

biolab
PHARMA

Sustainability Report 2024/2025

EXPERIENCE EVOLUTION

2024 database



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INTRODUCTION

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About the report

— GRI 2-3, 2-14

For the second consecutive year, Biolab Sanus Farmacêutica Ltda. (Biolab Pharma) presents its Annual Sustainability Report, highlighting results achieved between January 2024 and June 2025, highlighting the Environmental, Social, and Governance (ESG) pillars.

The report outlines the Company's sustainability strategy and its unwavering commitment to

ethical, transparent practices. It also shows partners, the medical community, customers, employees, and other stakeholders how the Company has created value by promoting health and well-being for society.

The Advisory Board played a key role in engaging leadership and guiding the mapping of existing ESG initiatives, which significantly

contributed to the development of this Sustainability Report. Final validation of the information was conducted by the Managing Partners—Cleiton de Castro Marques, Dr. Dante Alario Jr., and Paulo de Castro Marques—together with CEO Fabio Amorosino.

GRI

Global Reporting Initiative

This report complies with the GRI Universal Standards and uses GRI 1: Foundation 2021.

Reading tools

— GRI 2-3

GRI indicators



Indication of interactivity



External link



For better viewing, access this report in Acrobat Reader.



To learn more about this report, please contact Biolab at sustentabilidade@biolabfarma.com.br.

Materiality

— GRI 3-1, 3-2

In 2024, Biolab completed the development of its materiality matrix—a strategic process used to identify and prioritize the ESG issues most relevant to its business model and its stakeholders. A specialized consulting firm supported the process, ensuring methodological rigor and alignment with best practices.

The matrix was built using several key steps:



Benchmarking
of national and
international
peers;



In-depth analysis
of relevant ESG
ratings and indices;



Detailed review
of internal
documents and
policies;



Comprehensive
research of
media trends and
perceptions.

Stakeholders were consulted through qualitative interviews and online surveys to validate priority topics and understand their perceptions of the impacts caused by Biolab, as well as to identify strengths and opportunities for improvement. The process gathered 164 responses, providing a thorough and representative view of stakeholder priorities.

In parallel, Biolab conducted an impact study aligned with the Global Reporting Initiative (GRI) framework, which helped assess the positive and negative impacts of Biolab's operations, as well as those to which the Company is exposed in its business dealings.

This information was analyzed and consolidated into 12 material topics, which were validated and approved by the Company's CEO and managing partners.

Material topics



Ethics and compliance;



Customer relations and satisfaction;



Corporate governance and transparency;



Data intelligence;



New product launches, research, development and innovation;



Relationship with physicians;



People management;



Product quality and safety of products;



Social responsibility;



Industrial capacity and planning;



Environmental management.



Risk management;

Impact study

Material topic	Impact	Impacted stakeholders	
 Corporate governance and transparency	The inclusion of independent members on the Advisory Board strengthens management and transparency across the Company. Moreover, Biolab has adopted new governance policies and constantly invests in leadership training, ensuring more robust governance practices and an increasingly qualified leadership.	● Biolab ● Partners	● Employees ● Customers ● Suppliers
 Ethics and compliance	Biolab recognizes the importance of strong ethical values and has implemented comprehensive compliance, anti-corruption, and human rights policies. It also utilizes due diligence tools to evaluate third parties, thereby certifying the integrity of their operations.	● Biolab ● Partners ● Employees ● Suppliers	
 Risk management	Biolab implements effective risk management, emphasizing continuous improvement and proactive mitigation of identified risks.	● Biolab ● Partners	● Employees ● Suppliers
 Industrial capacity and planning	To better meet serve customers, Biolab is enhancing its planning and production strategies to improve operational efficiency and ensure a consistent market supply, thereby minimizing potential negative impacts.	● Biolab ● Suppliers	● Community
 Data intelligence	By upgrading its technological infrastructure, Biolab aims to enhance customer segmentation and incentive management through improved reports and predictive analytics. These advancements will facilitate a more strategic and efficient approach to managing relationships and resources.	● Biolab	● Customers ● Employees

Subtitle: ● Direct impact ● Indirect impact

Material topic	Impact	Impacted stakeholders	
 New product launches, research, development, and innovation	Investing in innovation and protecting intellectual property is essential for Biolab to remain competitive. With advanced and well-equipped research centers, the Company is well-positioned to fend off fierce competition and lead the market.	● Biolab ● Partners ● Customers	● Employees ● Community
 Product quality and safety of products	To ensure regulatory compliance, Biolab adopts rigorous quality and safety standards. Transparency across the supply chain and compliance with health regulations are essential to mitigate financial risks and maintain stakeholder trust.	● Biolab, ● Customers ● Physicians	● Employees
 Customer relations and satisfaction	Biolab aims to enhance customer satisfaction and build customer loyalty by improving its services and communication.	● Biolab ● Customers	● Employees
 People management	Biolab invests in health, safety, and talent development to establish a well-equipped and safe work environment. These investments focus on increasing employee engagement and reducing workplace accidents.	● Biolab ● Employees	
 Relationship with physicians	To improve interactions with physicians and maximize the effectiveness of product launches, Biolab is personalizing its services and strengthening its corporate image.	● Biolab ● Physicians	
 Social responsibility	Biolab is committed to social programs designed to promote community well-being, reiterating its commitment to social responsibility and to creating a sustainable positive impact.	● Biolab ● Community	● Employees
 Environmental management	The Company promotes responsible management through selective waste collection and environmental monitoring programs, which play a crucial role in mitigating negative impacts and preserving the environment.	● Biolab	● Community ● Suppliers

Subtitle: ● Direct impact ● Indirect impact



Fabio Amorosino
Biolab's CEO

Message from Management

— GRI 2-22

2024 was a year of consolidation for Biolab. Despite challenging market conditions, the Company completed major governance reforms started in previous years. This process involved significant internal changes, which resulted in Biolab reaching peak operational performance—particularly in its industrial division, which saw record productivity and monthly production levels that reflected prior investments.

Biolab's ambitious growth target of R\$5 billion by 2027 is within reach, supported by organic growth, portfolio optimization, and improved sales efficiency in existing markets. The sales convention held in early 2025 helped align and energize the team toward this medium-term goal.

The Advisory Board, established with support from McKinsey, continues to enhance corporate governance. The Board—composed of experienced professionals and focused on innovation—plays an active and strategic role, and Management remains open to its insights. The transition to a professional CEO marks a major step forward in Biolab's journey toward long-term sustainability. The Company has reached a mature level of governance by promoting integrated thinking and a horizontal structure while encouraging employees to take on a more proactive role.

Another milestone was achieving Authorized Economic Operator (AEO) certification, demonstrating Biolab's commitment to safe and

“A significant strategic investment for the Company is the new plant in Pouso Alegre, Minas Gerais. The facility’s gradual startup aims to optimize costs and consolidate industrial processes, resulting in a streamlined, more efficient production environment.”

Fabio Amorosino
Biolab’s CEO

efficient logistics and customs operations. This recognition not only confirms the Company’s compliance with rigorous security control standards, but also provides significant benefits, such as simplified import and export processes. As a result, Biolab has optimized its supply chain and strengthened its position as a reliable partner in the global market.

The Biolab Group has concentrated its efforts on expansion and innovation, reinforcing its presence in global markets with its expansion to Canada. This strategic milestone not only expands its global presence, but also enables it to deliver quality products to new customer segments, aligning innovation with the needs of the healthcare market. The Salinex® operation in Canada, now integrated into Biolab’s production facility in Brazil, has achieved extensive distribution coverage, helping to dilute costs while promoting the Brazilian brand internationally. Additionally, the medicine Vonau Flash® has solidified its leadership in Colombia and Ecuador, with plans for further market expansion.

A significant strategic investment for the Company is the new plant in Pouso Alegre/ MG. The facility’s gradual start-up aims to optimize costs and consolidate industrial processes, resulting in a streamlined, more efficient production environment. Designed with innovation and regulatory compliance in mind, the plant received an exceptionally positive evaluation from Anvisa, the Brazilian health surveillance agency, with no major recommendations for improvement. The innovative layout, which optimizes process flows, is a key differentiator. The new site is expected to significantly reduce production costs and enable the specialization of existing plants in the state of São Paulo: Jandira, as a Research and Development center, Bragança Paulista, focusing on veterinary products, and Taboão da Serra, possibly dedicated to biological products.

This specialization will increase its capacity to develop and manufacture more products simultaneously and on a larger scale.

Biolab remains deeply committed to ESG principles, which are integral to its

corporate culture. The Company consistently prioritizes employee well-being and social responsibility, viewing these as fundamental pillars of its operations. This year, Biolab



From left to right, Paulo de Castro Marques, Dante Alario Junior and Cleiton de Castro Marques

expanded its Best Apprentice Program to include the Children of the Future initiative, underscoring its concern for new generations. In addition, the Company has actively supported communities, swiftly responding to the crisis in Rio Grande do Sul by donating substantial quantities of medicines and providing direct assistance to affected employees, as well as encouraging staff participation in donation campaigns.

On the Environmental pillar, sustainability is woven into various projects—evident in the design of the Pouso Alegre plant. As part of its ongoing commitment to energy efficiency and minimizing environmental impacts, the Company has deployed innovative technologies that have successfully reduced its carbon footprint and optimized the use of natural resources. Biolab is dedicated to practices that promote sustainability and lessen the environmental impacts of its operations.

Looking ahead, Biolab is focused on continuity and the sustainability of its business, preparing new generations and potential successors. Its vision is to continue to be recognized as one of the leading pharmaceutical companies, distinguished by excellence in innovation and sustainability. Strategic priorities including the integration of RD&I centers, the development of complex products, and the exploration of the potential of newly discovered molecules are essential to ensuring Biolab's continued growth and its contribution to health and well-being.

Biolab reaffirms its commitment to innovation, operational excellence, social responsibility, and robust governance—key pillars for its growth and its contribution to society. The Company expresses gratitude to all its stakeholders for being part of this journey.

Happy reading!

2024 highlights



4th largest

pharmaceutical Sales Force in Brazil, comprising

1,600+
representatives.



33 million

units sold through the *Farmácia Popular* Program.



Portfolio of more than

500
products.

142.9 million

units of medicines sold.

1 million

units of Vonau Flash® and Salinex® exported,
expanding the Company's footprint in Latin
America and the Middle East.



Awards and recognition

- **Qualidade Farma 2024 - 1st place in OTC (Santa Cruz)**
- **Qualidade Farma 2024 - 1st place in RX (Panpharma)**
- **Qualidade Farma 2024 - 2nd place in RX (Santa Cruz)**
- **Qualidade Farma 2024 - 3rd place in Generics (Panpharma)**
Important award from the SC Group, which evaluates the performance of pharmaceutical companies on indicators such as service level, delivery times, and customer service.



- **New Achievements Award 2024 - Pague Menos Pharmacy Chain**
Recognition from Pague Menos of the excellence, collaboration, and commitment of its partners in business operations during 2024.



- **2024 Venâncio Chain Awards - 3rd place in Generics**

Recognition of the best performance in the sector from the pharmaceutical industry's service chain, including sales representatives, account managers, and directors.



- **LinkedIn Top Companies 2025**
Biolab was among the 15 best companies with fewer than 5,000 employees. The award methodology is based on career development and exclusive data published on LinkedIn.



- **RD Saúde Notable Partner Award - 2nd place in Branded Medicines**

Result of Biolab's commitment to quality and innovation.



- **Young Brazil Employability Award - 2025 ESG**
The first ESG edition of the event, organized by the Center for Business-School Integration (CIEE), reflects the Company's dedication to building a more sustainable and inclusive future for youth.

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BIOLAB

Mission, vision and values

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Interactive
summary



Biolab

— GRI 2-1, 2-2, 2-6

Biolab Sanus Farmacêutica Ltda. is one of Brazil's leading pharmaceutical companies, with a history built on innovation, excellence, and responsibility. It is a privately held limited liability Company incorporated Company focused on developing, producing, distributing, and marketing medicines for both human and animal health.

With established operations in Brazil and a growing presence abroad through its Canadian subsidiaries, Biolab is organized into four strategic business units: Pharma, Generics, Veterinary, and the Canadian pharmaceutical operation. This structure drove strong results in 2024, resulting in sales of 142.9 million units.

Biolab plays a key role in the Brazilian public health landscape, notably through the Farmácia Popular Program,

under which it sold more than 33 million units in 2024—underscoring its commitment to expanding access to medicines for the population.

In the Animal Health segment, the Company offers a comprehensive portfolio through its Veterinary business unit, which includes medicines, supplements, and a line of snacks through Pet Nutrition®, a Company acquired in 2023.



With Brazil's fourth largest pharmaceutical Sales Force—more than 1,600 reps generating over 320,000 medical contacts each month—Biolab maintains strategic relationships with pharmaceutical distributors, pharmacy chains, hospitals, clinics, and all levels of government.

Strategic partnerships are another key differentiator. Biolab collaborates with global

pharmaceutical companies such as Emcure, Merz, Bayer, Lilly, Amgen, and Menarini to expand its portfolio and strengthen market presence. The Company also partners with leading Brazilian universities, including the University of São Paulo (USP), through which it developed innovative products like Vonau Flash®.

320,000
monthly medical contacts.



Mission, vision, and values



Mission

Biolab Pharma's mission is to develop, produce, and market products that improve the quality of life of its consumers, always combining quality, high technological added value, and an excellent reputation among physicians—at prices that match the reality of both the Company and Brazilian consumers.



Vision

To be one of the top five pharmaceutical companies in Brazil and of the national leader in innovative products in its portfolio.



Values

Commitment means acting with determination and responsibility to exceed expectations and uphold the Company's interests.

- **Adaptability** is the ability to embrace change with speed and respect for ethical and legal standards, while fostering individual identity and diversity of thought.
- **Entrepreneurship** means taking action and designing new methods based on knowledge and opportunity, encouraging sustainable growth through innovation and calculated risk.
- **Valuing people** means encouraging a respectful, supportive environment that promotes work-life balance and overall well-being.



History



1997

Opened first manufacturing plant in Taboão da Serra/SP. Production begins.



1999

Research, Development, and Innovation (RD&I) centers inaugurated in Itapeceira da Serra/SP.



2008

Acquired non-hormonal oral solids plant in Jandira/SP.



2013

Acquired Bragança Paulista/SP, plant from Hypera.

New liquid and semi-solid products, as well as food supplements.

2011

Acquired Zurita laboratory.

2010

Formed joint venture with Germany's Merz, known as Merz-Biolab. Opened new line of procedures and began exports.

2014

Launched Avert Biolab Animal Health for pets.

History

2017

Became Brazil's first pharmaceutical Company to have a research center abroad (Mississauga, Canada).

2018

Acquired Actavis Pharma's portfolio, entering generics market (Biolab Genéricos).

2020

Broke ground on new industrial complex in Pouso Alegre/MG.



2024

New Pouso Alegre became operational and received Authorized Economic Operator (AEO) certification.



2023

Launched new visual identity, including packaging, logo, and tagline. Acquired Pet Nutrition® line. Established corporate governance structure and Advisory Board and advisory committees.

2022

Acquired Canadian Company Exzell Pharma.

Our sites

In Brazil, Biolab's headquarters, IT Center, and customer support operations are located in São Paulo. The Company also operates four manufacturing sites:

São Paulo state:

- Jandira;
- Bragança Paulista;
- Taboão da Serra.

Minas Gerais:

- Pouso Alegre - New complex, with the first production phase completed in 2025 and already operational;
- It also has three Research, Development, and Innovation (RD&I) centers at the São Paulo sites and a Distribution Center strategically located at the new facility in Minas Gerais.

Canada:

In Canada, Biolab's operations are located in Ontario, with the Exzell Pharma operation, and in Mississauga, home to its RD&I center.



Map of operations

— GRI 2-6

Biolab's growth trajectory is anchored on a strong set of values that guide all its activities, including:



Commitment to quality and results;



Adaptability to market changes;



Entrepreneurial spirit that drives innovation;



Valuing the people who make up its human capital.

These pillars are essential for the Company to remain competitive in the demanding pharmaceutical sector and to continue expanding its footprint in both the domestic and international markets. Biolab is committed to maintaining the quality of its products and ensuring the satisfaction of its diverse stakeholders.

Currently, Biolab operates throughout Brazil, with a greater concentration in the Southeast, which accounts for approximately 57% of total sales. The Company's extensive national reach is evident in its over 90,000 points of sale for medicines, covering nearly 97% of Brazil's pharmaceutical market, which includes more than 93,000 establishments, according to the Brazilian Association of Distributors of National Laboratories (Abradilan).

Driven by its strategic and ambitious vision of generating R\$ 5 billion by 2027, Biolab Pharma is launching a multifaceted plan that is

57% of sales
are in the Southeast region of Brazil.

Over 90,000
pharmaceutical points of sale.

transforming its business model. The Company has accelerated the pace of its product launches, increasing annual submissions in 2024 and planning to introduce 20 new products for 2025. It is also expanding its production infrastructure with a modern plant in Pouso Alegre/MG, which allows existing plants to focus on innovation.

These efforts are backed by internal technological advancements that modernize regulatory processes and ensure that the high-quality standards that have defined the Company since its inception are maintained.

Expansion in Canada

Biolab's journey in Canada serves as an exemplary model of successful global expansion by a Brazilian pharmaceutical Company. In 2024, the Company achieved a significant milestone with Exzell Pharma, earning record revenues of nearly CAD 15 million and solidifying its presence in one of the world's most mature and regulated pharmaceutical markets.

The success of this operation was driven by a multifaceted strategy that combined portfolio diversification, investments in marketing, and the strengthening of the production chain. One of the most significant moves was the creation of the animal division,

which launched Avert Animal Health products in the competitive Canadian veterinary market. This initiative not only opened a new business segment but also led to strategic alliances with local veterinary colleges for conducting clinical trials, generating scientific evidence that enhances the positioning of its products in both Canada and Brazil.

The transformation in marketing strategy was equally transformative. Moving away from Exzell's previous model of acquiring mature products with minimal promotional investments, Biolab implemented structured campaigns that revitalized key brands within its portfolio.



In 2024, the Company achieved a significant milestone with Exzell Pharma, earning record revenues of nearly **CAD 15 million**.





Revenue of
R\$ 12.8 million
from exports to diverse countries.

In 2024, the Company obtained the **Authorized Economic Operator (AEO) certification** from Brazil's Federal Revenue Service.

Status of product and medicine exports

In 2024, Biolab recorded revenues of approximately R\$ 12.8 million (US\$ 2.2 million) from product exports to several countries, including Saudi Arabia, Canada, Colombia, Ecuador, and Mozambique.

The success of Vonau Flash® is particularly notable in Ecuador and Colombia, where it leads in sales and prescriptions across key specialties. It ranks first in pediatrics, general medicine, and gastroenterology, while also making significant inroads in gynecology. In Ecuador alone, sales reached US\$ 1,900,000 in 2024.

Significant advancements in the international market include obtaining registrations for Vonau Flash® in several Latin American countries, securing approval for Ad-Muc® in Ecuador, and introducing new veterinary products in Paraguay.

In 2024, Biolab actively participated in major international events, such as BePharma Mexico, CPhI Milan, and a business

expo in São Paulo (Pet South America), which helped expand contacts and business opportunities, enabling the licensing of its products abroad and strengthening the Biolab brand in targeted markets. A total of 109 contacts were established, with 50 currently under follow-up.

Biolab also achieved another significant milestone by obtaining the Authorized Economic Operator (AEO) certificate from the Federal Revenue Service of Brazil. This certification recognizes Biolab as a Company that complies with customs laws, maintains security in the logistics chain, and has a strong history of tax compliance.

The AEO certificate facilitates quicker customs clearance, increases predictability, and lowers logistics costs. Learn more about the certification on [page 50](#).

Portfolio

— GRI 2-6

Biolab offers an extensive portfolio of over 500 products, showcasing its commitment to innovation and high-quality standards across its core business segments: Human Health and Animal Health.

The Human Health segment caters to a variety of medical specialties, including cardiology, dermatology, women's health, gastroenterology, hospital care, central nervous system, pediatrics, procedural medicine, otorhinolaryngology, and over-the-counter (OTC) medications.

