

Annual Sustainability Report 2023

2023 Annual Sustainability Report

Summary



Introduction	3	Stakeholder engagement	36	SDG integration	84
About this report	4				
Message from the CEO	5	Materiality	38	GRI Content Index	89
Blau Farmacêutica	6	Material Topics	41	Credits	95
Products and services	8	Innovation and technology; Research & Development	42		
Business units	9	Access to medicines	48		
Blau branches	10	Quality and safety of medicines	49		
2023 highlights	12	Data privacy	50		
Awards and recognition	13	Occupational health and safety	51		
Timeline	14	Talent attraction, retention, and development	58		
Our guidelines	15	Diversity and inclusion	63		
Our team: We are "Blauers"	16	Social investment	68		
Employees ad service providers	17	Risk management	70		
		Economic performance	71		
Corporate governance	18	Water and effluents	74		
Governance structure and its composition	20	Waste	76		
Strategy, policies ad practices/compliance	27	Climate change	81		
Risk management	34	Energy and emissions	82		

1

Introduction



About this report

GRI 2-2, 2-3, 2-4, 2-5

We present to you all the Blau Farmacêutica 2023 Sustainability Report, which contains the data and results achieved during 2023. Our main projects, indicators, results and important matters in financial, social, environmental and governance aspects are shown here. In addition to the above, there are topics related to sustainability considered both material and relevant for the Company and from the viewpoint of its stakeholders. The report is issued annually.

The report was prepared in accordance with the 2021 Global Reporting Initiative (GRI) Standards and correlated with specific goals within the Sustainable Development Goals (SDGs) to which Blau contributes within the United Nations' (UN) 2030 Agenda.

The data displayed refers to the period from January 1 to December 31, 2023. Blau Farmacêutica consolidates the financial information of its units in Brazil.

The information was collected from leaders in different areas, by the Working Group itself, and included the participation of members of the Executive Board. The report was validated by the ESG (Environmental, Social and Governance) Committee in its various stages.

During this period, there was no reformulation of information relating to the previous report.

There was no external assurance.

“Nosso engajamento e compromisso com o desenvolvimento econômico, social e ambiental fazem parte das nossas ações de sustentabilidade”

Marcelo Hahn

The translation of the quote is: “Our engagement and commitment to economic, social, and environmental development are part of our sustainability actions.” Marcelo Hahn



Report prepared in accordance with the 2021 Global Reporting Initiative (GRI) Standards and correlated with the Sustainable Development Goals (SDGs)



Should you have any questions about the content of this report, please let us know by emailing: ri@blau.com

Message from the CEO

GRI 2-22

To our stakeholders,

36 years ago, I started Blau Farmacêutica with a clear purpose: develop solutions that promote a healthier and more sustainable world and, most importantly, expand access to essential medicines for all. Since then, the Company's trajectory has been marked by innovation and continued search for excellence.

We have become a leading Brazilian multinational in the institutional pharmaceutical market in Latin America, with global operations. In 2023, we completed the strategic acquisition of Laboratório Bergamo to increase our production capacity, strengthened our expansion abroad in the US (with plasma collection centers) and Europe (with participation in Prothya, a blood plasma fractionator), and the production of Active Pharmaceutical Ingredients (APIs), always attentive to the future of the sector.

Last year was a huge milestone in making positive changes to our business model with the creation of three business units (Onco-hematology & Specialties, Pharma/Retail, and Aesthetics)

and now –more than ever, we are sure– through relationship channels, we are establishing a needed proximity with our customers, thus ensuring continuous and active listening to the needs of the healthcare sector.

We are driven by technology and innovation, which permeate the entire Company and materialize as Blau's Research, Development and Innovation Center, Inventta. In 2023, we allocated 11% of our net revenue to research, development and innovation of new solutions, which reinforces our commitment to wider access to healthcare. I must also mention and thank the "Blauers" Team, as each of our achievements was only possible with the commitment of our 1,700+ employees. Thank you very much!

We believe that innovation and the pillars of ESG go hand in hand and, therefore, we are committed to ensuring more eco-efficient production processes and management aimed at reducing the consumption of natural resources in our operations. In addition to supporting social projects and assisting the communities where we operate, we have a robust governance model with a board of seven members (four independent ones) that provides solid strategic guidance. This governance structure is a source of pride for us, fostering confidence in the market.



Our long-term strategy is to remain visionary, developing and offering cutting-edge products and solutions, with a focus on biotechnology for a healthier and more sustainable world. We are ready for the challenges ahead, and we are just getting started. Enjoy your reading!

Marcelo Hahn
Founder CEO

2

Blau Farmacêutica





GRI 2-1, 2-6

Blau Farmacêutica S.A. is a publicly traded Brazilian company, with shares listed on B3, the São Paulo stock exchange, in the New Market listing segment (BLAU3) since 2021.

Blau is one of the main Brazilian laboratories, leader in the Institutional (hospital) segment and a pioneer in biotechnology. It has great potential for consumption growth in the market, with a focus on the Onco-hematology & Specialties, Pharma/Retail and Aesthetics segments.

It has a broad portfolio of medicines, essential for hospitals, clinics and HMOs (Health Maintenance Organizations), with a good variety of injectables. The Company also has highly complex medicines composed of products from its own brand, and focused on the two main therapeutic classes in the national and global market: oncology and immunology.

In Brazil, we are one of the few companies capable of developing the entire chain of a biotechnological medicine, from the development and production of APIs (active pharmaceutical ingredients) to the finished product.

Its operations are mainly in the Institutional segment, which includes private hospitals and clinics, such as chemotherapy and hemodialysis centers, and public health institutions at municipal, state and federal

levels. Companies operating in this segment focus on sales to hospital networks, outpatient clinics and medical clinics, indirectly contributing to distribution and sales to consumers.

The Company currently has subsidiaries in countries such as Brazil, Uruguay, Colombia, Ecuador, Argentina, Chile, Peru, the United States and Europe. Blau has been present in the United States since 2021 under its wholly-owned subsidiary Plex Plasma Experts, operating with plasma collection operations.

In 2023, there was investment in the Dutch company Prothya Biosolutions S.A., also establishing a presence in Europe, with plasma collection centers in Hungary and exports to other countries in Europe and Asia.

In Brazil, it is headquartered at Rodovia Raposo Tavares (SP-270), km 30.5,, in the city of Cotia, state of São Paulo.

We have a pharmaceutical industrial complex composed of five industrial plants, with cutting-edge technology, dedicated to the production of biological, biotechnological, oncology drugs, antibiotics, injectable anesthetics, and biotechnological pharmaceutical inputs.

Products and services

| The Company's operating segments are Institutional and Other Markets.

Institutional

The Institutional segment encompasses the Company's sales to private hospitals and clinics, including chemotherapy and hemodialysis centers, as well as public health institutions at the federal, state and municipal levels. The demand generated in hospitals and clinics, as well as that of key accounts (medical insurance plans and hospital networks), is met by logistics companies and the Company's logistics department.

Blau has a significant market share in the hospital distribution business, and its products are sold in almost all healthcare institutions in the country.

Other Markets

It is divided into three main markets:

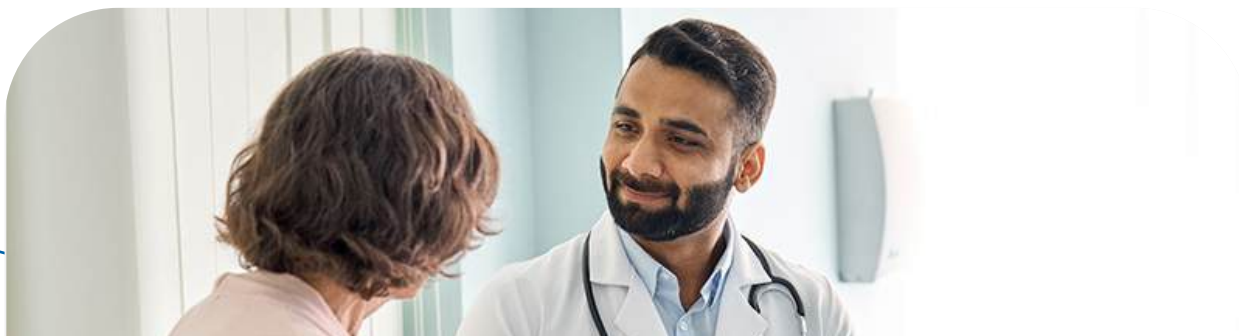
- I. Retail and OTC, which serves pharmacies located in Brazil and is present in the largest drugstore chains in the country and in associative pharmacies, with its prescription medications, over-the-counter medications (OTCs) and Preserv® line of condoms;
- II. Aesthetics, aimed at aesthetic clinics, franchises, dermatologists, dentists and biomedical professionals with the sale of injectable products, such as botulinum toxin; and
- III. Plasma collection, serving the United States market, via the Hemarus operations.



Blau Farmacêutica products are sold in almost all healthcare institutions in Brazil.

Business units

Currently, the Company is divided into three business units: **Onco-hematology & Specialties, Pharma/Retail, and Aesthetics**, each with its own sales and marketing teams, and independent financial control.



Onco-hematology & Specialties

The Onco-hematology unit consolidates the country's largest portfolio of products intended for the treatment of cancer, whether for combating solid or blood tumors. In addition, the unit has medications to treat the main side effects of cancer treatment, such as antiemetics and stimulants for the production of white blood cells. The Specialties front is made up of products that are used in a hospital environment, from the patient's arrival at the ER service to special care units such as the ICU and operating rooms, in addition to hospitalization. This front includes medications such as antibiotics, antivirals, anticoagulants, blood products, muscle relaxants, analgesics, anesthetics, and more. In 2023, Blau was a leader in injectable antibiotics.



Pharma/Retail

Blau provides medicines and products for various indications, especially for chronic diseases such as rheumatoid arthritis and anemia. It also covers segments such as the line of oncological, gynecological, and antiemetic drugs and a complete line of male condoms, all sold at retail, and other products that may or may not require a medical prescription.



Aesthetics

We provide innovative solutions for aesthetic procedures. We have developed one of the best minimally invasive portfolios, which meet or exceed the expectations of healthcare professionals specializing in aesthetic procedures. We seek to expand our presence in the injectable aesthetic market with a robust and technological portfolio, allowing healthcare professionals to offer the best treatment to their patients.

Blau branches

Blau has manufacturing units in different locations in Brazil, which together make up its industrial complex, in addition to having a robust research and development center that employs highly qualified professionals and which has received exponential investments.



HEADQUARTERS AND PRODUCTION CENTER – COTIA

Blau Cotia

This unit houses the Company's headquarters, with production, quality assurance and control, storage and logistics areas, totaling eight plants. One of them is P200, which produces biological, biotechnological and synthetic drugs in ampoules, vials and syringes. The P400 plant produces biotechnological APIs (Active Pharmaceutical Ingredients).



Inventta – RD&I

Blau's RD&I Center, Inventta, is located in Cotia and aims to provide the most modern, efficient and safe medicines available. At the RD&I Center, innovative synthetic medicines, biological drugs and APIs, and biotechnological medicines from Blau Farmacêutica are developed.

With a highly qualified team, made up of scientists and health professionals, we combine scientific knowledge and modern technological structures to create and develop excellent products. Currently, Blau's RD&I team has approximately 180 researchers, 30 of whom have master's and/or doctorate degrees in various specialties.



Blau Caucaia

Located in the state of São Paulo, the Caucaia do Alto production unit was Blau's first industrial unit.

The unit has two distinct areas, exclusively for the production of cytotoxic/oncological products in the form of oral solids (capsules and simple and coated tablets) and injectables filled in small-volume vials (solution or lyophilized powder).



Blau São Paulo

The manufacturing plant is located in the city of São Paulo. Its purpose is to produce injectable antibiotics in the form of sterile powder from the penicillin and cephalosporin classes, injectable specialties in the form of sterile powders and solutions and semi-solids, including health products and packaging for Preserv® condoms.



Blau Bergamo

Opened in 1992, this unit is located in the Greater São Paulo area. Responsible for the production of oncological drugs and nasal sprays, comprises production areas, quality control laboratories, offices, and process support areas (Utilities, Logistics and Warehouses, Occupational Safety, Maintenance, Waste and Effluent Treatment).



Blau Goiás

Established in Anápolis, Goiás, this unit has three production areas for sterile powders of the cephalosporin and carbapenem classes.



Blau Pernambuco

With the works planned for 2024, the Pernambuco Industrial Complex aims to increase Blau's production capacity to provide effective medicines and products to promote access to healthcare. It is the Company's main expansion investment in Brazil, structurally raising the level of medicine production to serve the domestic and international markets.

2023 highlights



2023 was marked by significant investments of over **BRL 670 million** made by the Company, despite challenging macroeconomic circumstances.



Investments are justified by the resilience and attractiveness of the pharmaceutical sector in Brazil and worldwide, supported by Blau's increased capacity to produce and launch new products, a favorable demographic trend, drug patent expirations, increased access to drugs, greater acceptance of biosimilar drugs by the medical community, and expansion into new business segments and locations.



Also noteworthy is the approximately **BRL 148 million** invested in RD&I (Research, Development and Innovation), to support the launch of an extensive portfolio of new products in the coming years, in addition to investments in our API plant and in the development of one of the most advanced technologies for medicines today, monoclonal antibodies, in partnership with the American company Similis Bio.



Investments of this order were only possible due to the financial strength of Blau, which started the year with more than BRL 640 million in vault cash and had a solid operating cash generation of BRL 220 million during 2023, a **growth of 28%** compared to 2022.



The highlight is the investment of more than **BRL 260 million**, equivalent to a 20% stake in Prothya, one of the 10 largest plasma fractionation companies in the world, with two plants located in the Netherlands and Belgium that, together, have the capacity to fractionate 3 million liters of plasma per year. The plasma market is strategic for the Company, which seeks vertical integration of the production chain in this segment.



Finally, a **BRL 130 million** investment in the acquisition of Laboratório Bergamo, a plant located in Taboão da Serra/ SP, focused on the production of oncology drugs, which should be Blau's therapeutic class with the highest number of launches in the coming years.

FINANCIAL DATA OF 2023

Net revenue of

BRL 1.4 BILLION

with recurring EBITDA of

BRL 259 MILLION

Recurring Net Income of

BRL 179 MILLION

Accounting Net Income of

BRL 247 MILLION

driven by the advantageous purchase of Bergamo (acquired at a price lower than the fair value of its assets).

Awards and recognition



AWARDS IN THREE CATEGORIES IN THE INSTITUTIONAL INVESTOR RANKING

2nd best event for healthcare analysts – Blau Day

2nd best IR team in the healthcare sector

2nd best IR professional in the healthcare sector

2ND PRIZE FOR GREAT PACKAGING CASES – EmbalagemMarca MAGAZINE

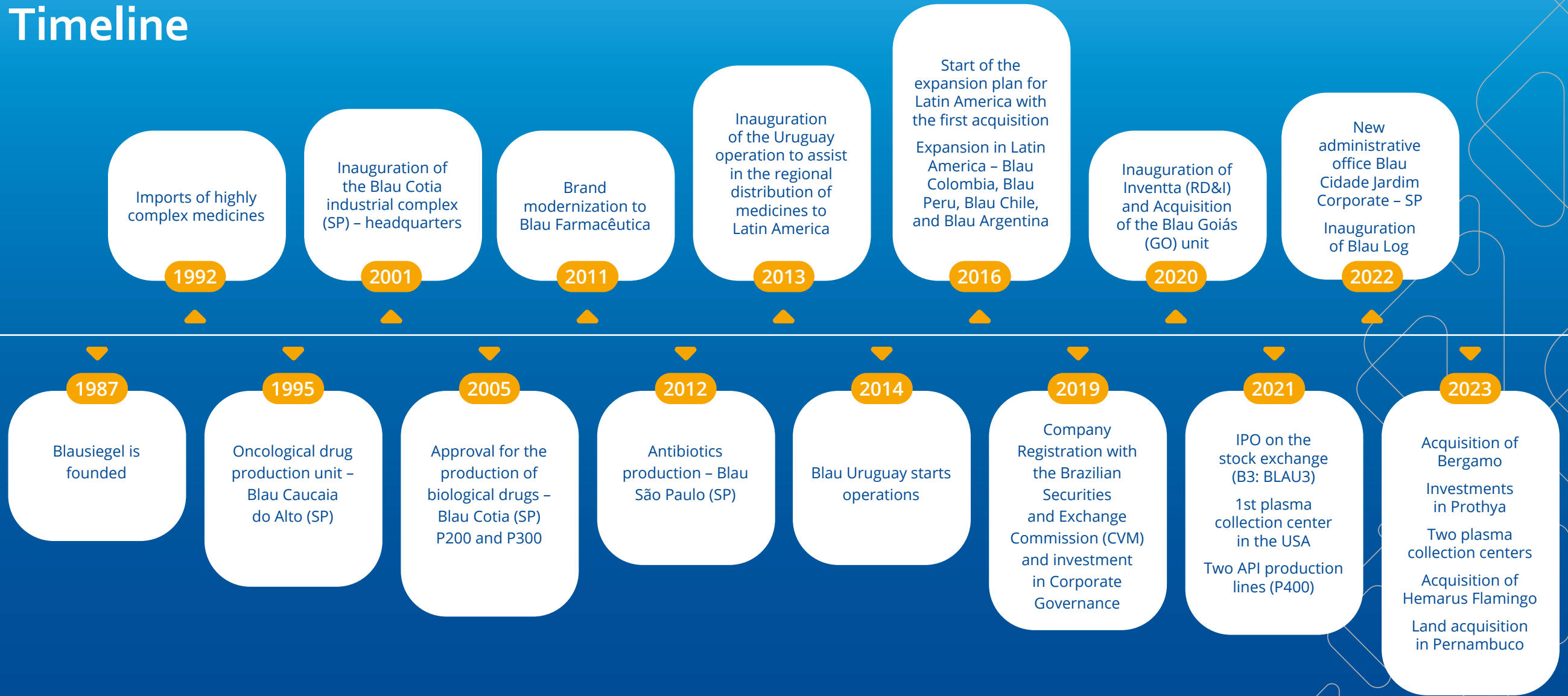


100 MOST INFLUENTIAL HEALTHCARE AWARD – MÍDIA GROUP, AND HEALTHCARE MANAGEMENT: MARCELO HAHN

2023 100 MOST ADMIRER HR AWARDS: LUCILENE SCURATO

ESTADÃO GROUP RANKING OF THE 100 MOST INFLUENTIAL COMPANIES – 2ND PLACE IN THE PHARMACEUTICAL SEGMENT

Timeline



Our guidelines



PURPOSE

Develop and provide cutting-edge products and solutions for a healthier and more sustainable world

Commitment to the humanization of health

Minimize the side effects of cancer treatment

Offer individualized solutions for patients

Expand access to highly complex medicines



VISION

To be the leading Brazilian company in sales in the institutional market in Latin America

Increase participation in other healthcare markets

Expand the verticalization of operations



VALUES

Integrity

Quality

Efficiency

Team spirit

Boldness

Our team: We are “Blauers”

GRI 2-7, 2-8

On December 31, 2023, Blau had a workforce of 1,702 permanent employees, 5% more than the previous year, of which 980 were women. This number reflects not only the Company’s growth, but also its commitment to diversity and inclusion in the workplace.

