNATIONALIZATION

- Expand presence in the United States
- Explore other geographic regions and business models
- Leadership in Latin America



## INNOVATION

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



## ESG

- Leading the way in environmental practices
- Advancing diversity and inclusion programs
- Strengthening governance practices



## PEOPLE AND CULTURE

- Attracting, developing, and retaining the best talents
- Consolidating “Eurofarma Way of Being”
- Making the organizational structure more global



# Commitment to sustainability



# Responsible management

Society recognizes Eurofarma's role at the forefront of innovation in healthcare and the benefits generated for the population. To ensure business excellence and sustainable growth, we have a solid governance structure based on transparency, ethics, and best practices. Our structure includes a Board of Directors with independent members, which ensures impartiality in decisions and is supported by non-statutory Advisory Committees.

A robust internal structure complements the Board's activities, with thematic committees that contribute to the execution of business plans

with agility, focus, and control of information. In the International area, we also count on an Advisory Board, which advises on strategic issues and is made up of independent members and executives from the Group.

All our actions are guided by the Code of Ethics and Conduct, reinforced by ongoing training and communications. In addition, we maintain an independent and global Ombudsman Channel, available 24 hours a day to employees, third parties, and the general public.



Point your camera at the QR Code and access Eurofarma's Code of Conduct and Ombudsman Channel

## Corporate Governance Structure



We reaffirm our commitment as signatories to the UN Global Compact and are active agents in the implementation of the 2030 Agenda. This connection positions us as part of an international movement that seeks concrete solutions to the social, environmental, and economic challenges of our time. We act directly on five priority Sustainable Development Goals (SDGs) defined by the ESG Committee, integrating practices that strengthen corporate responsibility and sustainable innovation. We maintain a continuous journey of evolution, guided by integrity, transparency, and the purpose of generating a positive impact for people, businesses, and the planet.

## Our deliveries in 2025



### Eurofarma Institute

**1,200**  
dental appointments

### Lactare

**+4,000** liters collected  
**+1,500** premature babies treated  
**+4,000** homes visited  
**+3,000** registered donors

### Social responsibility and humanitarian aid

**+545,000**  
units of medicine donated to people in socially vulnerable situations (BR)

**+5,000**  
children and young people served by the Ophthalmological Task Force, with over 1,000 pairs of glasses donated

**+60 employees**  
engaged in the Pink October Campaign, working to make breast prostheses for NGO Mamas do Amor

**+184 thousand**  
staple food baskets donated to partner institutions

### Eurofarma Health Management

#### Complete healthcare structure in all our units, through SER - HEALTH AND WELL-BEING Program:

- **Just one step:** tobacco control
- **Euroleve:** combating obesity
- **Side by Side Program:** health and social monitoring during social security leave
- **Euro na Medida (made-to-order):** group challenge with nutritional monitoring to promote healthy habits
- **Mais Vida (more life):** support in prevention and control of chronic non-communicable diseases
- **Free access to Eurofarma medicines for employees and dependents through our dispensary**
- **Emotional Health:** program dedicated to emotional health with psychoeducation, therapies, and leadership support
- **Musculoskeletal Program:** extended coverage for orthopedic problems

# Global agenda



### Eurofarma Institute

- +20,000 people benefited from education initiatives
- Extended opening hours
- 71% increase in the number of scholarships
- Graduation of the first class of Eurofarma Nursing Center in Montes Claros, with 35 graduates

### Social Responsibility: Hand in Hand with the School

**+5,800**

school kits distributed to employees' children and third parties, in addition to school reimbursement for employees' children

### Super Volunteer Professions and Mentoring Program

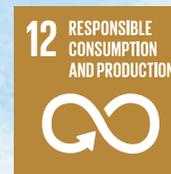
**85 employees from Brazil and Latin America**

acted as speakers and mentors, supporting the educational and professional development of young people from Eurofarma Institute in São Paulo and Itapevi units and NGOs. In addition, Argentina, Uruguay, and Chile held Supervolunteers this year with NGOs that work with young people



### Diversity

**39%**  
external hires of black and brown people in Brazil



### Environmental Management

#### Water

- ISO 46001 international certification (Water Efficiency Management System) - the only global pharmaceutical company to hold ISO 14001, ISO 50001, and ISO 46001 certifications
- 6% reduction in water consumption per unit produced compared to 2024

#### Waste

- 21% reduction in non-hazardous landfill disposal, considering the expansion of composting and implementation of new technology for energy recovery, and 53% reduction in hazardous landfill disposal due to improvements in the final disposal process



**97%**  
renewable electricity across all global operations

**62%**  
absolute reduction in Scope 2 carbon emissions compared to 2024

# Ethos Indicators

Every two years, we apply Ethos Social Responsibility Indicators, a tool that assesses companies' performance in different areas, guiding improvement actions conducted by the Corporate Responsibility Committee.

In 2025, the company completed the indicators, and the updated results from last year allow us to compare our performance and identify improvements.

## Results Measured 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
Workers	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

The overall assessment achieved a score of 7.7. This result stems from the work conducted by the Social Responsibility area in conjunction with the responding areas, focusing on mapping opportunities for improvement based on the performance of the previous cycle.

We have been part of Ethos Institute's reference group for over 10 years and are among the 10 companies with the best performance, considering all segments and sizes.



“At Eurofarma, we treat ESG as a strategic guideline that supports our long-term growth. This means putting people at the center, operating with transparency, strengthening governance, and continuously evolving in eco-efficiency and climate commitment, guided by our materiality matrix and Vision 2027. By integrating these fronts into the business, we amplify positive impacts, stimulate innovation, and reinforce our role as a benchmark in the pharmaceutical sector in Latin America, always generating value for employees, patients, partners, and communities.”

Maria Del Pilar Muñoz, Vice President of Sustainability and New Business.

# Sustainable Investment

In 2025, we began operations at the new industrial complex in Montes Claros (MG), the largest industrial complex ever built by Eurofarma, which represents a significant milestone in our trajectory of expansion and increased competitiveness. Designed with high technology, automation, and sustainability, the plant contributes to expanding the supply of quality medicines, generating jobs, and boosting local and regional economy. These investments reinforce the company's sustainable growth strategy and its preparation to meet future market demands.

Our financial investments in innovation and operations are aligned with our ESG (environmental, social, and governance) strategy, reinforcing our pursuit of shared value. This approach reinforces our solidity and commitment to society.



# 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**

**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**

**2020**

**Guia Exame Sustainability Award** and sustainability census

**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

**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**

**4<sup>th</sup> 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



People: our  
greatest  
asset



In 2025, we consolidated significant advances in our purpose, reinforcing our commitment to sharing our values with employees, partners, and society.

When we say that our greatest asset is our people, it is because we recognize that every achievement is born from the collective effort and daily dedication of our teams. It is this spirit that strengthens, year after year, our Eurofarma Way of Being. And we have a special reason to celebrate: **for four consecutive years, we have been the best pharmaceutical company to work for in Latin America, as certified by GPTW (Great Place to Work).** These achievements reflect not only the strength of our culture, but above all the vision, involvement, and energy of each person who is part of this journey of continuous growth and transformation.



# Plural and diverse



## Corporate goals

Expanding internal representation is part of our corporate goals, intended to reinforcing the importance of having an increasingly diverse team. The Diversity and Inclusion Committee brings together leaders to discuss, propose, and validate actions, monitoring their progress. These results are continuously monitored and presented to strategic bodies, including the Board of Directors, reinforcing shared responsibility and the importance of the topic on the sustainability agenda.

Indicator	Target	Achieved
External hiring of black or brown people in Brazil	25%	55%
External hiring of women in Supply 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 utilization of women in leadership positions in Operations in Brazil	50%	56%
Percentage of PwD quota filled in Brazil	5%	6%
Internationally, % of people with disabilities in the total number of employees in each country	3%	2,6%



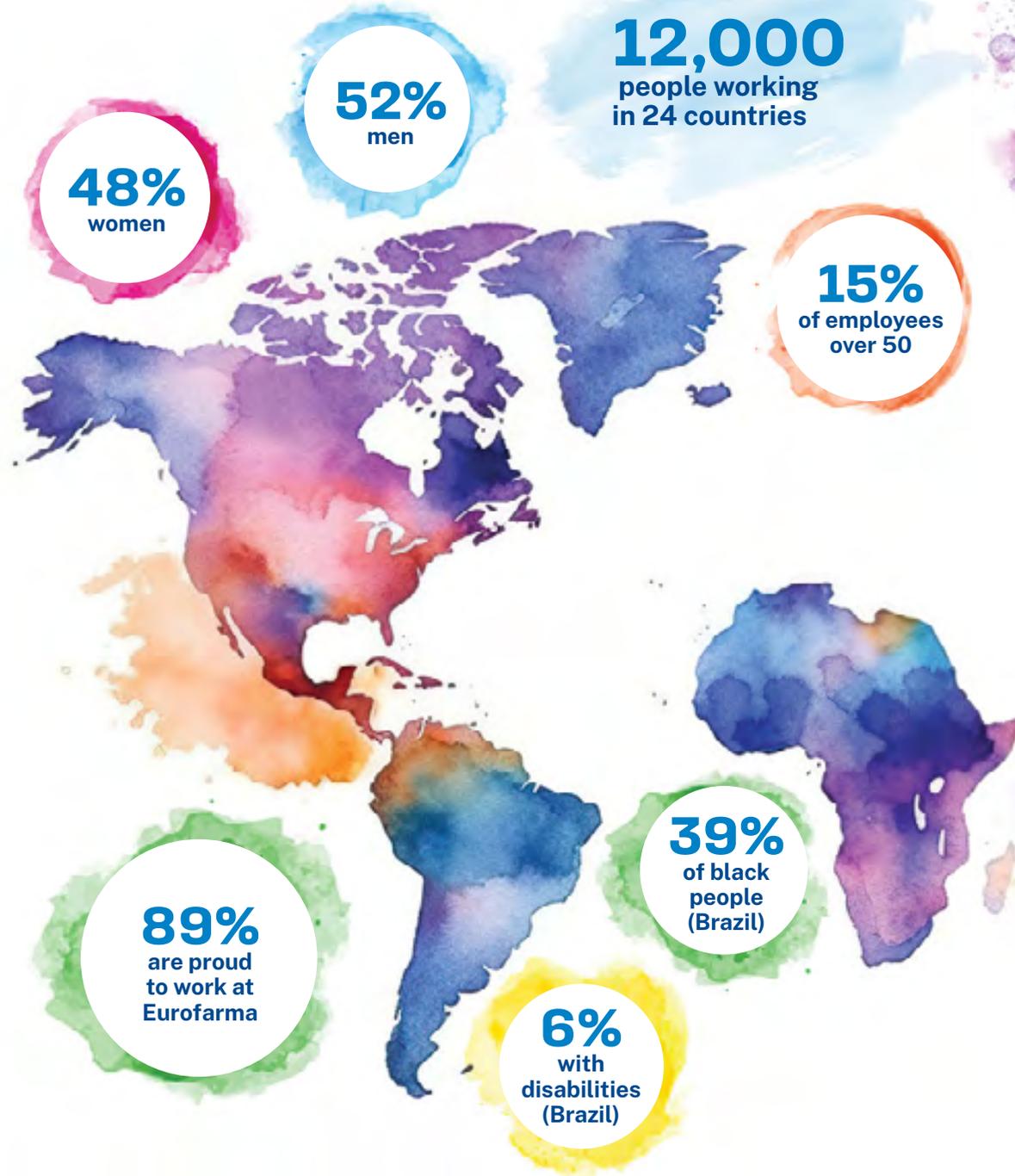
“I started my career at Eurofarma Peru in 2013 and, since then, I have grown professionally to take on key Human Resources processes, including well-being, climate, culture, and development. My participation in the rotation program in Brazil and in the GPTW Climate Study broadened my perspective and reinforced my pride in working for a company that promotes opportunities, well-being, and is an excellent place to work.”