This wide range of therapeutic lines underscores Biolab's ability to address the diverse health needs of the population, reinforcing its position as one of Brazil's leading pharmaceutical companies and reaffirming its commitment to well-being and quality of life.



BIOLAB PORTFOLIO HIGHLIGHTS

168
pharma
brands.

81
generics
brands.

53
veterinary
brands.

7
brands
marketed in
Canada.

Human Health

Biolab's Human Health division specializes in developing, manufacturing, and marketing medicines for diverse therapeutic specialties. The division is organized into four distinct product lines, offering a wide range of solutions that address different medical and therapeutic needs.

Biolab is dedicated to innovation and quality in its Human Health offerings, reflecting the Company's mission to contribute effectively to the health and well-being of the population. This commitment also helps solidify its position as a leader in Brazil's pharmaceutical market.



PHARMA LINE

biolab
PHARMA

Biolab Pharma: leading Company in cardiology medications, has a strong across various specialties, such as dermatology, women's health, gastroenterology, procedural medicine, OTC products, hospital care, central nervous system, pediatrics and otorhinolaryngology.

AVERT®

Avert® Biolab Human Health: comprehensive portfolio of 32 products that carry the Biolab DNA, known for its quality, innovation, and safety. These products are comparable to pharmaceutical and generic offerings, and maintain high standards for quality and information.



Human Health



GENERICS LINE

biolab
GENÉRICOS

Biolab Generics:

this portfolio includes 43 molecules distributed across nine therapeutic classes. These products are manufactured with the same quality standards as brand-name products and in the same laboratories.

biolab
FARMA GENÉRICOS

Biolab Pharma Generics:

this line features 10 molecules distributed across five therapeutic classes. It employs advanced technology in the production of softgels for vitamins, as well as tablets and liquids for supplements. Quality is assured by the MGQ seal, which strict adherence to quality at all stages of the process—from initial conception to final packaging.

AVERT[®]

Avert Animal Health:

this portfolio contains 13 molecules distributed across eight therapeutic classes. The Avert Farma Humana line offers a variety of medicines for different specialties, all assuring the quality and safety that have become synonymous with the Biolab brand.





Animal Health

Biolab is dedicated to the well-being of pets at every stage of their lives. The Company offers a comprehensive range of solutions designed to enhance the health and quality of life of dogs and cats through Avert® Biolab Animal Health and Pet Nutrition®.

Through Avert®, the Company offers food supplements and medicines that are developed for easy administration and palatability, while meeting the specific needs of these animals and ensuring comprehensive care at all stages of their growth.

In addition to this portfolio, Pet Nutrition® offers snacks and wet food manufactured according to the same rigorous quality standards for which Biolab is known.

Both brands are positioned as strategic partners for pet owners and veterinarians, demonstrating a commitment to prioritizing animal welfare. This reaffirms the Company's commitment to health and extends its care to all aspects of the animal universe.



Avert® Animal Health:

Offers 127 SKUs across six product lines. This brand specializes in supplements, dermocosmetics, and medicines for pets. Improves the quality of life of dogs and cats at all stages and covering a variety of specialties.



Pet Nutrition®:

Features 93 SKUs across five product lines. As a pioneer in natural snacks, it offers high-quality products that adhere to Biolab's production and quality standards, creating enjoyable moments of interaction for both pets and their owners.

3

CORPORATE GOVERNANCE

Governance structure
Ethics and compliance
Risk management



Interactive
summary



Governance structure

— GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-17, 2-18, 2-19, 2-20, 2-21

Biolab's corporate governance framework is designed to ensure transparent and efficient decision-making processes. Established in April 2023, the governance structure consists of three managing partners, the CEO, three independent Directors and a governance officer, all of whom work together with the Company's executive leadership team.

To enhance this framework, the Advisory Board has four committees: (i) Audit, Risks, and Compliance; (ii) Strategy; (iii) Innovation and Technology; and (iv) People and Culture.

Biolab adopts the Advisory Board model, in which the Board plays a recommendatory role without engaging in deliberations or any direct responsibility for managing the impacts on the Organization. The Board's main responsibility is to recommend actions that have a positive impact on the Company, while the final decision-making authority rests with the CEO, who is supported by the managing partners.

In 2025, the Company revised the membership of the Advisory Board by introducing new independent members. This change was part of the natural transition process in executive leadership that culminated in Fabio Amorosino being appointed as the new CEO in October 2024 ([see more in the Advisory Board section, on page 30](#)).

Biolab's current governance structure includes:

- Three managing partners;
- CEO;
- Three independent Directors;
- Governance Officer;
- Audit, Risks, and Compliance Committee, with eight internal and three external members;
- Strategy Committee, with six internal and three external members;
- Innovation and Technology Committee, with 10 internal and three external members;
- People and Culture Committee, with nine internal and three external members.

Organizational chart



Advisory Board

— GRI 2-9, 2-10, 2-11, 2-12

The Advisory Board plays an important role in the Company's evolution by making recommendations for mapping and working on ESG topics. Its work centers on improving Organization processes through structured discussions on financial indicators, strategy, Organization culture, labor practices, climate surveys, and regulatory compliance, among other areas.

The Board is assisted by specialized advisory committees ([see more in Committees section, on page 31](#)). In this structure, decisions are made by the CEO with support from the managing partners, and are implemented by the executive leadership team.

The internal members of the Board meet periodically with the Governance Officer to promote the maturity of governance bodies. Independent Directors also participate in specific meetings with executives to discuss strategic issues.



Currently, the Board consists of seven members: three independent Directors and four internal members (three Managing Partners and the CEO).

Independent Directors engage in a structured integration process with Directors and leaders, as well as meetings with various stakeholders, thereby contributing to the Company's strategic direction while bringing valuable experience to the business.

In October 2024, Biolab went through an important transition when one of its board members, Fabio Amorosino, took charge as

CEO. The partners who previously held executive positions—CEO Cleiton de Castro Marques, COO Paulo de Castro Marques, and CSO Dante Alario Junior—began focusing exclusively on their roles as managing partners. As part of the changes introduced in January 2025, the CEO also took on the title of interim chairman of the Board, ensuring continuity in governance due to his prior experience as board member since the governance structure was established at Biolab.

Committees

The governance structure includes four specialist advisory committees that assist in decision-making processes and implement best management practices within the Company.

People and Culture Committee

This committee supports the Board in analyzing and monitoring issues related to people management and strengthening the Organization culture. Its key functions include: formulating guidelines and strategies to promote employee appreciation; strengthening practices designed to foster engagement and well-being; implementing initiatives aimed at diversity, inclusion, and equity in the workplace; monitoring

health, safety, and professional development programs to ensure their alignment with market best practices; evaluating talent management policies and processes, including attraction, retention, and succession planning; providing input to define initiatives that reinforce Biolab's Organization values and cultural identity; and supporting the alignment of people management practices with the Organization strategic goals.

Strategy Committee

It supports the Board in addressing key issues for the Company's future. Based on inputs from Board meetings of the Board and other committees, it helps top leadership define, evaluate, and monitor the Organization strategic

guidelines. Its role also includes analyzing internal and external scenarios; identifying risks and opportunities; assessing market trends and innovations; and proposing recommendations for the Company's sustainable growth and long-term competitive position.

Innovation and Technology Committee

It supports the Board in analyzing and monitoring innovation and technology issues. Its primary functions include: promoting and fostering a culture of innovation within the Organization; recommending initiatives to improve processes, products, and services; continuously discussing technology, digital transformation, and open innovation; monitoring

the competitive environment to identify significant opportunities or threats, especially those related to businesses, processes, partnerships, and products; and ensuring clear and effective communication of innovation initiatives to stakeholders, in alignment with corporate guidelines.

Audit, Risks and Compliance Committee

This committee prioritizes discussions and recommendations to the Advisory Board based on the analysis and monitoring of topics relevant to its authority. Its key functions include: implementing and maintaining corporate governance practices that ensure transparency and integrity in Organization processes; monitoring the

effectiveness of internal controls and risk management processes; verifying compliance with regulations and both internal and external policies; proposing improvements to policies, standards, and processes to mitigate risks and strengthen the compliance structure; monitoring

internal and external audits; overseeing the execution of action plans to address non-compliance issues; and providing input for strategic decisions that promote corporate integrity.

Highest governance body

Name	Gender	Executive or non-executive function	Independent	Term of office	Other functions and commitments, as well as the nature of these commitments
Fabio Amorosino		Executive	No	Not applicable.	CEO and interim Chairman of the Board.
Cassio Casseb Lima		Non-executive	Yes	Not applicable.	Independent member of the Board and all advisory committees.
João Antônio Dantas Bezerra Leite		Non-executive	Yes	Not applicable.	Independent member of the Board and all advisory committees.
Paulo Roberto Gandolfi		Non-executive	Yes	Not applicable.	Independent member of the Board and all advisory committees.
Cleiton de Castro Marques		Non-executive	No	Partner.	Managing partner, member of the Board and all advisory committees.
Dante Alario Junior		Non-executive	No	Partner.	Managing partner, member of the Board and all advisory committees.
Paulo de Castro Marques		Non-executive	No	Partner.	Managing partner, member of the Board and all advisory committees.

Subtitle – gender:



Female



Male

Audit, Risks and Compliance Committee ; Strategy Committee; Innovation and Technology Committee; People and Culture Committee

Name	Gender	Executive or non-executive function	Independent	Other positions and commitments, as well as the nature of these commitments
Fabio Amorosino		Executive	No	CEO and interim Chairman of the Board.
Cassio Casseb Lima		Non-executive	Yes	Independent member of the Board and all advisory committees. Cassio Casseb was CEO of Banco do Brasil, Grupo Pão de Açúcar, and the Dreyfus Group. He served on the boards of Visa, Marisa, and Localiza. He currently serves on the Board of BBCE and is honorary Chairman of the Board of <i>Instituto Reciclar</i> .
João Antônio Dantas Bezerra Leite		Non-executive	Yes	Independent member of the Board and all advisory committees. He has 36 years of experience as CTO of Itaú and extensive knowledge of technology and fintechs. Board member of Banco Carrefour, Nuvini, and TQI, he specializes in strategically applying technology to enhance business performance.
Paulo Roberto Gandolfi		Non-executive	Yes	Independent member of the Board and all advisory committees. CEO of 3M Brazil, with 28 years of experience in the Company and vast experience in Research, Development, and Innovation. Leads operations both in Brazil and abroad, ensuring alignment with business strategies through a multidisciplinary approach.
Adriana Rozas		Executive	No	Member of the Audit, Risks, and Compliance Committee and Chief Legal and Compliance Officer.
Camila Cledes		Executive	No	Member of the People and Culture Committee and Chief People & Management Officer.

Subtitle – gender:



Female



Male

Name	Gender	Executive or non-executive function	Independent	Other positions and commitments, as well as the nature of these commitments
Eloi Netto		Executive	No	Member of the Audit, Risks and Compliance Committee and Chief Quality Officer.
Filipe Pelissari		Executive	No	Member of the Audit, Risks, and Compliance; Strategy; Innovation and Technology committees and Chief Administrative and Financial Officer.
Giuliano Barissa		Executive	No	Member of the Innovation and Technology Committee and New Business Officer.
Leandro Pavão		Executive	No	Member of the Innovation and Technology; People and Culture committees and Chief Industrial Officer.
Felipe Aguiar		Executive	No	Member of the People and Culture Committee and Chief Marketing Officer - Generics.
Manuela Marques		Executive	No	Member of the Innovation and Technology Committee and Chief Supply Chain and IT Officer.
Marcelo Guedes		Executive	No	Member of the Strategy; Innovation and Technology; People and Culture committees and vice president of Marketing and Demand.
Merlin de Castro		Executive	No	Member of the People and Culture Committee and Chief Animal Health Officer.
Roberto Amazonas		Executive	No	Member of the Innovation and Technology Committee and Chief Medical Officer.
Thiago Arthur da Silva		Executive	No	Member of the Audit, Risks, and Compliance Committee and Controller.

Subtitle – gender:



Female



Male

Diversity in senior leadership

45.5%



In 2024, Biolab Pharma had 45.5% of women in leadership positions, an increase of 26.39% from 2021.

Compensation of independent Directors and Governance Agents

— GRI 2-19, 2-20

The compensation for independent Directors is determined by the Managing Partners based on detailed market surveys, ensuring that pay is competitive and in line with industry trends.

Internal members who serve on advisory committees do not receive additional compensation for their role as Governance Agents, while independent Directors only receive a fixed monthly salary.

Ethics and compliance

— GRI 3-3 Material topic Ethics and compliance | 2-15, 2-16, 2-23, 2-24, 2-26, 2-27, 205-2

Biolab conducts its business according to strict standards of ethics, integrity, and transparency, ensuring full compliance with law, including the Brazilian Anti-Corruption Law. The Company maintains a zero-tolerance policy towards bribery, corruption, fraud, harassment, or any behavior that contradicts the ethical values established in its Code of Ethical Conduct. This reaffirms its commitment to maintaining an upright and responsible corporate environment.

The goals and targets of the Compliance area are defined qualitatively, adhering to the highest ethical standards, Brazilian

laws, and intergovernmental instruments such as the principles of the United Nations (UN) and the International Labour Organization (ILO). The focus is on strengthening integrity and ethical culture through policies, training, and support for leaders.

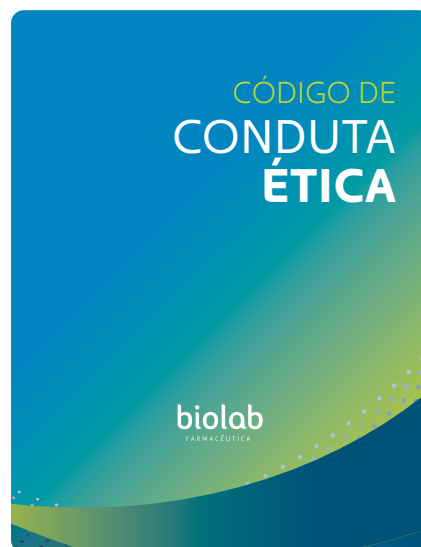
The effectiveness of these measures is monitored using internal indicators, such as participation in training, employee engagement, and feedback analysis, in addition to best practice benchmarking. This approach has led to significant progress in the Compliance Program and has helped identify continuous improvement opportunities.

Review of codes and policies

Biolab's institutional policies have a comprehensive corporate scope that establishes guidelines applicable to all business units and companies within the group. This approach ensures consistent Organization practices while allowing for the flexibility needed to address specific regulatory issues based on their nature and unique characteristics. As a result, effective governance and strategic alignment are maintained across all of the Company's operations.

To keep all employees informed of new guidelines, the Company has developed a structured process for disseminating internal policies through corporate communication channels. The areas responsible for each regulation have the autonomy to implement additional training strategies based on the complexity and impact of the issues, ensuring Organization alignment and the effective adoption of established practices.

Biolab's regulatory framework includes the Code of Ethical Conduct, Corporate Governance Policy and Manual, and the



Regulatory Documentation Governance Policy. These guide the preparation and revision of internal policies and standards. The Biolab Process Management (BPM) area is tasked with the centralized management and storage of these documents.

Decisions regarding specific training for each policy are made by the relevant area, depending on the complexity and impact of the topic. In the production environment, all Standard Operating Procedures (SOPs) require mandatory training to ensure correct execution and compliance with regulatory standards.

Code of Conduct

The Code of Ethical Conduct lays the foundation for the Company's operations by establishing clear guidelines for all employees, managing partners, and business partners to ensure they act with integrity and ethics. A key principle outlined in the Code is the commitment to "sustainable growth and respect for life, the environment, safety, and the opinions of others."

The Company's commitment to sustainable development is bolstered by its guidelines for equal treatment, which prohibit discrimination based on gender, race, age or any other factor. This promotes an environment that values diversity and inclusion.

To ensure transparency in its practices, Biolab has published its main guiding policies on its website, including the Code of Ethical Conduct, Code of Business Conduct, and Data Privacy and Environment policies. Employees can access additional regulatory documents through the corporate intranet.

These ethical principles underscore the Company's commitment to acting responsibly, including addressing or collaborating to remediate any negative impacts. Furthermore, they ensure that business growth occurs sustainably and aligns with values that respect the environment and society.

Prevention of conflicts of interest

The Company has established clear guidelines to identify, prevent, and manage conflict of interest, ensuring that corporate decisions are made impartially and in the best interests of the Organization.

To prevent and mitigate potential conflicts of interest, Biolab has implemented specific processes:



Preventive Assessment: finalist candidates for strategic roles are required to complete specific questionnaires about potential conflicts of interest. The responses are then analyzed by People & Management.



Ombudsman: available for employees and the public to report any situations involving conflicts of interest, promoting an environment of open and confidential communication.

Ombudsman

Biolab has an Ombudsman Channel that is accessible to all employees and the public. This channel allows individuals to submit reports anonymously or with identification. All reports are handled by Compliance, while more complex situations are escalated to top management.

The Code of Ethical Conduct encourages employees to openly discuss any issues with their superiors, including any complaints or grievances they may have. In addition, to ensure that all complaints are communicated effectively by the Company and senior management, the following additional channels are available:



People & Management area;



Ombudsman (accessible via website and the toll-free number 0800, available 24/7);



Legal/Compliance department;



Call center (direct communication with customers and external public).

The process of handling reports begins with initial contact with the complainant to confirm receipt of the report and to initiate an investigation. If necessary, additional information may be requested.

In 2024, the Ombudsman received 294 complaints.

CONTACT THE OMBUDSMAN



Website

contatoseguro.com.br/biolab



Telephone

0800 810 8512

Other tools

Biolab's supplier and customer registration policy establishes a structured due diligence process that considers the criticality criteria defined by Compliance to identify and mitigate reputational risks and potential corruption in relationships with third parties. In this process, Biolab utilizes KPMG Watch, a tool that includes pre-established criticality items. If any points of concern are identified during the risk assessment process, Compliance is consulted for their opinion.

The Company has additional qualification processes for specific suppliers. The Quality area runs a pre-qualification process, while Logistics area has procedures aligned with the Authorized Economic Operator (AEO) certification obtained in September 2024, which pertains to the Security and Compliance regimes for foreign trade operations. [Learn more at AEO Certification.](#)

Privacy Policy

Guided by its commitment to privacy and personal data protection, the Company consistently reviews and updates its policies to ensure they comply with the law. The Privacy Policy has been designed to transparently communicate how the Company manages the personal information of visitors and users of its websites and communication channels, including the Call Center and Pharmacovigilance.

Biolab assures users that all the data collected is stored using the best technological resources available on the market, in full compliance with information security regulations and the General Data Protection Law (LGPD). This reinforces the Company's commitment to maintaining the confidentiality and integrity of information in its custody.

MEMBERSHIP OF ASSOCIATIONS

— GRI 2-28

The Company is a member of associations dedicated to business development and the pharmaceutical sector.



Abifina – Brazilian Fine Chemicals, Biotechnology, and Specialty Industries Association.



ABCFarma – Brazilian Pharmaceutical Trade Association.



Febrafar – Brazilian Federation of Associative and Independent Pharmacy Networks.



Abihpec – Brazilian Personal Hygiene, Perfumery, and Cosmetics Industry Association.



ABRADILAN

Abradilan – Brazilian Pharmaceutical Products Distribution and Logistics Association.



Aberje – Brazilian Business Communication Association.





Risk management

— GRI 3-3 Material topic: Risk management, 2-25

In 2024, Biolab revised its corporate risk management policy and process, making it available on the intranet for its employees. This policy outlines the guidelines and tools for implementing risk management in the Company's business environment and defines its stance on risk tolerance.

That same year, it revised and circulated the Corporate Risk Matrix among executives and senior management, which served as the basis for developing the 2025 Audit Plan. This initiative promoted greater integration between corporate risk management

processes and internal audit, enhancing the ability to prevent and detect potential negative impacts. Additionally, Biolab launched a study to implement a Business Continuity Management System, aimed at strengthening its capacity to anticipate, withstand, and respond to disruptive events.