This growth also demonstrates Blau’s commitment to the communities where it operates, expanding its activities in a constant and stable manner, with a focus on the future and without significant fluctuations in the number of employees during the period.

All Blau employees work full-time, with guaranteed working hours, ensuring that each team member has the appropriate conditions to perform their duties with excellence.



81
new job positions

We ended 2023 with an increase of 81 job positions.

Employees and service providers

NUMBER OF SERVICE PROVIDERS

GRI 2-8

	2023	2022
Total number (all in the Southeast)	242	301
Significant fluctuation in the number of service providers	20%	None

NUMBER OF PERMANENT AND TEMPORARY EMPLOYEES, BY GENDER AND REGION

GRI 2-7

2023

TOTAL BY GENDER (PERMANENT AND TEMPORARY)



TOTAL BY REGION (PERMANENT AND TEMPORARY)



2022

TOTAL BY GENDER (PERMANENT AND TEMPORARY)



TOTAL BY REGION (PERMANENT AND TEMPORARY)



3

Corporate governance



GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18, 2-19, 2-20, 2-21, 2-23, 2-24, 2-25, 2-26, 2-27, 2-28

Marcelo Hahn

82.5%

Outstanding shares

16.55%

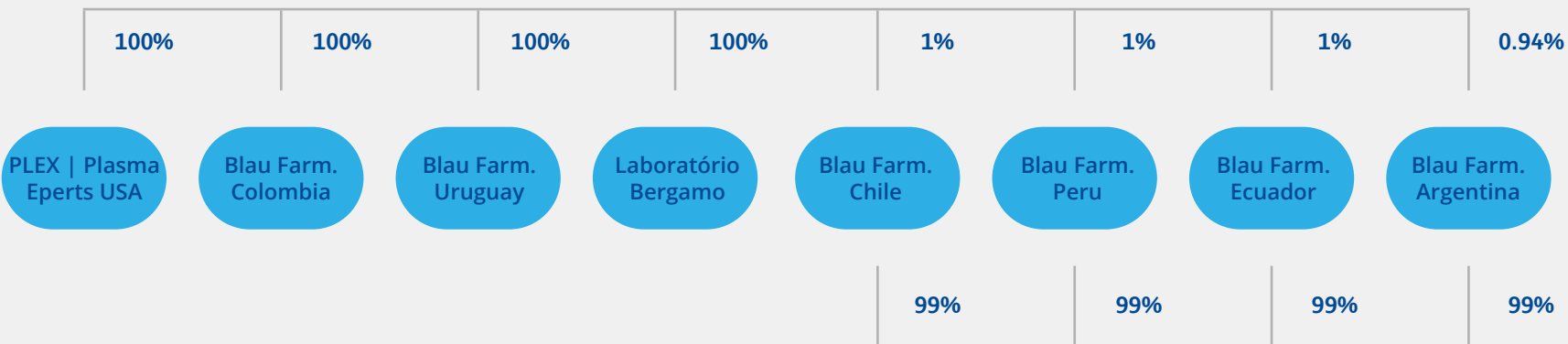
Blau Farmacêutica S.A.

0.95%

Treasury shares

Brazil

Overseas



Blau is listed in the New Market segment of B3, which includes companies committed to standards that go beyond legal requirements, in addition to being part of B3 indexes such as IGCX (Special Corporate Governance Stock Index), ITAG (Special Tag-Along Stock Index), IGMN (New Market Corporate Governance Equity Index), IGCT (Corporate Governance Trade Index) and IDIVERSA (Diversity Index), which are indexes that bring together the country's main companies with the best corporate governance practices.

Blau operates in accordance with the highest standards of corporate governance established in the Brazilian legislation and the IBGC Code of Best Practices. Our practices are based on essential principles that include transparency, equity, accountability and corporate responsibility, complemented by unrestricted respect for our shareholders. We are committed to ensuring that all our operations and decisions are guided by these values, thereby promoting trust in all our business relations.

Governance structure and its composition

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18, 2-19, 2-20, 2-21

The Company's senior management is responsible for defining measures to achieve the desired strategic objectives.

THE COMPANY'S GOVERNANCE STRUCTURE IS DIVIDED AMONG THE FOLLOWING BODIES:

BOARD OF DIRECTORS

ADVISORY COMMITTEES

EXECUTIVE BOARD

The Board of Directors is responsible for directing the strategy, aligning the purpose, vision and potential risks to be implemented by everyone, both management and employees.

The Chairman of the Board of Directors is exclusively dedicated to exercising this function, and does not play a concurrent role as a senior executive in the Company.

The governance structure is organized into the following committees: Audit and Ethics, Human Resources and Remuneration, Strategy and M&A (Mergers and Acquisitions), and ESG.



Board of Directors and Committees

All committee members were elected in 2023 with a unified two-year term. On December 31, 2023, the composition of the Company's Board and Committees was as follows:

SERVING MEMBERS



CHAIR

Rodolfo Alfredo Gerardo Hahn



VICE-CHAIR

Marcelo Rodolfo Hahn



SERVING MEMBER

Roberto Carlos de Campos Morais



INDEPENDENT MEMBER

Dr. José Antônio Miguel Neto



INDEPENDENT MEMBER

Dr. Antonio Buzaid



INDEPENDENT MEMBER

Andrea Destri



INDEPENDENT MEMBER

Simone Agra

INDEPENDENT MEMBERS

ADVISORY COMMITTEES TO THE BOARD OF DIRECTORS

Strategy and M&A Committee

Composed of four members, namely, one serving advisor and three independent advisors.

Marcelo Rodolfo Hahn – Committee Coordinator
Dr. Antônio Carlos Buzaid – Independent member
Dr. José Antônio Miguel Neto – Independent member
Simone Agra – Independent member

Audit and Ethics Committee

Responsible for the Internal Audit, Compliance and Corporate Governance departments. Some of its activities include monitoring risks, strategic compliance with processes and managing business impacts, whether on people, the economy or the environment.

Composed of three (non-executive) members, including one independent board member and two independent outside board members.

Dr. José Antônio Miguel Neto – Committee Coordinator
Renato Akaishi – Outside expert
Bruno Sá Barbosa (*in memoriam*) – Outside expert

Human Resources and Remuneration Committee

Composed of four (non-executive) members, with two independent board members and two independent outside board members.

Dr. José Antônio Miguel Neto – Committee Coordinator
Andrea Destri Gonçalves dos Santos – Independent member
Renato Akaishi – Outside expert
Marcos Morales – Outside expert

ESG Committee

Composed of three (non-executive) members, including two independent board members and one independent outside board member.

Andrea Destri Gonçalves Dos Santos – Coordinator
Simone Agra – Independent member
Carlos Nomoto – Outside expert

Executive Board

The Executive Board is composed of fourteen members, with five members elected in 2023 and eight members with non-statutory* duties appointed by the CEO.

Statutory

Marcelo Rodolfo Hahn – Chief Executive Officer (CEO)
Douglas Rodrigues – Chief Financial Officer (CFO) & Chief Investor Relations Officer (CIRO)
Eliza Yukie Saito – Chief Quality Officer (CQO)
Roberto Altieri – Chief Legal Officer (CLO)
Roberto Carlos Campos de Morais – Chief M&A Officer (CMAO)

Non-statutory

Amaro Souza Júnior – Business Unit Director – Onco-hematology & Specialties
Erica Maluf – Director of Regulatory Affairs and Quality Systems
Lucilene Rezende Scurato – Director of People, Management & ESG
Dr. Marcelo Vianna de Lima – Medical Director
Rafael Eliseo Barrientos Astigarraga – Vice President of Operations
Roque Ocantos – New Business Director
Uilberson Silva – Research, Development and Innovation (RD&I) Director
Vanderlei Jose Schiavo – IT Director

*Non-statutory directors are not elected by the Board, but appointed by the CEO.
 Note: this was the composition of the Executive Board on December 31, 2023.



Board of Directors and Committees (continued from previous page)

The Strategy Committee structures strategic and tactical aspects of the Company's operations. In parallel, the HR Committee prioritizes topics that affect Blau's People and Management area. The Internal Audit, Compliance and Corporate Governance departments report to the Audit and Ethics Committee, with a focus on corporate responsibility, enabling the monitoring of risks, management of business impacts on the economy, people and the environment, as well as compliance with strategic processes. These Committees all report to the Board of Directors.

Board members and directors are professionals qualified to hold the positions and play the roles that they are assigned to play. They all have extensive experience in the healthcare sector, the pharmaceutical market, and other segments that bring diversity to the entire Company. Furthermore, it is important that candidates have an unquestionable reputation, are trustworthy, have values and principles associated with Blau's and are aligned with its Code of Ethics and Conduct. These are some of the general requirements for the nomination or election of members to make up the Board of Directors, the Statutory Board, the Supervisory Board (if applicable) and the advisory committees to the Board of Directors. These attributes are described in the Referral Policy.

Aspects such as diversity and gender equity have been on the agenda of People Management policies in all sectors and levels of the Company, including the Executive Board and Board of Directors.

Senior management has the role of proposing strategic objectives and defining the pertinent and necessary actions, so that they can be implemented and executed. The Board of Directors, in turn, analyzes and approves these objectives, in line with the Company's purpose, vision and level of risk tolerance. Finally, management and employees put the defined actions into practice.

The topic of sustainability is part of the agenda of all Board meetings, in which the Company's social, environmental and governance responsibilities are addressed.

There is a formal process of communication and information for board members on matters related to ESG, in addition to the ongoing process of training teams through fundamental workshops to internalize the topic in day-to-day business.

“The true measure of our success lies in our ability to integrate sustainable practices into all areas of our business, ensuring a lasting positive impact on society and the environment.”

Andrea Destri, ESG Committee Coordinator.

Defined jointly by the Audit Committee and the Compliance area, the integrity due diligence process ensures that projects supported by Blau are evaluated based on criteria and guidelines already defined and adopted. To maintain this close and transparent relationship with the beneficiary institutions, periodic visits are carried out as a way of monitoring the progress of the assisted projects.

In the supplier contracting process, there is an integrity assessment stage for all our business partners. This is the responsibility of the Compliance area, which takes into account transparent competitive aspects, defined by technical, professional and ethical criteria.

The Board of Directors, advised by the Audit and Ethics Committee, works on reviewing and improving the effectiveness of the Company's control and audit processes, monitoring these activities and suggesting improvements with the Executive Board.

The Audit and Ethics Committee is independent and advises the Board of Directors. In its monthly meetings, relevant topics regarding the progress of procedures and programs, such as the Integrity Program, are addressed and discussed.

The Board of Directors receives support and guidance from the ESG Committee to manage impacts, and is updated monthly on the activities carried out by this Committee.

The process of analyzing and approving the information published in this report involves prior assessment and validation by the Executive Board and the ESG Committee.





Communication of critical concerns

Critical concerns are communicated to the Board of Directors at monthly meetings, on the agendas of each advisory committee. However, if any topic is identified during this period, the matters are brought up and discussed by the Board of Directors, with meetings of this body being held periodically. In 2023, no complaints were reported.

Evaluation of the performance of the highest governance body

The Board of Directors carries out an annual performance evaluation and discloses the results to all board members. Then, actions are proposed that contribute to improving collective performance and adjusting processes, methods or practices in the group dynamics, aiming to improve the functioning of the collegiate body.

The Chairman of the Board is responsible for conducting and coordinating the process of evaluating the members of the Company's Executive Board. The Board of Directors may also rely on the support of an outsourced recruitment firm for this assessment, if it is in its best interest to do so. After the assessments are completed, the results and other information are made available to the Company's controlling shareholders. The Board of Directors works together with the People & Management area to address the main topics raised and actions that have been suggested.

Remuneration and benefits

The responsibilities of the Human Resources and Compensation Committee include proposing to the Board of Directors a remuneration for the Company's professionals that is compatible with the best practices observed in the pharmaceutical market segment. Remuneration and benefits contribute to encouraging and retaining qualified professionals to perform their duties and to attracting new professionals.

The total remuneration of the Board of Directors consists of a fixed monthly payment, regardless of the number of meetings, defined based on the expertise and contribution that each member can offer. Its objective is to remunerate the activities carried out by the members of the Board of Directors in line with market practices, seeking to provide security and count on the commitment of its members.

The fixed remuneration is adjusted annually based on the Extended National Consumer Price Index (IPCA), to ensure that there are no losses caused by inflation and that purchasing power is maintained, and a review is also possible to ensure full compliance with the pharmaceutical market practices of each of the countries where the Company operates.



The policy can be found on the investor relations website: ri.blau.com/

ANNUAL TOTAL COMPENSATION RATIO*

	2023	2022
Ratio between the total annual remuneration of the highest-paid professional in the organization and the average total annual remuneration of all employees (except the highest-paid)	22.86	28.44
Ratio of the percentage increase in total annual remuneration of the highest-paid individual in the organization to the average percentage increase in total annual remuneration of all employees (except for the highest-paid)	1.23	1.64

*Data obtained based on reports extracted from the payroll.

Conflict of interests

Following the guidelines defined by specific rules of the Corporations Law, the B3 New Market Regulation and its Related Party Transactions Policy, policies aligned with the Code of Best Governance Practices of the Brazilian Institute of Corporate Governance (IBGC), Blau complies with all specific rules for identifying and managing any conflicts of interest within the scope of general shareholders' meetings.

Under its Bylaws, the Company, its shareholders, administrators and the Supervisory Board, both serving and replacement members, undertake to resolve, through arbitration, before the Market Arbitration Chamber, in accordance with its regulations, any controversy that may arise between them, related to or arising from their status as issuer, shareholder, administrator and/or member of the Supervisory Board.

This arises from the provisions of Law No. 6385/76, the Corporations Law, Blau's Bylaws, the guidelines of the National Monetary Council, the Central Bank of Brazil and the Securities and Exchange Commission, as well as other standards applicable to the operation of the capital market in general, in addition to those contained in the New Market Regulation, other B3 regulations and the New Market Participation Agreement.

Strategy, policies and practices/compliance

GRI 3-3, 2-23, 2-24, 2-25, 2-26, 2-27, 2-28, 2-29, 205-1, 205-2, 205-3

Our business, in addition to being conducted in accordance with best practices, respects and complies with all legislation, environmental, health and safety standards. The senior management strives to conduct activities in a way that provides quality and transparent service, building trust and relationships with employees, business partners, third parties and suppliers of goods and services on foundations guided by transparency and equity in everything it does.

To this end, the Compliance Department's main objective is to work together with other departments to comply with internal standards and current legislation, as well as to

meet ethical organizational values and act in line with the internal controls area to ensure an adequate control environment.

All of the Company's departments collaborate with the Compliance Department's activities in order to be prepared to identify and report any misconduct.

In this context, the actions taken to conduct the Integrity Program include policies and procedures for compliance, training, communications with target groups, evaluation, monitoring and investigations initiated through our service and/or reporting channels.

We reinforce our commitment to ethics and integrity in our business and activities, with the purpose of minimizing exposure to any sanctions and infractions imposed by current legislation. Policies on this topic are the responsibility of and approved by the Board of Directors.

EDIÇÃO 2023

CÓDIGO DE ÉTICA E CONDUTA DA BLAŪ FARMACÊUTICA S.A.



Blaū



INTEGRITY PROGRAM

The program was implemented with the purpose of reinforcing the Company's commitment to ethical issues in its business and activities, in addition to minimizing exposure to legal issues.

Pillars

- ▶ Senior Management Commitment
- ▶ Code of Ethics and Conduct/Policies and Procedures
- ▶ Training and Communication
- ▶ Reporting Channel
- ▶ Integrity Due Diligence
- ▶ Monitoring to mitigate risks, supporting the prevention, detection and remediation of illicit acts, fraud and irregularities
- ▶ Compliance Risk Management

Policies covered by the Integrity Program

- ▶ Anti-corruption Policy
- ▶ Strategic Risk Management Policy
- ▶ Personal Data Protection and Privacy Policy
- ▶ Whistleblower Policy
- ▶ Public Servants Relations Policy
- ▶ Sponsorship and Donation Policy
- ▶ Competition Policy
- ▶ Referral Policy
- ▶ Related Party Transactions Policy
- ▶ Relevant Fact or Act Disclosure Policy

Code of Ethics and Conduct

Blau is a company committed to exemplary ethical behavior, and recognizes that trust is essential to building solid relationships with our stakeholders. In addition to strictly complying with legal requirements, we strive to be one step ahead by establishing governance standards that promote transparency, accountability and integrity in all operations.

Blau’s Code of Ethics and Conduct reflects our purpose, vision, values and principles, and guides board members, chief officers, employees and third parties on expected behavior in all circumstances.



For more detailed information, please visit:
<https://blau.com/compliance/>

Updated and approved by the Board of Directors in October 2023, this document is reviewed every three years, ensuring that it is always aligned with best practices and updated standards.

All of these documents and policies are widely disseminated and accessible through our Investor Relations website and the blau.com/compliance/ link, reaffirming our commitment to transparency and open communication.

Code of Ethics and Conduct training is provided annually for active employees and at the time of integration for new employees. This can be done face-to-face (training delivered by the Compliance team) or online, in a distance learning format, through each employee’s access to the individual development platform.

This document is reviewed every three years, ensuring its permanent alignment with best practices and updated standards.



NUMBER AND PERCENTAGE OF OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION, 2023

GRI 205-1

Total number of operations assessed for risks related to corruption	141
Percentage of operations assessed for risks related to corruption	100%

Regarding the Anti-Corruption Policy, training takes place annually for the financial, regulatory, commercial, bidding and supply areas and biannually for the other areas, having achieved, over the years, a high level of adherence to the training.