**Lucy Flores**, Human Resources Analyst at Eurofarma Peru

Throughout the year, we expanded **diversity** in our Internship Program, focusing on the inclusion of **minority groups and professionals with disabilities (PwDs)** in international operations, initiatives that continue to evolve.

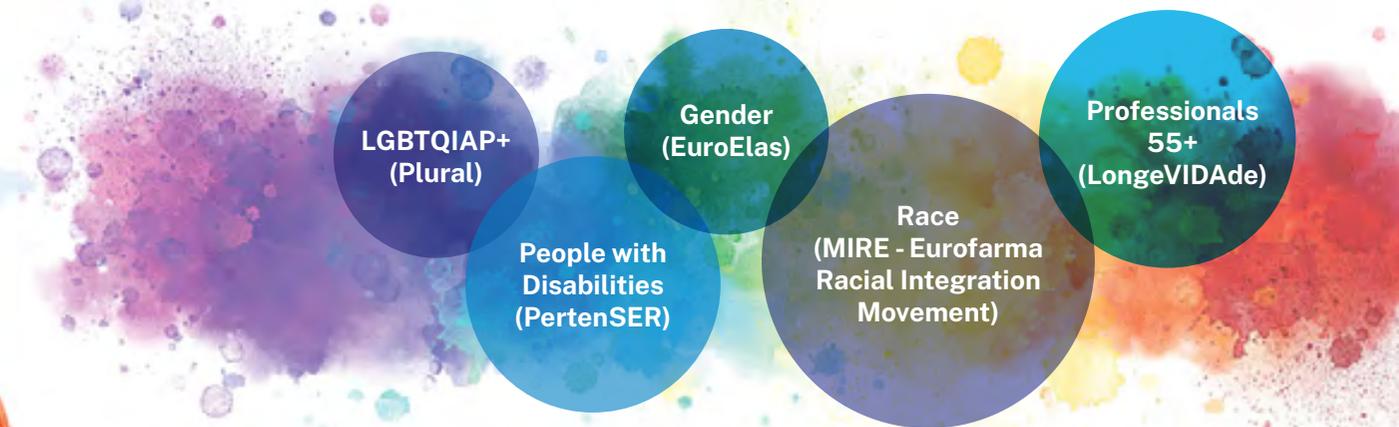
A portrait of cultural, racial, and geographic diversity that ensures respect for the characteristics of each country with Eurofarma Way of Being.

### In Brazil, we are:



### +Diverse

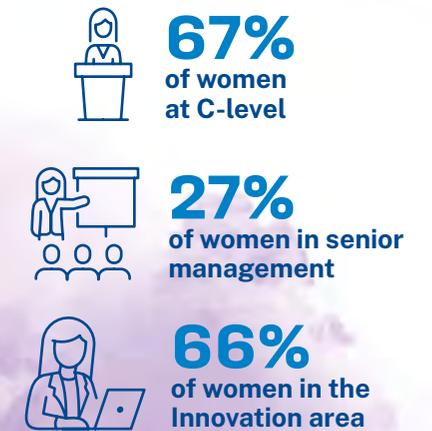
For five years, we have been running our diversity program, designed to implement actions within the company that promote the inclusion of groups and raise awareness. In total, there are five affinity groups:



### Women in Leadership

Aiming to generate increasingly positive impacts, it is worth noting that Eurofarma is a benchmark in gender equality in senior leadership, with 67% of women occupying the highest executive levels of the organization (C-level), comprising the positions of directors, vice presidents, CEOs, and global president.

In the area of Innovation, one of the most strategic areas of the company, we have the same reality; the majority of employees are women.





## EuroAcelera: a boost for leadership

The Women's Leadership Acceleration Program was created to develop and empower women in Eurofarma Group to take on leadership positions, promote gender equality, and strengthen the presence of women in leadership roles. To date, we have developed more than 300 women in leadership skills.

In 2025, the program ensured the recognition of more than 55% of female professionals in the field team in Brazil. In Operations, 16.5% of these women have been promoted or transferred based on merit. The initiative has been an important catalyst for changing mindsets in these areas and currently involves even more active participation by the People and Organization area in promotion and selection processes, strengthening meritocracy and transparency.

### MANAGER TESTIMONIAL



“I joined Eurofarma in 2007. Over the years, I have grown professionally to the position of Regional Manager, thanks in large part to the company's policy of developing and promoting its talents. That is why I value EuroAcelera so much. I closely followed the employees who participated, and their progress was evident. In fact, after the course, we saw clear improvements in new selection processes, and we have already had two professionals promoted to district managers in my region.”

**Adonias Vieira**, *Regional Sales Manager, Commercial Area*

### PARTICIPANT TESTIMONIAL



“Participating in the Women's Leadership Acceleration Program changed my career path. Being selected for the first class made me feel recognized and valued, which touched me deeply. More than the technical content, the team's welcome, respect, and dedication marked my journey. Today, I have more autonomy, awareness of my potential, and clarity of purpose, both at work and in my role as woman and professional.”

**Rafaelle Lavra**, *District Sales Manager*



“Participating in the firstclass of the Women's Leadership Course was transformative. I developed emotional intelligence, assertive communication, and a more humane and strategic leadership style. Today, I feel more prepared and confident to lead with purpose and achieve results.”

**Karina Fernandes**, *District Manager, Momenta*



**300**  
employees  
trained



**55%**  
of women promoted to leadership  
positions in the Commercial area

### CREATOR'S TESTIMONIAL



“I created EuroAcelera Mulheres em Operações to give women in Operations a voice and a leading role, creating real opportunities for development and recognition. In addition to the women who already work at Eurofarma, we expanded [the program] to 50 mothers in the community, through recruitment via the Eurofarma Institute. There were testimonials that deeply touched me: ‘I can finish college,’ ‘After today, I believe I can dream again.’ This reinforces my values as a leader: these transformations show that making room creates futures.”

**Roberta Costa**, *Vice President of Operations & Strategy*



### Succession Mapping for Leaders

With the purpose of cultivating a culture of development, we rely on robust succession mapping, in which we identify talents with potential to assume key positions, ensuring continuity and leadership preparedness. The process analyzes everything from performance to competency development, accelerating the readiness of successors and management sustainability.



### Euroday

In 2025, we held two more editions of Euroday, an event to promote interaction of professionals and young talents at Itapevi Complex (SP). Along with the event, we announced the Eurofarma internship program for 2026, which had more than 540 applications by the end of 2025.



### Maturiday

An event dedicated to discussing ageism issues with focus on opportunities in the pharmaceutical industry, Maturiday brought together several professionals in 2025, reinforcing our commitment to the inclusion of a strategic audience. In 2025, we once again achieved Age Friendly Employer certification, which recognizes our commitment to recruiting and retaining professionals aged 50+.



### Farmaco Diversa

In 2025, we repeated the success of 2024 with a meeting in partnership with Pretas na Ciência network, which seeks to encourage, enable, and promote the participation of black women in STEM (Science, Technology, Engineering, and Mathematics) fields.



### Blood donation campaign

Throughout the 2025 Blood Donation Campaign, with collections at Eurofarma units, we mobilized employees and received recognition from the Brazilian Association of Hematology, Hemotherapy, and Cell Therapy (ABHH) as a company committed to blood donation.



## Healthcare structure for employees and dependents – SER Program – HEALTH AND WELL-BEING

**300**

**people served by the  
Emotional Health program**

Structured initiative focused on psychoeducation and leadership training to promote psychologically safe environments, and therapeutic support for employees experiencing emotional distress.

**20**

**people participated in  
Basta um Passo (Just One Step)**

Smoking cessation support program, with medical and psychological monitoring and medication subsidies. In 2025, the group had 20 participants, 5 of whom showed significant progress.

**More Life**

Ongoing support for employees and dependents with chronic illnesses, with subsidies for medications and devices such as glucometers and blood pressure monitors.

**1,400**

**hospitalizations monitored  
by Hospitalization Support**

Monitoring of hospitalized employees, offering medical guidance, second opinions, referrals, and support with special authorizations. In the last 12 months, approximately 1,400 hospitalizations were monitored.

**250**

**pregnant women served  
by Amor Maior program**

Accompanies pregnant women and new mothers, offering specialized health support, benefits such as subsidies for vitamins and vaccines, educational meetings, breastfeeding support (including consulting, pump loans, and laser therapy), and a birth kit.

**NeurodiverGENTE**

An initiative dedicated to atypical families, offering differentiated reimbursements for therapies and medication subsidies for people with ASD or ADHD.

**Euroleve**

Program to support obesity treatment, with clinical monitoring and medication subsidies.