Moreover, work began on mapping the Company's operational risks, prioritizing processes related to foreign trade operations for 2025. This effort is intended to help maintain the AEO Certification by ensuring that these areas comply with established requirements.

In 2024, Biolab revised and published its Corporate Risk Matrix, containing the guidelines for the Company's risk management, and launched a study to develop the Business Continuity Management System.

Corporate risk management

Biolab integrates its initiatives for managing both real and potential positive impacts into a comprehensive corporate risk management process. The Company employs a robust model that follows the best practices from Brazil and internationally, including the normative references ISO 31000:2018 – Risk Management, as well as COSO ICIF (2013) and COSO ERM (2017). This structured approach enables the Company to identify opportunities and enhance positive results while maintaining adequate governance of the risks associated with its business processes.

The management model is based on the governance concept known as Three Lines of Defense, as conceived by the Institute of Internal Auditors (IIA), which is aligned with both Brazilian and international best practices.

1st line of defense

Represented by all managers from business and support functions who are responsible for ensuring effective risk management within their direct responsibilities in the Organization.

2nd line of defense

This group is tasked with guiding and establishing risk management guidelines in collaboration with the first line and overseeing compliance with these guidelines. It is represented by Risk Management and Internal Controls area, with advisory support from the Audit, Risks, and Compliance Committee, which operates independently of the business and support functions, and assesses and reports to the Managing Partners and the Advisory Board.

3rd line of defense

Consisting of internal audit, this line provides independent opinions to the Managing Partners and the Advisory Board based on its assessments, tests, and oversight of adherence to, compliance with, and effectiveness of the risk management process. It also ensures the quality and effectiveness of internal controls.

Internal audit

Every year, an Audit Plan is defined, currently executed by consulting firm Grant Thornton (an independent auditor) and supplemented by special actions by the internal team. This plan is assessed by the Audit, Risks, and Compliance Committee and prioritizes processes based on criteria such as risk, materiality, probability of occurrence, and the history of previous audits.

In 2024, the Audit Plan included the assessment of six key processes: Information Technology (with a focus on cybersecurity), Payroll and Benefits, Sales and Revenues (Pharma), Works Management, Finance (accounts payable), and

Finance (accounts receivable). A special audit was also conducted for the loans and financing process.

The audit results were deemed satisfactory, with 100% of the findings leading to action plans in the audited areas, thereby strengthening the mitigation of identified risks. A satisfaction survey conducted among participating managers regarding aspects such as planning, execution, team preparation, relationships, and communication of results received positive feedback in 98.96% of the responses.

Internal controls

In 2024, Biolab continued to enhance its internal controls with regular reports to the Audit, Risks, and Compliance Committee. This practice allows management to monitor outstanding audit points and action plans, ensuring that operations comply with the relevant policies.

Continuous monitoring of action plans included a decision in 2024 to revisit the 130 open action plans with the relevant managers, resulting in 100% of the points being addressed. Specifically, 117 action plans were completed, while 13 plans were renegotiated and are now under ongoing monitoring by managers.



Biolab Process Management (BPM)

The mission of Process Management (BPM) is to streamline the management of processes across the Company. It was structured as a process and methods office, with responsibility for supporting business management by drafting regulatory and process documents. Additionally, it guides area managers in ensuring their processes align with the Company's strategy, emphasizing the dissemination and application of the proprietary process management methodology—Biolab Process Management (BPM).

BPM's objectives

Process Management plays a strategic role in standardizing, systematizing, and continuously optimizing internal processes. Its goal is to provide value-added deliverables that enhance Organization efficiency.

During the year, BPM worked on five domains:

- 1 Management of regulatory documents**
Preparation or review of policies, regulatory instructions, charters, and regulatory communications.
- 2 Mapping of processes**
Preparation or review of standard operating procedures, work instructions, and operations manuals.
- 3 Support for the Management of Special Strategic Projects Defined by Senior Management**
Leading or actively participating in strategic projects focused on process optimization.
- 4 Support for Organization restructuring actions**
Projects or initiatives that involve mapping the structure, processes, and activities; assessing employee allocation by professional profile; and measuring time and volumes, all aimed at supporting senior management in reviewing and standardizing hierarchical structures.
- 5 Integrated Management of the Authorized Economic Operator (AEO) Certification Program**
Management of projects aimed at obtaining certifications from Brazil's Federal Revenue Service (RFB) the AEO Program, and monitoring actions within business areas to ensure compliance with the program's requirements.

IN 2024, BPM'S DELIVERIES INCLUDED THE FOLLOWING:



Mapping and standardization of processes: designing clear and efficient workflows to ensure uniformity and transparency across all areas of the Company.



Digitalization of management: support for business areas and IT to propose or evaluate tools designed to automate and digitalize processes, simplifying operations and reducing risks.



Digital transformation and innovation: supporting business areas and IT in suggesting initiatives aimed at automating processes and integrating technological solutions that will directly contribute to the Company's digital transformation.



Development and application of proprietary methodologies: dissemination of Biolab Process Management (BPM), a management methodology aimed at maximize results.



Improvement in document management: creation of standards for the Organization and storage of documents to ensure quick and precise access to information.



Strategic support for managers: leading teams specializing in processes to align projects and targets with the Company's strategic goals.



Main scope of BPM's activities

During the year, one of the Company's most important strategic projects was obtaining Biolab's certification under the AEO Program, led by the BPM area, which included the review and improvement of processes to meet the requirements set by the Federal Revenue Service.

The certification was achieved after a comprehensive process that addressed the 164 requirements outlined by the Federal Revenue Service. The project mobilized diverse areas of the Company, which worked together to adapt their processes to the required standards. [Learn more about the AEO Certification on page 50.](#)

After the certification, the Federal Revenue Service requires a dedicated team to monitor and

follow up on actions necessary for retaining the certification. During this period, BPM structured the program's governance framework, developing policies and establishing mechanisms for collaboration among different areas of the Company.

Besides providing support in obtaining and maintaining the certificate, the area significantly exceeded the targets set for the year, achieving solid results in standardizing and structuring the Company's documentation. The goal, established with the Strategy area, at the request of senior management, was to deliver 92 normative documents; however, the team completed 120 documents in 2024, surpassing the target by 30%.

Management of normative documents – Company Policies

Name	Status 2023/2024	Status 2024/2025
Information security	Being deliberated by managing partners.	Published.
Corporate governance (policy and manual)	Being drafted.	Published.
Backup and restoration of data	Being drafted.	Published.
Management and operation of data center and server room	Being drafted.	Published.
Regulatory affairs	Being drafted.	Published.
Benefits - Administrative Center, Moema, Pinheiros, and Vila Olímpia	Being drafted.	Published.
Benefits - Sales Force	Being drafted.	Published.
Customer registration in ERP* system	Being drafted.	Published.
Supplier registration in ERP system	Being drafted.	Published.
Environmental and safety guidelines	Being drafted.	Published.
Governance of normative documentation	Being drafted.	Published.
Benefits - Pouso Alegre manufacturing unit	Being drafted.	Published.
Benefits - São Paulo manufacturing units	Being drafted.	Published.
Corporate risk management	Being drafted.	Published.

*Enterprise Resource Planning (ERP).

Methodologies applied

To generate value for the Company's processes, various management tools were utilized, including PDCA, Lean Office, SWOT analysis, balanced scorecard, and SIPOC Matrix. The results were measured through indicators of gains, while also considering the Company's capacity to incorporate the innovations introduced by changes in the process.

VALUE CHAIN

A model used to analyze the key macro processes within the Organization that create value for customers. These processes are segmented into strategic, tactical, and support levels.

SIPOC

A practical and intuitive framework that provides a clear overview of the key stages of a process along with essential points such as its scope, start and end points, activities, process indicators, and results.

BSC

A planning tool designed to define the strategic goals of each department, helping to determine the cause-and-effect relationships among the four strategic perspectives of the BSC: Customers, Finance, Processes, and Human Resources.

PDCA

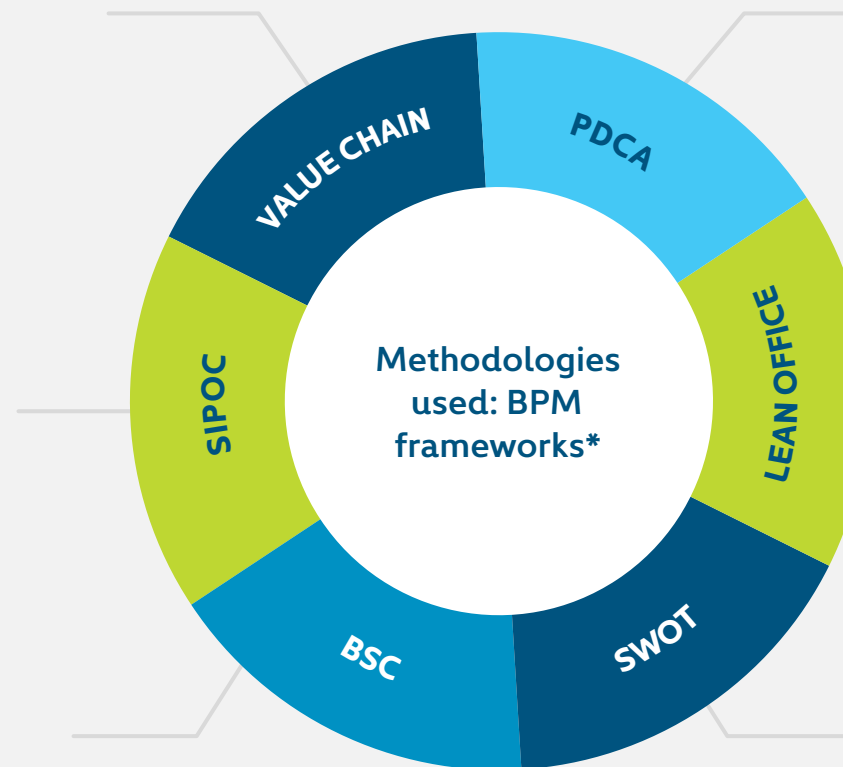
BPM area will consider using PDCA methodology to design and redesign processes. However, the phases and activities of this methodology will be tailored to fit the specific scope, timeframes, and needs of the Organization.

LEAN OFFICE

Lean Office is the application of lean production concepts in administrative areas to reduce waste related to internal processes. This approach is based on the Lean Six Sigma DMAIC (Define, Measure, Analyze, Improve and Control) methodology.

SWOT

A tool used to identify strengths, weaknesses, opportunities, and threats. By analyzing the gathered data, Organization can develop an action plan to mitigate weaknesses and threats, while enhancing strengths and discovering new opportunities.



Examples of improvement

Inventory Process at Pet Nutrition®

The inventory process at Pet Nutrition® faced significant obstacles that compromised its efficiency and accuracy. The support infrastructure was limited, hindering the seamless flow of operations. Additionally, inconsistencies in the system records caused by discrepancies in data entry errors highlighted a lack of operational standardization at various stages of the inventory process. Reliance on manual methods led to a prolonged process prone to errors, while the limited physical resources created opportunities for improving the accuracy and reliability of inventory data.

Given these challenges, the primary goal of the project was to standardize the raw material inventory process at the Pet Nutrition® unit. The aim was to align its operations with the Company's guidelines, ensuring greater accuracy, traceability, and reliability of information. This standardization is crucial for effectively feeding the management system, directly influencing inventory control and positively impacting the unit's financial results.

To achieve this goal, Biolab implemented a comprehensive methodology focusing on in-depth analysis and the proposal of viable solutions. The stages included:

- **Comprehensive diagnosis:**
The Company began by conducting an in-depth diagnosis of the existing process (AS-IS), identifying bottlenecks and inefficiencies.
- **Preparation of procedures:**
Based on the diagnosis, the team drafted a Standard Operating Procedure (SOP) for the inventory process at Pet Nutrition®. This document incorporated operational improvements and defined more efficient workflows.
- **Root cause analysis:**
A meticulous analysis was conducted to identify the root causes of operational discrepancies and flaws, enabling targeted action to address specific issues.
- **Proposals for improvement:**
Detailed proposals were submitted for structural, systemic, and operational improvements in order to optimize the entire inventory cycle.



The inventory optimization project involved multidisciplinary collaboration areas across different functions and units within the Company. Its implementation resulted in significant benefits for the Pet Nutrition® unit and for Biolab as a whole:

- **Formalization and standardization:** the process was formalized and standardized through a corporate document (POP.02.40.002) to ensure consistent practices throughout the unit.
- **Clarity of responsibilities:** clearly defining responsibilities at each stage of the process significantly reduced rework and minimized information loss, thereby enhancing operational efficiency.
- **Structured improvement plan:** a structured plan was developed, outlining feasible improvements, including suggestions for equipment acquisition to ramp up operations, standardization of records, and a review of assignments within the system to prepare the unit for the future.
- **Strengthening governance:** the project reinforced inventory governance, which helped to reduce manual adjustments, significantly increasing the accuracy of inventory information while mitigating logistical and accounting risks.

Mapping and review of the raw material weighing process at Biolab units

The weighing process at Biolab’s sites required attention, as it directly impacted the reliability of the information used to calculate costs. Notable operational flaws were observed, particularly with the use of different calculation and reporting methods by the sites, leading to inconsistencies. Moreover, reliance on manual records resulted in errors and rework, while the lack of integration between systems (Evolution and JDE) hindered data flow. Poor traceability of information related to weighing times, pauses, and setups compounded these challenges, making it difficult to obtain accurate and reliable data for effective cost management.

In response to these complexities, the Company established a clear goal: to diagnose the weighing process at its sites to identify opportunities for standardization, automation, and improvements that would enhance the accuracy and control of the information used by the Costs and Financial Planning team. An intensive five-week effort, conducted between October and December 2024, culminated in an in-depth analysis of the routines and systems at all affected sites.

To achieve its goal, Biolab adopted a structured and comprehensive approach that involved several crucial stages and deliverables:

- **Complete mapping:** the current process (AS-IS) was mapped in detail to gain a clear understanding of each stage and its specific characteristics across all sites.
- **Analysis of critical systems:** an in-depth critical analysis of the systems used (Evolution and JDE) was conducted to identify integration flaws and points for improvement.
- **Comparative matrix:** a comparative matrix was developed to highlight the annotation methods employed at each site, emphasizing inconsistencies and best practices.
- **Proposals for future scenarios:** in 2024, Biolab revised and published its Corporate Risk Matrix, containing the guidelines for the Company's risk management, and launched a study to develop the Business Continuity Management System.

- **Action plan:** a detailed action plan was created, containing recommendations for specific improvements, training programs, and guidelines for standardizing annotations.

This project also involved collaborative efforts from various sites and functions within the Company, fostering a holistic vision and integrating perspectives of each department. Implementation of the project guidelines and proposals yielded tangible and strategic benefits to Biolab:

- **Designing a standardized model:** the Company designed a standardized and uniform weighing model across all sites, eliminating discrepancies..
- **Guidelines for automation:** clear guidelines were developed to automate time tracking, significantly reducing manual rework.

The mapping of the raw material weighing process at Biolab also counted on the collaboration of its units and areas, ensuring a holistic view and the integration of each area's perspectives.



- **Greater traceability and reliability:** the implemented proposals enhanced the traceability and reliability of production information, resulting in improved control and transparency.
- **Solid basis for decisions:** the now reliable data provides a solid foundation for more accurate operational decisions aligned with the production scenarios at each site.
- **Increased reliability of data for costing:** the reliability of data for calculating costs has increased significantly, positively impacting financial management.
- **Inputs for cost automation:** the project generated valuable insights for automating the Company's new cost system, positioning it for future technological innovations.

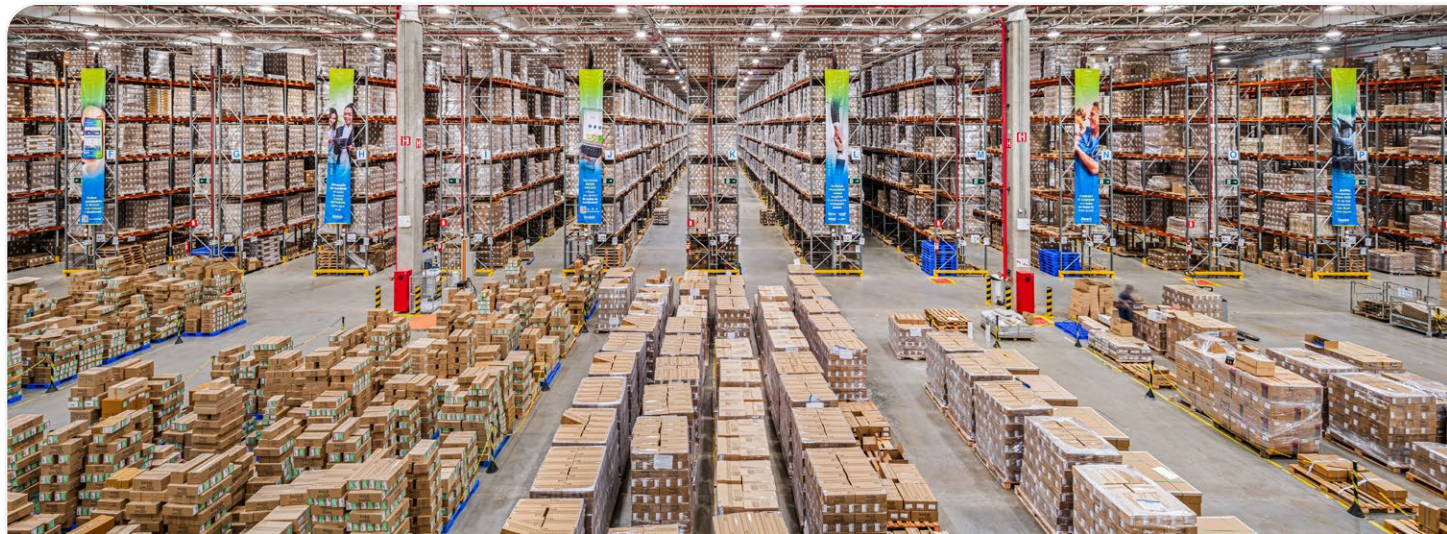
AEO certification

Achieving certification under the Authorized Economic Operator (AEO) Program from Brazil's Federal Revenue Service marks a significant milestone in Biolab's journey toward operational excellence. This certification formally recognizes the safety and compliance of the Company's foreign trade processes, solidifying its position as a leader in Brazil's pharmaceutical sector.

The certification process, which involved meeting numerous technical and operational requirements, was completed in significantly

less time than the industry average. Auditors from the Federal Revenue Service praised the quality of the project's structure and management, noting the methodology as a benchmark for other Organization.

The AEO certification attests that Biolab adheres to high safety and compliance standards in its import and export operations, which bolsters its reputation as a reliable partner in the global market and strengthens its corporate governance, a fundamental pillar of its ESG strategy.



4

OPERATIONAL MANAGEMENT

Industrial capacity and planning

Data intelligence

Data intelligence framework

Development and innovation

Product quality and safety



Interactive
summary



Industrial capacity and planning

— GRI 3-3 Material topic: Industrial capacity and planning

Biolab is committed to achieving operational excellence in its production facilities by implementing practices that ensure efficiency, quality, and social and environmental responsibility. Its management is structured around fundamental pillars, including strategic production planning, advanced technologies, effective supply chain management, quality systems, and a strong focus on occupational safety.

To mitigate risks and optimize resources, the Company has rolled out various initiatives such as integrated planning, preventive maintenance, technical training,

and the deployment of cleaner, more efficient technologies. A structured risk management system, bolstered by regular audits, ensures compliance with the standards applicable to the pharmaceutical sector.

Performance is monitored through specific indicators that assess production, environmental, and safety. Notable continuous improvement initiatives include lean manufacturing methodologies, professional development programs, and strategic expansion of production capacity.

New industrial unit in Pouso Alegre

The new industrial unit in Pouso Alegre is fundamental for Biolab's expansion strategy. This new facility, which achieved Good Manufacturing Practices certification from Anvisa in 2025, will expand the Company's production capacity and facilitate a strategic reorganization of its industrial operations.

As production gradually migrates to the Pouso Alegre site, the Taboão da Serra, Jandira and Bragança Paulista plants will benefit from increased capacity

for producing pilot batches and developing new products. This reorganization will optimize the utilization of production resources and significantly accelerate the Company's innovation process.