Code of Ethics:
<https://blau.com/compliance/>

Failure to comply with any of the matters covered in the Code of Ethics and Conduct and Compliance policies is subject to assessment by the Compliance Department and the Audit and Ethics Committee. If the offender is linked to the Company, he/she will be subject to sanctions and disciplinary measures under applicable labor legislation, regardless of technical knowledge and hierarchical level, without prejudice to civil and criminal consequences.

Failure to comply by administrators and third parties will also be penalized with contract termination, without prejudice to applicable contractual sanctions and legal measures aimed at compensation, if applicable. Any unlawful acts known to the Company will be duly reported to the competent public authority.

In the period analyzed for this report, there were no confirmed cases of corruption nor demonstrations, complaints or reports on the topic.

Ethics Line


Another extremely important pillar of the Integrity Program is the reporting channel, called the “Ethics Line”. In 2023, the channel was restructured to bring greater agility and ensure attitudes aligned with Blau’s Code of Ethics and Conduct.


The Ethics Line is a tool created to receive reports of non-compliance, at any level, with our Code of Ethics and Conduct, Anti-Corruption Policy, Corporate Policies and any other Company guidelines and standards.




This channel is free for administrators, employees, customers and third parties to communicate any information, concerns, complaints, irregularities, deviations and violations, always with confidentiality, secrecy and independence.




It operates uninterruptedly (24 hours a day, 7 days a week) through any of the channels below:

- 

Phone
0800-810-8079
- 

Website
blau.com/compliance and/or
<https://www.contatoseguro.com/blau>
- 

App
Contato Seguro is available on Apple Store and Google Play



- 

Email
compliance@blau.com

Source: Blau’s website – <https://www.contatoseguro.com.br/blau>

The email channel is managed by the Compliance Department, while the telephone and platform are managed by an independent third-party company.

On the **Contato Seguro** web page, you will find information about how the Ethics Line works, with an explanatory video, examples of situations that can be reported, frequently asked questions and an area to follow up on the report, always in a safe and anonymous manner.

The Company encourages all its administrators, employees and third parties to report any concerns to preserve its corporate environment with ethics, integrity, transparency and productivity. Training carried out since 2022 also aims to guide employees on the functionalities of the reporting channel.

The Company guarantees autonomy, secrecy and confidentiality in the treatment of information, since the Compliance Department is linked to the Audit and Ethics Committee, and its actions do not depend on interaction with the Company's administrative and operational spheres, as defined in the scope of the policies that make up the Integrity Program.

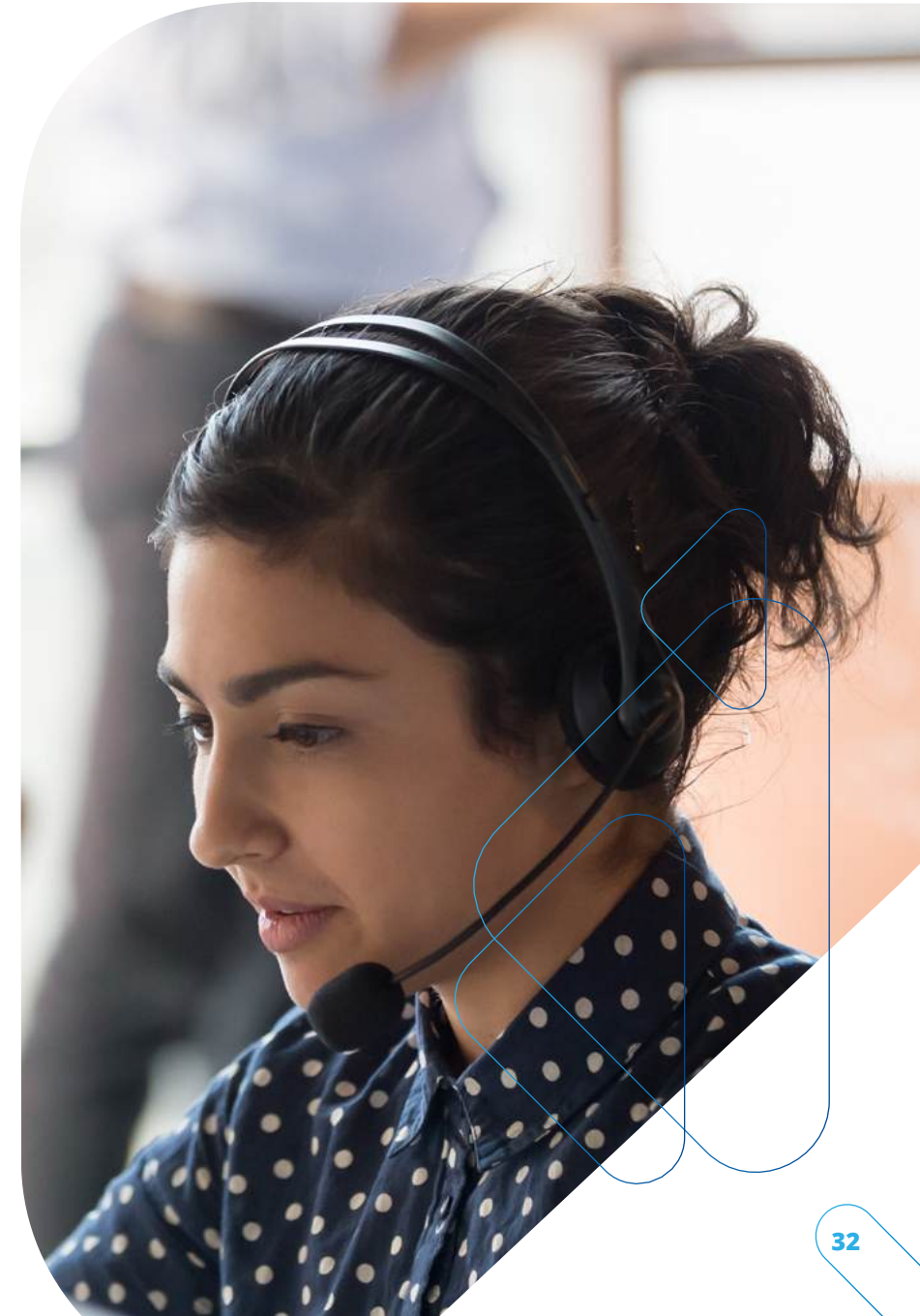
The reports received are confidential and the whistleblower's identity is preserved, making it possible to send information anonymously.

The outsourced company that manages the "Ethics Line" contractually guarantees the secrecy and confidentiality of information, including those related to internal areas and employees of the Company who do not have permission and access profile for this purpose. Reports are forwarded to the Compliance Department and the Audit and Ethics Committee, which carefully analyze which actions will be taken, as long as there is no conflict of interest.

No discrimination, penalty or retaliation against a whistleblower is permitted. Any similar situation should be reported immediately for violating our Code of Ethics and Conduct, and similarly, under the Whistleblower Policy, making false accusations also constitutes a violation.

All reports received also serve as a tool for improving and making internal processes more effective, including Blau's Whistleblower Policy.

Whistleblower Policy:
<https://bit.ly/4c2OID1>



Anti-corruption policies

Seeking to maintain our transparency and integrity, we reaffirm our public commitment to zero tolerance for any type of corruption and fraud.

Blau's Anti-Corruption Policy provides all the instructions and establishes management structures to identify any critical situation and mitigate the risks related to any act of corruption. We hold administrators, employees and third parties accountable, and address strategies for prevention, detection and appropriate response.

Training on this policy takes place annually for the financial, regulatory, commercial, bidding and supply areas, and biannually for the other areas, having achieved, over the years, a high level of adherence to the training.

The Anti-Corruption Policy is also the Company's expression of its commitment to combating corruption, fraud and money laundering. Although Law No. 12846/2013 ("Brazilian Anti-Corruption Law") considers harmful acts to be those committed against the public administration, the creation of the Anti-Corruption Policy is the clearest demonstration that the Company also prohibits these practices against private legal entities or individuals, regardless of the amount involved.

Failure to comply, especially with the Anti-Corruption Policy, is additionally subject to the Company's objective liability, in the administrative and civil spheres, for harmful acts committed by its administrators and employees for their own benefit, that of third parties or even the Company. The Company's liability does not exclude

the possibility of individual liability of its directors and employees, whether as co-authors or participants in the unlawful act. Such sanctions are provided for in the Anti-Corruption Policy.



Anti-Corruption Policy:

<https://bit.ly/3LliT7T>



Sponsorship and Donation Policy:

<https://bit.ly/4c3EMZW>

Integrity Due Diligence

The process of hiring business partners includes an evaluation stage, as we expect these partners to be committed and aligned with our good practice standards and to have ethical conduct.

This assessment stage is carried out by the Compliance area, which analyzes criteria such as: reputation, money laundering, corruption and fraud, and crimes against human and environmental rights.

Also under the responsibility of the Compliance area, integrity assessments are carried out for social projects led by the ESG Committee. It is up to the respective committee to maintain a close relationship with the beneficiary institutions and ensure that they are committed to good environmental practices.

Risk management

Seeking to prevent risks possibly generated by its regular activities, Blau Farmacêutica has a strategic risk management structure. The Company must ensure that management is aware of all processes and objectives and that they are aligned with the amount of risk to which the Company accepts exposure.

Blau's Strategic Risk Management Policy is the document that contains concepts, guidelines, processes and responsibilities. The document covers the phases of risks arising from the Company's operations and its controls.

The first three phases (identification, categorization and assessment) are essential to identify the most relevant risks that could negatively impact the achievement of the Company's objectives.

The Risks and Internal Controls area aims to continue initiatives and actions aimed at improving processes, increasing the transparency of information and strengthening Blau's governance and compliance pillars.

Data Privacy and Security

Blau is committed to privacy, data protection, and personal information collected by its users and visitors to the website.

It is through the Privacy and Personal Data Protection Policy that Blau confirms its commitment to adopting all necessary processes and policies to ensure compliance with standards and good practices related to data and information security.

The Director of Technology, Transformation and Innovation is responsible for reinforcing data security, together with the area leaders. This qualified team monitors processes and guarantees the integrity of employees, suppliers and customers.

Compliance with laws and regulations

The Company addresses compliance or non-compliance based on the applicable laws and regulations. The pharmaceutical sector is provided with a network of interrelated laws and regulations that allow for different interpretations. During the reported period, we were fined on two occasions for failing to comply with the economic regulations applicable to the sector.

In the first case, for charging a price above the maximum sales price for government purchases in the third addendum to contract 238/2019; however, we appealed the decision. The case has not yet been tried in an appeals court (as of the date of publication of this report) and is under the jurisdiction of the Ministry of Economy. The Company filed final allegations on April 11, 2024 and is awaiting resolution.

In the second case, by participating in a public tender by registering a price above the maximum sales price for government purchases. We also appealed the decision because, in this bidding process, foreign bidders without health registration were allowed to participate. This will be under the supervision of the Ministry of Economy.

The criteria to be defined are related to the value of the fine applied and the sensitivity of the issue. Regardless of the value, all infractions that allegedly imply disrespect for labor legislation, human rights, or environmental law will be considered, despite discussions held at an administrative or judicial level.

Membership of associations

GRI 2-28

Blau also operates through the following associations:

- ▶ Abiquifi (Brazilian Industry Association of Active Pharmaceutical Ingredient)
- ▶ Abifina (Brazilian Fine Chemicals, Biotechnology and Specialty Industries Association)
- ▶ Credinfar (Association of Professionals of Credit and Collection of Pharmaceutical Industries and related services)
- ▶ Anpei (Brazilian National Association for Research and Development of Innovative Companies)
- ▶ Febrafar (Brazilian Federation of Associative and Independent Pharmacy Networks)
- ▶ PDA (Parenteral Drug Association)
- ▶ Sindusfarma (Pharmaceutical Products Industry Union)

Collective bargaining agreements

GRI 2-30

Of the total number of active employees in December 2023, 99.70% are covered by a collective bargaining agreement.

All other employees are on a statutory basis.



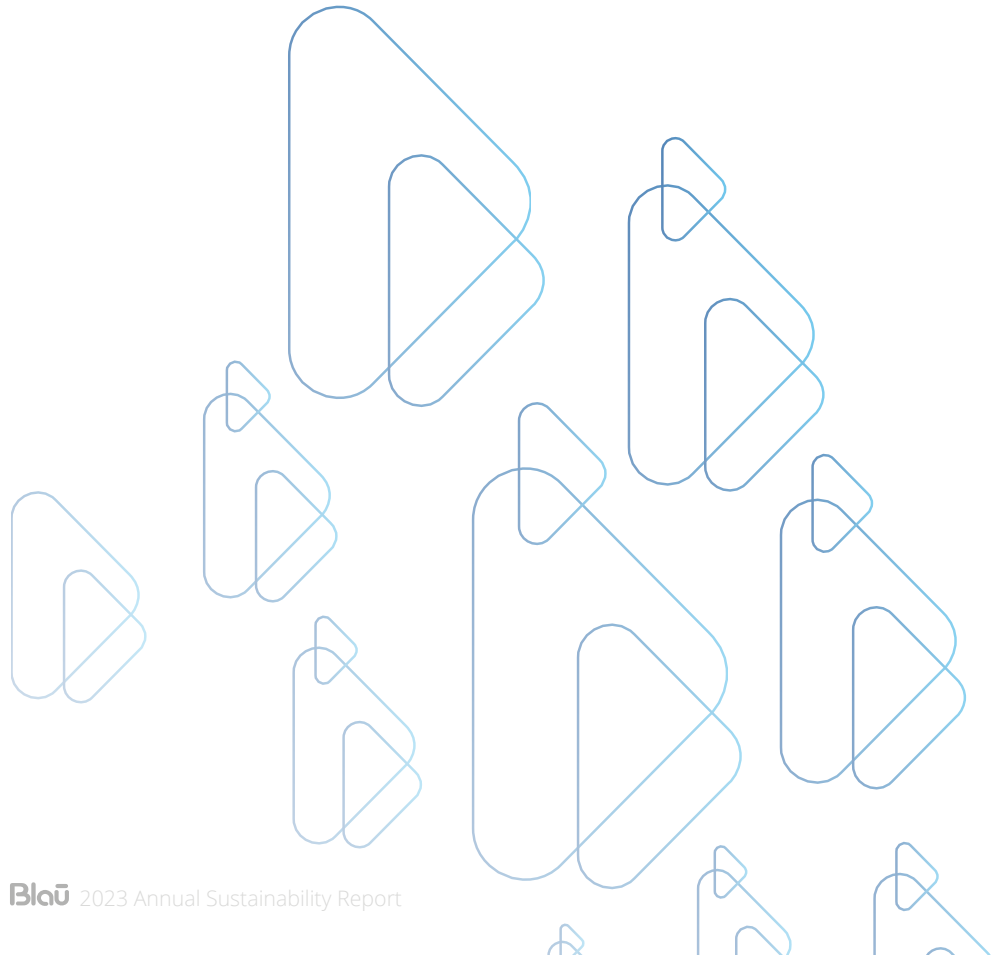
4

Stakeholder engagement



GRI 2-29

During the materiality workshop, held on 03/08/2024 with 13 participants from the Company, it was possible to identify Blau's main interest groups, as well as the various engagement channels.



BLAU FARMACÊUTICA STAKEHOLDERS	ENGAGEMENT CHANNELS
CUSTOMERS Customers – healthcare professionals, hospitals, clinics, patients, distributors, health insurance companies, pharmacy chains.	In person (visits), telephone, email, social networks.
ASSOCIATIONS AND UNIONS Patient associations, medical societies, trade unions.	In person (visits, conferences), telephone, email.
SUPPLIERS Service and product suppliers, such as pharmaceutical assets, packaging, laboratory supplies, finished product suppliers.	In person, email, video call.
EMPLOYEES AND OUTSOURCED WORKERS Employees – administrative, factory, and field (sales). Outsourced – such as cleaning, security, and restaurant staff, etc.	Intranet (employees), email, bulletin boards, corporate TV, meetings.
LOCAL COMMUNITY Communities supported by social projects.	Contact through supported projects, events.
GOVERNMENT AND REGULATORY AGENCY Cotia City Hall, Health Departments, Ministry of Health, National Health Surveillance Agency (ANVISA).	Contact with the deputy mayor, contact with members of the executive power.
INVESTORS Investment funds.	Meetings, conferences, factory visits, video calls, website.

5

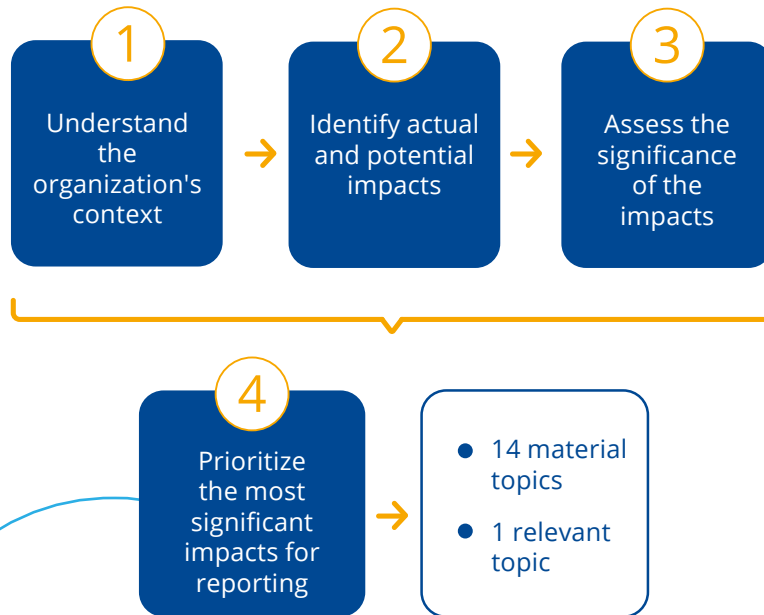
Materiality



GRI 3-1, 3-2

Material topics were defined in accordance with the guidelines of the GRI Standards 2021, following the four steps described below.

Each topic (material and relevant) was also correlated with UN SDG (Sustainable Development Goals) targets, and are presented in the **SDG Integration** chapter.



COMPANY CONTEXT ANALYSIS

Step 1 – Consideration of Blau’s current context and the material issues of companies in the sector, for a preliminary assessment of impacts.

ASSESSMENT OF SIGNIFICANCE OF IMPACTS

Step 3 – Assessment of the significance of impacts based on a survey with stakeholders that included 70 questions from 03/21/2023 to 04/12/2023. Blau’s employees, suppliers, customers and members of the Board of Directors participated in the survey.

IDENTIFICATION OF ACTUAL AND POTENTIAL IMPACTS

Step 2 – Identification of negative and positive, actual and potential impacts in a materiality workshop with 13 participants from different areas of the Company.