“ I had the pleasure of participating in Amor Maior (Greater Love), with dear nurses who accompanied me and my baby month after month, proving that Eurofarma’s care extends to the families of its employees. The name [of the project] lives up to the work, as the care is noticeable in every phone call, in the kit received, and in the breastfeeding support, which brought me security and joy. It is work that transforms lives. ”

**Mirelly Gomes**, wife of employee Samuel Gomes, from Momenta



“ I am the atypical mother of a 15-year-old autistic teenager. The NeurodiverGENTE project, with its differentiated reimbursement, has been fundamental in enabling my son to undergo therapies that are essential to his development – something we were never able to guarantee in 13 years of trying. This support has brought significant relief to our routine and family budget. I am deeply grateful to Eurofarma for an initiative that transforms the lives of my family and so many others. ”

**Daniela Prócida**, pharmaceutical technician in the R&D area



## Genfar

Genfar’s integration into Eurofarma has strengthened its commitment to responsible practices, incorporating global guidelines on sustainability, social impact, and promotion of more inclusive work environments. The company has increasingly consolidated itself as a plural and diverse company. Through “Genfar Inclusivo” program, the hiring of people with disabilities has expanded to different areas of the company. As a result, the company has received significant recognition in its region, such as from Comfandi and Inclúyeme.

With more than 700 employees in 10 countries and 13 nationalities, Genfar promotes a multicultural environment with gender balance and strengthened female leadership. Its development programs — GiftWork, Liderato, and CreSER — boost skills and expand growth opportunities.

**Certified as a Great Place to Work in Colombia, Peru, and Ecuador, ranking among the best companies to work for in the region.**



## International operations

Our commitment to people extends to Eurofarma’s global operations. We became the first pharmaceutical company to sign an agreement with the Inclusive Companies Network (Innovación CEO por la inclusión) in Argentina and Uruguay. The initiative reinforces our consistent progress in inclusion and diversity in the local market.

In addition, throughout the year, we conducted several training sessions with local teams across Latin America. Employees and managers were trained on more inclusive practices.



“ At Eurofarma, I found an environment that promotes integral development, driving a vision of responsible leadership, with focus on generating shared value and positive impact on society. We do not see this recognition as a point of arrival, but as an impetus to continue deepening and expanding our actions in diversity and inclusion, understanding that this is an ongoing process. ”

**Pablo Angiono**, general manager at Eurofarma Argentina, Paraguay, and Uruguay

## GPTW

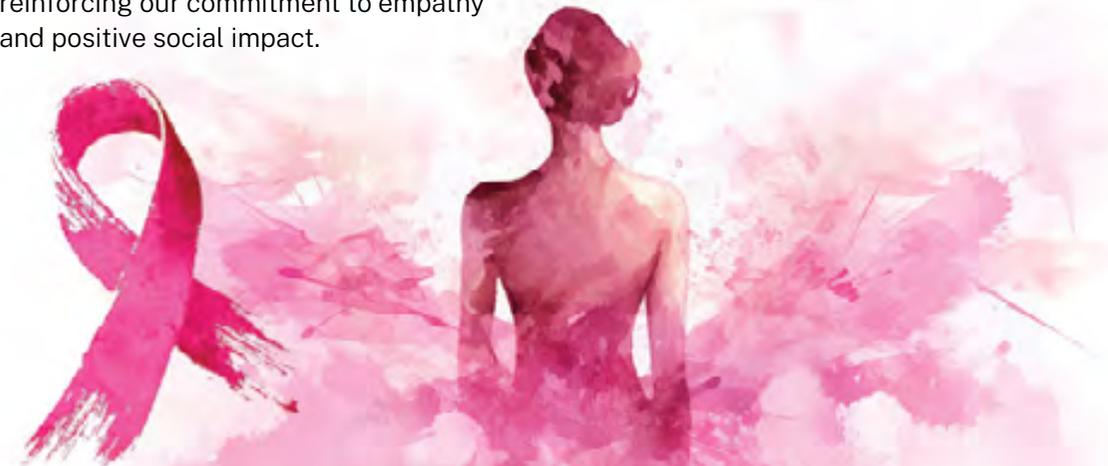
- Eurofarma Group –Overall Ranking (best pharmaceutical company in Latin America)
- Eurofarma Brazil –Overall Ranking
- Eurofarma Caribbean and Central America – Women’s Ranking
- Eurofarma Caribbean and Central America – Overall Ranking
- Eurofarma Peru –Overall Ranking
- Eurofarma Peru –Women’s Ranking
- Eurofarma Peru –Sustainability Ranking
- Eurofarma Paraguay –Overall Ranking
- Eurofarma Ecuador –Overall Ranking
- Eurofarma Colombia –Women’s Ranking
- Genfar Ecuador –Overall Ranking
- Eurofarma Peru –Diversity Ranking
- Eurofarma Brazil –Diversity Ranking
- Eurofarma Paraguay –Innovative Culture Ranking
- Eurofarma Bolivia –Overall Ranking
- Eurofarma Colombia –Overall Ranking



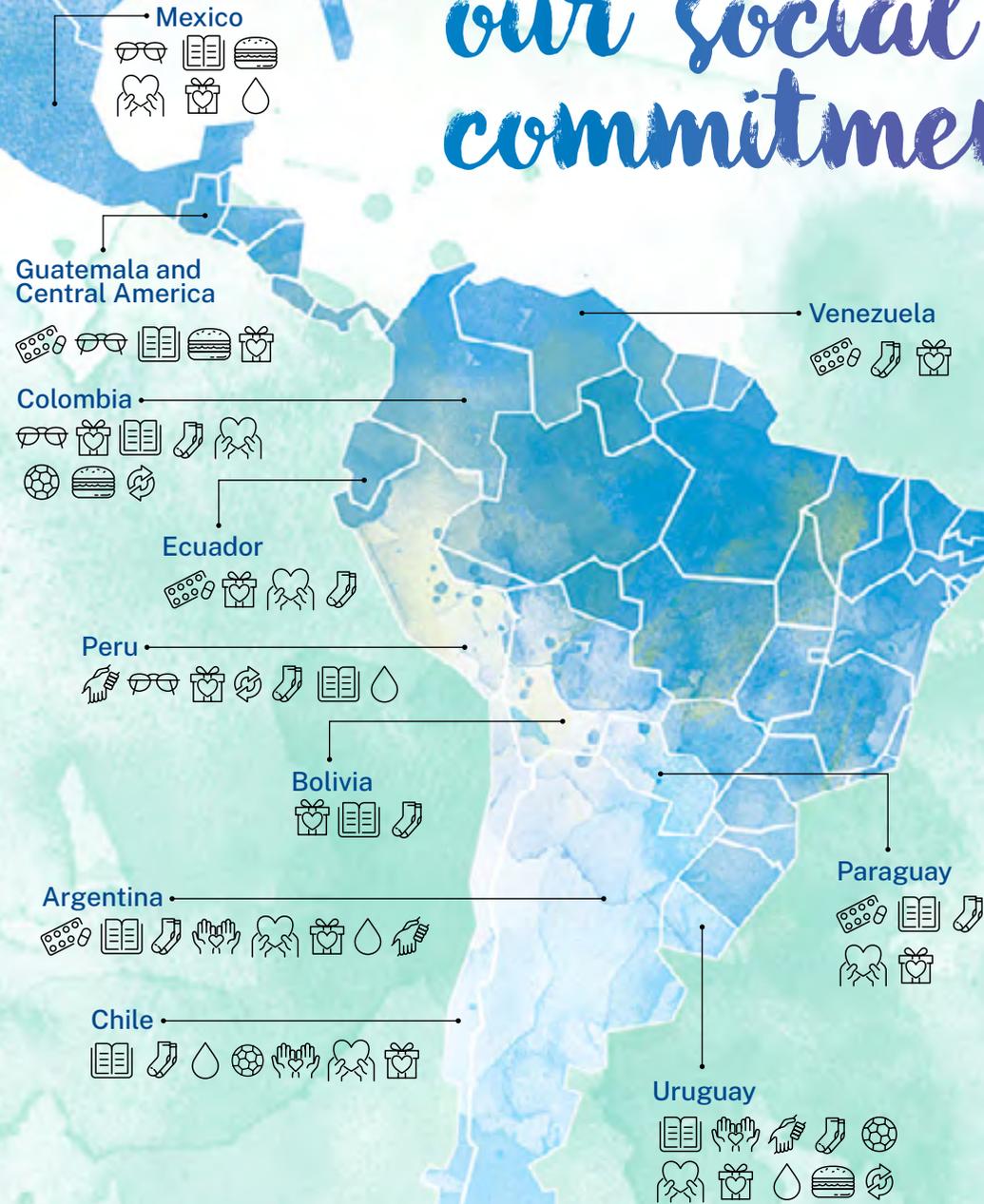
**Great Place To Work**

## Fighting Breast Cancer

During Pink October, we partnered with the NGO Mamas do Amor to make handmade breast prostheses for women who have undergone mastectomies and do not have access to reconstructive surgery. Eurofarma employees produced 62 prostheses, reinforcing our commitment to empathy and positive social impact.



# Purpose and action: our social commitment



- Ophthalmological Task Force
- Solidarity Christmas
- Humanitarian Aid
- Hand in Hand with the School
- Medicine Donation
- Children's Day
- Winter Campaign
- Super Volunteers
- McHappy Day
- Current of Good
- Asset Donation
- Blood Donation



In 2025, we strengthened and continued our various campaigns and actions. Among the main focuses, we highlight the increasing expansion of the internationalization of projects in the countries where we operate. This expansion reaffirms our ideals and demonstrates our commitment to the integration and joint growth of all operations.

## Brain Neuromonitoring

Created in 2021, in partnership with the Brazilian healthtech company Protecting Brains & Saving Futures (PBSF), the project focuses on donating brain monitoring equipment to neonatal intensive care units. The initiative contributes to the prognosis and neurological protection of newborns, offering greater safety to healthcare professionals during decision-making and reducing the use of anticonvulsants.

We currently have six partner institutions for equipment allocation: Cotia Regional Hospital (HRC), Interlagos Maternity Hospital (HMI), Itapecerica da Serra General Hospital, Leonor Mendes de Barros Maternity Hospital, Santa Casa de Montes Claros, and Itapevi General Hospital.



**6**  
hospitals served

**R\$ 1.6 million**  
invested since the beginning of the project

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

## Ophthalmological Task Force

Every year, the task force conducts a survey on the vision quality of children and adolescents from 4 to 14 years old in public schools in Itapevi and Eurofarma Institute units to detect possible deficiencies that may impact school performance. If children and young people have any difficulties, they are referred for eye exams and, if necessary, receive corrective glasses free of charge.