The new industrial unit in Pouso Alegre expands the Company's production capacity, besides reorganizing its operations and accelerating the innovation process.



Data intelligence

— GRI 3-3 Material topic: Data intelligence

In 2024, Biolab launched a series of initiatives aimed at enhancing data governance, information security, and the strategic use of technological resources. This initiative aligns with the Company's vision of sustainable growth, which recognizes data intelligence as a crucial component for driving operational efficiency, product innovation, and evidence-based decision-making.

Key actions taken included updating information security policies to incorporate the requirements of the General Data Protection Law (LGPD, in Portuguese), revising the Mobility Policy for allocating technological equipment, and systematically including technology-related topics in the discussions of corporate governance committees.

To bolster its preventive approach, Biolab deployed advanced technologies, such as data loss prevention tools, developed cybersecurity training programs, and prepared a cyberattack prevention plan. It also conducted regular pentests and organized educational campaigns to raise employee awareness about the importance of information security.

Furthermore, Biolab streamlined its monitoring processes by revising internal audit procedures, implementing dashboards to track key indicators, and developing applications that facilitate management and compliance with policies. By systematizing these controls, Biolab can proactively identify opportunities for improvement and ensure adherence to corporate guidelines.

Data intelligence framework

A new data governance framework is being implemented to create more secure environments, improve data quality, and enhance processing and analysis capabilities. The initiative aims to facilitate advances in data science and artificial intelligence, enabling the Company to identify opportunities for operational efficiency and revenue growth more quickly and securely.

Alongside streamlining its governance processes, the Company is also establishing key performance indicators (KPIs) that include metrics such as project execution time, ticket reopening rates, system adjustments, data qualification, and customer satisfaction. These indicators are systematically monitored by the Technology and Innovation Committee and at the Board of Directors meetings.

The effectiveness of the measures is evident in the successful execution of action plans and the resolution of issues identified during audits. Concrete results include the implementation of the Segregation of Duties (SoD) matrix, data

loss prevention tools, and the completion of a disaster recovery environment in the cloud. A significant advancement over the past year has been the application of artificial intelligence (AI) across various critical processes.

In the domain of market intelligence, the implementation of advanced algorithms to forecast demand—utilizing Python and AI techniques—has led to more accurate

projections. This improvement has contributed to reduced inventory levels and better alignment with market demands, thereby enhancing the Sales and Operation Planning (S&OP) process. Additionally, the Company has adopted new data orchestration platforms that incorporate AI resources for data analysis and transforming reports that previously took considerable time to develop into deliverables that can be completed in just one day.

ARTIFICIAL INTELLIGENCE IN CHECKING LEAFLETS

The development of an automated system to check the medicine product leaflets has significantly reduced the time required for the activity from two days to just two hours, representing productivity gains of over 90%. This solution, developed internally and already protected by intellectual property rights, exemplifies the potential for optimizing regulatory processes using technology.



Development and innovation

— GRI 3-3 Material topic: New product launches, research, development and innovation

The management of innovation and the development of new products has been implemented in a structured manner, adhering to internal policies and procedures that exceed regulatory compliance.

In 2024, the Company made significant progress in innovation governance by restructuring committees and launching the first open innovation process, in

which senior management and the Advisory Board participated in selecting startups to address strategic issues. Simultaneously, the Intrapreneurship Program received positive feedback from employees, leading to proposals that aligned with Organizationl needs.

The adoption of project management tools has resulted in more accurate data on product

development while identifying critical processes and promoting synergies between the RD&I sites in Brazil and Canada. Additionally, funding approved by the Brazilian Development Bank (BNDES) through the *Mais Inovação* credit line will provide the necessary resources to accelerate innovation projects.

To monitor the effectiveness of these initiatives, Biolab has implemented the stage-gate process, which employs a more rigorous evaluation of projects before major investments and periodically updating the business cases. The indicators were aligned with long-term corporate goals, enabling more effective tactical and operational monitoring. These improvements led to the

submission of ten new products to Anvisa, showcasing the effectiveness of the actions taken.

VEEVA submission platform

The implementation of the VEEVA platform will accelerate submissions by centralizing the management of regulatory documentation, ensuring full traceability and auditability in the submission processes. This will facilitate interactions with regulatory authorities and ensure the integrity of the data presented. The project, launched in 2024, will be completed in 2025.

The VEEVA system represents a significant technological advancement in managing regulatory affairs. It is an integrated digital platform that facilitates the



3D PRINTING

The adoption of 3D printing is one of the most notable innovations introduced by the Technology department. It demonstrates how the strategic application of emerging technologies can solve specific problems in industrial operations, reducing reliance on external suppliers and the time spent on equipment maintenance. Acting on an employee's suggestion, the Company began using this technology to produce plastic parts for the Industrial Maintenance area, replacing previously imported parts that required frequent replacement. This initiative significantly reduced parts replacement costs, with savings estimated between R\$ 50,000 and R\$ 100,000 per year.

**+ than R\$
50,000**
in annual financial savings
with the adoption of
3D printing.

centralized management of all aspects of regulatory documentation, from early development to post-sale follow-up.

One key differentiator in the approval of new medicines is the technical quality of the dossiers submitted. The Company invests in highly specialized teams that are well-versed in Brazilian and international regulatory requirements, which helps prepare comprehensive and robust technical documentation. These dossiers include stability studies, validation of production processes, and clinical studies that demonstrate the efficacy and safety of the products.

For products derived from Brazilian biodiversity, the Company has implemented specific procedures to ensure compliance with

legislation regarding access to genetic heritage, incorporating these considerations from the initial development stages. Likewise, for inputs sourced abroad, there are protocols in place to ensure adequate documentation and compliance with global standards.

During the year, Biolab launched two cosmetic products developed with active ingredients from Brazilian biodiversity: one based on *barbatimão* (stryphnodendron) and a high-protection sunscreen. This underscores the Company's commitment to sustainable practices and valuing Brazil's natural resources, as it follows a rigorous benefit-sharing process, allocating 0.5% of net revenue to the Ministry of the Environment and approximately 0.5% to communities that possess relevant traditional knowledge.

Specific procedures for products involving Brazilian biodiversity are designed to ensure compliance with law right from the start of product development.

Bioldeas Program

The Bioldeas Program is a strategic initiative by Biolab aimed at fostering participatory innovation and employee engagement. Launched by the Supply department, it has mobilized over 300 professionals who submitted 120 ideas focused on improving operational efficiency and sustainability using the 5W2H format.

The proposals feature simple and effective solutions, such as the adoption of special caps for Afro hair, the replacement of paper towels with hand dryers, the standardization of protective equipment, and the implementation of safety programs for sales team members who use vehicles to visit customers. These initiatives have been implemented since late 2024.

45 startups were attracted to the InovaBio Open program.

InovaBio Open Program

InovaBio Open is Biolab's open innovation program designed to strengthen the innovation ecosystem by establishing strategic partnerships with startups, universities, and research centers. The program aims to identify and develop innovative solutions that help the Company continuously improve its processes, products, and services.

Through a systematic approach, InovaBio Open fosters connections with the external market to identify emerging technologies and disruptive business models that can be integrated into Biolab's value chain. Specific challenges are defined in alignment with the Company's strategic needs, and the program selects partners with proven potential to develop joint solutions.

The initiatives span various areas, from the development of new medicines and formulations to digital strategies for health monitoring and technologies that optimize production and logistics. Selected projects receive technical

support and, in some cases, investments for concept development and validation.

This open innovation model complements Biolab's internal R&D efforts, accelerating the innovation process and helping the Company stay at the forefront of technology in the pharmaceutical industry. Additionally, InovaBio Open reinforces the Company's commitment to sustainable development by seeking solutions that reduce environmental impacts while fostering social improvements.

A new edition of the program was launched in the first half of 2025, attracting 45 startups, with eight advancing to the next phase and presenting to Board members and the Executive Board. The results will be announced by July.



Product quality and safety

— GRI 416-1, 417-1, 417-2, 417-3 | 3-3 Material topic: Quality and safety of products

The Quality Program implemented across the Organization underscores Biolab's commitment to the quality, safety, and efficacy of its products and processes. This program encompasses all major categories of the portfolio, including medicines, food, cosmetics, and medical devices.

A key indicator monitored is Health and Safety, which is measured by the number of complaints in relation to the number of units sold (using a moving average). The safety of clinical studies and the efficacy of products offered to consumers are guaranteed through exclusive agreements with centers authorized by Anvisa, adhering to strict safety protocols and supervised by Ethics Committees.

For the upcoming cycle, Biolab has set a goal of maintaining a target of 10 ppm/month target, further demonstrating its commitment to operational excellence.

Biolab's Regulatory and Government Affairs Department, which reports directly to the CEO, is a fundamental pillar in ensuring that product quality comply with Anvisa's regulations.

This department coordinates strategic sectors, such as Patents, Bioequivalence, Pharmaceutical Equivalence, Regulatory Affairs, and Biodiversity. To optimize processes, it has developed a product leaflet comparator using AI, drastically reducing the time needed for comparisons ([see more on page 54](#)).

Biolab is also implementing the VEEVA system to monitor regulatory processes ([see more on page 55](#)). This system will replace 31 Excel spreadsheets, providing greater security and efficiency in managing these processes.



Biolab has a Quality Program and guarantees the safety of clinical studies and the efficacy of products by contracting centers authorized by Anvisa.

Inspection mechanisms

Biolab benefits from Brazil's membership in the Pharmaceutical Inspection Co-operation Scheme (PIC/S), a global initiative that enhances regulatory frameworks for pharmaceutical inspections. With Anvisa's acceptance as the 54th member of this select group in 2021, Brazilian regulatory standards have gained greater international recognition, aligning them with those of the world's leading health authorities.

This international cooperation facilitates the formalization of bilateral agreements and promotes the harmonization of Good Manufacturing Practices (GMP) inspections for medicines, pharmaceutical inputs, cosmetics, and medical products for human use. As a result, Brazil has strengthened its regulatory environment, making it more efficient and transparent, which in turn boosts Biolab's competitive edge in the global market.

The product life cycle, a critical element of GMP recommended by PIC/S, allows Biolab to implement strict controls at all stages of production, from development to marketing.

In addition, the Company has a structured process for qualifying suppliers of raw materials and packaging, which includes thorough on-site and document checks. This ensures the integrity of the supply chain and compliance with the high-quality standards established in its corporate policy.

Labeling of medicines and products

All products are fully labeled in accordance with current regulations. In addition to a detailed list of active ingredients and excipients, the labels include mandatory statements about allergens, sugars, and alcohol, as required by law. Product leaflets provide detailed information on the safe use of medicines, including potential side effects, contraindications, and specific instructions for different population segments, such as children, pregnant women, and the elderly, all in strict compliance with Anvisa regulations.

Regarding product disposal and environmental impacts, the Company fully complies with regulatory guidelines and actively participates in Reverse Logistics Programs related to post-consumer packaging, as well as expired or unused household human medicines.

In 2024, Biolab further improved its labeling process, adding specific alerts to consumers according to the indication and/or product category. In August, the Company reported a specific case of non-compliance concerning

the disclosure of corporate information about cannabidiol on its intranet, which was not for advertising purposes. Biolab submitted its defense against the infraction notice and the case is pending judgment by Anvisa.



5

PEOPLE

Employees

Employee development

Health, safety and well-being

Relations with physicians

Suppliers



Interactive
summary



Employees

— GRI 2-7, 2-8 | 3-3 Material topic: People management

Valuing people is an essential pillar for building a modern, high-performance workforce. Through this approach, Biolab reaffirms its commitment to human and Organization sustainability, providing a work environment that enhances each individual's potential and strengthens our corporate culture.

Biolab's People & Management strategy is anchored on three key principles:



We encourage quality relations that promote happiness, engagement, and a sense of belonging, besides strengthening bonds.



We undertake the responsibility to stimulate continuous development by creating opportunities aligned with individual interests and motivations.



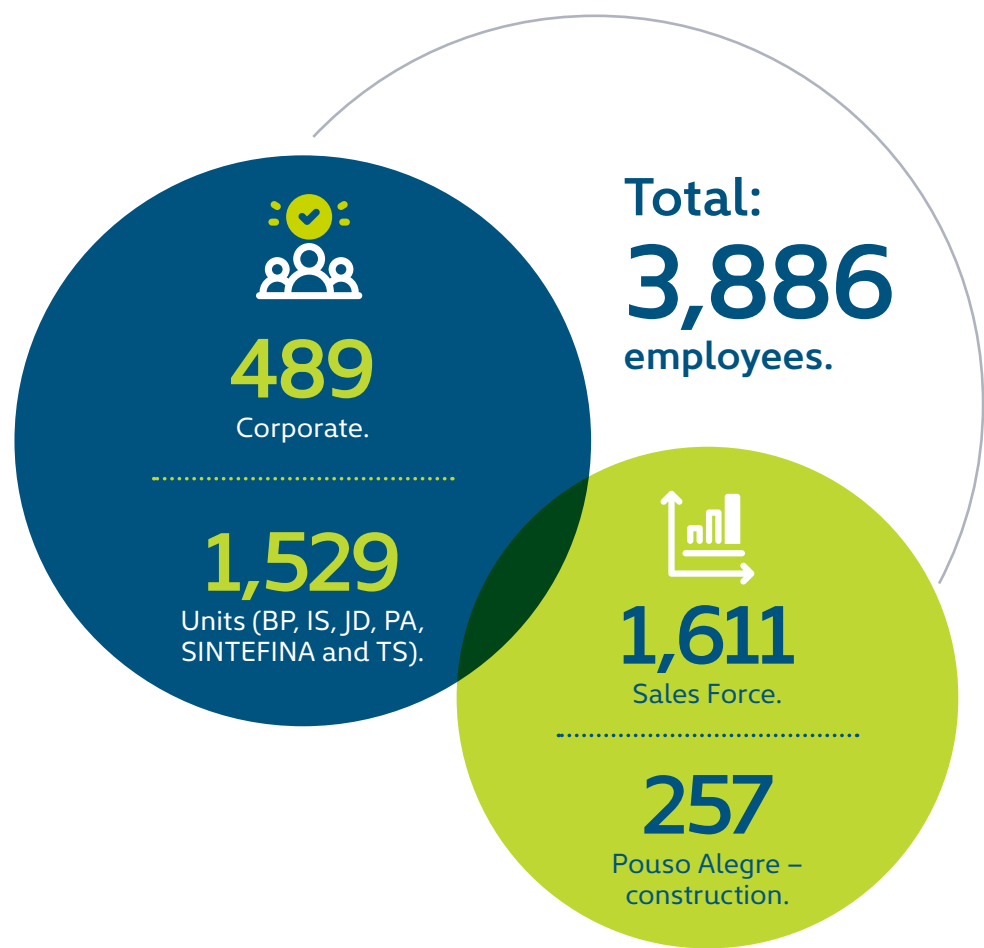
We remain committed to providing comprehensive well-being through programs that promote quality of life, as well as adequate benefits, fair compensation, and recognition.



Representative of
People & Management
(Gente & Gestão — G&G,
in Portuguese)

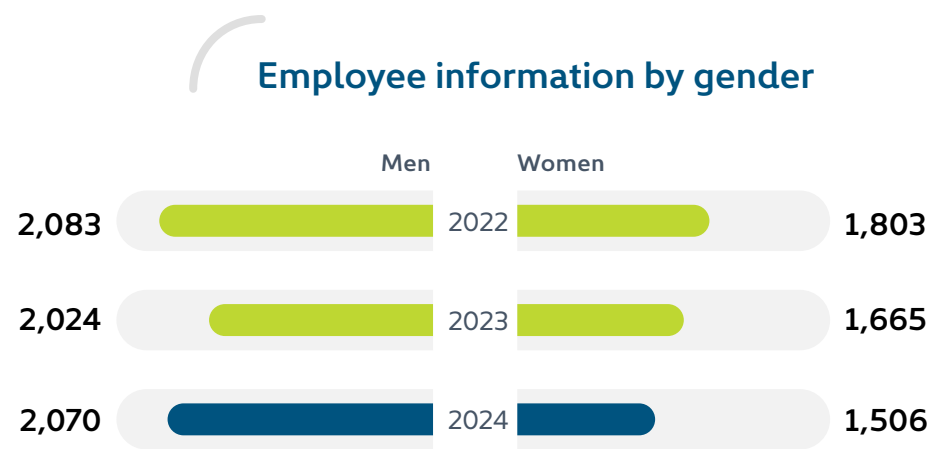
Employees

Biolab Pharma has 3,886 active professionals distributed across four different operational groups, reflecting the Company’s Organization structure and diversity of operations.

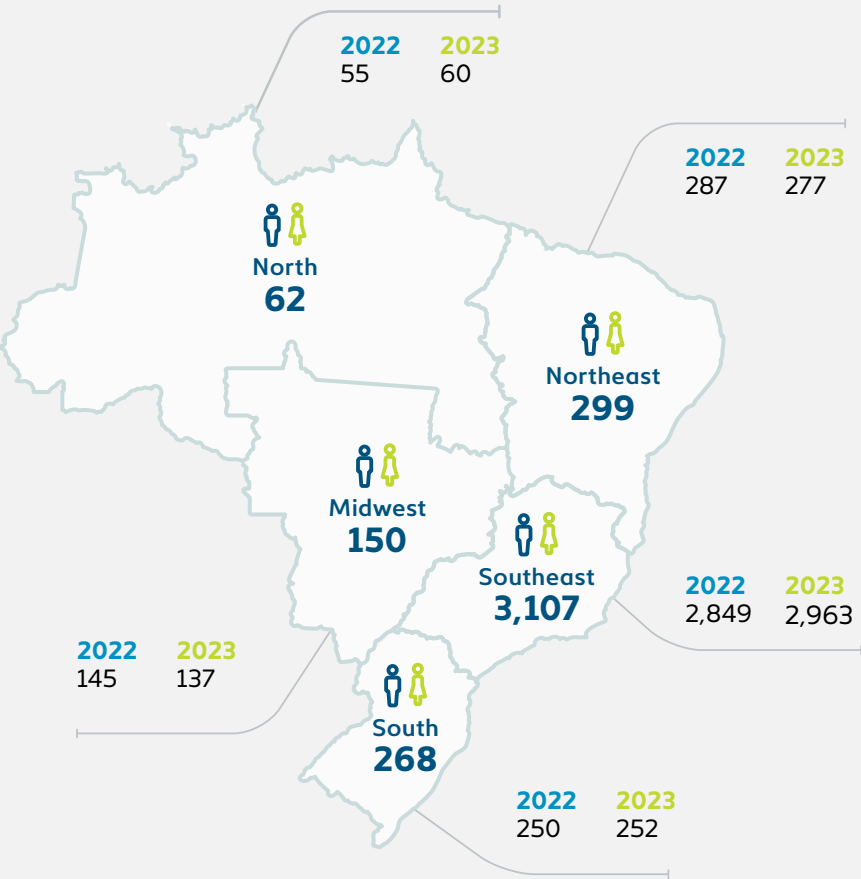


Due to the nature of pharmaceutical industry activities, the majority of Biolab employees work full-time. The only exception are physicians responsible for in-house medical care, who work specific shifts as is common practice for their professional category.

The Company also has 329 contractors performing functions that complement the core business, distributed in diverse areas, such as restaurant services, ergonomics, dentistry, security and property surveillance of the units, among other specialized services.



Employee information by region



Total

2022 3,576 — 2023 3,689 — 2024 3,886

Note: All employees are permanent.