PRIORITIZATION OF IMPACTS

Step 4 – The prioritization of impacts was carried out based on a significance assessment, followed by the establishment of a threshold and validation of material topics with senior management.

At the end of the process, 15 material topics and 1 relevant topic were identified, with 10 material topics maintained from 2022, 5 new material topics, and 1 new relevant topic.

MATERIAL TOPICS AND RELEVANT TOPIC

- 1 Innovation and technology 
-  Research & Development 2
- 3 Access to medicines 
-  Quality and safety of medicines 4
- 5 Data privacy 
-  Occupational health and safety 6
- 7 Talent attraction, retention, and development 
-  Diversity and inclusion 8

- 9 Social investment 
-  Risk management 10
- 11 Ethics and anti-corruption 
-  Economic performance 12
- 13 Water and effluents 
-  Waste 14
- 15 Climate change 
-  Relevant topic
Energy and emissions

6

Material Topics



Innovation and technology; Research & Development

GRI 3-3

At Blau, innovation, science and technology are the essence that drives our activities. On a journey that began more than a decade ago, the Company has been strengthening its innovation ecosystem through direct interaction with public entities, universities and research centers, both in Brazil and abroad. This collaboration aims to improve solutions, overcome challenges, and develop and produce APIs (Active Pharmaceutical Ingredients) and highly complex medicines in Brazil.

In 2023, close to BRL 148 million were invested in RD&I, equivalent to 10.8% of Blau's net revenue, to launch new products and expand access to highly complex medicines.





Verticalization of inputs

In each initiative, we seek solutions and overcome challenges, always with an eye on the future. We invest in research, develop and produce pharmaceutical inputs and highly complex medicines, all within Brazilian territory.

This dedication to innovation is reflected in the verticalization of APIs for the production of biological and biotechnological drugs, ensuring that each product that reaches our customers' hands is the result of a meticulous and innovative process.

At Blau, every advance is a shared achievement, and every challenge overcome is a step forward in our mission to transform people's health and quality of life.

Since 1998, biotechnology has represented one of the sources of disruptive innovation for business strategy. We have an industrial plant with international standards for the production of biotechnological APIs, biological and biotechnological drugs, and biosimilars.

To support the Company's growth, Blau relies on innovation, through Inventta and the new business area. Inventta – RD&I (Blau Research, Development and Innovation Center) – is continually seeking opportunities to develop and enable the production of new biological and biotechnological APIs and highly complex biological and synthetic drugs, developed with technical-scientific know-how and its own infrastructure.

Blau's New Business area identifies strategic partnerships to expand the Company's portfolio, focusing on technology transfer and local production. We use intellectual property to drive innovation and take advantage of tax benefits, such as the Lei do Bem (Law No. 11196/2005), to stimulate our RD&I activities.

We expanded our operational capacity to produce first and second generation monoclonal antibodies and recombinant proteins, used in the world's most modern medications. Additionally, we acquired Plasma Collection Centers in the United States, ensuring our independence in the collection of this crucial input and advancing our verticalization strategy.

At Blau, we believe that our talents are the foundation for innovation. Therefore, we invest in training and technical improvement programs, enabling our professionals to work at the forefront of applied knowledge. Connected with digital transformation, we seek to make our routines more efficient, responsive and agile, regardless of the situation.

We recently took a bold step by hiring an innovation HUB. This initiative brings us closer to the digital ecosystem of health techs and startups, in addition to providing advanced knowledge in Big Data and Artificial Intelligence to our business. We are ready to turn challenges into opportunities and lead innovation in the healthcare sector.

RD&I Center – Inventta

Opened in 2020 at the Cotia Industrial Complex, Blau’s Research, Development and Innovation Center – Inventta – represents a milestone in pharmaceutical innovation. Covering over 600 m² of modern laboratory space, the center is equipped with cutting-edge technologies and equipment, duly qualified and certified for advanced research. Inventta is dedicated to working with biological and biotechnological APIs, as well as highly complex biological and synthetic drugs.

With a robust pipeline of over 60 projects in various stages of development, Inventta drives the pharmaceutical system forward, expanding access to healthcare and promoting sustainable growth.

The projects, which range from ideation to launch, are evaluated using the TRL (Technology Readiness Level) scale and include highly complex products, such as sensitizing and non-sensitizing solids, lyophilized powders, solutions and suspensions for injections, semi-solids, and other pharmaceutical forms.

Inventta also develops biotechnological inputs (recombinant human proteins) by obtaining genetically modified prokaryotic and eukaryotic cell lines.

THE CENTER IS DIVIDED INTO TWO MAIN AREAS: BIOLOGICAL AND SYNTHETIC AGENTS, BOTH ALIGNED WITH THE COMPANY’S STRATEGIES AND GUIDED BY SPECIFIC RD&I GUIDELINES:

Core: focused on enhancing and transforming our performance, improving processes and generating value that positively impacts Science, Society and the Company.

New: dedicated to creating new solutions, innovative products and processes aimed at unmet medical needs, always with a sustainable focus.

Exponential: focused on developing innovations and new business models in collaboration with the innovation ecosystem, aligned with Blau’s strategic vision to promote health in Brazil and the world.



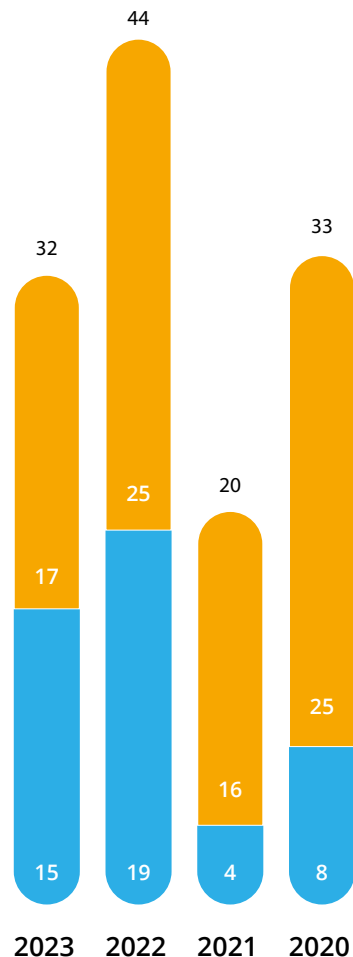
1,200m²

In 2025, expansion works will begin at Inventta, which will have an additional 1,200 m² dedicated to RD&I. This expansion will allow us to speed up the development of new products, increase our project analysis capacity and ensure the Company’s constant growth.

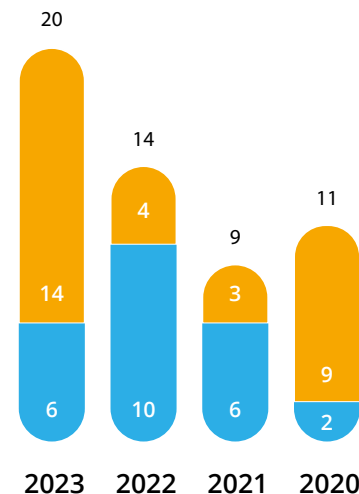
At Blau, we believe that innovation comes from the diversity of knowledge and experiences, and our high-performance team demonstrates this vision. Composed of approximately 180 researchers, our staff includes pharmacists, who represent 68% of the team, working side by side with chemists, biologists, biotechnologists and other professionals. Furthermore, 24% of our researchers hold master's or doctoral degrees, further raising the level of excellence and innovation. This combination of skills and knowledge allows Blau to develop sustainable products and business processes, always with the aim of creating a positive impact on society.

The products developed by Inventta comply with all regulations and requirements for drug registration with Regulatory Agencies in Brazil and Latin America, ensuring quality, safety and efficacy.

NUMBER OF DRUG REGISTRATIONS OBTAINED BY BLAU BRAZIL AND LATAM



NUMBER OF NEW PRODUCTS LAUNCHED BY BLAU IN BRAZIL – 2020 TO 2023



PRODUCTS LAUNCHED IN 2023 – BRAZIL:

Ampicillin 2 g + Sulbactam 1 g Powder for Injection

Anastrozole 1 mg Film-Coated Tablets

Bicalutamide 50 mg Film-Coated Tablets

Clarilib® 500 mg Lyophilized Powder (clarithromycin)

Hydroxyurea 500 mg Hard Capsules

Lifos® 1 g Lyophilized Powder (ifosfamide)

Advances in RD&I

“Blau RA” App

Blau developed the “Blau RA” app, launched in 2023. It offers Augmented Reality and Digital Package Insert features, an innovative experience that facilitates access to information and combines technology and health in an intelligent way, bringing benefits to healthcare professionals and their patients.

One of the augmented reality projects was completed for Botulim®. This feature allows users to access a 3D video, in which they can check a step-by-step guide to reconstitute and dilute Botulim®, and understand its characteristics. With just a few clicks, healthcare professionals can access an immersive and interactive experience, viewing the product preparation process in a clear and objective way.

Access to the Digital Package Insert, another feature of the “Blau RA” app, allows users to obtain all the necessary information about the medication quickly, efficiently and at any time. By making product information available electronically, it will be possible, in the future, to replace the printed version, reducing paper consumption.

Thus, packaging ceases to be just an element of the product and becomes a connectivity channel, bringing the customer closer to the brand and giving them access to more details about the product, in addition to differentiating it in the market and leveraging the brand’s presence on the Internet and mobile devices.

The app remained active until December 2023 and will be relaunched in 2024 after consolidation of a new contract with the supplier and updates.

Rational use of laboratory supplies

There is periodic inventory monitoring by RD&I regarding the expiration date of standards and reagents in the laboratory. The data is shared with other areas, such as Quality Control, so that inputs can be used before expiration, avoiding unnecessary losses. This action reduces costs, avoiding waste of natural resources used to produce these inputs.





Reduced plastic consumption in Blau's medicine packaging and increased productivity

Blau, incorporating ESG practices into its products and production processes, developed an innovative packaging system for Ferropurum® 100 mg/5 mL injectable solution. Implemented in 2023, in Chile, the new system replaces the plastic used to package ampoules with FSC-certified paper. **We aim to reduce plastic consumption by 6.6 tons by 2024 in Latin America.** The monomaterial paper packaging is from a renewable source, biodegradable, recyclable and offers adequate protection, facilitating handling and avoiding waste.

Using lean manufacturing concepts, the new packaging increased productivity by 20%, eliminating steps and reducing costs and energy consumption.

The design follows Blau's visual identity, with differentiating features that ensure safety and efficiency in distribution, by avoiding similarity and mixing between products from different therapeutic classes.

With this initiative, Blau reaffirms its commitment to innovation and environmental responsibility. This packaging model will be extended to other products that use plastic material, resulting in more modern packaging aligned with sustainability principles.

Access to medicines

GRI 3-3

Blau Farmacêutica is committed to promoting the advancement of health in Brazil through initiatives that aim to disseminate essential technologies, medicines and knowledge. Our goal is to increase the positive impact of our actions, supplying public facilities, clinics and essential service locations for the population with our products.

In line with our purpose, we seek to offer highly complex drugs at affordable prices, contributing significantly to improving people's health, well-being, and quality of life.

During 2023, more than 12,643,148 patients benefited from Blau's main therapeutic solutions, distributed to 806 healthcare institutions throughout Brazil. This is our commitment to public health and universal access to necessary care.

Indicators of material topic Access to medicines	2023	2022
Patients benefited	12,643,148	8,000,000
Healthcare institutions served by Blau	806	8,410

Note: the number of Institutions served in 2023 returned to what is considered normal after a peak in services due to the high demand arising from the pandemic.



Quality and safety of medicines

GRI 3-3, 416-1, 416-2, 417-2, 417-3

At Blau, every medicine tells a story of commitment and excellence. Our Pharmaceutical Quality System reflects our commitment to the highest standards of quality, safety and efficacy. Every step of its life cycle – from development and manufacturing to storage, shipping and distribution – is meticulously controlled.

We continually invest in process automation to ensure these standards are not just met, but exceeded. Our system is meticulously documented and its effectiveness is constantly monitored based on management reviews. This allows us to identify opportunities for continuous improvement, ensuring that every medicine we produce is worthy of our customers' trust.

Blau is strictly aligned with the regulatory standards of the countries where its products are marketed, following the guidelines established by renowned authorities such as the FDA (Food and Drug Administration), EMA (European Medicines Agency), WHO

(World Health Organization), INVIMA (National Institute for Food and Drug Surveillance of Colombia), DOGEMID (General Directorate of Medicines, Supplies and Drugs) and ANVISA (National Health Surveillance Agency of Brazil).

Each of our production units holds its GMP (Good Manufacturing Practices) Certificate issued by their respective regulatory bodies, guaranteeing excellence and compliance of our production processes.

In 2023, we invested over BRL 7 million in quality laboratories, acquiring essential lab supplies such as reagents, standards and other materials, in addition to investments in the laboratory's technical staff. All of these initiatives aim to improve quality control analysis processes and ensure a superior product for our customers.

Blau issued three drug recalls in 2023 due to drug labeling, always prioritizing the safety of our consumers.

The 1,278 reports of adverse events recorded represent just 0.0108% of the total sold, which demonstrates the quality of our products and our dedication to the effectiveness of our safety processes.

Indicators of material topic Drug Safety and Quality	2023	2022
GRI 416-1, 416-2, 417-2, 417-3		
Incidents of non-compliance concerning product and service information and labeling	3 recalls	0
Adverse events resulting from the use of the product/ medicine and products recalled due to non-compliance	1,278	460
Incidents of non-compliance concerning the health and safety impacts of products and services	0	0
Incidents of non-compliance concerning marketing communications	0	0

Data privacy

GRI 3-3, 418-1

At Blau Farmacêutica, privacy and data protection are more than an obligation; they are a commitment. We provide an environment where every click, every interaction and every piece of data shared is treated with the utmost respect and security.

To demonstrate this commitment, Blau developed a robust Personal Data Protection and Privacy Policy. This policy is not just a document, but a promise that the Company adopts the best internal processes and policies to ensure security, privacy and data protection. All this in compliance with current legislation and best market practices.

Thinking about security and innovation, the Company, under the leadership of the Director of Technology, Transformation and Innovation, completely restructured its data security area. This

rearrangement included the creation of new strategic positions, such as Infrastructure and Information Security Manager and Information Security Coordinator. In addition, Blau has hired professionals highly specialized in security and data protection.

With these changes, the security team was reinforced to monitor all of the Company's processes, ensuring the integrity of employees, suppliers and customers. At Blau, care goes beyond products; the Company is dedicated to ensuring that all its processes meet the highest standards of quality and integrity.

Blau places the security and privacy of your data at the heart of its operations, always seeking to innovate and protect those who trust its products.

There have been no substantiated complaints concerning breaches of customer privacy and no data leaks, thefts or losses have been identified.

Occupational health and safety

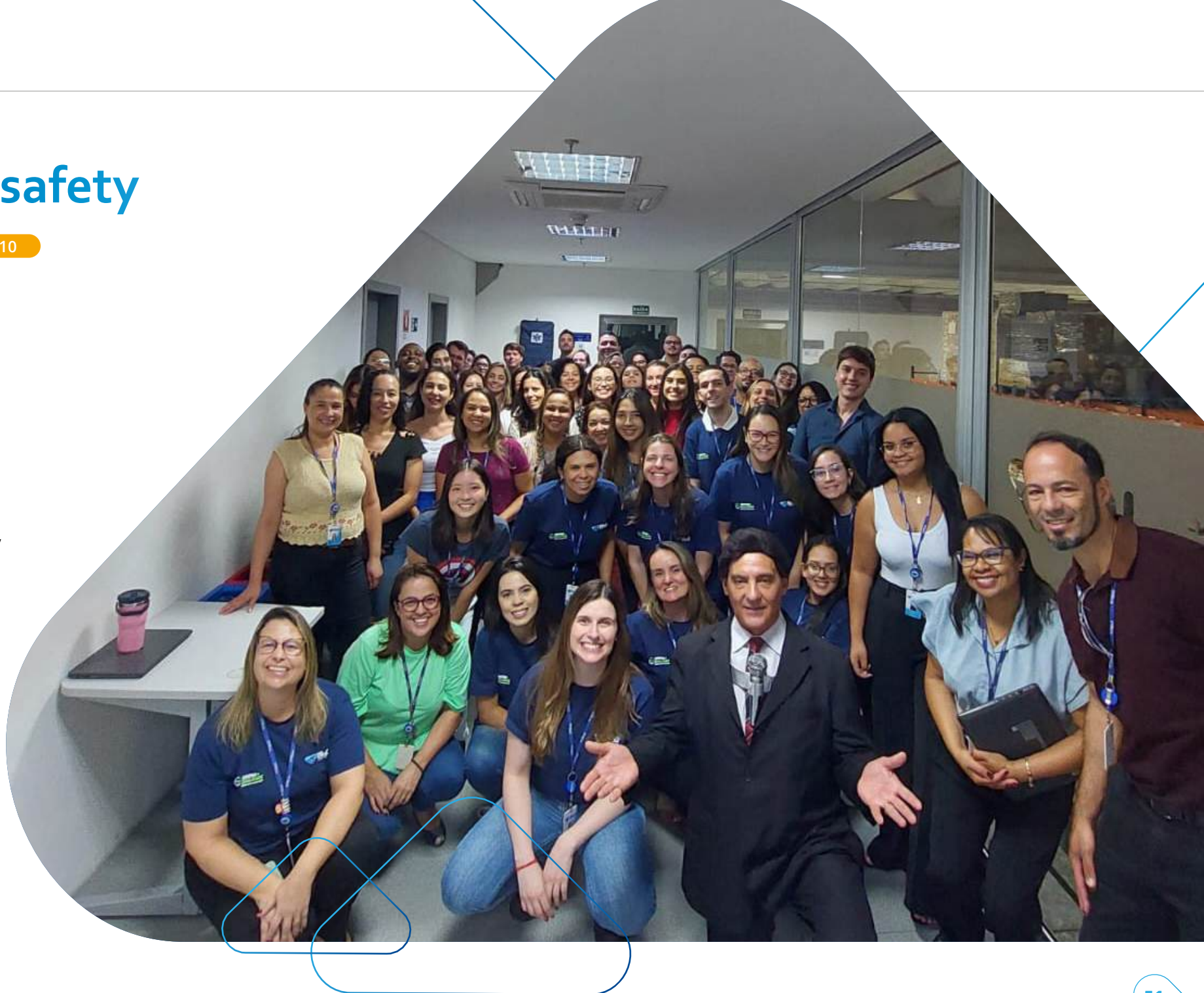
GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

Blau's Occupational Safety and Environmental (OSE) Management System is based on legal standards and requirements, with its own department and actions that include training, risk analysis and mitigation, incident investigation, and awareness-raising on quality of life and safe behavior.