**+5,000**  
students served in 2025

**+1,000**  
prescription glasses donated



The program had already expanded to Latin America in recent years, gaining a new country of operation in 2025 (Mexico)



Mexico	2025
Volunteer staff	7
Number of children mapped	159
Number of glasses made	72



Colombia	2025
Volunteer collaborators	11
Number of children mapped	150
Number of glasses made	87



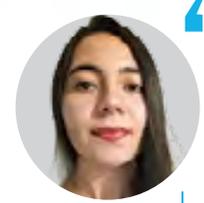
Peru	2025
Volunteer employees	15
Number of children mapped	50
Number of glasses made	50



Guatemala	2025
Volunteer employees	15
Number of children mapped	140
Number of glasses made	119



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



“ I felt very happy. I felt that I helped the children a lot. There are children who really need glasses and don't know they need them. So, I feel that today I contributed in a small way and I hope, in the future, if possible, to continue helping. ”

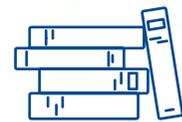
**Ximena Ortiz**, Production Supervisor at Eurofarma Colombia and volunteer for the 2025 Ophthalmology Campaign





## Hand in Hand with School

The project supports the children of employees and service providers by distributing school kits and reimbursing books and workbooks for children aged 4 to 14 enrolled in regular education. In some countries, the project is funded by the sale of Eurofarma's recyclable materials. For the first time, the program served the children of Genfar employees. Each year, the company maps the number of children in this age group and monitors their enrollment, reinforcing its commitment to education and inclusion.



**5,800**

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

Brazil	2023	2024	2025
Number of kits distributed	3,999	4,257	<b>4,257</b>
Investments in school kits (R\$)	599,399	653,450	<b>616,780.84</b>
Reimbursement for books and workbooks (R\$)	451,855	525,633	<b>542,342.71</b>
Total Investment Amount (R\$)	1,051,255	1,179,084	<b>1,159,123.55</b>



## Children's Space

Located in the Itapevi Industrial Complex, the Space was designed to serve employees' children aged 4 months to 5 years and 11 months. We expanded the structure to increase its capacity from 168 to 310 children. Our work is conducted by a multidisciplinary team, ensuring teaching practices aligned with the recommendations of the National Education Guidelines and Framework Law and using approaches that recognize children as protagonists of their own development.



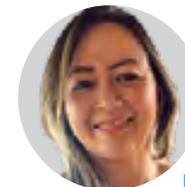
**275**

children served by Espaço Criança Eurofarma



“ At Espaço Criança, I found a welcoming environment, security, and the peace of mind of knowing that my daughter is in good hands. Every detail – from the playful decor to Antônia's cooking, to the affection of the team – demonstrates the care dedicated to the children. Teaching and learning are based on projects that include all children, and their progress throughout the year is visible. Without a doubt, the daycare center is the best and most comprehensive benefit offered by the company. ”

**Vanessa Vedoveto**, Quality Control Analyst at Itapevi Unit



“ Since my children started attending Eurofarma's daycare center, I have noticed the care, warmth, and exceptional quality of the professionals. Over the years, I have confirmed that it is not just a daycare center, it is THE daycare center: loving, competent, and a partner to families. For me, this has become the most valuable benefit, because entrusting our most precious asset – our children – to such a dedicated team is priceless. ”

**Adriana Paranhos**, Technical Documentation Analyst at Itapevi Unit

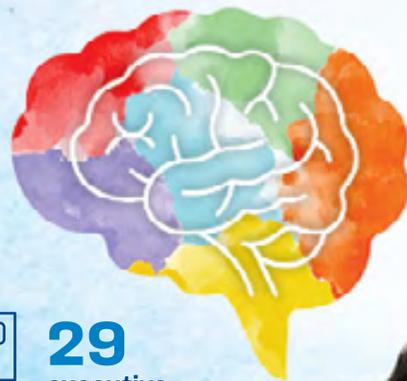
## Mentoring Program

The 4<sup>th</sup> edition of the mentoring program, carried out by the Corporate Social Responsibility Area and Eurofarma Institute, brought together volunteer executives and young people served by the Institute. Over a period of two months, participants develop life plans, goals, and professional trajectories, strengthening talent development and social transformation through knowledge. Mentoring connects different trajectories around a common purpose: to grow, inspire, and generate positive impact.



“As a mentor, it was a very enriching experience. We were able to go beyond the proposed material and share real experiences from the corporate environment, aspects that only practice reveals. Even with scheduling challenges, we managed to maintain the exchange and move forward together. I believe that the most important thing here is not the young people’s previous experience, but rather their attitude, listening skills, and willingness to learn. This project reveals exactly that: the potential of each individual when there is room for true exchange. Thank you for this opportunity.”

**Fábio Nunes**, Product Manager at Pearson



**29**  
executive  
volunteers



**29**  
young people  
served



## Chain of Good

The initiative encourages Eurofarma employees to recommend social organizations that carry out actions in their communities. Based on the recommendations, projects are evaluated and selected by the Social Responsibility Committee to receive financial support, supporting initiatives in areas such as education, health, sports, social assistance, the environment, and combating hunger.



**15**  
institutions  
selected to receive  
support from the  
Chain of Good

## Supervolunteers

Over the course of two editions in 2025, the program brought together employees from various areas of Eurofarma to share their career paths with students from Eurofarma Institute in São Paulo and Itapevi.



**1,600**  
young people  
participated in  
the chats led by  
56 volunteers



## McHappy Day

Partners of Ronald McDonald Institute for 22 years, in 2025, we distributed tickets to our employees and their children aged 4 to 14, students from the Eurofarma Institute and public schools, and service providers. The Big Mac tickets purchased in advance by the company contribute to Graacc (Support Group for Adolescents and Children with Cancer) and Tucca (Association for Children and Adolescents with Cancer). In Latin America, the campaign was carried out in partnership with the Ronald McDonald House Charities, an organization dedicated to supporting children and families in vulnerable situations.



**+28,000**  
tickets distributed  
on McHappy Day

## Solidarity Christmas

In an initiative aimed at internal employees, administrative staff, production workers, and the sales force, we sponsored letters written by children from various Eurofarma partner institutions that work with socially vulnerable populations in different Latin American countries where we operate.



**+4,100**  
letters sponsored  
in Solidarity  
Christmas



“ This is the third Solidarity Christmas in which I have had the pleasure of participating. When the box of letters arrives at the reception desk, I stop and reflect: “So it’s Christmas... and what have you done?” I remember the dreams I have fulfilled and those I have not even been able to start. It is this energy that drives me to transform the lives of these children, spreading the Christmas spirit – and the letters – to everyone who crosses my path. So much so that, in 2025, we doubled the number of letters sponsored. This is the Eurofarma way. ”

**Elizabete Colaço**, receptionist and Corporate Security at Itapevi Unit



## Solidarity Christmas: apprentices expand social impact

In 2025, we counted on the participation of 28 young apprentices who voluntarily dedicated more than 112 hours to organizing and sorting gifts for sponsored children, ensuring that each donation reached its destination with care and attention. The action reinforces the power of collective work and the positive impact of solidarity.



## Winter Clothing Drive

This solidarity initiative collects and distributes blankets and socks to people in socially vulnerable situations, especially during the coldest months of the year. In 2025, all items were donated to various social institutions in Brazil and Latin American countries, helping to bring comfort and dignity to those most in need.



**4,700**  
items collected  
by the Winter  
Clothing Drive



“ During our participation in the Winter Clothing Drive, we experienced an example that reflects the spirit of solidarity we seek at Eurofarma Chile. One employee spontaneously took on a key role in mobilizing her team, encouraging several people to participate for the first time. She coordinated the purchase and collection of items, ensuring a complete and effective donation. Her initiative showed how a single gesture can multiply solidarity and inspire an entire team. ”

**Denisse Sandoval**, Risk Management, Occupational Health, and Sustainability Coordinator at Eurofarma Chile



## Donation of Medicines

With the aim of expanding access to quality medicines and healthcare, we donated medicines from various therapeutic classes to non-profit institutions working in the healthcare sector with socially vulnerable populations and animal health NGOs.



**+838** thousand  
units of medicines  
donated



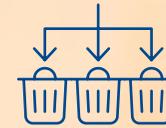
**R\$ 28.6**  
million  
invested

## Asset Donation

The initiative donates equipment and other furniture not used by Eurofarma to NGOs, contributing to the strengthening of their activities and the better use of resources. In 2025, with the relocation of Eurofarma's headquarters in São Paulo, an additional volume of office items was donated, reinforcing the commitment to extending the life cycle of materials and the principles of circular economy, including in Latin American countries.



**+4,000**  
items donated  
to institutions



**29**  
institutions and recycling  
cooperatives benefited

## “Roots that Inspire” Photography Project

An initiative led by the Social Responsibility and Events team, with the aim of expanding the scope of the Roots Project – created to honor employees who have completed 15 years of service at Eurofarma. Focusing on valuing the company's history and bringing different generations together, the initiative involved 95 young apprentices in Itapevi and 4 interns in Montes Claros, who were invited to photograph the evolution of trees planted over the years – symbols of legacy, dedication, and collective growth.

In total, the initiative mobilized approximately 396 hours of volunteer work, covering the stages of capturing, selecting, and organizing the images.



# TIME EUROFARMA

PAIXÃO É O QUE NOS MOVE



## Sport that inspires and transforms

### Eurofarma Team

We believe in sport as a powerful agent for human and social development. In 2025, we launched a program to support a full team of athletes with Olympic and Paralympic potential. Eurofarma Team brings together athletes from various sports in a multisport project focused on the 2028 Los Angeles Games cycle, offering financial and psychological support, as well as guidance from mentors such as Bernardinho.

During the year, those sponsored have already achieved several high-level results, such as world championships, Brazilian championships, and several podium finishes.

R\$ **30.7** million annually in own resources to support sport

+R\$ **60** million allocated since 2006 to sports and cultural projects in Brazil through incentive laws

**56** titles won by Eurofarma Team in 2025



“For me, being part of Eurofarma Team means having a team that believes in my potential and in rhythmic gymnastics, providing the structure to continue evolving after Paris 2024 and moving on to Los Angeles 2028. Dedication, focus, and continuous work are connected to Eurofarma Team’s commitment, showing that dedication and resilience build results and inspire new generations. The project is essential for overcoming daily challenges, offering stability and conditions to train and compete at the highest level.”