Employee information by employment type and region

		2021	2022	2023	2024
Employees without guaranteed hours	North	4	5	7	6
	Northeast	32	32	33	35
	Midwest	20	20	22	20
	South	29	29	33	37
	Southeast	330	332	364	368
	Total	415	418	459	466
Full-time employees	North	52	50	53	56
	Northeast	256	255	244	264
	Midwest	121	115	115	130
	South	222	221	219	231
	Southeast	2,565	2,513	2,595	2,735
	Total	3,216	3,154	3,226	3,416
Part-time employees	North	0	0	0	0
	Northeast	0	0	0	0
	Midwest	0	0	0	0
	South	0	0	0	0
	Southeast	2	4	4	4
	Total	2	4	4	4
Total	North	56	55	60	62
	Northeast	288	287	277	299
	Midwest	141	135	137	150
	South	251	250	252	268
	Southeast	2,897	2,849	2,963	3,107
	Total	3,633	3,576	3,689	3,886

Diversity

Biolab recognizes the importance of diversity in driving innovation and creativity, as well as in fostering a more productive and inclusive work environment. Its Code of Conduct explicitly prohibits any form of discrimination or harassment and promotes respect for differences, appreciation of plurality and an inclusive environment in which each individual can reach their full potential.

To track its performance in diversity, the Company collects demographic data, such as the proportion of employees with disabilities, as well as the distribution of employees by age group and gender. This information allows Biolab to identify opportunities for improvement and assess the effectiveness of its practices.

Accessibility is addressed through an ergonomics initiative designed to accommodate special needs and ensure that the workplace is accessible to all employees with disabilities. This initiative reflects the understanding that effective inclusion requires



adaptations that enable each individual to fully engage in their work-related tasks.

Moreover, Biolab recognizes the different generations that make up its workforce and strives to expand internal growth opportunities for employees at different career stages. It also values professionals who have dedicated time and effort to develop their careers and contributed effectively to its growth and history, acknowledging the importance of their experience and knowledge.

In the first quarter of 2025, Biolab increased its female leadership representation to

45.5%

up
↑2,5%
from the same period
in 2024.

Culture and engagement

— GRI 401-1, 401-3

Employee engagement and a strong Organization culture are essential for achieving strategic goals. To foster these elements, the Company has launched initiatives that promote transparent communication, alignment with corporate guidelines, and a sense of belonging.

People & Management (*Gente & Gestão* — G&G), the new name for the former Human Resources (Recursos Humanos — HR, in Portuguese) department adopted in 2024, serves as a strategic partner that actively participates in department meetings and shares data related to personnel. Its involvement in business discussions underlines the significance of human capital for the Company and helps ensure that management practices align with Organization needs.

Continuous communication about programs, policies, and benefits is facilitated through monthly G&G visits to different sites and internal communication channels for

employees. These initiatives ensure that all employees have access to the information they need to maximize the opportunities provided by the Company.



Onboarding

The onboarding process for new employees is designed to give them a comprehensive understanding of the Company and its culture, strengthening their connection to

Biolab. Onboarding occurs on the first day of work, with essential training and information provided to help them begin their activities.



Climate survey

Employee feedback is valued and actively solicited through the Organization Climate Survey, conducted every two years. This survey helps identify perceptions about various aspects of the work environment, serving as the basis for action plans aimed at continuously enhancing management practices.

In 2025, the Organization Climate Survey began in May, with 84% participation from employees. The Company will roll out communication and improvement actions based on the survey findings.

Coffee with Shareholders and Lunch with Fabio

“Coffee with Shareholders” is a unique initiative designed to bring employees and top executives closer together. Held three times a year, this event provides opportunities for direct dialogue about Biolab’s culture and future, accompanied by guided tours of the Administrative Office and one of the plants. This format helps employees better understand the business landscape, connect

with senior leadership, and grasp their role in shaping the Company's future.

With the arrival of Fabio Amorosino as the new CEO, Biolab introduced "Lunch with Fabio," creating an additional channel for direct communication between executive leaders and employees across all sites. During these events, People & Management actively participates to register requests and answer questions, further solidifying its role as a strategic business partner.

Mentor Program

Onboarding of new employees is facilitated by the Mentor Program. Each new employee is paired with an experienced colleague who assists them in acclimating to the Company and its Organization culture. This approach accelerates the onboarding process and helps build internal relationship networks that are essential for successful professional performance.



Coffee with Chief Industrial Officer

50
participants.



Coffee with Fabio Amorosino (CEO)

29
participants.



In 2024,

250
mentors
helped onboard
new employees.



9.4

Average satisfaction
with the program.

Talent attraction and retention

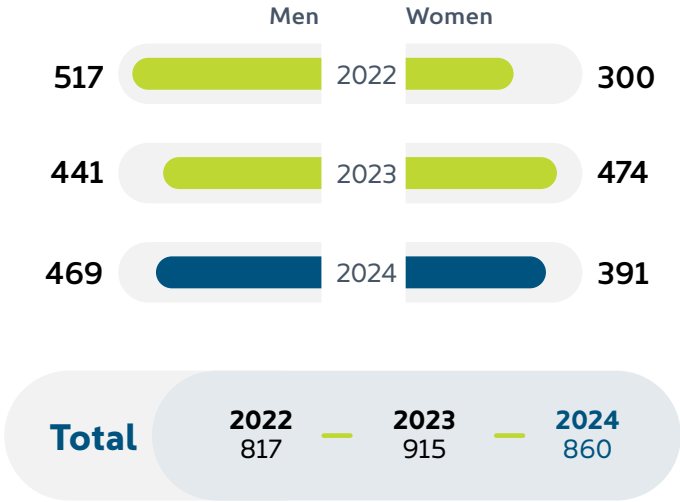
The Company has robust talent attraction policies and processes that integrate both external and internal recruitment strategies. It believes that assembling a talented team aligned with its values is essential for sustainable growth.

The selection process at Biolab is conducted in a transparent and objective manner, following detailed procedures that outline each stage, from identifying the need for new hires to the onboarding of new employees.

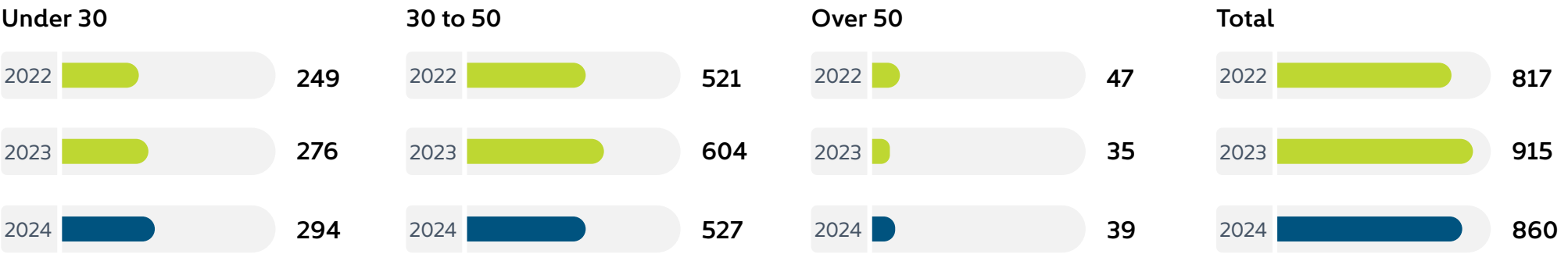
New hires by region

Region	2022	2023	2024
Northeast	103	70	75
Midwest	23	26	31
Southeast	636	747	673
North	9	6	17
South	46	66	64
Total	817	915	860

New hires by gender



New hires by age group



Training and education

— GRI 404-1, 404-2

To develop the necessary professional skills, Biolab offers a variety of training programs, both in-person and online. These programs are facilitated through external partnerships and internal initiatives.

The Company utilizes strategic tools like Academia Biolab (Biolab Academy), an internal learning platform designed to enhance the technical and behavioral skills of teams across all sites.

Biolab also maintains a robust technical training portfolio, including mandatory programs required by law, such as regulatory standards (NRs), the Internal Accident Prevention Committee (CIPA), and the fire brigade. Additionally, specialization programs such as Green Belt train employees in process improvement methodologies. In the industrial sector, Biolab promotes the Champions of Evolution program, which focuses on recycling and aligning essential concepts related to quality, safety, and documentation.

Recognizing the transformative impact of leadership development, Biolab offers training and continuing education programs for its leaders, such as a Leadership Immersion program.

The Company also has an Educational Incentive program that supports a variety of study opportunities, including undergraduate and graduate degrees, master’s programs, technical training, and language courses, covering 70% of the associated costs.

Average training hours per employee, by gender

2022		2023		2024	
Total hours	Average hours	Total hours	Average hours	Total hours	Average hours
123,827	11.2	219,007.40	13.3	276,874.20	12.2



Average training hours per employee, by functional category

Functional category	2022		2023		2024	
	Total hours	Average hours	Total hours	Average hours	Total hours	Average hours
Assistants	798.5	3.05	3,385.5	9.76	1,202.87	343.68
Consultants (consultants and sales representatives - FV)	73,125	14.34	145,737.9	14.55	204,682.8	19.15
Executives (executive officers/superintendents/VP)	165.5	18.39	3	1.5	162.92	2.96
Managers/coordinators/supervisors/specialists	28,449.5	8.74	36,647	12.13	42,399.68	7.13
Operations	13,306.5	10.68	18,165	9.56	16,387.36	4.78
Professionals	7,992	6.85	15,069	12.44	12,038.61	5.06
Total training hours	123,837.00	11.20	219,007.40	13.30	276,874.20	12.20

Note: the Company prepares annual training and development plans aligned with its business needs and strategies. In recent years, Biolab has been going through a phase of evolution and transformation, which justifies the investments in employee training and skills development.

Adjustments were made to the work hours data for 2023 due to the standardization of the unit of measurement used by the area reporting the data (minute vs. hour).

Employee development

— GRI 404-3

Guided by the motto “Our best asset is Our People,” Biolab invests in initiatives that cater to diverse audiences and needs, ranging from leadership development to specific technical training.

In 2024, we expanded the executive development program by introducing the second wave of the 360° *Assessment*, which now includes tests for *learning agility* and emotional intelligence. The results of these

assessments serve as the basis for creating Individual Development Plans (IDP), enabling the personalized tracking of each leader’s growth.

Additionally, in 2024, we launched the People Cycle for all employees. This important tool promotes recognition and appreciation within the Company by evaluating individual performance and identifying outstanding professionals. It also provides essential input for decisions on internal movements, such as

merit awards and promotions. In addition, all employees receive structured feedback, which is essential for their continuous development.

This comprehensive set of initiatives reflects Biolab’s commitment to the sustainable development of our human capital, equipping the Company for future challenges while fostering both professional and personal growth among our employees.

Performance evaluations by category

	2022		2023		2024	
	Women	Men	Women	Men	Women	Men
Assistants	-	-	-	-	51	37
Consultants (consultants and sales representatives - FV)	665	517	625	543	685	615
Executives (executive officers/superintendents /VP)	-	-	-	-	17	5
Managers/coordinators/supervisors/specialists	189	127	191	166	250	180
Operations	-	-	-	-	439	479
Professionals	-	-	-	-	204	309
Total	854	644	816	709	1,646	1,625

Note: executives – the Company carried out a 360° skills assessment for executives in 2021, which followed the results of the Individual Action Plan in 2022 and 2023. A new 360° skills assessment was carried out in 2024 with the addition of two complementary tools—learning agility and emotional intelligence. Based on these reports, IDPs were created with support from the G&G department. Leadership – Until 2021, the skills assessment was conducted only among leaders of administrative teams and plants. In 2022, the program was expanded to include the Sales Force. In 2024, all employees were impacted by the skills assessment and feedback conversations (formal, career, and continuous). Biolab’s goal is to conduct assessments of 100% of the audience groups and to implement a new system that allows formal feedback and the development of an Individual Development Plan (IDP), the creation of a continuous feedback culture.

Educational partnerships

To enhance its educational initiatives, the Company has established partnerships with educational institutions, offering special terms for employees and their families when utilizing the services of these partner institutions.

Continuing education

Another key component of Biolab's development strategy is the Educational Incentive Program, which subsidizes technical courses, undergraduate degrees, graduate studies, MBAs, master's programs, and language courses to encourage continuing education. In 2024, the program invested R\$557,002.28, benefiting 164 active employees.

164 employees
benefited from the Continuing
Education Program.

BEST Apprentice

Biolab believes that investing in the future of youth is crucial for building a more innovative and promising future. In 2025, the BEST Apprentice program was divided into three categories to address different phases of professional training:

- **Impactful Youth**
For higher education students, providing them with corporate experience and opportunities to integrate theory with practice.
- **Youth of Value**
For high school students, giving them their first exposure to the business environment.
- **Children of the Future**
For children of employees, offering vocational programs in partnership with specialized institutions.

This revamped approach to the program was recognized by the Labor Prosecution Office of São Paulo for its innovative structure. Participants are registered with all the benefits of full-time employees (CLT), receive adequate compensation, and get access to learning and development opportunities within the Company.

Impulse Program

As part of Biolab's internal recruitment strategy, the Impulse program prioritizes employees during selection processes, valuing their understanding of Organization culture and fostering career growth. In 2024, these initiatives led to 37 promotions.

In 2024,
37 promotions
resulted from these initiatives.

Referral Program

The Referral Program encourages employees to recommend qualified professionals from their network, acknowledging that referrals often result in candidates who align well with the Organization culture. After a recommended professional successfully completes their probationary period, the employee receives a reward to strengthen internal engagement in the recruitment process.

Leadership development

For leaders, Biolab has developed a leadership program built on three complementary pillars: *Assessments* for Self-knowledge, which include 360° evaluations for executives; *Management Pills*, which address relevant topics in a practical format that can be applied to everyday life; and *Leadership Immersion*, which promotes alignment with Organization expectations regarding communication and team management.

To ensure that the Company's strategy is effective and translates into concrete daily actions, Biolab organizes Leaders Meetings as key moments to reinforce its Organization culture. During these meetings, leaders from different areas collaboratively discuss strategic initiatives, promote alignment of values, and ensure that all actions are aligned with the People & Management principles.

Leaders Meetings also serve as a platform for learning and sharing experiences, allowing managers to discuss challenges and best practices, thereby fostering an environment of continuous development and innovation.

Coaching/mentoring

Biolab has established partnerships with specialist professionals to support and contribute to the development of specific needs of leaders.



EduClick

In response to the challenges of digital inclusion, Biolab has created the EduClick program for employees who have limited exposure to technology. This initiative aims to develop digital skills, cover topics such as information security, and provide employees with a 50% subsidy for the acquisition of technological equipment, including laptops, cell phones, or tablets.

Sindusfarma Games

Biolab encourages integration through sports activities, such as its participation in the Sindusfarma Games, in which teams formed by employees from pharmaceutical companies participate. In 2024, it participated in 11 sports, including individual and team events, through 172 entries, winning 17 medals.

Green Belt

Thirteen employees are participating in a one-year Green Belt program launched in July 2024 by the Engineering department. This program consists of meetings focused on training, workshops, and tollgates (submission of projects for improvement).

The Company is committed to the technical equity of the team, which is why employees from the Maintenance and Quality departments are included. Projects aimed at improving and reducing variations receive heightened attention.



Compensation

— GRI 2-19, 2-20

The Executive Compensation Policy is based on the principles of meritocracy, as well as internal and external balance. Promotions and recognitions are directly tied to individual performance, considering the results achieved in relation to the challenges faced by the Organization, effective contributions, the financial impact generated for the Company and efficient team management.

Total compensation at Biolab consists of three components: base salary (nominal salary), short-term incentives, and a benefits package. For the Sales Force, compensation is based on a fixed salary supplemented by variable pay based on the

achievement of sales targets. Variable compensation (profit-sharing - PLR) is contingent upon meeting the EBITDA target. If this target is not achieved, the minimum amount stipulated in the collective bargaining agreement is guaranteed.

Regarding notice periods and severance payments, the Company applies the same conditions established by law or outlined in the collective bargaining agreement (CCT) for all hierarchical levels, including members of the highest governance body and top executives. There are no additional payments other than those related to the notice period and those

stipulated by law. The current policy does not include a clawback mechanism for bonuses and incentives paid to executives.

The Compensation Policy is crafted by a specialized department and is submitted for validation by the managing partners. Biolab participates annually in compensation surveys conducted by a specialized consulting firm, whose findings are considered by the People & Management department when analyzing the compensation of professionals based on functional categories and departments. All decisions regarding executive compensation are subject to final approval by the managing Partners.

RATIO X COMPENSATION*

13.52

Ratio of total annual compensation of the highest paid individual in the Company to the average total annual compensation of all employees.**

0.81

Ratio of percentage increase in total annual compensation of the highest paid individual in the Company to the average percentage increase in the total annual compensation of all employees.

*Calculation considers only employees who were active during the 12 months of 2024 and excludes employees absent for more than 365 days.

**Average salary for the year *13.33 + PLR + technical responsibility.

Benefits

— GRI 401-2

Biolab values and promotes a healthy and inclusive work environment that respects diversity and encourages the plurality of opinions. It aims to provide a work-life balance, recognizing that the overall well-being of its employees directly impacts their productivity and engagement.

The benefits package is designed to meet the needs of different profiles and stages of life. In addition to medical and dental care, life insurance, parking, meals, and a private pension plan, the Company offers special benefits, such as donations of Biolab medicines, Christmas baskets, gifts for children on special occasions, recognition for long service, time off during the birthday week accompanied by a gift card, and gifts on special dates.



Meal voucher/food voucher/cafeteria/Christmas basket



Private pension



Payroll loan



Medical /dental assistance



Life insurance



Gym allowance



Pharmacy allowance



Day off in the employee's birthday week



Dorcas (PAP)



Donation of Biolab medicines/reimbursement of dermocosmetics



Extended maternity/paternity leave



Pregnant Women Program



Flu vaccine



Special child allowance



Transportation voucher/chartered transport/parking allowance

In 2024, new programs were implemented, notably:

PREGNANT WOMEN PROGRAM

Offers guidance during the prenatal period and up to the fourth month after birth. Since April 2024, 91 people benefited, including 66 employees and spouses of 25 employees.

EXTENSION OF PATERNITY LEAVE

From 5 to 20 calendar days starting from April 2024, benefiting 49 employees in the year.

Maternity/paternity Leave

	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Total number of employees entitled to take maternity/paternity leave	2,070	1,506	2,024	1,665	2,083	1,803
Total number of employees who took maternity/paternity leave	*	57	*	59	74	112
Total number of employees who returned to work after maternity/paternity leave	*	57	*	59	73	102
Total number of employees who returned to work after maternity/paternity leave and remained employed twelve months after returning to work	*	39	*	52	64	79
Return to work rate of employees who took maternity/paternity leave	*	100%	*	100%	100%	98%
Retention rate of employees who took maternity/paternity leave	*	68.42%	*	88.00%	88%	77%

Yearly participation statistics in the Ergonomics program:

446

collaborations - onboarded.

|

548

workplace suitability assessments.

|

48

support in evaluating PwDs.

|

1,883

employees trained.

|

3,397

massages provided.

Health Space

At Biolab, health is a top priority. Every facility features a Health Space staffed by trained professionals, including occupational physicians, general practitioners, and nurses, who provide emergency care, consultations, first aid, and occupational exams. Additionally, the Dorcas Program offers specialized support in various areas such as legal assistance, physical education, nutrition, physiotherapy, pet consulting, and psychology, providing employees with confidential support across different aspects of their lives.

Ergonomics

Biolab seeks to create a work environment that adapts to the physical and psychological needs of its employees to promote health and enhance productivity. To achieve this, it collaborates with Ativus, a Company specializing in ergonomics, and conducts studies to improve employee comfort, safety, and efficiency.



1.500
participants in the
Smile Program.

Smile Program

The Smile Program, which includes the traditional Annual Walk, continues to be a highly anticipated event, registering almost 1,500 participants in its last edition.

This initiative aims to cultivate a positive and engaging work environment, promoting practices that enhance employees' quality of life and their satisfaction in daily professional life.

Other initiatives in 2024

- **Donation of school supplies:** every year, Biolab donates school supplies to children of employees, ages 15 and under.
- **Christmas baskets:** at the end of the year, we distribute baskets to all employees.
- **Christmas gifts:** we deliver Christmas gifts to children of employees, ages 12 and under.
- **Health campaigns:** we run annual health campaigns during Pink October and Blue November, encouraging self-care and offering subsidies for health plan co-insurance for exams.
- **Children's Day gift:** we provide toy gift cards to children of employees, ages 12 and under.
- **Vaccination campaign:** annual flu vaccination campaigns for employees and their dependents.
 - **2024:** **1,760** employees and **705** dependents vaccinated.
 - **2025:** **1,790** employees and **920** dependents vaccinated.
- **Pharmaceutical Assistance Program:** Biolab donates medicines to employees, their dependents and parents upon submission of medical prescription, and offers discounts on Biolab medicines and pharmacy agreements, which offer discounts on the purchase of any type of product.