To guarantee the amplitude of the system, all activities and services carried out on the Company's premises are covered by the OSE, including employees, service providers and third parties.

Opportunities, risks, accidents, illnesses and diagnoses undergo analysis and investigation by the Health team together with the Occupational Safety team.

The Internal Commission for Accident Prevention (CIPA+ A), made up of elected and appointed employees, plays a crucial role in promoting worker safety. It is used to support prevention campaigns, in addition to actively participating in the analysis and investigation of incidents. The Company also has a dedicated team of professional fire fighters, who provide support in complex operations and provide training and development focused on preventing accidents.



Every year, the company develops a specific work plan to support the OHMCP (Occupational Health Medical Control Program) and the RMP (Risk Management Program).

Recent strengthening initiatives include the creation of operational procedures; OSE audit committees; intensification of the annual training plan; training in risk perception tools based on task analysis; creation of operational and strategic committees; behavioral inspection programs; and organizational goals related to the frequency rate and severity of incidents.

Throughout 2023, Blau provided 6,336 hours of occupational safety training, including the Weekly Safety Talks that reached 192 class groups. 72 legal training sessions were held, with 98% of planned participation and a total investment of BRL 90,000.

In each branch and unit, survey routines were maintained, identifying risks and opportunities through monthly inspections in all areas and themed safety talks, in addition to monitoring performance indicators.

In industrial areas, the SCI (Safety Culture Index) is our main monitoring metric. Furthermore, we have indicators that are monitored monthly.

OSE INDICATORS MONITORED MONTHLY IN 2023

Percentage of compliance with the Integrated Pending Management – IPM tool

Percentage of compliance with the Safety Culture Index

Percentage of adherence to the annual training plan

Percentage of compliance with the Behavioral Observation Index

Reduction in the number of accidents

Reduction in frequency rates

Reduction in severity rates

Percentage of compliance with the Risk Assessment plan

Main deviations found during the analysis



OSE Goals for 2024:

Implement the Structured Health, Safety and Well-being Program for all employees, ensuring a safe working environment (physically and mentally).

Reduce the rates of Work-Related Accidents – Severity Rate = 28.29 and Frequency Rate = 4.79, to 2022 levels.

Increase the SCI – Safety Culture Index globally by 80%, in all industrial operations.

Well-being and quality of life

To manage health-related activities, programs and campaigns, Blau has a Health department led by an occupational physician, an occupational nurse and nursing technicians. In addition to the in-house clinic with a dedicated team, employees and their dependents have access to medical and dental insurance as support.

All health programs and actions are comprehensive and available to our employees, service providers, third parties and others who perform some activity within the Company's business units.

Our personal database relating to worker health is restricted to the occupational health coordinator, ensuring the security and privacy of information.

PROGRAMS DEVELOPED



NUTRITIONAL SNACK

Program dedicated to the well-being of pregnant women and employees with chronic diseases, promoting healthy eating habits and offering nutritional support. Nutritious and balanced snacks, prepared with carefully selected ingredients and that meet specific nutritional needs are available. In 2023, 547 snacks were offered.



SMOKING CESSATION ASSISTANCE AND TREATMENT

The program offers support from the occupational physician for employees who want to quit smoking. The program had two participants in 2023.



IMMUNIZATION CONTROL FOR ALL VACCINES IN THE IMMUNIZATION SCHEDULE OF THE MINISTRY OF HEALTH

Every year, we promote our flu vaccination campaign, aiming to immunize all employees.



TAKE GOOD CARE PROGRAM (FOR PREGNANT WOMEN, THEIR SPOUSES AND CHILDREN)

Program dedicated to pregnant employees, also extending to the wives of our employees, to monitor, provide well-being and care to participating pregnant women. It involves information, guidance, monthly support and, after the birth, we present the family with a special kit containing two personalized mugs and a gift voucher worth BRL 235.00. We believe that caring for our pregnant women is not only a responsibility, but also a way of showing support and recognition for the journey they are taking. With the Take Good Care Program, we want to ensure that every pregnant woman feels embraced and valued in our company.



SCHEDULED MEDICAL APPOINTMENTS

We offer medical consultations for the comprehensive well-being of employees to facilitate access to medical care, with a commitment to caring for people, strengthening bonds and trust. We provide scheduled medical consultations and emergency care according to demand. This initiative not only increases the quality of life, but also fosters an organizational culture that values well-being and boosts engagement in the workplace.



WOMEN'S HEALTH PROGRAM

The primary objective is to ensure that every woman has access to essential preventive gynecological care, promoting a healthy life and identifying possible diseases early for immediate treatment.



PREVENTION CAMPAIGNS





Our goal is to raise awareness, to care and protect, promoting well-being through preventive practices. We have an ongoing commitment to detecting potential health risks early, providing the necessary guidance for a healthier and more balanced life.



OCCUPATIONAL EXAMS AND THIRD PARTY EXAMS CONTROL

We monitor health, carrying out periodic medical examinations to identify any work-related health problems early, allowing the implementation of preventive measures.

ADHERENCE TO PROGRAMS

	2023	2022
 NUTRITIONAL SNACK	547	444
 SMOKING CESSATION ASSISTANCE AND TREATMENT	2	24
 IMMUNIZATION CONTROL	1,293	1,211
 TAKE GOOD CARE (33 female employees and 37 wives of employees)	70	47 (18 female employees and 29 wives of employees)

IMPROVE THE TAKE GOOD CARE PROGRAM

- ▶ Reinforce the Take Good Care Program with the Golden August campaign, dedicated to promoting breastfeeding.
- ▶ Update the layout of our newsletters, making them more attractive and easy to read, with the aim of increasing employee engagement with information about pregnancy.
- ▶ Include lectures on pregnancy, covering topics such as prenatal care, nutrition during pregnancy, preparing for childbirth, and newborn care. These lectures will be given by specialized professionals and will be available to all pregnant employees.
- ▶ Redesign the anti-smoking program to make it more inclusive and accessible to anyone interested in making a positive change in their lives.
- ▶ Women's Health: specific programs to promote women's health, addressing issues such as preventing breast and reproductive system cancer (Pink October).




IMPLEMENTATION OF NEW ACTIONS

- ▶ Mental Health: initiatives aimed at promoting the mental health of our employees, through lectures, workshops and psychological support resources to deal with stress, anxiety and other challenges related to mental health.
- ▶ Men's Health: encouraging routine examinations and raising awareness about common male diseases, such as prostate cancer (Blue November).

Work-related accidents and diseases

GRI 403-9, 403-10

OSH INDICATORS

	EMPLOYEES		THIRD PARTIES	CONSOLIDATED
	2023	2022	2023	2023
 Total man-hours worked	2,705,484.00	2,297,333.79	92,660.00	2,798,144.00
 Number of mandatory reportable accident	15	11	6	21
Mandatory reportable accident rate	5.5	4.79	64.75	7.50
 Number of accidents with serious consequences (non-fatal)*	15	11	6	21
Rate of accidents with serious consequences	5.5	4.79	64.75	7.50

*Blau considers all accidents with time off work to be serious, and these are monitored directly by the medical department. There were no fatal accidents.

EMPLOYEES AND WORKERS, NON-EMPLOYEES, COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

GRI-403-8

	2023		2022	
	Number	Percentage	Number	Percentage
Employees covered by an occupational health and safety management system.*	1,928	100	1,621	100
Workers who are not employed, but whose work and/or workplace is controlled by the organization, who are covered by an occupational health and safety management system.	350	100	301	100
Employees covered by an occupational health and safety management system that has been internally audited.	1,928	100	1,621	100
Workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an occupational health and safety management system that has been internally audited.	350	100	301	100

*This data includes permanent, temporary and outsourced employees.



Talent attraction, retention, and development

GRI 3-3, 401-1, 401-3, 404-1

Blau understands that simply recruiting good talent, in a highly competitive corporate context, is not enough. We must foster employee motivation, commitment and engagement with a fair remuneration policy and a comprehensive range of benefits.

Benefits include, in addition to the base salary, bonuses, profit sharing and opportunities for salary growth based on individual performance and contribution. They also include health and dental plans, wellness programs, flexible hours, and extended maternity and paternity leave.

By creating an organizational culture that values and invests in its employees, Blau seeks to cultivate an environment in which talents feel valued, engaged and motivated to contribute to collective success. This not only results in greater talent retention, but also greater productivity, innovation and customer satisfaction.



Keeping up with our commitment to Diversity, Equity & Inclusion, with regard to gender balance especially as leaders, 39% of leadership positions (coordinators and managers) were filled by women in 2023, which represents a 7% growth compared to 2022.

Training and development

To bring more focus to the training and development of employees and leaders, in July 2023 we created the HOD (Human and Organizational Development) management.

The objective is to guide and support employees on their development journey, with innovative methodologies for training topics (both soft and hard skills).

The training programs include in-person, remote and Distance Learning (DL) training modules with the aim of encouraging a culture of Lifelong Learning.

IN 2023, FOUR STRATEGIC PILLARS WERE DEFINED TO SUPPORT TRAINING DEVELOPMENT AND ACCELERATE VALUE CREATION. THEY ARE:

Leadership:

development programs aimed at new, middle and senior management.

Technical-operational training:

training with the aim of maximizing productivity and effectiveness, reducing costs, increasing process safety, engaging employees and fostering innovation.

Governance:

training for the adoption of improvements in processes, controls, internal policies, ethics/compliance, and ESG, connecting the business purpose and goals to a robust environment of controls and risk prevention.

Digital transformation and innovation:

training programs aimed at raising awareness, training and engaging teams to fully use current and future systems that are consolidating Blau in the era of Industry 4.0.

10,793 HOURS

In 2023, we recorded 10,793 hours of training and a total of 1,291 employees trained.

Our Performance Management Cycle has been revisited, including system and criteria. Decisions for development, reward and recognition programs are linked to Performance Management results and are supported by KPIs.

In Q1/2024, we conducted the leadership training process to manage the performance process. Individual goals were defined, aligned with organizational goals and supported by the Company's strategic guidelines, an integral part of the 2023-2025 Strategic Planning.

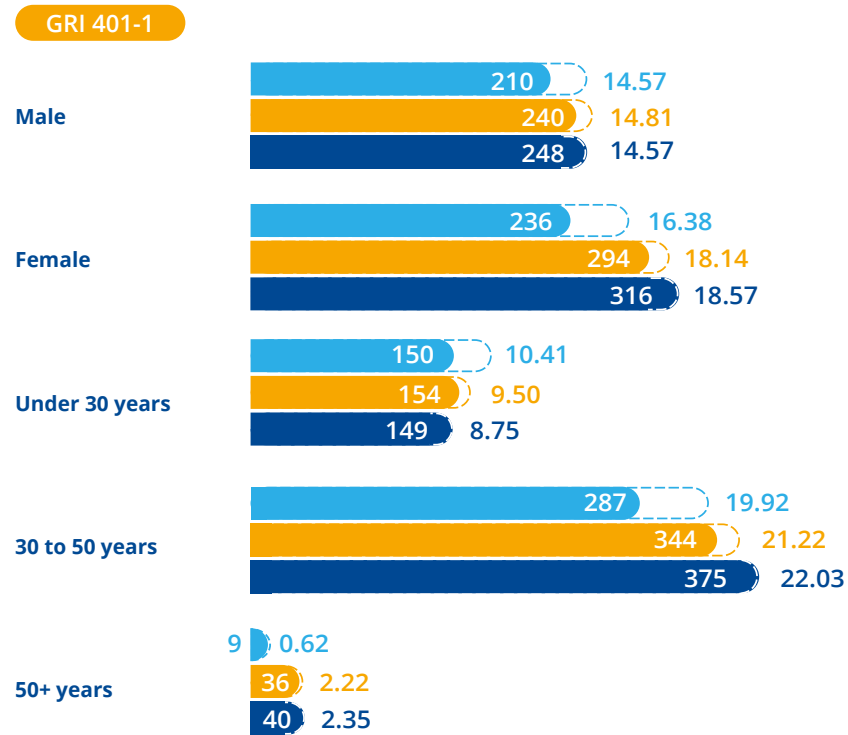
Goals inherent to ESG were included in the goals of the organization's executives.

This entire process aims to leverage the business and support Blau's vision: **"To be the leading Brazilian company in sales in the institutional market in Latin America. Increase participation in other healthcare markets. Expand the verticalization of operations"**.

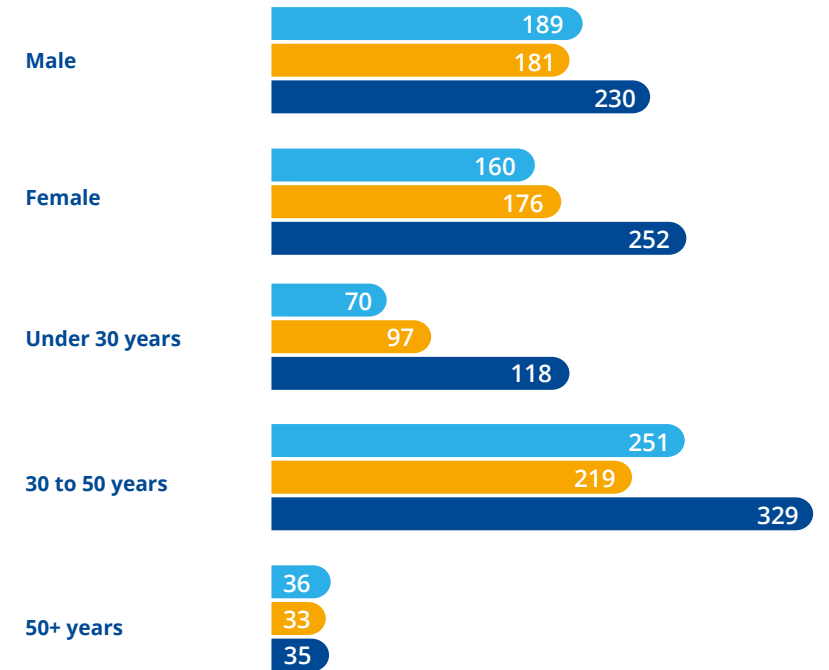
All together on a shared mission!

For 2024, some topics will be highlighted: Cultural Evolution Journey, Succession Program, Development of New, Middle and Senior Management and the Sales Force Training Program, focusing on the three business units: Onco-hematology & Specialties, Pharma/Retail and Aesthetics, aiming to contribute to further leveraging business growth.

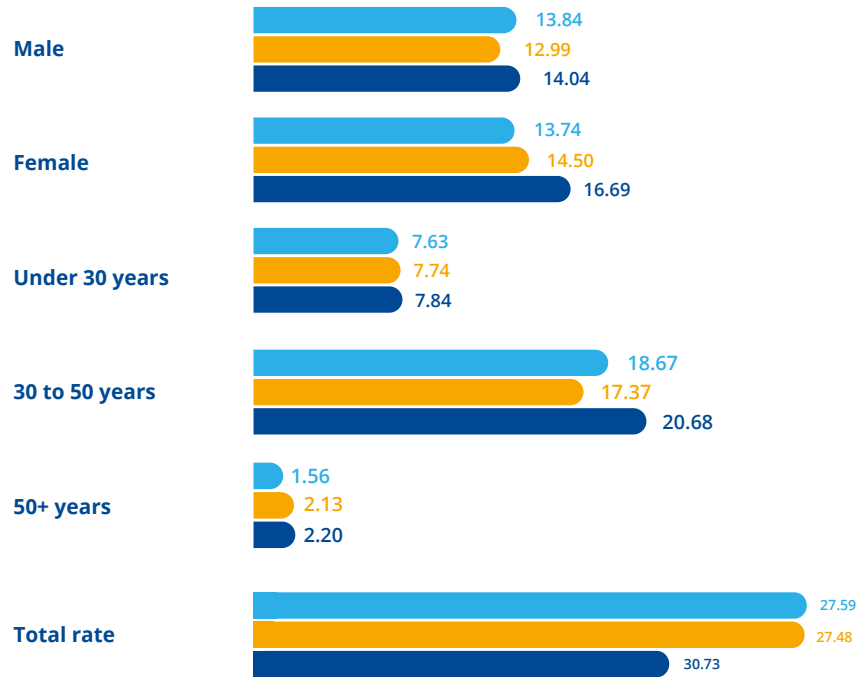
TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD, BY GENDER AND AGE GROUP 2021, 2022, 2023



TOTAL NUMBER OF DISMISSALS BY GENDER AND AGE GROUP 2021, 2022, 2023



EMPLOYEE TURNOVER RATE BY GENDER AND AGE GROUP
2021, 2022, 2023



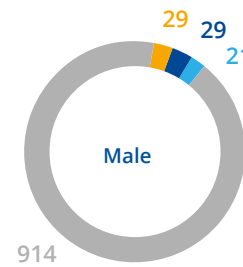
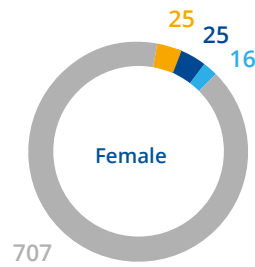
Turnover rate considers (hired + dismissed/2/1,702) X 100.