**Bárbara Domingos**, rhythmic gymnast for Eurofarma Team

### Eurofarma RC – Champions once again

For over 20 years, we have been present in the main category of Brazilian motorsports through Eurofarma-RC, one of the most successful teams in the history of Stock Car.



“In 2022, I was surprised by the invitation and felt very happy. I saw an opportunity and really wanted to do well to prove myself. Then, when I heard about the new Stock car, it stuck in my mind: I needed to be with Eurofarma in the new era of Stock. I attribute all of this, first and foremost, to Eurofarma. I think the way the company operates is really cool; I feel that there is value, care, commitment, and love in everything they do — something that comes from the attitude and behavior of everyone who works there.”

**Felipe Fraga**, Eurofarma RC driver



Driver title (Felipe Fraga) in Stock Car 2025



Team title (Eurofarma-RC, 13<sup>th</sup> title in history, making it the biggest winner in the history of the category)



**+3,300** employees and family members cheered for our drivers at racetracks in São Paulo and Montes Claros

### Yellow sea at racetracks in Brazil

In 2025, we promoted stronger employee engagement and brand visibility through Stock Car racing, bringing together thousands of employees and their families at racetracks — for the first time in Montes Claros. We also used the category to promote awareness of breastfeeding during Golden August and to reinforce our institutional and product showcase, highlighting the launch of the Rehidrat isotonic drink line.



# Eurofarma Institute: transformative education

Founded in 2006, Eurofarma Institute is a non-profit organization dedicated to promoting social transformation through education. Its work is focused on training children, young people, and teachers in the public school system, with direct impact on the communities where it operates. Since its creation, the Institute has provided more than 193,000 services and invested more than R\$ 220 million in educational initiatives.

The Institute offers opportunities to vulnerable children and young people through complementary education programs, professional initiation courses, and preparation for entry into higher education. In partnership with teachers and administrators from surrounding public schools, it also develops continuing education projects that strengthen teaching practices and contribute to the development of education in communities.

The Institute's initiatives focus on socioeconomic inclusion and sustainable development through quality education that promotes autonomy, student leadership, and consistent preparation for the world of work.

Since 2023, Eurofarma Institute has guided its activities by the 2023–2027 Master Plan, structured around three strategic pillars:

**Be a benchmark  
in complementary  
education for  
children and  
adolescents**

**Create  
opportunities  
for young people  
to prepare for  
the job market**

**Improve the  
processes  
that support  
institutional  
growth**

This direction guides the expansion of projects and lays the foundation for the expansion of activities, internationally as well.



**+23,000**  
cases served in 2025.  
More than 194,000  
since its foundation

**R\$ 29.5 million**  
invested in 2025.  
More than R\$ 220 million  
since its foundation

**700**  
children served.  
340 in São Paulo  
and 360 in Itapevi

**Average of  
23,000**  
meals per  
month

**More than  
5,600**  
social service  
consultations

**More than  
1,500**  
psychotherapy  
sessions

**1,200**  
dental  
consultations

## Raw Material: the foundation of knowledge

The Raw Material Project is a complementary education initiative aimed at children aged 6 to 13. The program offers workshops on art, music, games and play, technology, the environment, and citizenship. The activities are designed to respect learning rhythms, encourage autonomy, and strengthen leadership and collaboration among students.

In addition to educational activities, the project provides balanced meals, including breakfast, lunch, and snacks, uniforms, and specialized support. Students receive assistance in the areas of social services, nursing, nutrition, emotional health, dentistry, and ophthalmology.



**Point your  
camera at the  
QR Code and  
access Eurofarma  
Institute website**

## Connecting young people and opportunities

Eurofarma Institute offers professional initiation courses for young people aged 14 to 18, combining technical training with personal development. In 2025, around 2,300 public school students participated in activities, which include mentoring, lectures, and career guidance. The Institute also runs programs to prepare students for college entrance exams and ENEM (National High School Exam), which served 349 students in the same year.

In high school, the Institute supports low-income students through its Scholarship Program, which offers full scholarships at private schools in the southern zone of São Paulo. In 2025, the program began serving 180 students and celebrated the graduation of its first class.

## Training of young people in 2025

### Expanded access

**Professional initiation courses also offered in the evening and on Saturdays, ensuring greater flexibility for participants**

### High school

**Completion of the 3<sup>rd</sup> year by 103 scholarship recipients. Granting of 75 new scholarships**



### New courses

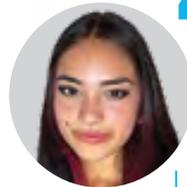
**Launch of the Pharmaceutical Production Assistant course in Itapevi, in partnership with Senai, expanding employment opportunities and training local talents for the pharmaceutical industry**

### University acceptance

**Record number of 21 young people accepted into public universities, including USP, UNIFESP, FATEC, and IFSP, in addition to 14 students awarded full scholarships at private institutions**

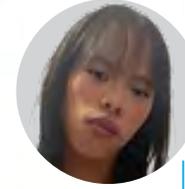
### Employability Fair

**Employment Fair. Over 500 young people participated in an event focused on career guidance and access to job opportunities**



“The course was essential in my journey, helping me organize my studies. The Eurofarma Institute has incredible teachers and well-structured content, which made all the difference in my preparation. But nothing compares to the thrill of seeing my name on the list of those accepted into a public university. My father postponed his own dream of attending college to invest in my elementary school education. All my effort was worth it, and I am immensely grateful for this achievement.”

**Ana Beatriz Noronha, Occupational Therapy – UNIFESP**



“When I passed, I was very happy and grateful. After so much study and dedication, seeing my name on the list was very exciting. I came from public school, so I had to study on my own and balance my daily tasks with my study routine. It was a big challenge, but every effort was worth it to get my approval. Eurofarma Institute was essential in my preparation. At first, I didn't know how to study properly. With the help of the teachers, I was able to maintain discipline and develop a routine, better organizing my studies and focusing on what really mattered. Now that I've gotten my spot, I want to make the most of this achievement. My goal is to become a qualified professional and do what I've always dreamed of.”

**Yasmin Oliveira da Silva, Administration – IFSP**



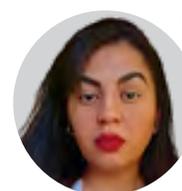
## Eurofarma Nursing Center

Created in 2004, the Eurofarma Nursing Center trains highly qualified technical professionals with high employability rate. In 2025, the project celebrated the graduation of its first class in Montes Claros, Minas Gerais. A second class is already underway in the region. In São Paulo, the Center continues its activities, with a new class expected in 2026.



**35**  
professionals  
trained in Montes  
Claros in 2025

**144**  
students  
benefited  
in 2025



“Eurofarma’s technical nursing course exceeded my expectations and contributed greatly to my professional growth. I am very grateful to Eurofarma; the quality of teaching and the support of professionals make all the difference!”

**Manuela Oliveira**, student at the Eurofarma Nursing Center in Montes Claros



“Eurofarma Institute was a turning point in my life. Thanks to the Institute, today I am fulfilling one of my biggest dreams: studying to become a nursing technician. Eurofarma Institute not only transforms professional trajectories, it transforms lives. I am living proof that investing in people is worthwhile.”

**Miaki Luanne Alves**, student at the Eurofarma Nursing Center in Montes Claros

## Promoting the development of public education

### Teacher Training

Eurofarma Institute also strengthens public education through initiatives aimed at training teachers and school administrators. In 2025, participants were involved in training and development activities, expanding the reach and quality of educational practices in the public school systems served.

**+1,100**  
participants in  
initiatives to  
enhance public  
education

Point your camera at the QR code to learn more about Eurofarma Institute



“I took several courses at Eurofarma Institute, and the nursing technician course was one of the best opportunities of my life. The institute helped me a lot, not only professionally, but also emotionally. I received psychological support and always had someone to count on. My love for nursing was born from the care I received. One day, I was welcomed. Today, I want to care for people the way they cared for me.”

**Heitor Santos**, former student at Eurofarma Nursing Center in São Paulo



## Eurofarma Institute in schools

Eurofarma Institute works directly in public schools, bringing its programs to the territories to strengthen the learning and integral development of children and adolescents.

For children, the actions include educational and recreational activities that complement the school curriculum, with contents such as arts, games and play, cooperation, problem solving, citizenship, and coexistence. The initiatives stimulate physical, social, and emotional development, especially during periods such as school breaks.

For adolescents and young people, the programs address topics related to personal development and building life projects, such as self-knowledge, teamwork, conscious choices, emotional health, prevention of STIs and unplanned pregnancy, as well as guidance for educational and professional futures.

In 2025, these actions carried out within public schools reached thousands of students, strengthening education in the territories served.

**+13,500**  
children participating in Open  
Agenda, Vacation Recess,  
and Educate to Recycle

**+5,000**  
teenagers and young people participating  
in Agenda Saúde (Health Agenda)  
and Jornada POP (POP Journey)

# Lactare: a call to life



Created in 2019 as the first human milk bank conceived by a pharmaceutical company with focus on social responsibility and accredited by the Brazilian Network of Milk Banks of Fiocruz, it became national reference after feeding thousands of premature babies in public neonatal ICUs, collecting milk at home, and encouraging human breastfeeding.

Lactare promotes humanized care, has a team of 26 professionals, and in 2025 became the largest milk bank in São Paulo in terms of volume, expanding its partnership with public hospitals, adopting electric vehicles in its operations, and expanding its activities.

## Lactare strategic drivers 25-29

### Theme

- Quality management
- Technical-scientific
- Training and capacity building
- Technological innovation
- Sustainability and governance
- Territorial expansion

In 2025, we inaugurated the **Lactare Reference Center** in Itapevi with professionals in pediatrics, pediatric dentistry, nursing, and nutrition, expanding its services and reaching a broader ecosystem of care throughout the pre- and post-birth journey.

With plans for expansion, it seeks to increase the number of donors, expand partnerships, reach more recipient babies, and take the model to new regions and countries.



**Certified by Fiocruz Milk Bank Certification Program (PCFio)**



### DONOR MOTHER TESTIMONIAL



“With Lactare’s ongoing support, I was able to continue breastfeeding even after being admitted to the ICU. Today, being able to donate milk and help other mothers and babies is my way of giving back for all their dedication.”

**Thais Brasil**, milk donor through Lactare

### PARTNER TESTIMONIAL



“Our Neonatal ICU cares for many premature babies who depend on human milk. Due to low stock, at times we have to choose which babies receive human milk or formula. For two years, Lactare has been supporting us in meeting this need, helping us reduce hospitalization time, prevent disease, and reduce the use of antibiotics for premature babies. Lactare really makes a difference, and we are very grateful for this partnership.”