Dorcas

The Dorcas Program represents Biolab Pharma's commitment to the well-being of its community. It offers multidisciplinary care in various areas, including psychology, legal, educational social services, nutrition, physiotherapy, physical education, pet consulting, and financial assistance.

The program provides a wide range of services, from answering questions to providing support in critical situations, ensuring comprehensive support for employees, their families, and relatives. Initially launched to address emergency issues during accidents or disasters, Dorcas attended to 9,296 cases in 2024.

The service is available 24/7 and can be accessed at

dorcas.biolabfarma.com.br, by sending an email to fale@papauster.com.br or by calling the toll-free number **0800 772 5678**. Services can be provided online or in person and can be requested by the employee or their family members.

In addition, a social worker regularly visits the Company's units and, whenever necessary, provides home assistance to employees for more sensitive issues.



In 2024, Dorcas attended to

9,296 cases.

Health, safety and well-being

— GRI 403-1, 403-2, 403-5, 403-6, 403-8, 403-9

To ensure workplace safety, Biolab has implemented a robust policy that combines commitments to environmental protection with the well-being of workers, acknowledging the Company's responsibility to provide safe and healthy environments in compliance with the law.

Biolab has implemented an occupational health and safety management system based on the ISO 45001 standard (not yet certified), which fully covers all employees. The system is structured into four main stages: risk identification, preventive control, monitoring, and continuous improvement.

Identification of accident risks:

- **Risk Management Program (RMP):** a central structure for managing and mitigating risks.
- **Hazard/risk assessment:** a detailed assessment of each internal task to identify potential risks.
- **Assessment of compliance with legal requirements:** ensuring compliance with applicable standards and regulations.
- **RIC (Record of Incidents and Unsafe Conditions) Form:** encouraging risk awareness among employees.
- **CIPA:** a committee formed by elected employees to implement preventive measures.

Preventive control of accidents:

- **Operating procedures:** standardization of safe practices.
- **Change control procedure:** managing changes to minimize new risks.
- **New project process:** integration of security measures from the design stage.
- **Periodic training:** continuous education on occupational safety.
- **Safety campaigns:** initiatives to raise awareness and engage employees.
- **Preventive indicators:** continuous monitoring to prevent accidents.

Accident monitoring:

- **Procedure for investigating accidents:** this includes effective communication, investigation methodology, and a corrective action plan.
- **Accident indicators:** monitoring the severity and frequency rates to assess safety performance.

Continuous improvement:

- **Sharing the lessons learned:** dissemination of knowledge to prevent recurrences.
- **Periodic follow-up meetings:** regular assessments of indicators and results.
- **Periodic meetings for strategic critical analysis:** strategic discussions focused on enhancing the OSH system.

Training

Training is central to the Company's safety strategy. Based on a training matrix aligned with legal requirements and the specific risks associated with each role, Biolab ensures that all employees receive the necessary training to perform their tasks safely. The annual program includes training required by law and other topics identified from a survey of existing hazards and risks.

In addition to technical training, monthly campaigns are conducted on internal communication channels and during the Internal Week for the Prevention of Accidents at Work and the Environment (SIPATMA, in Portuguese) to complement the awareness initiatives and promote an environment in which safety is a non-negotiable value.

Biolab follows a structured cycle of continuous improvement that involves sharing the lessons learned, regular follow-up meetings, and strategic critical analyses, allowing experiences gained to be systematically incorporated into processes, thereby continually raising safety standards across the Company.

Moreover, the Internal Accident Prevention Committee (CIPA, in Portuguese), which consists of representatives elected by employees, plays a vital role in identifying risks and recommending preventive measures. This participatory model reinforces the understanding that safety is a collective responsibility.



Accident monitoring

Biolab has a policy of zero lost-time accidents and, to achieve this goal, has implemented internal control procedures that underscore its commitment to occupational health and safety. To manage risks related to Occupational Health and Safety (OHS), it has launched a robust process involving diverse stages and preventive measures.

To facilitate this, the Company has developed a system to record and monitor incidents at its operations. It also identifies hazards through specific surveys and work permits.

The accident investigation procedure outlines the classification of incidents, the communication flow, and the investigative process, including a specific methodology and a plan for immediate, corrective and comprehensive actions, always respecting the hierarchy of controls. The lessons learned are shared among all those involved, including employees from other sites.

Workers covered by the occupational health and safety management system

	2022	2023	2024
Number of workers covered by the system	3,576	3,689	3,886
Percentage of workers covered by the system	100%	100%	100%
Number of workers covered by the system with internal audit	0	0	0
Percentage of workers covered by the system with internal audit	0%	0%	0%
Number of workers covered by the system with external audit	0	0	0
Percentage of workers covered by the system with external audit	0%	0%	0%

Note: the Company is currently implementing an occupational health and safety management system based on ISO 45001, which covers all employees but is not certified.

Employee information

	2022	2023	2024
Number of deaths resulting from work-related accidents	0	0	1
Rate of deaths resulting from work-related accidents	0	0	0.1
Number of work-related accidents with serious consequences (except deaths)	0	0	1
Rate of work-related accidents with serious consequences (except deaths)	0	0	0.1
Number of work-related accidents requiring mandatory reporting	43	30	40
Rate of work-related accidents requiring mandatory reporting	5.8	3.9	5.1
Number of hours worked	7,424,366	7,453,282	7,814,571

Note: the increase in the number of accidents requiring mandatory reporting in 2024 is due to three main factors:

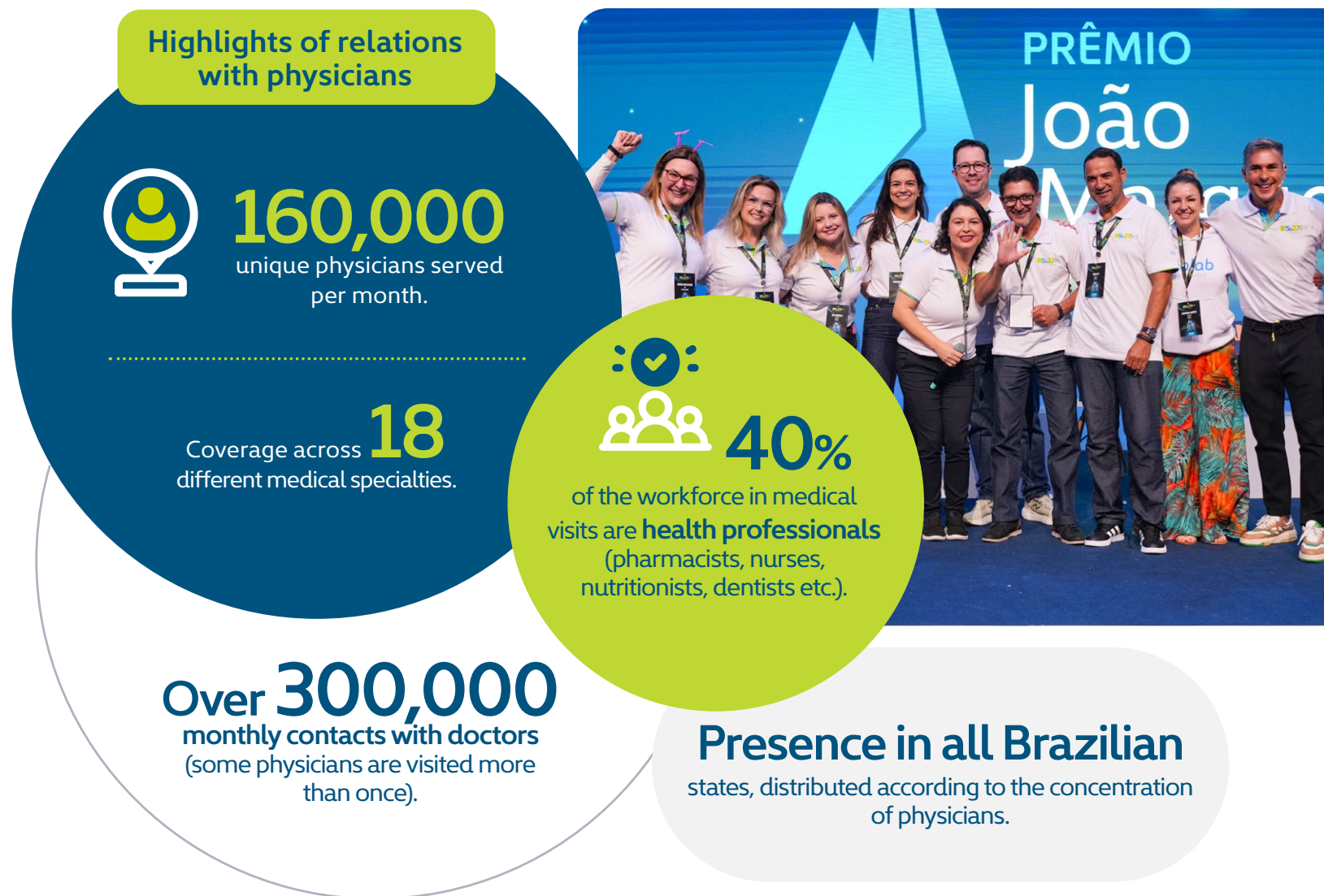
- Opening of CAT for all accidents involving a medical certificate since September 2023.
- Increase in the number of accidents at the construction site in Pouso Alegre due to the manual work phase (instead of using machinery).
- Increase in the number of accidents at Jandira due to the plant's relocation process.

Relations with physicians

— GRI 3-3 Material topic: Relations with physicians

Building strong relations with medical professionals is a strategic pillar for the Company, as it recognizes their vital role in both business and its mission to promote public health. This relationship, built over 28 years, is grounded in values such as respect, ethics, and commitment to providing high quality scientific information.

All interactions are guided by strict ethical standards, in compliance with law and industry best practices. Biolab maintains transparency regarding its products, including both benefits and risks, reflecting its commitment to evidence-based medicine and patient safety.



The Company invests in the quality of information provided by its medical and scientific department, which curates relevant international publications.

The Company has an integrated system to manage its relations with the medical community. For promotional materials, it has implemented rigorous approval processes and plans to develop a digital platform to register and audit the entire content validation process.

To better understand its audience, Biolab conducted surveys throughout the year that revealed diverse behavioral profiles among physicians, allowing it to personalize its communication strategies. This knowledge is entered into the records of professional databases, enhancing the relevance of its interactions.

Performance is monitored through a governance model that includes monthly governance reviews at all levels of the

medical publicity team, as well as specific action plans for each brand. The Company's listening channels are the Customer Service Department linked to the medical area and a committee dedicated to bolstering the corporate image, which recognizes corporate reputation as a critical factor for the sustainability of the business.

Representatives

In 2024, Biolab continued its communication strategy centered on representatives, the primary channel for engaging with the medical community. One unique aspect of this team is that 40% of its members have an educational background in health, facilitating highly technical and scientific interactions with physicians.

Digital channels

Biolab has launched an integrated set of digital channels to establish close relations with consumers that go beyond merely supplying products. This multichannel strategy not only attracts the target audience, but also helps disseminate safe and reliable information about health and well-being, positioning the Company as a reliable partner in the health journey of Brazilians.

In addition, the Company enhances its in-person operations with a strong digital presence, where it communicates its initiatives and strengthens its corporate image. For direct assistance, it has a Customer Service Center dedicated to both physicians and patients.

With **1,100** representatives making medical visits, Biolab has the fourth largest Sales Force in Brazil.

Digital channels

biolabemcasa

The Biolab *em Casa* (Biolab at Home) website gives users a closer look into the Company's portfolio. Users can explore all of its human line products, check prices at partner e-commerce sites, and locate nearby stores, enabling quick, convenient, and safe purchases.



Apart its corporate website, Biolab has official pages on Instagram, LinkedIn, Facebook and TikTok to stay in direct contact with its audiences and provide quality information.



Biolab's health videocast offers content on health and quality of life in an engaging and educational manner. Notable figures in Brazilian medicine discuss everyday well-being topics in a simple language. The first season's episodes were hosted by psychiatrist Dr. Jairo Bouer. Biolab Cast is available for free on all major streaming platforms.

In 2025, Biolab Cast will be hosted by journalist Diana Garbin and will feature twelve new episodes with fresh content.



In 2024, Biolab launched the podcast BiolabCast Conectados, connecting the Central Nervous System line with the Animal Health unit. Coordinated by psychiatrist Dr. Luiz Dieckmann, the podcast explores how interaction with animals can aid in treating psychological illnesses.



Health in Evolution is a benefits program designed to facilitate access to healthcare. It encourages representatives to adhere to treatments prescribed by physicians and offers discounts on the purchase of registered medicines at accredited pharmacies, besides providing information and educational materials about health related to individual treatment.



Biolab Studio is a portal that connects the audience with healthcare professionals. It features exclusive articles on health management, medical marketing and scientific content, as well as special information on products and launches.

Participation in events

Participation in congresses, symposiums, and scientific events enhances the Company's relationship strategy and contributes to continued medical education in its business areas. Biolab implements educational projects in partnership with medical societies and academic institutions.

Design Sprint

Biolab has partnered with Performa IT to develop a solution aimed at strengthening relationships between representatives and physicians. - Through a collaborative methodology involving various Company functions, the entire Sales Force journey was mapped out to create the Biolab Studio platform.

This system, which was enthusiastically validated during its prototype phase, is currently being utilized by more than 1,500 representatives across Brazil and physicians in all regions. Its intuitive interface enabled the sales team to use it with minimal additional training, demonstrating its success in optimizing relations with the medical community.

Customer relations

— GRI 3-3 Material topic: Customer relations and satisfaction | 418-1

The Company recognizes that, in addition to offering quality products, it is essential to establish meaningful and lasting connections with its customers. This vision guides its outreach initiatives, designed to transcend simple business transactions to build partnerships based on trust and shared value.

Biolab connects with a wide range of customer profiles, including healthcare professionals, distributors, pharmacies, hospitals, and end consumers. Each segment receives a personalized approach that takes into account its specific needs and primary points of contact. This strategic approach enables the Company to optimize resources and maximize satisfaction in each interaction.

To build trust among its customers, Biolab has implemented a comprehensive set of actions:

- Proactive monitoring of product quality;
- Transparent communication about benefits and risks;
- Continuous training for the customer service team;
- Structured feedback systems;
- Swift resolution of disputes.

The findings of the Satisfaction Survey highlighted the effectiveness of this approach, with consistently positive feedback on key dimensions assessed: product quality, customer service, availability, and technical support.

The system is already used by more than **1,500** representatives and physicians.

Suppliers

— GRI 2-6, 2-9, 205-1

Biolab's relations with its suppliers are grounded on objective evaluation and compliance criteria. All registered suppliers undergo rigorous due diligence through KPMG Watch, to ensure transparency and integrity in business relations.

During the year, the Company implemented a comprehensive evaluation system that goes beyond traditional economic criteria, incorporating social aspects into its supplier screening process. This includes compliance with legislation, assessment of labor practices, analysis of social impacts and commitments to sustainability.

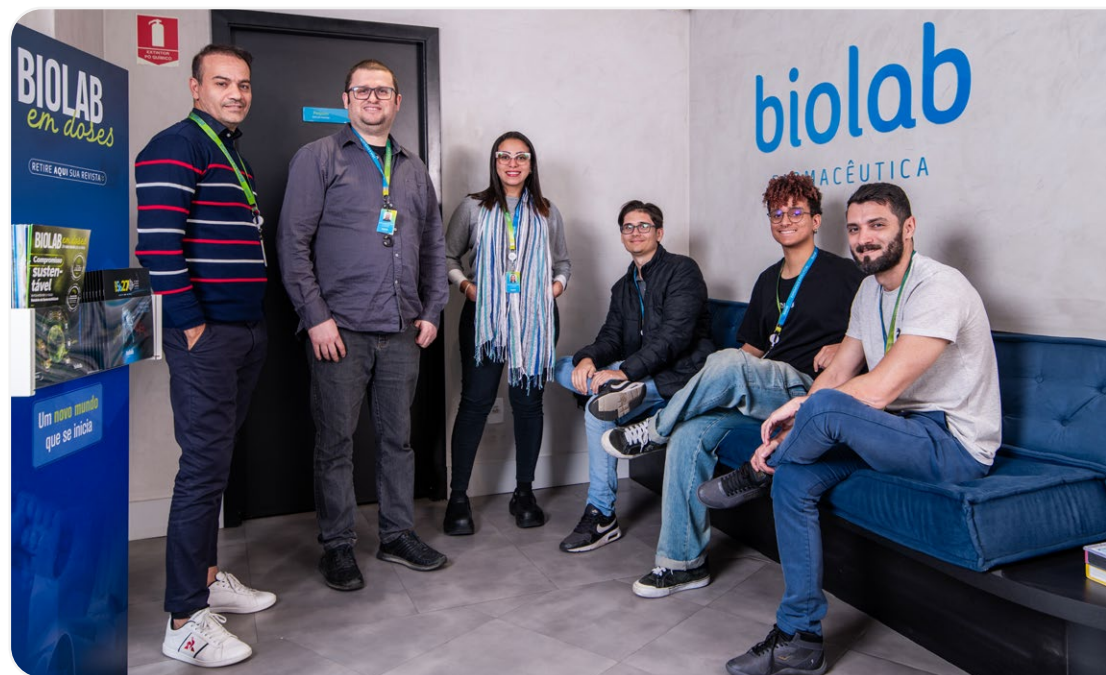
Suppliers are classified according to their level of adherence to these

criteria, and Biolab prioritizes partnerships with those who align more closely with its values. These parameters are reviewed periodically to support the continuous improvement of the supply chain.

Overview of suppliers

Biolab sustains its operations through a diversified network of business partners strategically distributed across four key pillars. This supply ecosystem constitutes a significant portion of the Company's total investments.

Biolab's relationship criteria are based on objective evaluation and compliance with the parameters verified in the rigorous due diligence process carried out by the Company.





Partnerships

Biolab launched the Supplier Partners Program as a strategic initiative to strengthen its value chain, aligning supplier relations with ESG principles and the Company's long-term goals.

The program takes a holistic view of supply, recognizing that a robust and responsible supply chain is essential not only for operational continuity but also for creating shared value. Biolab collaborates with domestic and international suppliers, implementing specific mechanisms to ensure quality, safety and compliance in all interactions, thus ensuring transparency and integrity in business relations.

The Supplier Partners Program transcends the traditional transactional approach, fostering relations based on co-creating value and joint innovation. The Bioldeias initiative exemplifies this commitment ([see details on page 58](#)).

In the highly regulated pharmaceutical industry, proactive management of supply chain risks is critical. The program has set up a dedicated supply intelligence team that constantly monitors the market and develops strategies to mitigate potential disruptions, ensuring the continuous supply and availability of essential health products.

6

SUSTAINABILITY

Sustainability
Social projects



Interactive
summary



Sustainability

GRI 3-3 Material topic: Social responsibility | 2-29

A significant milestone in Biolab's journey towards sustainability was the establishment in June 2024 of the Sustainability area, which was integrated to the Corporate Communication structure. This strategic initiative allows for a more targeted focus, systematic monitoring, and in-depth analysis of all of the Company's environmental and social responsibility actions.

Social projects

Biolab carefully monitors the impacts of its actions on its credibility, tracking the results of its investments in social responsibility initiatives, which are approved directly by the Company's managing partners.

Through incentive laws and social projects, Biolab provides annual support to institutions that serve children, teens, the elderly, and people with disabilities in the areas of Health and Solidarity, Sports and Education, and Art and Culture.



Sunflower SBA

The Sunflower German Charitable Society (SBA) project offers vocational training programs for youth in socially vulnerable situations. In addition to preparing them for the job market, the courses include an entrepreneurship module that encourages them to explore opportunities and seek innovation.

In 2024,
the Company invested
R\$ 1,209,358.00
in incentivized
projects.