RETURN AND RETENTION RATE – MATERNITY AND PATERNITY LEAVE

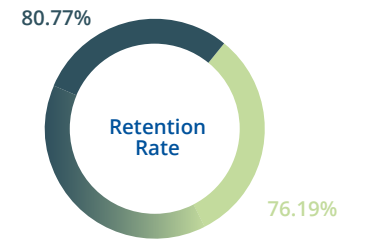
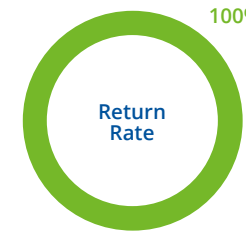
GRI 401-3

2022

IN TOTAL NUMBERS

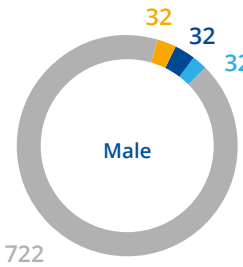
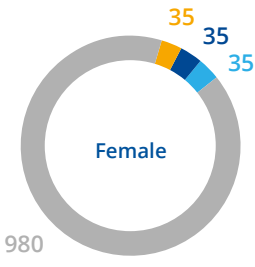


IN RATE

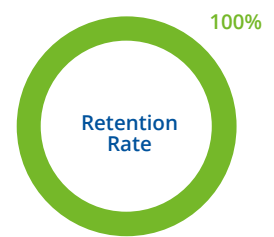
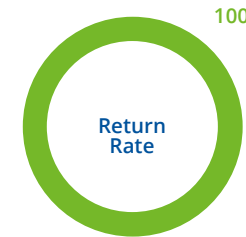


2023

IN TOTAL NUMBERS



IN RATE



- Employees entitled to take leave
- Employees who took leave
- Employees who returned to work after the end of their leave
- Employees who returned to work and remained employed twelve months after their return
- Female
- Male
- Male and female

NUMBERS RELATED TO TRAINING

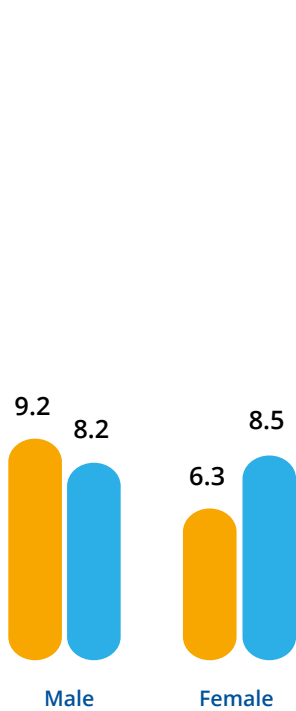
GRI 404-1

Total number of training hours

2022 ▶ NA 2023 ▶ 10,793

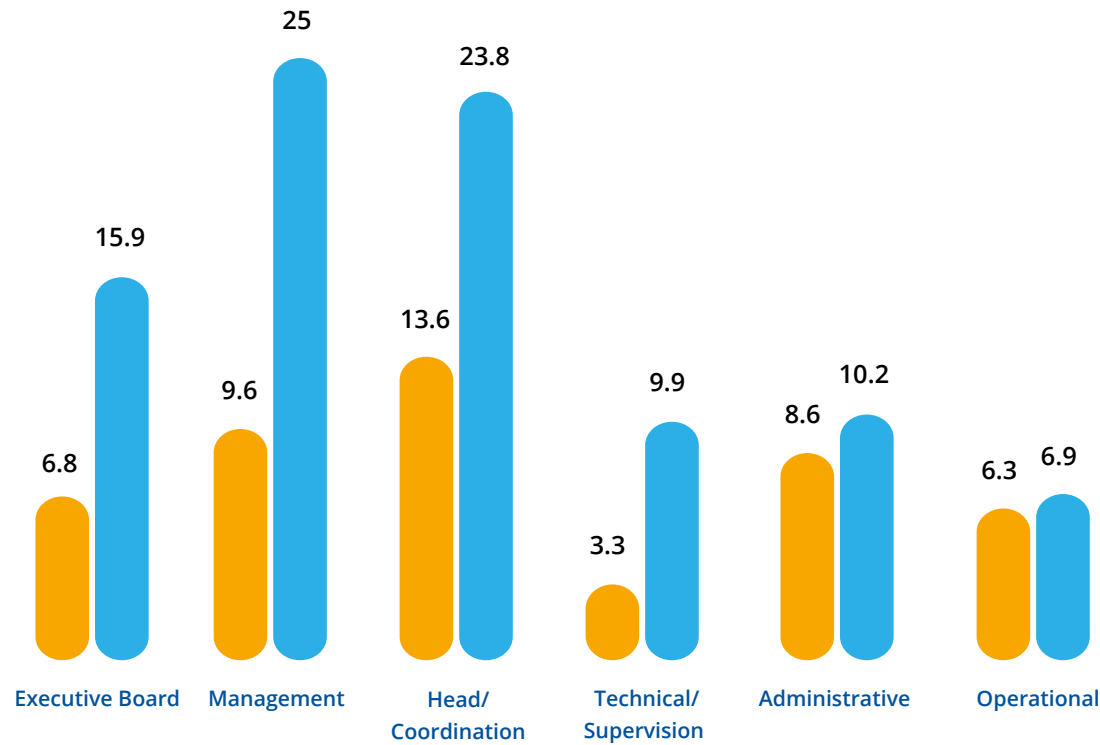
Total number of trained employees

2022 ▶ NA 2023 ▶ 1,291



AVERAGE TRAINING HOURS

BY GENDER



AVERAGE TRAINING HOURS

BY FUNCTIONAL CATEGORY

TARGET FOR 2024:

The Cultural Evolution and Leadership Journey will include the central topics linked to the "Sales Force Training Program" (three BUs: Onco-hematology & Specialties, Pharma/Retail and Aesthetics), aiming to support the area's strategic guidelines and contribute to leveraging business growth.

Diversity and inclusion

GRI 3-3, 405-1, 405-2

Blau is committed to creating an inclusive work environment where diversity is valued and respected. We understand that diversity encompasses not only visible characteristics such as gender, ethnicity and age, but also life experiences, abilities and perspectives.

Diversity and inclusion are fundamental pillars of our corporate culture. By welcoming different backgrounds and viewpoints, we can boost innovation, improve performance and create a more enjoyable, fair and equitable work environment. To this end, we carry out several initiatives, as follows:

- ▶ *We implement recruitment and selection policies that encourage diversity, ensuring that all employment opportunities are widely advertised and that selection processes are fair and impartial.*
- ▶ *We offer unconscious bias and diversity awareness training programs, with the aim of increasing awareness and understanding of diversity issues.*
- ▶ *We partner with community organizations and nonprofits that support underrepresented groups to create employment opportunities and promote inclusion in our supply chain and local communities.*

Over the past few years, our commitment to diversity and inclusion has yielded tangible results, increasing the diversity of our workforce and bringing in a wider range of ethnic, cultural and socioeconomic backgrounds.

To continue improving our practices and policies for an increasingly diverse and inclusive work environment, we focus on actions such as:

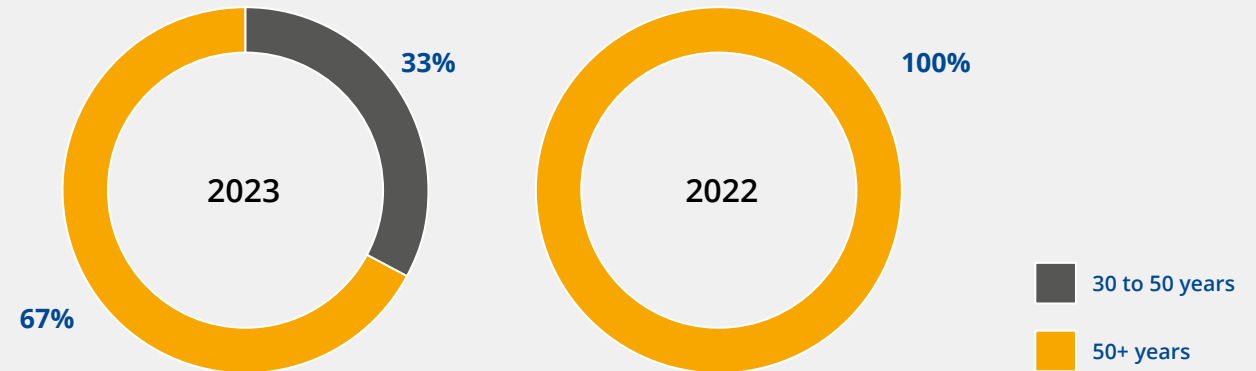
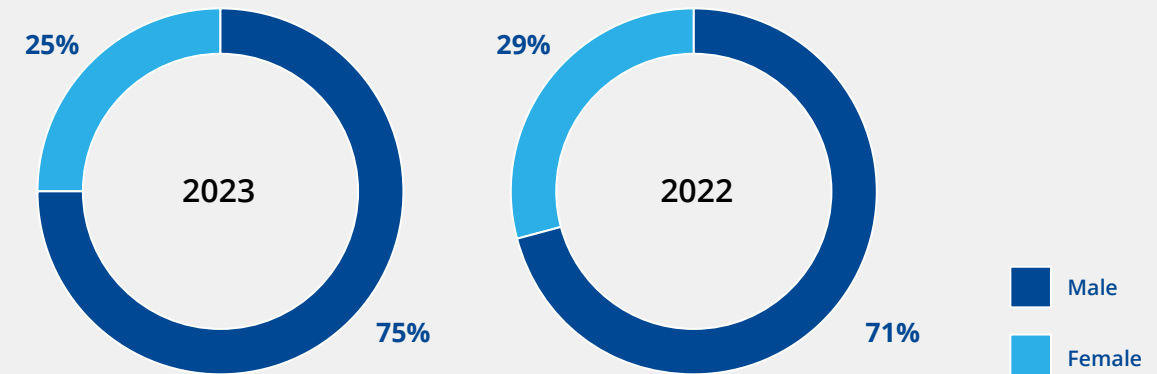
- ▶ Expand representation of underrepresented groups at all levels of the organization, including senior leadership and decision-making positions.
- ▶ Strengthen partnerships with external organizations to expand our talent recruitment and development efforts.
- ▶ Deepen employee awareness and engagement around diversity and inclusion issues by encouraging open and collaborative dialogue.
- ▶ For Blau, sustainability and social responsibility go hand in hand with respect for diversity and inclusion, creating a work environment in which everyone is heard, respected and valued, throughout the value chain.

The Diversity Census, performed in 2023, allowed us to identify the least represented groups and provided the fundamentals for establishing clear and measurable goals to improve diversity at all levels of the organization, from recruitment and selection to talent development and promotion. By sharing the results of the Diversity Census with employees and other stakeholders, Blau demonstrates its commitment to transparency and accountability. This helps us build trust and credibility among employees, customers, investors and the communities where the Company operates.

We understand that companies with diverse teams tend to be more innovative and resilient, opening space for a multitude of points of view and ideas, boosting creativity and innovation. Additionally, an inclusive corporate culture fosters a sense of belonging and collaboration among employees, leading to better business results.

PERCENTAGE OF INDIVIDUALS WHO ARE PART OF THE ORGANIZATION'S GOVERNANCE BODIES BY GENDER AND AGE GROUP

GRI 405-1

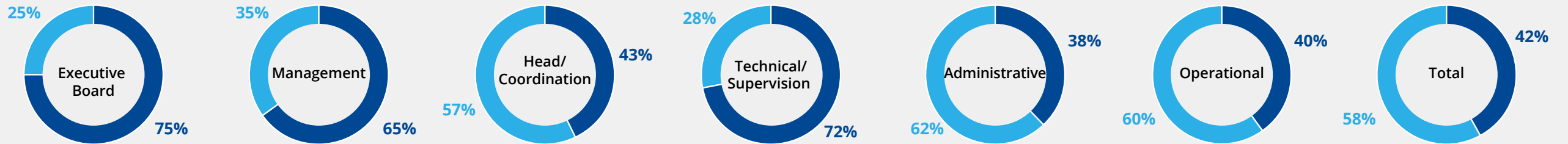


PERCENTAGE OF NEW EMPLOYEES BY GENDER AND FUNCTIONAL LEVEL

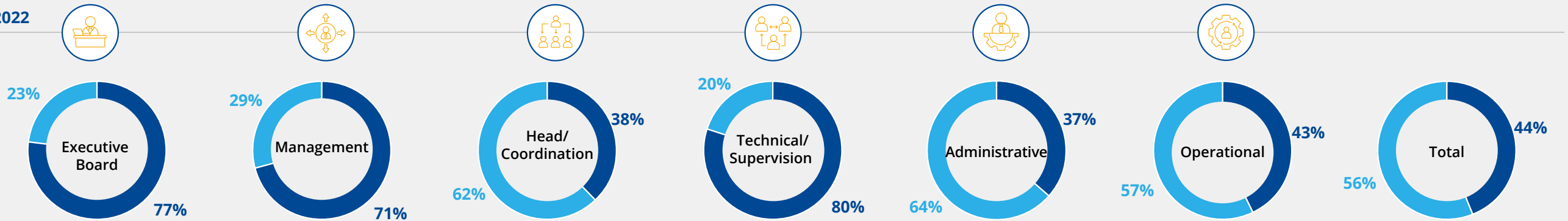
GRI 405-1

Male
Female

2023



2022

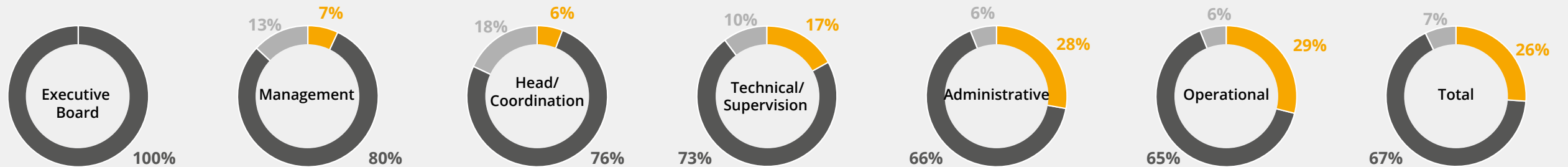


PERCENTAGE OF NEW EMPLOYEES BY AGE GROUP AND FUNCTIONAL LEVEL

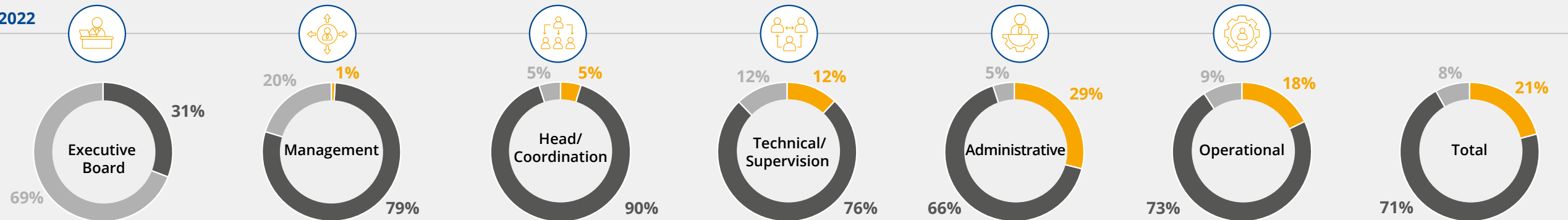
GRI 405-1



2023

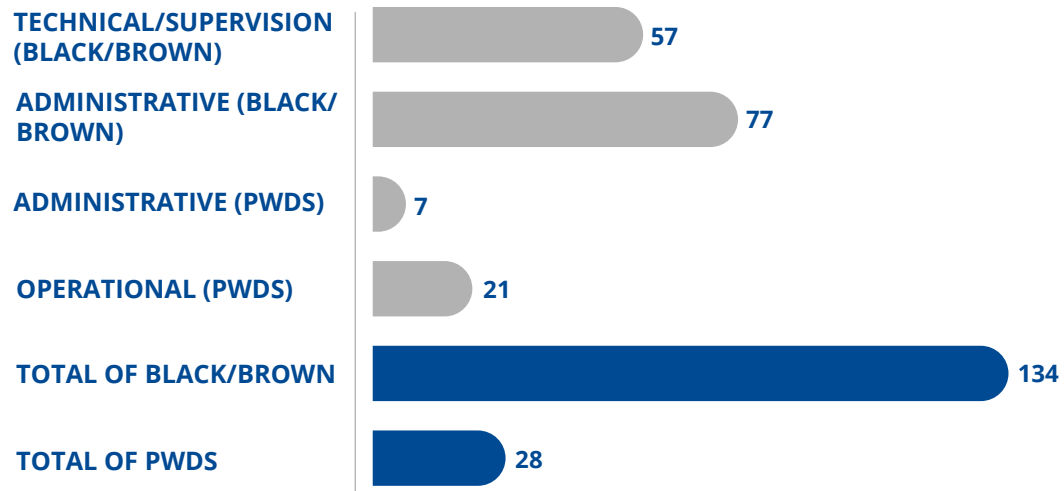


2022



NUMBER OF NEW EMPLOYEES BY FUNCTION AND UNDERREPRESENTED GROUPS, 2023

GRI 405-1



In addition to this data on new hires, the census carried out in 2023, which had a sample of 1,485 respondents, indicates an environment that supports and promotes diversity, inclusion and a sense of belonging: 1,411 of the respondents identify with their biological gender and 74 with other genders; 1,337 self-declare as heterosexual and 104 as having different sexual orientations (44 people did not respond).

GENDER GAP IN BASE SALARY AND REMUNERATION

GRI 405-2

		2023	2022
 EXECUTIVE POSITIONS	Base salary	0.74	0.79
	Remuneration	0.92	0.78
 MANAGEMENT POSITIONS	Base salary	0.94	1.01
	Remuneration	0.94	1.03
 HEAD/COORDINATION	Base salary	1.00	0.97
	Remuneration	1.05	0.97
 TECHNICAL/SUPERVISION	Base salary	1.06	1.17
	Remuneration	0.92	1.18
 ADMINISTRATIVE	Base salary	0.99	0.98
	Remuneration	1.01	0.98
 OPERATIONAL	Base salary	0.92	0.88
	Remuneration	0.09	0.88

Social investment

GRI 3-3, 413-1

Blau Farmacêutica is dedicated to promoting positive social change in communities through support for various social, sporting and cultural projects. These initiatives not only expand the Company's reach as an agent of transformation, but also strengthen its commitment to sustainable development and people's well-being.

Through quarterly financial donations, using tax incentive laws, Blau promotes local and national development with contributions to various projects, and also aligns its tangible initiatives with the principles it is committed to, namely health, inclusion, culture and sports.

Senior management manages, monitors and follows up on resources allocated to supported institutions. In partnership with the Compliance area, our Integrity due diligence process ensures that projects are evaluated according to the Company's criteria and guidelines. Furthermore, periodic site visits are made to the projects to maintain a close relationship and ensure transparency in the activities carried out.

HEALTH PROJECTS

**Hospital de Amor:
"Elderly Support" project**

www.hospitaldeamor.com.br

**Hospital
Pequeno Príncipe**

www.pequenoprincipe.org.br

**Lar Escola Francisco
Cândido Xavier**

www.larxavier.org.br



CULTURAL PROJECTS

Orquestra Locomotiva:

This is an initiative that offers free group music lessons to around 2,000 children and teenagers, aged 7 to 17, from vulnerable areas in the cities of Santo André, Mauá and São Paulo.

www.projetolocomotiva.org



INCLUSION PROJECTS

Apae Cotia:

Early stimulation and rehabilitation program for people with disabilities.

www.apaecotia.org.br



SPORTS PROJECTS

Projeto Racing:

Initiative to support promising drivers in motor racing.