**Dr. Patrícia Terrivel**, physician and coordinator of Neonatal ICU and breast milk bank at Grajaú Hospital

**+4,000**  
liters collected in 2025, totaling over 18,000 in 6 years of project

**+1,500**  
premature babies treated

**+4,000**  
homes visited

**+9,000**  
people at meetings for pregnant women

**11**  
partner public hospitals

**+ 3,000**  
registered donors

## Report on Fantástico

During the winter of 2025, human milk stocks were low, and all milk banks faced the challenge of attracting more donors for premature babies. It was in this scenario that Rede Globo’s Fantástico program aired a special report showing the entire journey of human milk and highlighting the importance of donation to save lives.

The impact was immediate: after the report aired, Lactare saw 32% increase in demand for donations, reinforcing how information can be transformative.



**Point your camera at the QR Codes to learn more about Lactare**



Instagram



YouTube



Website

# Environmental management

As we approach our centenary, we have consolidated environmental sustainability as a central part of our resilient growth strategy. Our environmental governance is structured to mitigate climate risks and maximize positive impacts through three strategic pillars, as described in the following pages. By anchoring our actions in the 2030 Agenda and the Sustainable Development Goals (SDGs), we reaffirm our leadership position in the global transition to a regenerative, low-carbon ecosystem.



# Commitment to the climate

## 2027 Goals

- Reduce direct emissions and offset those that cannot be avoided through carbon credits
- 100% renewable electricity matrix in all our global operations



**29%**  
growth in the electric and hybrid fleet

## Renewable Energy

Throughout 2025, we continued to work towards our goal of using 100% renewable electricity in all global operations by 2027, in line with the objective of total neutralization of direct carbon emissions, with only Argentina Unit remaining to complete the transition process. Currently, the plant uses 50% renewable electricity exclusively. We have reinforced our commitment to full traceability via I-RECs, ensuring an auditable supply that meets the highest international standards.

We expanded environmental governance with a pilot project in Ribeirão Preto (SP), in which our employees were able to contract renewable energy for their homes. This democratizes access to clean energy through distributed generation, taking decarbonization beyond the industrial perimeter.

In our sustainable fleet, we maintained the exclusive use of ethanol for flex-fuel vehicles in Brazil and expanded the share of electric and hybrid vehicles globally.

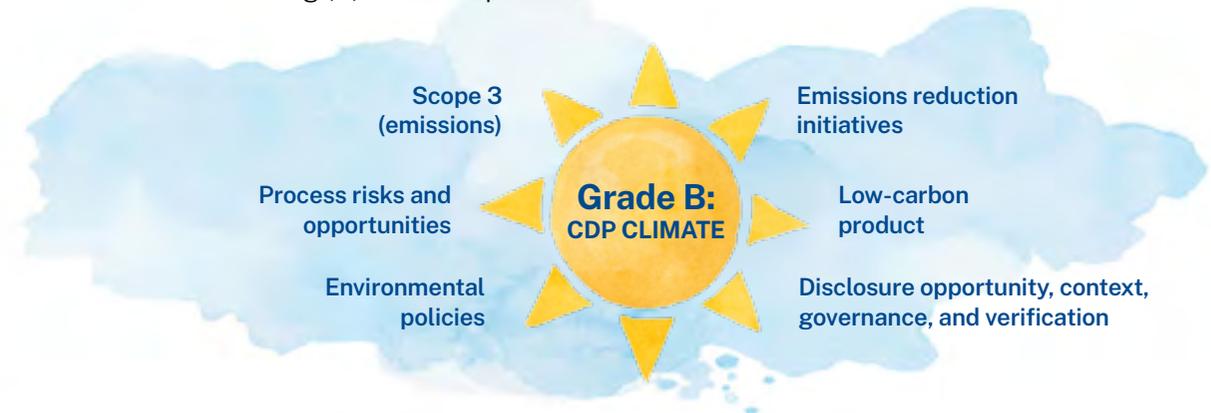
## Decarbonization plan

We took another step in the decarbonization journey by strategically mapping our value chain, following the GHG Protocol guidelines. Global screening or mapping revealed that category 1 – purchased materials and services – stands out as a priority for the business. The diagnosis, conducted across all operations, not only improved the accuracy of our GHG Emissions Inventory, but also paved the way for strategic engagement with *upstream* and *downstream* partners.

*Upstream* partners are suppliers (source); *downstream* partners are customers/distribution (destination), both of which are essential to ensuring sustainability throughout the value chain.

## CDP Climate

The year also marked the approval of the quantification of value chain emissions and reinforced expectations for progress in the CDP (Carbon Disclosure Project) assessment, which was released in December. We maintained a B rating in the 2025 reporting cycle, a result that demonstrates our level of active management of climate impacts and risks. We recorded progress in 63% of the categories evaluated, achieving the maximum rating (A) in the scopes related to:



## Self-production of clean energy

We have photovoltaic panels installed at strategic operations (Guatemala, Genfar, and Itapevi, in Brazil), boosting self-generation of renewable energy and contributing to the reduction of costs related to electricity consumption.



**6,998**  
photovoltaic panels in operation





## Climate Risk and Opportunity Analysis

We have advanced the maturity of our **Climate Risk Analysis** by integrating technical data from *Adapta Clima* and *Adapta Brasil* platforms into the analysis tool developed by a leading academic institution in the market. This evolution has allowed us to expand our matrix, which now covers not only **physical risks**, but also **transition risks and opportunities**, contributing to the improvement of the strategic plan for adaptation and risk mitigation.

### Risk and opportunity assessment

Risk classification	Threat	Risk	Assets assessed	Impact
Physical risks	Drought	Reduced water availability	Brazil	Own operations
		Increase in water rates	Brazil	Own operations
	Floods	Restricted access to public roads	Brazil	Own operations and value chain
	Landslides	Restriction of access to public roads	Brazil	Own operations and value chain
	Access to energy	Interruption due to damage to the distribution network	Brazil	Own operations
	Energy availability	Increase in energy tariffs	Brazil	Own operations

## Care and renewal

We maintain our commitment to environmental conservation, protecting and valuing green areas at our units. In Brazil, in Itapevi (SP), there are **57,200 m<sup>2</sup>** dedicated to preservation, with monitored trails and biodiversity studies. In Montes Claros (MG), there are **122,500 m<sup>2</sup>** of natural areas.

Through **Raízes Program**, we honor employees with 15 years of service by planting native trees identified with their names, connecting people, nature, and legacy.

In 2025, the program was expanded to international operations, with planting in the **Eurofarma Forest Reserve** (10,000 m<sup>2</sup>), created in partnership with NGO *Saving the Amazon*. In addition to honoring employees, the initiative plants seedlings to reforest one hectare of forest per year, contributing to the restoration of the Amazon and the development of local communities.

**+1,001\***  
seedlings  
planted in  
2025

**+2,199**  
seedlings planted  
since the beginning  
of the project



## External highlight

During COP30, we held a special meeting with local doctors to reflect on and discuss the impacts of climate change on health. The event reinforced the importance of preparing and strengthening health systems, making them more resilient and adapted to new challenges.

Our initiatives were also recognized in a document published by CNI – Sustainable Business COP30 – Health: complementary theme document, highlighting climate adaptation projects focused on eco-efficiency and water preservation. In addition, some of the company's initiatives were recognized and publicized by AMCHAM in the Brazil for the Environment initiative.

Risk classification	Threat	Risk	Assets assessed	Impact
Transition risks	Regulation	Carbon pricing	Brazil	Own operations
Climate event	Opportunity factor	Opportunity	Assets evaluated	Impact
Climate change	Products	Access to lower-cost credit lines and financing for “sustainable” companies	Brazil	Own operations
		Availability of products for emerging diseases	Brazil	Own operations and value chain
		Development of new products	Brazil	Own operations and value chain

\* A total of 143 seedlings were planted in Montes Claros and Itapevi for the honorees in Brazil; 2 seedlings planted in the Eurofarma Forest Reserve for the honorees from Argentina; 856 seedlings planted for reforestation.

# Operational eco-efficiency

## 2027 Goals

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



## Global Pioneer in Water Management

Eurofarma achieved ISO 46001 certification in Itapevi (SP), becoming the only pharmaceutical company in the world with the triad: ISO 14001 (Environmental Management System), ISO 50001 (Energy Management System), and ISO 46001 (Water Efficiency Management System).

At our units in Itapevi, São Paulo, and Rio de Janeiro, Brazil, we implemented smart water consumption monitoring technology in partnership with a Brazilian startup, enabling real-time tracking and identification of opportunities for reuse. The model is already being expanded to other units.

Water reuse initiatives have reduced consumption and expanded reuse practices, with emphasis on reverse osmosis waste recovery systems, enabling its reuse in this process, in addition to other reuses in internal non-potable water consumption activities.

**6%**  
reduction in the  
performance  
indicator

Technology applied to  
water management

**39,000**  
liter reduction  
in water  
consumption

Achievement of  
ISO 46001 certification

**13%**  
reuse compared  
to total water  
collected



“Since the beginning of the project, we have believed that water use can only be managed based on reliable data, which led us to invest in measurement, monitoring, and governance through ISO 46001. An important milestone was the implementation of the measurement intelligence system developed by a Brazilian startup, which now ensures continuous online monitoring of water consumption. With technology and simple actions, we were able to reuse water in our processes and reduce drinking water consumption by an average of 11.5% per month.”

**Fabio Mendes Vieira**, Engineering and Maintenance Manager at Eurofarma



## Strategic Energy Management

At Eurofarma, energy management is an essential pillar for strengthening operational efficiency, which is why we continuously seek innovative solutions that promote responsible energy use. In 2025, we reaffirmed our leadership in this agenda with the recertification of the ISO 50001 standard at Itapevi Industrial Complex (São Paulo, Brazil), ensuring compliance with international standards.

## Investment in Technology

In Brazil, in Itapevi (SP), we implemented an energy management system for the compressed air system, ensuring greater operational precision and eliminating waste. In addition, we integrated energy monitoring with the intelligent water management solution in the same plant, enhancing integrated data analysis and enabling predictive demand control. In Montes Claros (MG), we adopted the premise of acquiring high energy performance equipment and systems.

## Performance Monitoring at Genfar

A specialized platform for measuring energy consumption and photovoltaic system efficiency was implemented, enabling real-time diagnostics and immediate mitigation of deviations, ensuring maximum performance of our renewable matrix, as well as contributing to the identification of opportunities focused on reducing consumption and improving efficiency.