Solidarity Christmas – Donation of basic food baskets

The Company provides staple food baskets to families living near Biolab's plants based on voluntary contributions from employees, who donate R\$ 10.00 and nominate a family to receive the benefit. The Company supplements the necessary amount.

Solidarity Christmas – Christmas gifts for institutions

Employees donate clothing, footwear, toys, and hygiene products, which are assembled into Christmas kits for children and teenagers from charitable institutions near Biolab facilities. Santa Claus delivers these gifts to the institutions during an event that features entertainers, food and drinks.

McHappy Day

Biolab supports the Support Group for Adolescents and Children with Cancer (GRAACC, in Portuguese) through the campaign organized by the Ronald McDonald Institute. The Company purchases *McDia Feliz* (McHappy Day) tickets and gifts them to each employee and their dependents to exchange for a Big Mac on the day of the campaign. Employees without dependents receive an extra ticket to bring a companion.

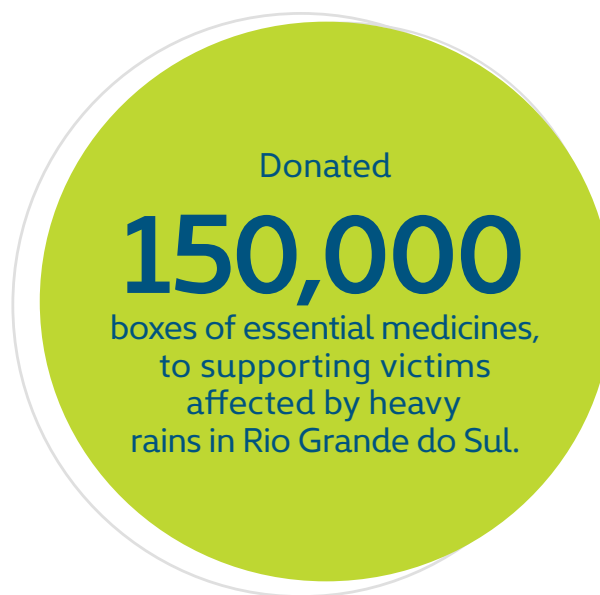
Minor Support Association

The Company provides monthly support to the Minor Support Association in Minas Gerais, helping them continue their activities and serve underprivileged children in the region.



Doutores do Mundo

In 2024, Biolab partnered with Profarma Distribuição to support an expedition by the NGO *Doutores do Mundo*, formed by volunteer physicians from various specialties. This organization conducts visits to communities located in remote and vulnerable areas across Brazil. Biolab has committed to supplying high-quality medicines to the NGO *Amor e Esperança*, located in Brejo de Beberibe, Recife, Pernambuco.



Support for Rio Grande do Sul

In line with its commitment to supporting employees, families, and communities in Rio Grande do Sul, Biolab launched initiatives to assist those affected by heavy rains in the region. The Company sanctioned paid leave and full monthly bonuses to the affected employees, advanced their 13th salary payments, and offered medical, psychological, and legal assistance. It also donated 150,000 boxes of essential medicines, such as blood pressure medications and anticoagulants, which totaled R\$ 2 million.

Biolab also provided free samples to local health centers and gave bonuses to customers who lost their medicines in the floods. Furthermore, the Company encouraged its employees to participate in the Sindusfarma campaign, pledging to double the amount they raised.

7

ENVIRONMENTAL MANAGEMENT

Environmental management

Waste management and reverse logistics

Follow-up and monitoring

Water and effluent management

Energy use management

Advances and environmental planning



Interactive
summary



Environmental management

GRI 3-3 Material topic: Environmental management

Throughout its history, Biolab has continually modernized and refined its management model by integrating quality and business sustainability. Preservation of natural resources is a key pillar of this management model, which has specific policies, commitments, and procedures that guide the environmental initiatives aimed at minimizing negative impacts and promoting sustainable practices in all operations.

Biolab has identified waste management and water management as priority material issues. All available procedures, commitments, and policies establish clear actions and guidelines for continuous improvement in these areas.

Biolab has implemented various measures to address these material topics. These practices, along with the training offered to employees, reflect the Company's commitment to sustainability and environmental responsibility. The aim is to innovate and streamline processes to reduce negative impacts and promote a more sustainable future.

NOTABLE INITIATIVES INCLUDE:



Operational efficiency

The Company has deployed technologies and operational processes to reduce waste generation and water consumption by improving operational efficiency. These initiatives help minimize waste and optimize resource while also preventing regulatory fines and safeguarding the Company's reputation.



Regulatory compliance

Proper management of waste and water is crucial for protecting public health, preventing the contamination of natural resources and ensuring product safety. Biolab ensures that all hazardous waste and industrial effluents are treated and disposed of appropriately in compliance with health and environmental regulations.



Continuous monitoring

The Company rigorously monitors the entire waste management process, which encompasses generation, segregation, collection, storage, separation, treatment, transportation, and final disposal. Water usage is also continuously monitored, including storage, treatment, consumption, and disposal, to ensure operational efficiency, health, and environmental compliance, and process safety.



Training

Biolab provides continuous training for its employees and service providers on operational procedures, as well as best practices related to water use and waste generation, particularly hazardous and controlled waste.



Waste segregation and selective collection

The Company has implemented a robust system for waste segregation and selective collection in all its operations. This ensures that waste is properly classified and sent for appropriate treatment, thus contributing to a circular economy and reducing the environmental impacts from the use of natural resources.



Engagement

Biolab maintains open dialogue with its employees and partners through its communication channels, collecting feedback and adapting its practices to the needs, concerns and suggestions received.



Internal environmental programs

To benefit employees and their families, Biolab has established programs for the selective collection of used cooking oil, batteries and expired or unused medicines. This waste is collected and directed to a responsible and sustainable environmental destination.

Additionally, the Company aims to develop robust methodologies to quantify the environmental gains achieved through numerous projects, transforming data into tangible insights that demonstrate the value of sustainable initiatives to both internal and external stakeholders. The goal is to build a self-sufficient environmental management system that transcends individual dependencies, effectively documenting and communicating the Company's environmental achievements.

These measures are essential for ensuring the Company's efficiency and compliance with industry best practices.

These measurements and indicators are crucial for the continuous monitoring and improvement of the Company's environmental management processes.

To this end, Biolab maintains control over its efficiencies through an integrated measurement monitoring and analysis system, which allows:

- **Continuous monitoring:** the Company monitors its water and waste indicators, which facilitates the identification of areas for improvement.
- **Periodic reports:** detailed reports are generated that provide insights into the Company's environmental performance.
- **Corrective actions:** Biolab launches corrective and preventive actions based on the analysis of indicators, thus ensuring continuous process improvement.
- **Transparency and communication:** results of indicators are disclosed to stakeholders, promoting transparency and engagement with the community.

This strategic move not only meets the requirements of the future ISO 14001 certification, but also helps create an Organization culture in which sustainability is valued and seamlessly integrated into all of the Company's decision-making processes.

Occupational safety and training programs

Biolab provides continuous training to employees and service providers on operational procedures and best practices related to water use and waste generation, particularly concerning hazardous and controlled waste.

Employees are encouraged to propose improvements and challenge existing practices, demonstrating an environmental awareness that transcends mere compliance.

This awareness is fostered through an onboarding program that introduces new employees and service providers to the Company's environmental principles from the outset. Weekly dialogues (DDS) constantly reinforce these values, reserving at least one monthly topic for discussions on the environment and environmental emergency procedures.

Reduction of operating costs

Biolab has systematic methodologies to identify and eliminate stages that could result in unnecessary wastage. Multidisciplinary teams regularly assess production flows, questioning each phase of the production cycle and making improvements that maximize resource utilization. This critical analysis results in adjustments that bring operational and financial benefits, in addition to significant environmental gains through lower consumption of raw materials, water and energy.

By optimizing waste generation and water use at its facilities, Biolab reduces operating costs associated with water consumption and treatment, as well as material purchases and waste treatment and disposal. Moreover, revenue from sales and the recycling of materials help decrease expenses related to incineration and co-processing, while also alleviating the strain on the consumption of natural resources required for the production of new materials.

Additionally, Biolab invests in more modern production equipment and methodologies, which naturally reduce the generation of waste and pollutant emissions during the production cycle. The modernization of its industrial facilities, particularly at the Pouso Alegre/MG site, reflects this strategic priority. From architectural designs that prioritize natural lighting and efficient air conditioning to advanced energy monitoring

systems and reuse of effluents, the Company illustrates how technology can be a crucial ally in minimizing environmental impacts, without compromising the quality and operational efficiency that characterize its products.

SUSTAINABLE INITIATIVES AT THE POUSO ALEGRE SITE



Photovoltaic energy: contributes to part of the plant's lighting.



New effluent treatment plant: will enable the reuse of 100% of treated effluents (currently 60m³, with capacity for 150m³).



Energy efficiency: LED lighting is installed throughout the unit.



Sustainable design: incorporates a special roof to capture sunlight and facade designed for natural air conditioning.

Materials used in production

— 301-1, 301-2, 301-3

During the year, Biolab used a variety of materials for the production and packaging of its products. Information on the materials used in production and packaging is collected through the Company's Enterprise Resource Planning (ERP) system, which records weights and units as quantification measures for raw materials and packaging materials.

In the first year of reporting on the materials used in production and packaging, Biolab was unable to classify them as renewable or non-renewable. This limitation arose from the additional requirements

needed to parameterize the Company's systems and ERP. However, Biolab recognizes that this classification is essential for more effective and sustainable management of its inputs.

Biolab reaffirms its commitment to improving its management and transparency processes continuously. To address this, the Company has set a goal of creating specific categories for renewable and non-renewable materials by the next reporting period. This will provide a more detailed overview of its environmental performance.

Raw material

Materials	Measure	2022	2023	2024
Raw material	Kilograms	1,338,226.99	1,565,175.59	1,906,754.51
	Thousands	192,578.01	207,472.27	284,280.95
	Unit	305	352	459

Renewable and non-renewable materials

Materials	Measure	2022	2023	2024
Packaging materials	Kilograms	710,303.95	839,697.98	1,048,153.24
	Thousands	280,835.29	300,102.49	364,364.69
	Package	65,169.12	100,227.25	272,019.24
	Unit	3,009,292.06	3,312,027.75	4,069,522.62

Waste management and reverse logistics

— GRI 3-3 Material topic: Environmental management | 306-2, 306-3, 306-4, 306-5

At Biolab, waste management and the implementation of circularity measures consist of a comprehensive set of preventive and corrective actions. All waste is generated within the Company's operations, allowing for greater control over processes and facilitating the adoption of effective measures to minimize environmental impacts.

Waste management at Biolab units is entirely handled by specialized in-house teams. From segregation, internal collection and temporary storage, the Company has strict control procedures over the partners that carry out the final stages of the process, which includes the transport of waste for final disposal. This oversight includes on-site monitoring of the destruction of products and controlled waste, constant verification of licenses and authorizations, as well as monitoring and recording all proofs of destruction in the system. This approach

ensures comprehensive traceability of the waste lifecycle and compliance with all relevant legal and environmental requirements.

This robust management system is part of the Company's broader strategy to proactively minimize environmental impacts and promote sustainability, with a strong focus on waste preventing waste generation.

Avoid waste generation

- **Optimization of processes:** improving the efficiency of production processes to reduce waste generation;
- **Use of clean technologies:** deploying technologies that minimize waste generation and emissions.

Circularity measures

- **Reverse logistics:** recovery and recycling of post-consumer packaging and expired or unused pharmaceutical products.

Management of significant impacts of waste

- **Effluent treatment:** use of biological treatments to remove contaminants from effluents before disposal;
- **Continuous monitoring:** regular sampling of water quality and waste generated to ensure compliance with environmental standards;
- **Education and training:** training employees on sustainable practices and waste management.

All hazardous waste is treated in accordance with environmental and health regulations at companies licensed to treat or destroy the waste generated at Biolab units to reduce environmental and health risks related to such waste.



Recycling

Recycling programs are in place at all Biolab units to reduce environmental impact and the volume of waste sent to landfills. The packaging used in Biolab products is designed to be easily recyclable, which helps reduce the volume of waste sent to landfills and incinerators.

In 2024, the Company made significant progress in recycling, with a 28.42% increase in materials sent for recycling compared to 2023. Currently, 65% of all waste generated by Biolab's operations is sent for recycling, which underscores the Company's commitment to minimizing environmental impact through management increasingly oriented towards the circular economy.

Besides generating revenue from sales, recycling results in significant savings on expenses related to destruction

in incinerators and co-processing. It also reduces the pressure to consume virgin natural resources for producing new materials. Biolab adopts the constant pursuit of recycling technologies as a fundamental principle, which will simultaneously help reduce the use of virgin natural resources and drive the growth of a more circular and sustainable economy.

65%
of all waste
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operations is sent
for recycling.

Composting of organic waste

The organic waste generated at the Pouso Alegre/MG unit is sent to composting plants, which reduces the volume of waste sent to landfills. The Company thus contributes to extending the useful life of existing landfills and reducing the environmental impact associated with the creation of new landfills. This initiative also strengthens Biolab's environmental commitment to preserving soil and water, and preventing contamination by leachate, which reduces the emission of methane gas—a powerful intensifier of the greenhouse effect.

Employee training

Continuous investment in training employees on sustainable practices and adequate waste management procedures, thereby creating an environmentally responsible Organization culture.

Segregation and selective collection of waste

The Company has created at its units specific and appropriate collection points and routes for hazardous and non-hazardous waste, accompanied by clear signage and training for all employees.

Biolab ensures occupational safety through regular training, including courses on Regulatory Standard (NR) 6 – Personal Protective Equipment (PPE) and NR 20 – Flammable and Combustible Materials, as well as internal training. The Company provides appropriate PPE to all employees involved in activities related to handling waste and in water systems, ensuring safe environments and operations, and compliance with occupational health standards.

- **Specialized management of hazardous waste:** all hazardous waste is treated in accordance with environmental and health regulations, and is processed exclusively by duly licensed companies to minimize environmental and health risks.
- **Distribution and Environmental Management Program (DGA):** enables distributors to properly dispose of expired or damaged medicines locally, thereby avoiding unnecessary transportation, as well as reducing risks and greenhouse gas emissions.



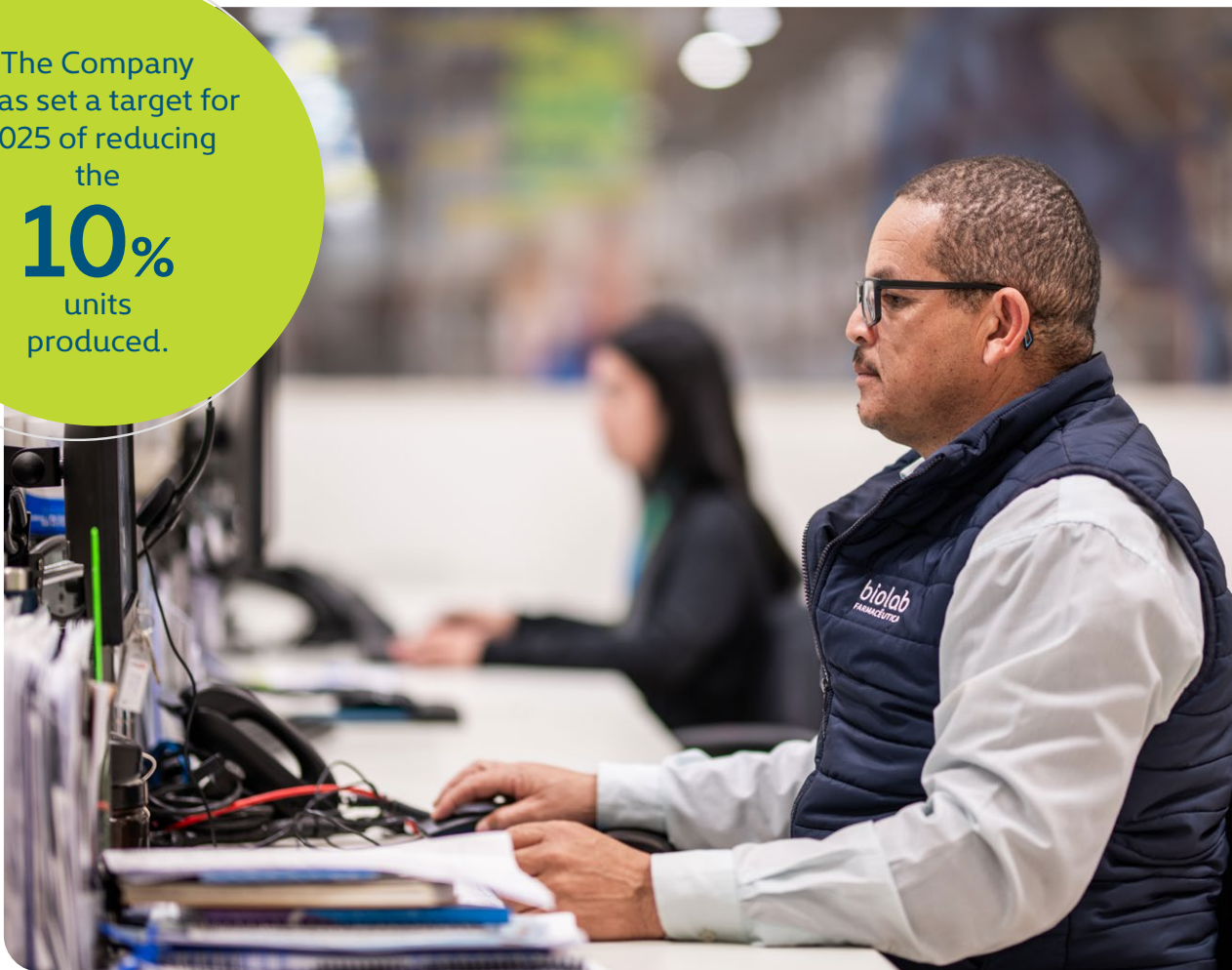
Follow-up and monitoring

The system for collecting and monitoring data related to waste includes accurate identification, weighing, categorization (hazardous and non-hazardous) and detailed registration of quantities in dedicated management systems..

Waste volumes are obtained through Waste Transport Manifests (MTR), official documents that accompany all materials sent for treatment and destruction. This data is compiled monthly into Power BI dashboards for detailed analysis and decision-making based on evidence.

Though the Company controlled only the indicators for waste without any formally established goals in 2024, it has set a target for 2025 of reducing the volume of waste generated by 10% per 1,000 units produced, reflecting its growing commitment to sustainability.

The Company
it has set a target for
2025 of reducing
the
10%
units
produced.



Monitoring and auditing of waste management

Biolab registered an improvement in the efficiency of hazardous waste disposal in 2024, compared to in 2023 and 2022. Though data shows that 2024 was the year with the highest volume of waste generated in absolute terms, this scenario aligns with the performance metric adopted by Biolab.

To assess and control waste generation, Biolab uses a production efficiency indicator, which calculates the quantity of waste (in kg) for every thousand units produced. In this context, the higher waste generation in 2024 was accompanied by a significant increase in production, which resulted in a notable improvement in the Company's efficiency.

Waste generated, by type of final disposal

(tons)

	2022	2023	2024
Hazardous waste (Class I)	449.45	447.83	535.14
Co-processing (using energy in cement kilns)	337.36	338.46	467.09
Pyrolysis (without energy recovery)	15.82	62.73	1.24
Incineration (without energy recovery)	96.27	46.64	66.81
Non-hazardous waste (Class II)	765.22	724.31	1,011.91
Recycling	735.14	674.91	913.63
Composting	30.08	49.4	98.28
Total	1,214.67	1,172.14	1,011.91

Note: waste disposal is carried out outside Biolab. Until the preparation of this report, it was not possible to provide information regarding disposal in landfills.