[@blaumotorsport](https://www.instagram.com/blaumotorsport)



Risk management

GRI 3-3

Due to a variety of risk exposures related to its activities, Blau Farmacêutica has implemented a strategic risk management structure with clear processes for defining objectives aligned with the method, to manage them effectively.

The Strategic Risk Management Policy, approved at a meeting of the Company's Board of Directors held on January 5, 2018 and amended on March 11, 2021, details concepts, guidelines and responsibilities of the risk management process, with the aim of equalizing knowledge and providing visibility on the most appropriate processes, in addition to clarifying the phases of identification, categorization, assessment, treatment and monitoring of risks arising from the business carried out by the Company and its subsidiaries.

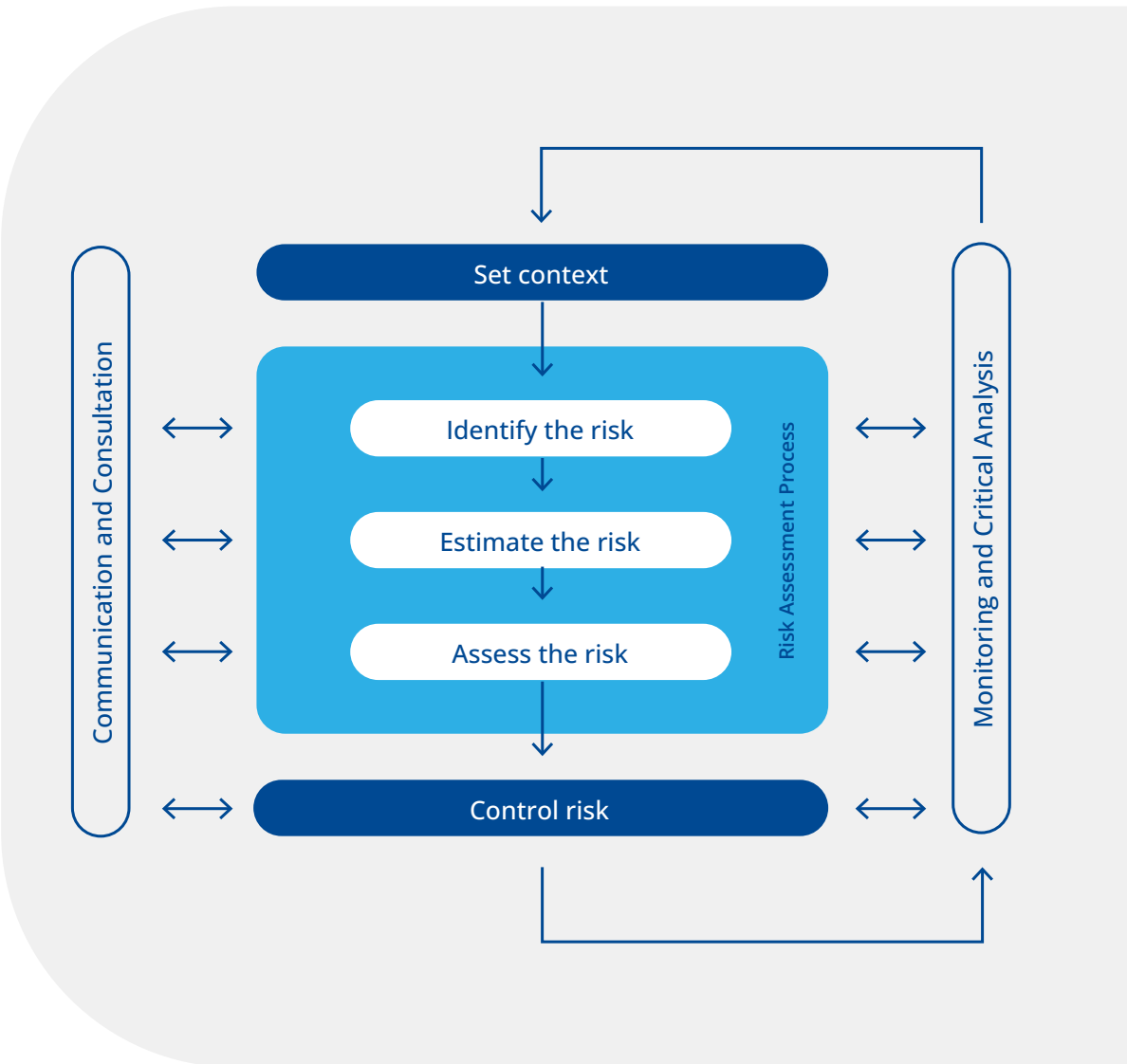
Identifying, categorizing and assessing risks allows us to prevent the most relevant risks from causing financial losses, fluctuations in future revenues, impact on the image, and other consequences, negatively affecting the achievement of the Company's objectives.

With the reinforcement of the Risks and Internal Controls area, bringing in senior leadership from the market to strengthen the Company's initiatives and actions, a chain of processes based on a still preliminary mapping of risks was proposed based on perceptions captured in 2023, leading to the proposal of a GRA (General Risk Analysis) that covers the operations of Blau and Bergamo.

In 2024, the Company will review its Strategic Risk matrices and update its internal methodology, aligning it with best market practices and COSO's ERM (Enterprise Risk Management) and ISO 31000 frameworks.

COSO's ERM methodology is a widely used framework in enterprise risk management. Developed by the Committee of Sponsoring Organizations of the Treadway Commission (COSO), it provides a structured approach to identifying, assessing, managing, and monitoring risks in an organization.

The new risk map will be used as a basis for defining the 2025 Strategic Plan. Action plans to mitigate risks will be discussed by the Audit Committees and the Board of Directors.



Economic performance

GRI 3-3, 201-1

The Financial Statements of Blau Farmacêutica are disclosed in accordance with the rules of the CVM (Brazilian Securities and Exchange Commission) and the technical opinions of the CPC (Accounting Pronouncements Committee), as well as with the accounting standards of the IFRS (International Financial Reporting Standards) issued by the IASB (International Accounting Standards), including the parent company Blau Farmacêutica S.A. and its subsidiaries, and are subject to independent auditing.

In 2023, Blau made relevant investments of over BRL 670 million with a focus on its strategic planning, despite the challenging scenario, working to speed up the Company's new growth opportunities.

**BRL
670
MILLION**

Significant investments focused on strategic planning in 2023

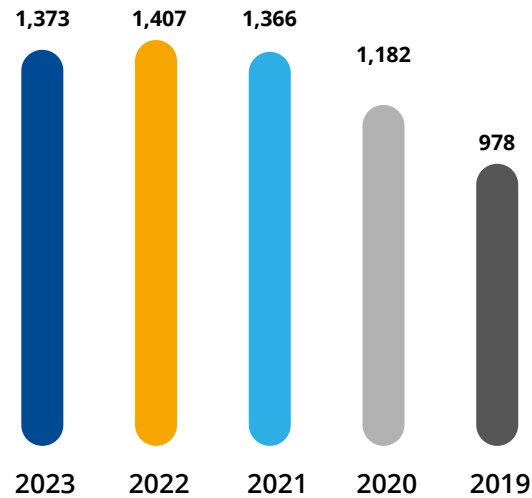
HIGHLIGHTS OF THE YEAR

Investments:
acquisition of Laboratório Bergamo, convertible loan for Prothya in the Netherlands, robust RD&I pipeline and capacity increase – in line with strategic planning, to contribute to the Company's short, medium and long-term results.

Financial:
growth in new sources of revenue, which helped to mitigate the impact of the more competitive scenario and the unregulated market.

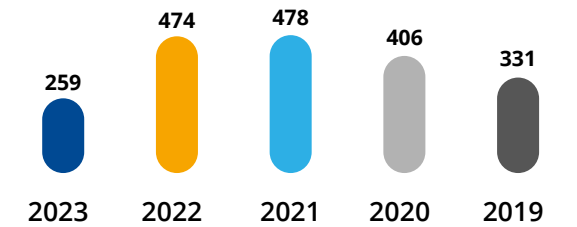
Evolution of financial results

NET REVENUE (BRL MILLION)



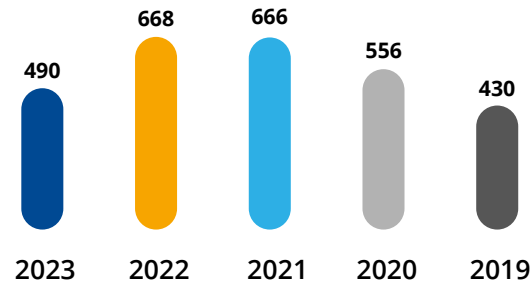
Net revenue of BRL 1.4 billion in 2023, same level as 2022.

EBITDA (BRL MILLION)



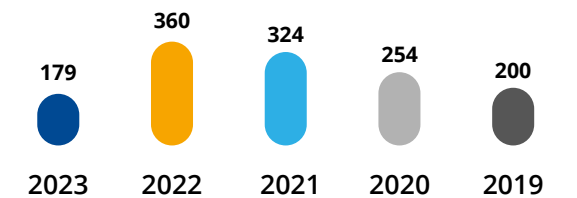
Recurring EBITDA of BRL 259 million, with recurring EBITDA margin of 18.9%.

GROSS PROFIT (BRL MILLION)



Gross profit of BRL 490 million, with a gross margin of 35.7%, impacted by the more competitive scenario, inventory turnover and consolidation of Bergamo, in an operation optimization phase.

NET PROFIT (BRL MILLION)



Recurring net income totaled BRL 179 million, with a recurring net margin of 13.0%, demonstrating the resilience of the business even while carrying long-term investments in a maturation phase.

Direct economic value generated and distributed

GRI 201-1

Indicators of the material topic Economic Performance	2023	2022	2021
Direct economic value generated and distributed			
Gross income (BRL million)	1,572,764	1,510,348	1,508,169
Retained economic value (BRL thousands)	-	5,744	NA
Distributed economic value (BRL thousands)			
Operating costs	908,041	740,661	719,321
Employee Salaries and Benefits	175,841	162,452	154,000
Payments to capital providers	247,491	360,492	323,864
Payments to the government	208,551	238,833	314,203
Investments in the community	590	2,200	3,259
Total	1,540,514	1,504,638	1,514,647
Distributed economic value (percentage %)			
Operating costs	57.74	49.23	NA
Employee Salaries and Benefits	11.18	10.80	NA
Payments to capital providers	15.74	23.96	NA
Payments to the government	13.26	15.87	NA
Investments in the community	0.04	0.14	NA

Water and effluents

GRI 3-3, 303-1, 303-2, 303-3, 303-4, 303-5

Water management at Blau

Water is a fundamental resource for Blau’s activities and permeates our operations. Its use is directly linked to the manufacture of pharmaceutical products, physical-chemical and microbiological analyses in laboratories, cleaning of areas and production processes, steam production in boilers, supplies for human consumption and for the fire-fighting system.

At the Company, we understand that responsible management of this resource is essential to continue innovating and offering products that make a difference in people’s lives.

Some of Blau’s units collect water from artesian wells built on their premises, while others are supplied by the public water and sewage distribution system. In addition, some units supplement the supply through contracts with third parties, who supply water brought in by trucks. We currently have five artesian wells, three in São Paulo and two in Cotia. In the Caucaia do Alto and Cotia units, there is a water tank to store the volume generated.

The Company periodically assesses water potability from wells, thus ensuring compliance with the standard required for human consumption.

To manage water-related impacts, we invest in strict control of actions and projects focused on reducing consumption and increasing water efficiency in production processes and water generation. We implement advanced treatment technologies and innovative systems for water reuse and reduction of water use.

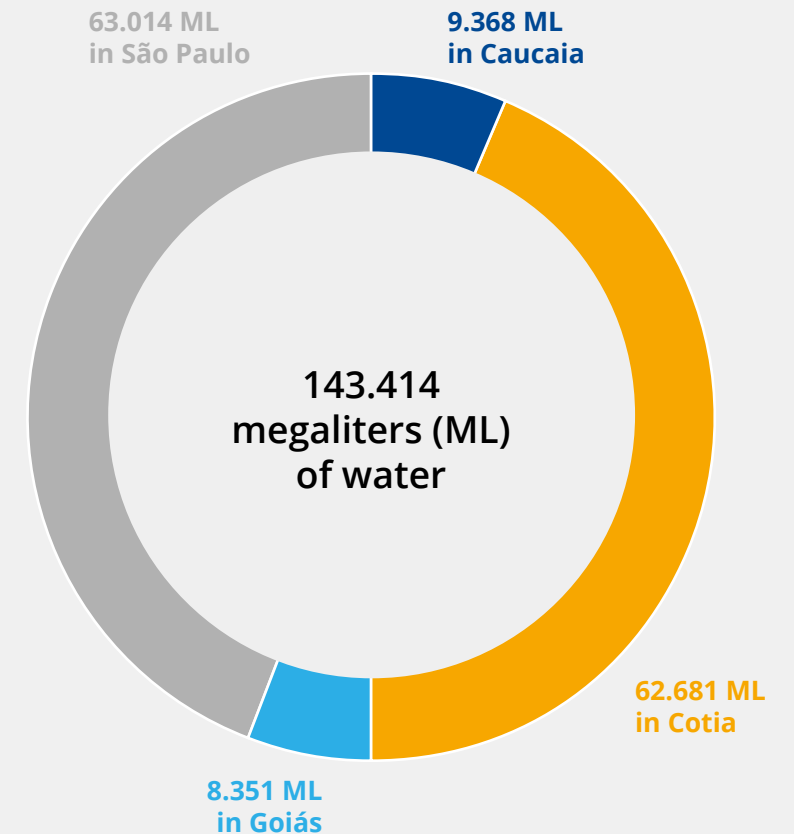
Our units are equipped with temporary storage systems for water considered “rejected” by a reverse osmosis process. After storage, this water is reused in the fire-fighting system reserves and directed to other essential uses. In addition, we installed auto closing and flow control taps to ensure that water use is always efficient.

To further improve our water efficiency, we acquired new equipment that uses less water and allows this resource to be reused in the manufacturing process and in machine operation. We are also investing in modern systems to produce water for injection, increasing our water efficiency and ensuring continuous monitoring of water consumption.



At Blau, water is managed responsibly and innovatively.

IN 2023, BLAU CONSUMED 143.414 MEGALITERS (ML) OF WATER, OF WHICH:





73 million liters of water were treated before discharge and BRL 173,000 were invested in effluent discharge and treatment.

Effluent treatment

In accordance with the operating license conditions, we ensure that all effluents are adequately treated before being discharged, whether into a collection network or directly into rivers. We strictly follow the guidelines of Cetesb (Environmental Company of the State of São Paulo) and all current environmental standards.

Our commitment is to prevent the contamination of water bodies by chemical substances in the regions where we operate. We monitor every step of the treatment process to ensure environmental protection. Regarding the type of treatment given to wastewater, in 2023, 42 million liters of water underwent chemical treatment and 31 million underwent biological treatment, resulting in a total of 73 million liters of water properly treated before discharge.

In some of our units, effluents are discharged directly into licensed public networks. In others, we rely on companies licensed for collection and external discharge. Our units in Goiás, Cotia and São Paulo are equipped with Effluent Treatment Plants (ETP), which carry out the necessary pre-treatment before discharge into public networks.

In 2023, Blau did not record any cases of non-compliance with discharge limits. All substances originating from the production and manufacturing process of pharmaceutical products were included in the characterization of effluents. Our methodology for defining discharge limits is based on current legislation and environmental legal requirements, ensuring compliance and responsibility.

Indicators of the material topic Water and effluents (megaliters)	2023	2022
--	------	------

Water withdrawal	GRI 303-3	
Surface water withdrawal	0.0	0.0
Groundwater withdrawal	83.6	87.4
Third party water suppliers	59.8	32.6
Total water withdrawal	143.4	120.0

Descarte de água	GRI 303-4	
Surface water discharge	31.0	3.6
Third party water discharge	42.0	60.3
Total water discharged	73.0	63.9

Water consumption*	GRI 303-5	
Total water consumed	70.4	56.1

*Note: due to the impossibility of separating consumption by source, we presented our total consumption.

Waste

GRI 3-3, 306-1, 306-2, 306-3, 306-4, 306-5

The pharmaceutical industry faces significant challenges when it comes to waste generation. Waste ranges from packaging materials and chemicals to expired or unused medicines. Proper management of this waste is essential to minimize environmental impacts and ensure compliance with strict environmental regulations.

We currently generate different types of waste. Hazardous waste includes chemical products from physical-chemical and microbiological laboratories, waste from the production of drugs and medicines, liquid waste from drugs and medicines, sharps, infectious waste, and contaminated packaging. In 2023, **we generated 304.9 tons** of hazardous waste, all of which were disposed of appropriately.

Recyclable waste was also generated, such as paper, cardboard, scrap metal, plastic, cartridges, glass and aluminum bottles. In 2023, **274 tons** of this waste were sent for recycling.

We also generated common waste, which includes organic and non-recyclable materials. In 2023, we generated and allocated **392.2 tons** of this waste for appropriate treatment (composting and refuse-derived fuel [RDF]).



The total volume of waste generated in 2023 was **971.1 tons**. This waste is classified into two categories: Class I, which includes hazardous waste destined for incineration, pyrolysis and co-processing; and Class II, which includes waste destined for recycling, composting and the generation of RDF (Refuse-Derived Fuel).



In 2023, Blau sent approximately 274 tons of waste for recycling, 25% more than in 2022.



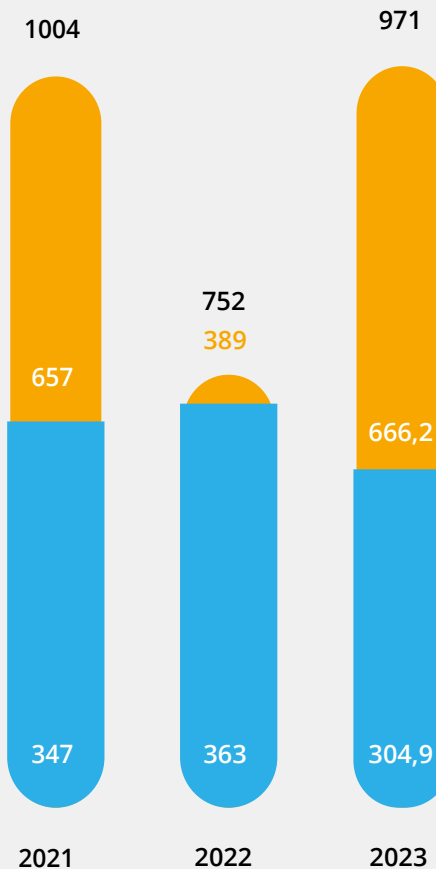
Last year, revenue generated from the selective recyclable collection program was BRL 160,648,000, 50% higher than 2022.