ISO 50001  
Recertification at  
Itapevi Unit, Brazil



Technology  
applied to energy  
management

## Waste management

Waste generation is one of the main aspects of our activities. We focus our management on avoiding and reducing waste generation, working to enhance final disposal through reuse, recycling, and recovery initiatives. In 2025, we made significant progress in our **Zero Landfill** strategy due to:

- **Expansion of Composting:** increased processing of organic waste and green waste in Brazil, in addition to the implementation of this process in Argentina, diverting materials from landfills.

- **Energy recovery from non-recyclable waste:** in Brazil, we have implemented a system for sending this waste for energy recovery, using a system called CDRU (Combustível Derivado de Resíduos Urbanos, or Refuse-Derived Fuel -RDF).

In relation to the generation of hazardous production waste, we saw improvement in the performance indicator, a result of strategies adopted in all operations, considering the adequacy of environmental risk classification.

**76%**  
increase in  
waste sent for  
composting

**15%**  
increase in  
waste sent  
for reuse

**53%**  
reduction in  
hazardous waste  
sent to special  
landfills by Genfar

**3%**  
increase in  
hazardous waste  
sent for energy  
recovery by Genfar



**+21,500**  
units of  
vegetables delivered  
to employees

**499 kg**  
of waste  
collected



## Organic Garden

Our units in Brazil, Itapevi (SP) and Ribeirão Preto (SP) have sustainably managed vegetable gardens that produce pesticide-free vegetables, which are delivered to employees in exchange for recyclable packaging, encouraging the circular economy. We send recyclables from the organic garden and the Sustainable Station to Itapevi Cooperative.

## Circular economy

We have launched a pilot project that sends discarded cartridges from our industrial process to a cardboard manufacturer, which recycles them and uses them to make new paper. This material is then sold to printing companies that produce cartridges that are reused in our packaging process, closing the cycle, reusing waste, and integrating the production chain.

The new cartridges now contain 35% recycled scrap and display the +Verde packaging seal, our brand that identifies initiatives with positive impact on the entire chain and the environment.



We guarantee the maintenance of the other circular economy practices implemented in previous years:

- Sustainable Station
- Recovery of wooden pallets for reuse
- Decontamination of drums and cylinders for reuse
- Refining of lubricating and vegetable oils
- Reuse of shipping boxes



# More sustainable portfolio

## 2027 Goals

- Increasingly sustainable portfolios
- Expansion of opportunities for the use of sustainable and innovative packaging materials for +Green products

Through innovation and application of technology, we have implemented initiatives that integrate circular economy principles into our products, focusing on reducing the consumption of natural resources, incorporating more sustainable materials into our packaging, and increasing post-consumer recyclability.

In this context, we are the only pharmaceutical company in Brazil that uses the inside of medicine boxes to guide consumers on the correct disposal of packaging, reinforcing our role in environmental awareness.

**500**  
tons of cartridges  
reintegrated into the  
production chain



## +GREEN

As a result of a pioneering initiative in the pharmaceutical sector, eight years ago Eurofarma's first products with the "Embalagem +Verde" (+Green Packaging) seal arrived on the market, an identifier for medicines with innovative actions capable of generating positive impact on the chain and the environment.

Products from Brazil, Angola, and Mozambique use more sustainable materials in their packaging, such as cartridges made from 35% recycled material, green polyethylene in primary packaging, in addition to a unique methodology developed by an independent research center and previously submitted for analysis and approval by Anvisa, allowing for the decontamination of primary packaging in a domestic environment, enabling disposal in selective collection.



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

By 2025, we had invested **R\$ 92,000** in the acquisition of recycling credits as compensatory measure for packaging materials sold on the market

**1,248.41** tons of materials (paper, plastic, metal, and glass) by 2025



## Reverse logistics

The sectoral agreement on reverse logistics for medicines is regulated in Brazil, Chile, and Colombia, considering the collection and proper disposal of our packaging after the final consumption of the product. For products sold that are not classified as medicines, we comply with the Reverse Logistics for Packaging criteria established in these countries. In addition, in Brazil, we have a partnership with eureciclo.

## Other Initiatives

### Sustainable Valda

In 2025, Valda lozenge brand portfolio also expanded the use of more sustainable materials, with the return of metal packaging and the replacement of polypropylene (PP) plastic, used since 2001.

The new cans offer greater resistance and allow for better use of space through stacking, optimizing logistics. In addition, they offer a significant advantage in terms of recyclability, with a recycling rate of 47.7%\*, while plastic packaging registers 24.4%\*\*.



\*Prolata – Abeaço  
\*\* Abiplast

An initiative to reduce the use of plastic in injectable medicines packaged in ready-to-infuse bags was developed at Ribeirão Preto unit in Brazil. The improvement consisted of optimizing the design, and reducing the number of connectors from two to one, after a functional analysis identified the need for only one connector.

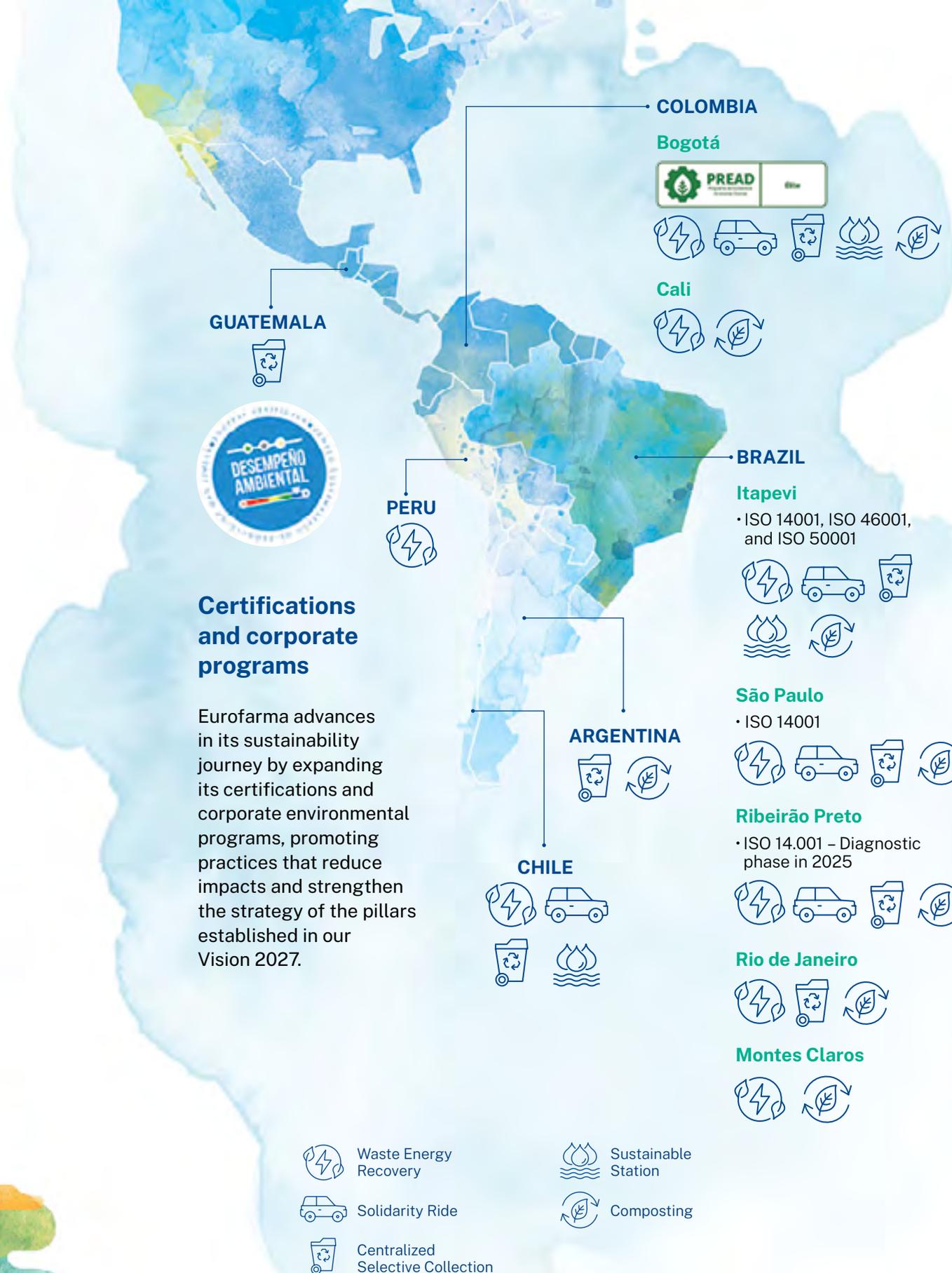
**18.2 kg**  
of plastic not used  
since the improvement  
was implemented

### Internal engagement

With the Attitude campaign, we informed and engaged employees on eco-efficiency, while leaders held the second edition of ESG training, expanding commitment and strategic alignment.

### Certifications and corporate programs

Eurofarma advances in its sustainability journey by expanding its certifications and corporate environmental programs, promoting practices that reduce impacts and strengthen the strategy of the pillars established in our Vision 2027.



# Controlled and affiliated: environmental performance

## dermage

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.

<b>Net revenue</b> <b>R\$ 133.4 million</b>	<b>Total employees</b> <b>329</b>	<b>Total female employees</b> <b>267</b>	<b>Total male employees</b> <b>62</b>
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### Operational Sustainability 2025

Water Consumption (m <sup>3</sup> )	<b>798</b>
Annual Energy Consumption (GJ)	<b>619,812</b>
Units Produced	<b>86,650</b>
Mobile Combustion (Liters)	<b>58,104</b>
Waste Disposal (Solids + Liquids) (t)	<b>1.83</b>



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.

<b>Net revenue</b> <b>R\$ 41.4 million</b>	<b>Total employees</b> <b>89</b>	<b>Total female employees</b> <b>53</b>	<b>Total male employees</b> <b>36</b>
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### Operational Sustainability 2025

Annual Energy Consumption (GJ)	<b>74.106</b>
Units Produced	<b>2,133,983</b>
Waste sent for recycling (t)	<b>5.72</b>



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.