Waste generated in metric tons by waste composition

(metric tons)

	2022	2023	2024	△ 2024/2023	Breakdown of waste composition in 2023
Hazardous waste (Class I)	449.45	447.83	535.14	19.50%	Co-processing + Incineration + Pyrolysis
Co-processing	240.00	277.00	424.65	53.30%	Leftovers of pharmaceutical production, contaminated PPE, waste from cleaning of areas and equipment, expired and rejected medicines.
Co-processing - Pouso Alegre	97.36	61.46	42.44	-30.95%	Expired or returned finished products.
Incineration	73.00	30.00	56.98	89.93%	Leftovers of pharmaceutical production, contaminated PPE, waste from cleaning of areas and equipment, expired and rejected medicines.
Incineration - Pouso Alegre	23.27	16.64	9.83	-40.91%	Finished, expired or returned products.
Pyrolysis	15.82	62.73	1.24	-98.02%	Leftovers of pharmaceutical production, contaminated PPE, waste from cleaning of areas and equipment, expired and rejected medicines.
Non-hazardous waste (Class II)	765.22	724.31	1,011.91	39.71%	
Recycling	735.14	674.91	913.63	35.37%	Cartridge, product leaflets, uncontaminated blisters, aluminum, PVC, cardboard.
Composting	30.08	49.40	98.28	98.95%	
Total	1,214.67	1,172.14	1,547.05		

Water and effluent management

—| GRI 303-1, 303-4, 303-5

The Company is firmly committed to sustainability and environmental preservation, for which it has rigorous practices to manage its water resources, while respecting environmental regulations and promoting the responsible use of water. This task is carried out through systems that monitor and control water consumption, internal audits, and continuous improvement of practices.

Biolab uses its Effluent Treatment Plants (ETPs) to ensure the adequate treatment of industrial effluents. It also invests in technologies and processes that reduce waste and increase operational efficiency.

Biolab collaborates closely with its stakeholders, including employees and external parties, to manage water resources as a shared resource. It also conducts environmental awareness and education initiatives to encourage sustainable practices. Consequently,

the Company continually improves its water management practices, aligning itself with the highest standards of environmental and social responsibility.

Biolab is committed to further advancing the issue of water management and will define

clear goals and targets for water resource management by 2025. These commitments will be detailed and reported in the next sustainability report, underlining Biolab's unwavering commitment to environmental responsibility and transparency.



Water reuse

To optimize the use of water resources at its units, Biolab has installed systems for collecting and reusing rainwater, water discharged by treatment systems and treated effluents. The goal is to reuse these resources internally for purposes that do not require drinking water.

The Company has a 10,000-liter tank at the Jandira unit and two 1,000-liter tanks in Itapevi, both for collecting rainwater from the roofs and water discharged by the water treatment system. This water is used in the toilets at these units. In Taboão da Serra, a 5,000-liter tank was installed to collect water discharged by the

water treatment system, which too is used in the toilets.

At the Pouso Alegre unit, Biolab has built a 466,000-liter reservoir to collect and store rainwater from roofs, water discharged from the water treatment system, and effluent treated at its ETP. This water is used primarily in

construction, irrigation of green areas and lawns, vehicle washing, dust control, cleaning of outdoor areas, irrigation of seedlings, and moistening the soil.

Installation of these systems demonstrates Biolab's commitment to optimizing the use of water resources by reducing the demand for drinking water and minimizing the generation of effluents discharged into the environment, thus contributing to environmental conservation and its operational efficiency.



Treatment of industrial effluents and sewage

Although there is no specific law in Brazil yet that regulates the detailed control of pharmaceuticals in industrial effluents, Biolab adopts a preventive and responsible approach to managing the quality of the treated effluents. The Company monitors the quality of effluents based on Safety Data Sheets (SDS) and Material Safety Data Sheets (MSDS) to ensure that its processes are aligned with industry best practices.

Additionally, Biolab uses as reference the discharge standards determined by the laws in the states where it operates, which establish the criteria for the treatment, disposal and reuse of effluents. This guideline ensures that the effluents treated meet the standards required to protect human health and the environment.

In 2024, the Company did not record any case of non-compliance with the discharge limits, maintaining all the parameters analyzed in accordance with the laws in each state.

The Company has constructed individual networks for collecting industrial effluents and sewage at its units to ensure safer and more efficient operation of the liquid waste generated by Biolab's operations, reduce environmental and health risks, and ensure compliance with regulations.

Treatment of industrial effluents at ETP

Biolab ensures that 100% of industrial effluents generated by its operations are properly collected and sent for treatment at the Effluent Treatment Plants (ETPs) located within its facilities. This process is a fundamental part of



the Company's commitment to the responsible management of water resources and environmental preservation.

Sewage treatment

Similarly, the sewage is fully collected and sent to the Company's ETPs or the public sewage collection and treatment network, depending on the infrastructure available in each location. The Company conducts periodic analyses to ensure that all applicable environmental parameters are met.

Sewage treatment

— GRI 303-1

Three types of water supply are utilized, each catering to the specific needs of the Company's units: public concessionaires, groundwater, and local suppliers.

To ensure a water supply in the event of an interruption from the concessionaire, the Company also utilizes water supplied by

companies specializing in drinking water, delivered by tanker trucks. This water is collected and transported under controlled conditions, complying with all quality standards and regulations established by environmental and health agencies, thus ensuring adequate quality for drinking and industrial use.

Public concessionaires

These supply drinking water for human consumption and for industrial purposes. The utility companies treat all potable water. The Jandira, Taboão, Bragança, Itapecerica, RDGI, and administrative offices (AO, Moema, Vila Olímpia, and Pinheiros) consume this water.

Groundwater

The Company collects water from artesian wells duly authorized for industrial and sanitary purposes at the Jandira, Taboão, and Pouso Alegre sites. These wells are monitored regularly to ensure that water abstraction is sustainable per the requirements defined in their authorizations, without compromising local aquifers. Tests and inspections are conducted at the well outlets to comply with environmental and sanitary regulations, ensuring quality standards for production areas and promoting good sustainability practices.



Local suppliers

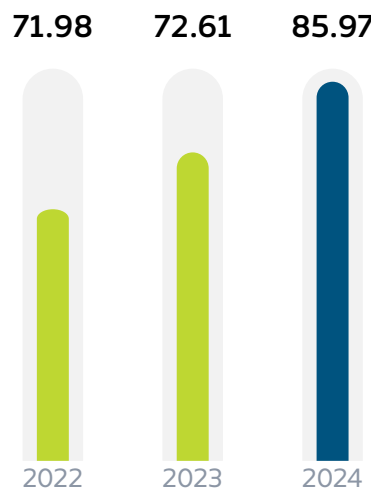
To ensure a water supply for operations at the units in the event of any interruption in the supply from the concessionaire, Biolab uses, as a supplement, water supplied by specialized companies. This drinking water is delivered to the Company’s sites by tanker trucks.

Water is collected and transported under controlled conditions, complying with all quality standards and regulations established by environmental and health agencies. This way, Biolab ensures that the

water supplied is of adequate quality and safe for drinking and industrial use in its operations.

In 2024, construction of the buildings consumed a significant volume of water—from the preparation of mixtures to the wetting and curing of the slabs—an essential process for the concrete to reach the desired strength. Biolab recognizes that water is essential for its production processes and, hence, is committed to reducing its consumption.

Total water abstraction (in megaliters)



Total water consumption (megaliters)

Type	2022	2023	2024
Surface water	0.00	0.00	0.00
Groundwater	29.74	29.45	42.35
Sea water	0.00	0.00	0.00
Produced water	0.00	0.00	0.00
Third-party water	42.24	43.16	43.62
Total	71.98	72.61	85.97

Energy use management

— GRI 302-1

Approximately 90% of the energy used by Biolab comes from renewable sources, either through the free energy market or solar energy, representing a significant improvement over the previous year.

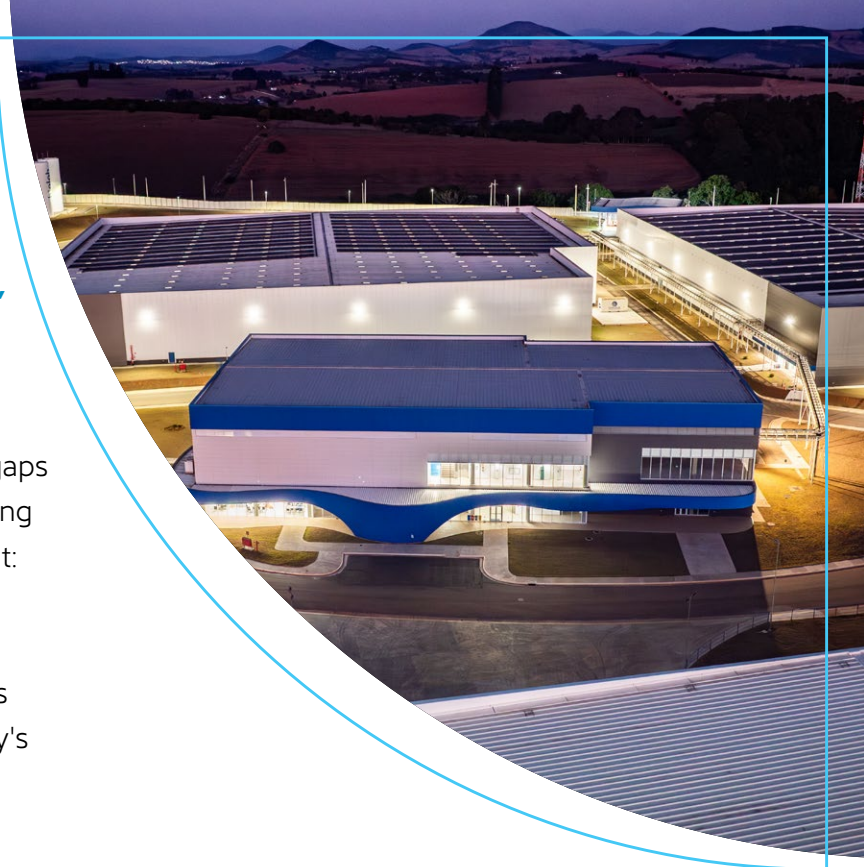
These results are important and significant for the Company, as they demonstrate its commitment to preserving natural resources and transitioning from non-renewable to renewable energy sources.

Energy consumption is controlled using spreadsheets and dashboards, which are fed monthly with data collected in the field and provided by suppliers, ensuring accurate and up-to-date monitoring. For 2025, the Company is considering acquiring technologies to automate and unify this data in a single dashboard to enhance data monitoring and management.

The Company currently has a well-established and continuous consumption pattern in its units, thanks to efficient management and

resources that help identify anomalies and gaps in processes. Compared to 2023, the following vital variations in the energy profile stand out:

- I) Diesel consumption fell considerably compared to the previous year. Diesel is used exclusively to power the Company's generators, which are activated during power failure to prevent production from coming to a halt. In 2024, due to the reduction in power outages, diesel consumption was lower.
- II) The use of Liquefied Petroleum Gas (LPG) increased from 2023 due to the implementation of the third shift at the Bragança Paulista and Taboão da Serra units.
- III) Overall energy consumption also increased in comparison with previous years due to the addition of a third shift at some sites and the installation of new equipment in the Taboão da Serra and Pouso Alegre sites. A particularly relevant aspect in this regard was the steep 94.77% reduction in energy consumption from non-renewable sources compared to 2023.



Energy consumption within the Organization (GJ)

	2022	2023	2024
Non-renewable fuels	21,933,144.12	21,575,904.72	18,626,217.79
Diesel	1,159.08	1,783.88	1,240.73
LPG	21,931,985.04	21,574,120.84	18,624,977.06
Consumption of	92,903.56	106,443.21	110,354.26
Electricity from utility Company	32,317.81	25,772.54	1,347.72
Electricity generated by solar panels	7,951.17	9,329.54	7,291.31
Free market (renewable) electricity	52,634.58	71,341.12	101,715.23
Total energy consumption	22,026,047.67	21,682,347.92	18,736,572.04

*Electricity consumption refers to the facilities in Taboão da Serra, Jandira, Itapevi, Bragança, Pouso Alegre, RD&I center, and administrative offices.

1 - Energy from utility companies refers to administrative offices.

2 - Energy generated by solar panels refers to the Pouso Alegre site.

3- Diesel and LPG consumption only refers to industrial equipment that uses these products as fuel.



Advances and environmental planning

Biolab is committed to continually enhancing its sustainability performance and seeks to engage more deeply with the pillars of Environmental, Social, and Governance (ESG) through new initiatives. The Company is planning actions that reflect the maturity of its journey and the determination to strengthen both environmental and social responsibility.

Regarding biodiversity, although Biolab's units are situated in industrial districts or urban areas that have already been developed, with no nearby high-biodiversity or environmentally protected regions, the Company maintains strict control over its internal and external environmental impacts. This ensures that its operations continue to minimize any impact on ecosystems, even in altered environments.

One of Biolab's primary focus areas is emissions. The Company recognizes the crucial need to account for Greenhouse Gases (GHG) as part of its commitment to

sustainability. Therefore, it will begin a detailed survey of its emission sources in 2024, aiming to quantify the gases emitted, including scopes 1 and 2. In the next report, the Company will present the results of this survey, which will serve as a basis for developing and setting reduction targets for subsequent years.

Additionally, Biolab is preparing for a crucial stage in assessing the environmental performance of its suppliers. Starting in 2025, the Company will evaluate the criticality of its suppliers by integrating ESG criteria for all approved partners. An action plan will be developed for these partners, and the progress of these actions, along with the percentage of completed assessments, will be detailed in the next report. This initiative reflects Biolab's commitment to extending its sustainable practices throughout the value chain.

Biolab is committed to ESG pillars and controls its environmental impacts. In 2025, it will implement projects such as a detailed mapping of its emission sources and assessing the criticality of its suppliers.



8

ANNEXES

GRI content index
Corporate information
Credits



Interactive
summary



GRI content index

Declaration of use	Biolab reported in accordance with the GRI Standards for the period from January 1, 2024 to December 31, 2024
GRI 1 used	GRI 1: Fundamentals 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI standard	Content		Page/answer	Omission		
				Omitted requirements	Reason	Explanation
General Disclosures						
The organization and its reporting practices						
GRI 2: General Disclosures 2021	2-1	Organizational details	15			
	2-2	Entities included in the organization's sustainability reporting	15	2-2 b) 2-2-c i) 2-2-c ii) 2-2-c iii)	Not applicable.	
	2-3	Reporting period, frequency and contact point	4			
	2-4	Restatements of information	In indicator 404-1, adjustments were made to the work hour data for 2023 due to the standardization of the unit of measurement used by the reporting area (minute vs. hour).			
	2-5	External assurance	The report has not been externally verified.			
Activities and workers						
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	15, 21, 24, 87			
	2-7	Employees	61			
	2-8	Workers who are not employees	61			

GRI standard	Content	Page/answer	Omission			
			Omitted requirements	Reason	Explanation	
Governance						
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	29, 30, 87	2-9-c vi) 2-9-c viii)	Not applicable.	There is no regulation determining the term of office of Independent Directors.
	2-10	Nomination and selection of the highest governance body	29, 30			
	2-11	Chair of the highest governance body	29, 30			
	2-12	Role of the highest governance body in overseeing the management of impacts	29, 30			
	2-13	Delegation of responsibility for managing impacts	29			
	2-14	Role of the highest governance bodyin sustainability reporting	4, 29			
	2-15	Conflicts of interest	29, 35	2-15-b i) 2-15-b ii) 2-15-b iii) 2-15-b iv)	Not applicable.	The partners hold interest in other companies, but in businesses other than Biolab’s.
	2-16	Communication of critical concerns	35			
	2-17	Collective knowledge of the highest governance body	29			
	2-18	Evaluation of the performance of the highest governance body	29			
	2-19	Remuneration policies	29, 35, 75	2-19-a ii) 2-19-a v)	Not applicable.	There is no retirement plan validated and disclosed to the entire Organization.
	2-20	Process to determine remuneration	29, 35, 75			

GRI standard	Content		Page/answer	Omission		
				Omitted requirements	Reason	Explanation
Governance						
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	29			
Strategy, policies and practices						
GRI 2: Material Topics 2021	2-22	Statement on sustainable development strategy	9			
	2-23	Policy commitments	35			
	2-24	Embedding policy commitments	35			
	2-25	Processes to remediate negative impacts	40			
	2-26	Mechanisms for seeking advice and raising concerns	35			
	2-27	Compliance with laws and regulations	35			
	2-28	Participation in associations	39			
Stakeholder engagement						
GRI 3: Material Topics 2021	2-29	Approach to stakeholder engagement	90			
	2-30	Collective bargaining agreements	100% of employees are affected by collective bargaining, always taking into account the category to which the employee belongs.	2-30 b)	Not applicable.	
Material Topics						
GRI 3: Material Topics 2021	3-1	Process to determine material topics	5			
	3-2	List of material topics	5			

GRI standard	Content	Page/answer	Omission		
			Omitted requirements	Reason	Explanation
Corporate governance and transparency					
GRI 3: Material Topics 2021	3-3	Management of material topics			
Ethics and compliance					
GRI 3: Material Topics 2021	3-3	Management of material topics	35		
	205-1	Operations assessed for risks related to corruption	87		
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	35		
Risk management					
GRI 3: Material Topics 2021	3-3	Management of material topics	40		
Capacity and industrial planning					
GRI 3: Material Topics 2021	3-3	Management of material topics	52		
Data intelligence					
GRI 3: Material Topics 2021	3-3	Management of material topics	53		
Launch of new products, research, development and innovation					
GRI 3: Material Topics 2021	3-3	Management of material topics	55		
Product quality and safety					
GRI 3: Material Topics 2021	3-3	Management of material topics	58		
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	58		

GRI standard	Content	Page/answer	Omission			
			Omitted requirements	Reason	Explanation	
Product quality and safety						
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	58	417-1	Not applicable.	There were no incidents.
GRI 417: Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	58	417-2 V-)	Not applicable.	
	417-3	Incidents of non-compliance concerning marketing communications	58	417-3 III-)	Not applicable.	
Customer relations and satisfaction						
GRI 3: Material Topics 2021	3-3	Management of material topics	86			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	86	418-1	Not applicable.	The Organization did not receive any incident or complaint on this topic.
People management						
GRI 3: Material Topics 2021	3-3	Management of material topics	61			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	65			
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	76			
	401-3	Parental leave	65			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	80	403-1 a. I	Not applicable.	There is no applicable legal requirement.
	403-2	Hazard identification, risk assessment, and incident investigation	80			

GRI standard	Content	Page/answer	Omission		
			Omitted requirements	Reason	Explanation
People management					
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	80		
	403-6	Promotion of worker health	80		
	403-8	Workers covered by an occupational health and safety management system	80		
	403-9	Work-related injuries	80	403-9 IV.	Not applicable. There were no accidents involving contractors.
GRI 404: Training and Education 2016	404-1	Average hours of training per year, per employee	69	404-1 a) I	Not applicable. No training programs were developed for a specific gender.
	404-2	Programs for improving employee skills and assisting with career transitions	69	404-2 b)	Not applicable. The Organization does not have a specific program for managing end of career.
	404-3	Percentage of employees receiving regular performance and career development reviews	71		
Relationship with doctors					
GRI 3: Material Topics 2021	3-3	Management of material topics	83		
Social responsibility					
GRI 3: Material Topics 2021	3-3	Management of material topics	90		

GRI standard	Content		Page/answer	Omission		
				Omitted requirements	Reason	Explanation
Environmental management						
GRI 3: Material Topics 2021	3-3	Management of material topics	94, 99			
GRI 301: Materials 2016	301-1	Materials used by weight or volume	98			
GRI 301: Materials 2016	301-2	Recycled input materials used	98	301-2	Not applicable.	The Organization does not use recycled raw materials to produce medicines; packaging materials used in cardboard boxes.
	301-3	Reclaimed products and their packaging materials	98	301-3	Not applicable.	Information in a timely and diligent manner is not available at this moment.
GRI 302: Energy 2016	302-1	Energy consumption within the organization	110			
GRI 303: Water 2018	303-1	Interactions with water as a shared resource	105			
	303-4	Water discharge	105	303-4 a) 303-4 b) 303-4 c)	Not applicable.	
	303-5	Water consumption	105			
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	99			
	306-3	Waste generated	99			
	306-4	Waste diverted from disposal	99			
	306-5	Waste directed to disposal	99			



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