<b>Net revenue</b> <b>R\$ 1.05 billion</b>	<b>Total employees</b> <b>890</b>	<b>Total female employees</b> <b>277</b>	<b>Total male employees</b> <b>613</b>
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### Operational Sustainability - Water 2025

Third-party supply (megaliters)	<b>4.9</b>
Water consumption (megaliters)	<b>1.47</b>
Indicator m <sup>3</sup> /1,000 (unit produced)	<b>0.67</b>

### Operational Sustainability - Waste 2025

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

### Operational Sustainability - Energy 2025

Annual consumption -GJ Total value (renewable + non-renewable)	<b>9,607</b>
GJ/1,000 up	<b>1.30</b>
Number of panels used (Pouso Alegre + Extrema)	<b>455</b>

# Communication and reputation



# Influence, impact, and awards



At Eurofarma, we transparently communicate our achievements, commitments, and vision for the future to employees, partners, society, and the press, maintaining a solid reputation for an internationally recognized institutional brand.

Our greatest achievement of the year was the BandNews Most Admired Brands award in the Pharmaceutical Industry category, with more than 60,000 participants in the final stage of popular voting, in addition to important recognitions related to sustainability.

In 2025, we will continue our ongoing work with the press, communicating our advances in business, sustainability, people management, and other topics. Actions such as visits by media professionals to our factories in Bogotá and Genfar in Cali, Colombia, strengthened this relationship, as did visits by media outlets and professionals from Montes Claros, in Minas Gerais.

In the digital environment, we launched our first exclusive Spanish-language profile on Instagram, in addition to reaching the milestone of almost 1.6 million followers on LinkedIn and 160,000 on Instagram. On our digital channels, which also include 24 websites, we disseminate institutional topics and achievements from all areas

of the company, as well as contents that disseminate knowledge about health prevention and promotion.

In 2025, we carried out more than 40 internal and integrated communication campaigns in Brazil and other Latin American countries, addressing topics such as innovation, culture, people, sustainability, social impact, and health promotion. In internal communication, one of the highlights was the campaign that values our employees and the Eurofarma Way of Being, promoting and strengthening our corporate culture in line with strategic planning.

With the same care in preserving our past and inspiring the future, we expanded the Historic Center of Itapevi complex. The new space, designed to welcome visitors, now offers an even more engaging experience, with a video wall showing production in real time, a screen for institutional content, a presentation area with bleachers, and a display of the awards that symbolize our most recent achievements.

## Recognition: sustainable growth

Eurofarma's pioneering and avant-garde approach to sustainability is recognized by leading institutions and publications in Brazil and abroad. These awards and certifications reflect the results of consistent strategies and actions, which have made Eurofarma a benchmark in the pharmaceutical sector and an active agent in building a more sustainable future.

### Brazil

- Best pharmaceutical company in Exame Melhores do ESG 2025
- Most admired pharmaceutical company in BandNews Marcas Mais Admiradas 2025
- Best pharmaceutical company in ESG/ Socio-environmental and Vision of the Future in Época Negócios 360°
- Best Strategy (Low Cap) of the year in the M&A Connect Awards, with acquisitions of Genfar, Medimetriks, and Laboratório Canonne
- 1st place in the 13th Excellence in Health, Occupational Safety and Environment Management (GST) Award with a decarbonization project through an energy transition initiative

Recognition of Isamara Freitas, Environmental Management Manager, in the "Outstanding Environmental Professional" category

Recognition of Momenta with the project Optimization of the cleaning process for liquid suspension reactors of cephalosporins



### International

- Elite category in PREAD certification in Colombia, the highest level awarded by the Bogotá Environment Secretariat to companies that demonstrate exemplary environmental performance and commitment to sustainability
- Environmental Performance Seal – Blue Ranking, from the Cleaner Production Center in Guatemala, for excellence in the efficient use of natural resources and emissions control



**1.59 million**  
followers on  
LinkedIn

**160,400**  
followers on  
Instagram

**17,400**  
followers on Instagram Latam  
(launched in February/25)

**24**  
countries connected  
by communication

**42**  
communication  
campaigns

**1,900**  
articles published  
in the press

**98%**  
media  
positivity

# Sustainable and transparent performance



# Consolidated overview of indicators and general values

## Social investments

Investment (R\$)	2023	2024	2025
Humanitarian aid	23,341,380	77,549,761	<b>34,724,227</b>
Social Responsibility	4,933,094	5,839,252	<b>5,959,793</b>
Lactare	3,823,549	4,593,850	<b>4,614,046</b>
Latam	3,687,682	5,316,600	<b>5,712,988</b>
Incentive Laws	-	-	<b>3,629,295</b>
<b>Total Social Investment</b>	<b>35,785,707</b>	<b>93,299,463</b>	<b>54,640,359</b>

## Investments in education

Investments (R\$)	2023	2024	2025
Total investment in Eurofarma Institute	21,400,000	27,462,000	<b>29,500,145</b>
Increase in investment in Eurofarma Institute	21%	28%	<b>7.4%</b>
Total number of people served in projects (regular + one-off)	18,788	21,388	<b>23,736</b>

## Incentivized Projects – Tax Incentive Laws

In 2025, Eurofarma resumed its financial contributions through tax incentive laws on social fronts. In the same year, Pearson Saúde Animal – an Eurofarma Group company – made contributions in this modality for the first time. The projects supported are evaluated and voted on by the Social Responsibility Committee, composed of a multidisciplinary group.

Project	Law	Amount (R\$)	Group
Ceará Cancer Institute	Pronon	905,620	Eurofarma
Apae of São Vicente de Minas	Pronas	905,620	Eurofarma
FAEPA – Ribeirão Preto Clinical Hospital	Fund for the Elderly	905,620	Eurofarma
Hospital da Baleia Institution – Benjamin Guimarães Foundation	Children and Adolescent	905,620	Eurofarma

Project	Law	Amount (R\$)	Group
Ceará Cancer Institute	Pronon	1,704	Pearson Animal Health
Apae of São Vicente de Minas	Pronas	1,704	Pearson Animal Health
FAEPA – Ribeirão Preto Clinical Hospital	Elderly Fund	1,704	Pearson Animal Health
Hospital da Baleia Institution – Benjamin Guimarães Foundation	Children and Adolescent	1,704	Pearson Animal Health

LIC/LIE	Year	Project	Amount (R\$)
LIC	2025	Wicked	650,000.00
LIC	2025	Gal, The Musical	650,000.00
LIC	2025	Doc 90	650,000.00
LIC	2025	Beetlejuice	622,480.00
LIC	2025	Dialogues in the Dark	600,000.00
LIC	2025	Titaníque	400,000.00
LIC Pearson	2025	Gal, The Musical	6,817.00
<b>Total</b>			<b>3,579,297.00</b>

LIC/LIE	Year	Project	Amount (R\$)
LIE	2025	Osasco Volleyball	601,240.00
LIE	2025	Arena Verão	600,000.00
LIE	2025	All-Star Game	600,000.00
LIE	2025	Léo Tafner	10,000.00
LIE	2025	Arena Verão	3,408.00
<b>Total</b>			<b>1,814,648.00</b>

Law	Company	Amount (R\$)
PIE	Momenta	202,547.02
PIE	Pearson	34,572.76
PROAC	Momenta	265,527.94
PROAC	Pearson	41,854.92

## Environmental Information

### Water efficiency

Water collection by source (megaliters) Results	2023	2024	2025
Groundwater	109	141	<b>189</b>
Third-party supply	440	469	<b>382</b>
Total	549	610	<b>571</b>

Water consumption (megaliters) Results	2023	2024	2025
Water consumption (megaliters)	163	189	<b>149</b>

Reused water (megaliters) Results	2023	2024	2025
Total volume of reused water – megaliters	88	74.1	<b>74.8</b>
% reuse (reused water/water collected)	14%	9%	<b>13%</b>
Water donation (megaliters)	8.47	11.3	<b>10.4</b>

### Donations to social organizations

Institution	Monthly Contribution (R\$)*	Annual Contribution (R\$)
Jardim Autódromo Community Center	2,738	32,859
Support Group for Adolescents and Children with Cancer GRAACC (MCDia Feliz)	-	343,840
Ethos Institute – Membership contribution	2,020	24,250
Ingo Hoffmann Institute	-	90,000
Association for Children and Adolescents with Cancer – TUCCA	-	206,000
United Nations Development Program	-	83,235
Eurofarma Institute	-	171,645
Total Investment	-	951,829

\*Institutions without a monthly contribution receive a one-time donation per year

### Waste management\* (in tons)

Hazardous waste	2023	2024	2025
Waste generated	1,974	2,033	<b>2,466.4</b>
Waste not destined for final disposal	1,665	1,649	<b>1,966.2</b>
Preparation for reuse	1,665	1,499	<b>1,815.6</b>
Other recovery operations (liquid waste intended for effluent treatment)	0	150	<b>150.7</b>
Incineration (with energy recovery)	0	181	<b>267.8</b>
Incineration (without energy recovery)	292	136	<b>170.4</b>
Landfill confinement	0	40	<b>19.0</b>
Other disposal operations (Healthcare waste)	17	27	<b>43.0</b>

\*We will incorporate the overall figures from 2023 onwards

Non-hazardous waste	2023	2024	2025
Waste generated	7,047	6,005	<b>5,329.4</b>
Waste not destined for final disposal	5,854	4,588	<b>4,205.9</b>
Preparation for reuse (external composting)	308	442	<b>510.3</b>
Recycling	5,278	3,866	<b>3,368.8</b>
Other recovery operations (internal composting)	268	279	<b>326.8</b>
Waste destined for final disposal	1,193	1,417	<b>1,123.4</b>
Landfill confinement	1,193	1,417	<b>1,123.4</b>

### Energy efficiency

Energy consumption - Results	2023	2024	2025
Annual consumption - GJ	436,303	459,279	<b>463,711</b>
GJ/1,000 up	0.74	0.77	<b>0.79</b>
Number of panels	8,882	8,882	<b>8,882</b>

Emissions management	2023	2024	2025
<b>Scope 1</b>	16,992	21,450	<b>18,734</b>
Stationary combustion	12,098	13,723	<b>12,842</b>
Mobile combustion	3,058	2,708	<b>3,140</b>
Fugitive emissions	1,807	5,019	<b>2,590</b>
Effluents	29	0	<b>160.92</b>
<b>Scope 2</b>	7,827	4,340	<b>1,645</b>
Electricity (purchase choice)	7,827	4,340	<b>1,645</b>
Scope 1 + 2 Emission Intensity tCO2/1000UP	0.042	0.043	<b>0.035</b>

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