Treatment of our hazardous and non-hazardous waste is managed by third parties, with current contracts that are periodically approved by our environmental department. The outsourced management uses co-processing, incineration, pyrolysis, composting, recycling and reuse technologies.

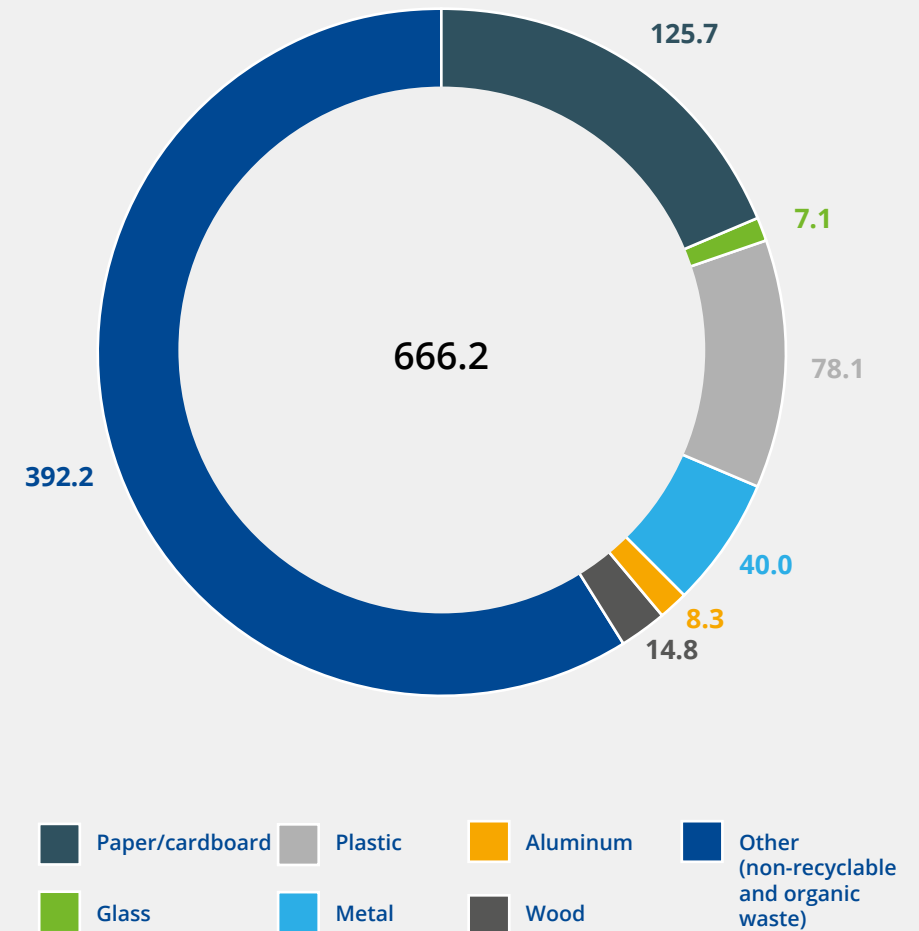
WASTE GENERATED BY COMPOSITION (T)

GRI 306-3

■ Hazardous waste ■ Non-hazardous waste

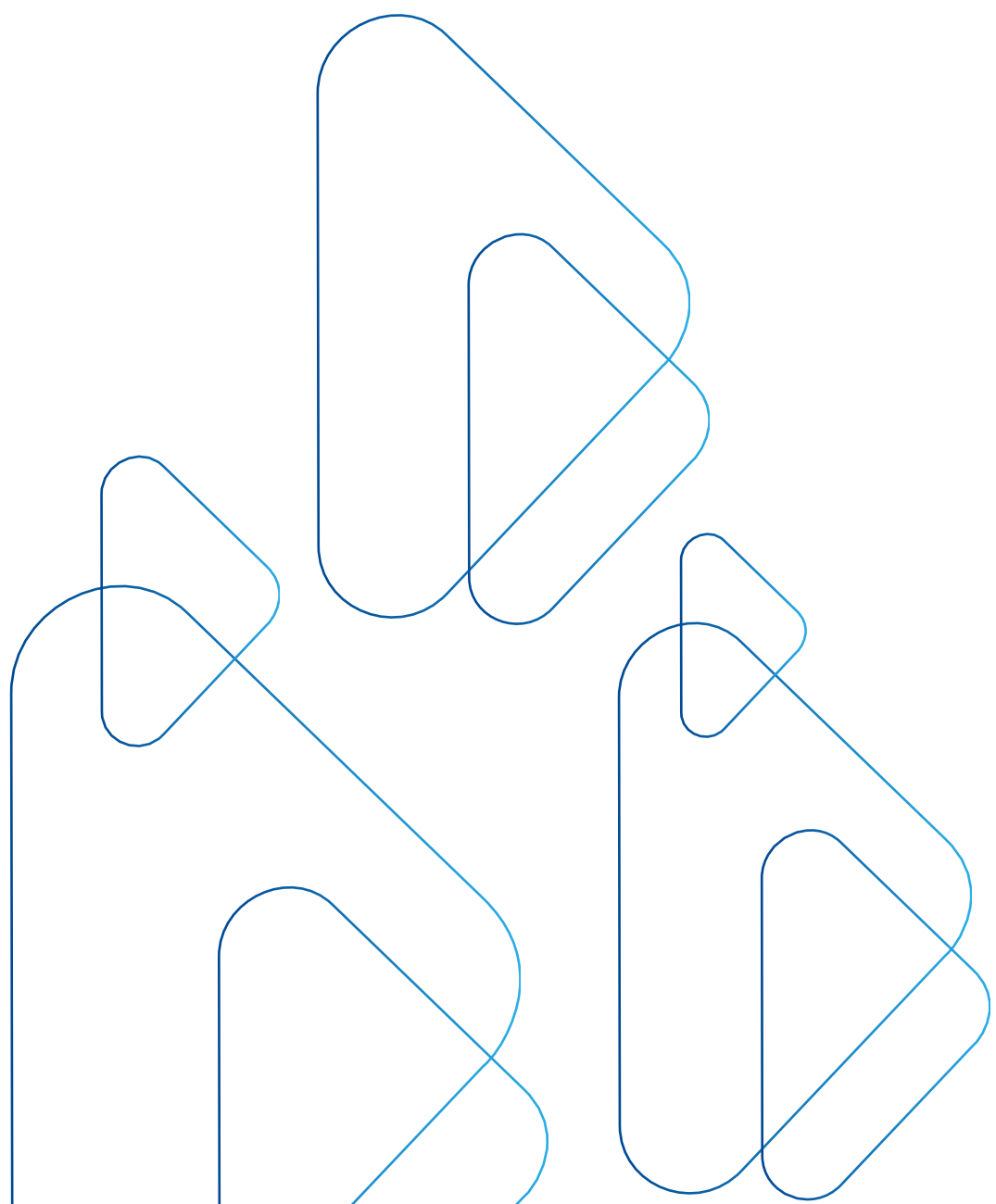


WASTE RECOVERED BY COMPOSITION (T)



Recovered waste (t)	GRI 306-4	2023	2022	2021
Hazardous				
Total recovered – Hazardous		0	0	0
Non-hazardous				
Recycling		274.0	237.0	271.0
Landfills		0	135.5	386.0
Compost		57.4	44.0	0
RDF – Refuse-derived fuel (class II)		334.8	209.0	0
Total recovered – Non-hazardous		666.2	626.0	657.0

Waste for final disposal (t)	GRI 306-5	2023	2022	2021
Hazardous				
Incineration		84.2	248.0	179.0
Pyrolysis – Transformation into oil/charcoal		11.3	0	0
Co-processing with energy recovery		209.4	115.0	168.0
Total for final disposal – Hazardous		304.9	363.0	347.0
Non-hazardous				
Waste confinement (landfills)		0	135.5	386.0
Total for final disposal – Non- Hazardous		0	136.0	386.0



Waste management at Blau: commitment to sustainability

In 2023, Blau invested over BRL 565,000 in waste management, representing an ongoing effort to ensure that waste is treated responsibly and safely.

Directly integrated into industrial pharmaceutical drug manufacturing operations, this process involves the implementation of several actions and measures to reduce, eliminate and neutralize the impacts of waste generation. From collection to final disposal, each stage is carefully monitored to minimize environmental impacts.

Activities that contribute to the management of materials and waste at Blau include the operational efficiency of processes and machines, the adoption of specific procedures and operational controls, the study of adding recycled material to the packaging chain and the use of biodegradable stretch film in logistics operations.

In keeping with our commitment to sustainability, we continue to expand our Zero Landfill program, launched in 2022. This program's mission is to transform waste management by redirecting a significant portion of it to recycling, composting, co-processing and/or RDF, with the aim of eliminating landfills. To strengthen this initiative, we made strategic adjustments to contracts with our waste collection partners and improved the infrastructure of our storage center.

In addition, a 1,000 kg floor scale was purchased to weigh pallets of waste entering and leaving the waste center to improve operational

control. These improvements ensure even more efficient and sustainable waste management, reflecting our commitment to environmental protection.

Blau is engaged in the discussion forum on waste management, which brings together 16 entities representing the pharmaceutical industry, including Sindusfarma (Pharmaceutical Products Industry Union in the State of São Paulo). In this forum, Blau is part of the Environment Group, actively contributing to environmental discussions and solutions.

One of the most important sectoral initiatives is the reverse logistics program for expired or unused household medicines for human use and their packaging. This program, in accordance with the National Solid Waste Policy (Decree No. 10,388, dated July 2020), is carried out in partnership with Sindusfarma. It offers consumers a practical solution for disposing of expired or unused medicines, using collection points available in pharmacies. In this program, consumers play a fundamental role in ensuring the proper disposal of medicines and their packaging.

We also continue with Eco Blau, our Selective Waste Collection Program that aims to improve waste segregation in a sustainable manner. As part of the initiative, we improved our approach to training, capacity building and awareness raising on the topic in the units. Additionally, in 2023, we improved the training, qualification and awareness-raising system in all areas of the Company's website. We also held an event on the Environment connected with the areas of Safety, Health and Quality – SIPATMAQ. The Company also

observed an increase in awareness among professionals about environmental issues and the importance of recycling and waste management.

In 2023, a Dashboard was created to monitor waste performance indicators. The data is analyzed, monitored and controlled by the environmental area and is captured in the formats of reports, certificates of destructions (COD), shipment manifests, invoices and internal controls. These performance data is disclosed periodically at board meetings.

Recyclable and safe materials

At Blau, we prioritize the use of recyclable and safe materials in our products. Our secondary packaging is made from cardboard from renewable sources containing 15% recycled fibers, of which 3% is post-consumer material. Cardboard boxes and some models of micro-corrugated displays are made from kraft paper, a renewable material made partially from recycled materials, in a percentage that varies from one manufacturer to another. The leaflets use offset paper material, from a renewable and recyclable source.

To guarantee the safety of products throughout the entire chain, we use security seals or a hot melt glue system to ensure tamper-proofness.

TARGET FOR 2024:

Certify all plants in the Zero Landfill Program.



Climate change

GRI 3-3

Organizations have been affected in technical, operational and strategic areas due to increasingly frequent climate events. Potential negative impacts include the occurrence of extreme weather events, such as droughts and floods, which can cause damage to infrastructure, logistics and interruption in the supply of inputs, triggering risks for transport chains, energy and water supply.

Blau continuously manages the environmental impacts arising from its activities, seeking to promote increasingly efficient management of energy and water resources, as well as the correct disposal of waste and effluents, implementing projects and mechanisms that seek to reduce GHG (greenhouse gas) emissions into the atmosphere resulting from its operations. The next step will be to implement adaptation measures to increase resilience to the effects predicted in different climate scenarios, thus reducing their financial, physical and social impacts.



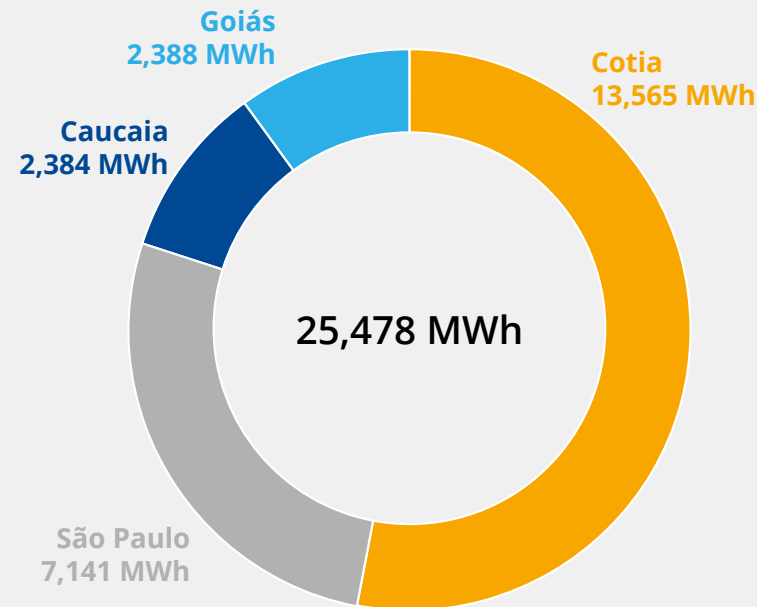
Energy and emissions

On the topic of emissions, Blau has structured GHG reduction and monitoring initiatives. The Company is, for instance, expanding the use of electric vehicles, initially for the delivery of medicines in the city of São Paulo.

Although challenging, the adoption of the electric fleet is considered important in the strategy of decarbonizing the logistics chain, and operates from the collection of raw materials to the transfer between units. For deliveries to customers, from October 2021 to December 2023, Blau has a partnership with a car rental company, Movidia, which adopts the Carbon Free program to neutralize the gases emitted by its fleet of light vehicles.

Blau has an artificial lighting program using LED lamps that constitutes one of the pillars of consumption savings applied by the Company in 2023, in addition to carrying out preventive maintenance on utility equipment that helps reduce consumption.

THE ENERGY CONSUMPTION IN THE UNITS IN 2023 TOTALED 25,478 MWh



HISTORY OF CO₂ EMISSIONS AVOIDED (IN TONS) BY THE USE OF ELECTRIC TRUCKS, CONSIDERING THE TOTAL FLEET



ADDITIONAL INFORMATION: DATA FROM THE LAST THREE YEARS

- TOTAL KM DRIVEN: 26,182
- KW CONSUMPTION FOR TRAVELING WITH ELECTRIC VEHICLES: 12,448
- DIESEL LITER CONSUMPTION: 6,546
- CO₂ EMISSIONS FROM DIESEL VEHICLES: 14 TONS



In compliance with current legislation and based on the Brazilian Forest Code (Law No. 12,651/12), the Company cares for a preserved green area covering 10,515.04 m² of native vegetation at the Cotia unit, with the environmental function of conserving the region's natural resources, geological stability and biodiversity. Conservation, maintenance and stability activities of the area, native species and seedlings are managed by a specialized company under a specific contract.

TARGETS FOR 2024:

Prepare scope 1 and 2 GHG inventory in all units. Based on the inventory, set specific reduction targets for 2030.

Planting of around 100 trees to offset CO₂ emissions from the use of a diesel fleet.



7






SDG integration








Blau is committed to sustainability and aligns its business actions and strategies with the SDGs (Sustainable Development Goals), promoting responsible practices that contribute to a fairer and more sustainable future.

Material topics and relevant topic	Actions/targets	SDG	SDG targets
Innovation and technology Research & Development	Investment of approximately BRL 148 million in RD&I, equivalent to 11% of net revenue, to launch new products and expand access to highly complex medications.		SDG 8 Decent work and economic growth Target 8.2 – Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.
Access to medicines	During 2023, more than 12,643,148 patients benefited from Blau's main therapeutic solutions, distributed to 806 healthcare institutions throughout Brazil.		SDG 3 Good Health and Well-being Target 3.4 – By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being. Target 3.8 – Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.
Quality and safety of medicines	Investment of more than BRL 7 million in quality laboratories, acquiring essential laboratory materials such as reagents, standards and other supplies.		SDG 3 Good Health and Well-being Target 3.8 – Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.
Data privacy	Hiring highly specialized professionals in security and data protection. Complete restructuring of the data security area.		SDG 16 Peace, justice and strong institutions Target 16.6 – Develop effective, accountable and transparent institutions at all levels.

Material topics and relevant topic	Actions/targets	SDG	SDG targets
<p>Occupational health and safety</p>	<p>Implementation of new actions for quality of life:</p> <p>Adjustment of the Take Good Care Program: reinforce the Take Good Care Program with the Golden August, dedicated to promoting breastfeeding; update the layout of our newsletters, making them more attractive and easy to read, with the aim of increasing employee engagement with information about pregnancy; include lectures on pregnancy, addressing topics such as prenatal care, nutrition during pregnancy, preparation for childbirth and newborn care. These lectures will be given by specialized professionals and will be available to all pregnant employees.</p> <p>Redesign the anti-smoking program to make it more inclusive and accessible to anyone interested in making a positive change in their lives.</p> <p>Implementation of new actions:</p> <p>Mental Health: initiatives aimed at promoting the mental health of our employees, through lectures, workshops and psychological support resources to deal with stress, anxiety and other challenges related to mental health.</p> <p>Women’s Health: specific programs to promote women’s health, addressing issues such as preventing breast and reproductive system cancer (Pink October).</p> <p>Men’s Health: encouraging routine examinations and raising awareness about common male diseases, such as prostate cancer (Blue November).</p>		<p>SDG 8 Decent work and economic growth</p> <p>Target 8.8 – Protect labor rights and promote safe and secure working environments for all employees, including migrant workers, in particular women migrants, and those in precarious employment.</p>
<p>Talent attraction, retention, and development</p>	<p>The Cultural Evolution and Leadership Journey will include the central topics linked to the Sales Force Training Program (three BUs: Onco-hematology & Specialties, Pharma/ Retail and Aesthetics), aiming to support the area’s strategic guidelines and contribute to leveraging business growth.</p>		<p>SDG 4 Quality Education</p> <p>Target 4.4 – By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and professional skills, for employment, decent work, and entrepreneurship.</p>

Material topics and relevant topic	Actions/targets	SDG	SDG targets
<p>Diversity and inclusion</p>	<p>Expand representation of underrepresented groups at all levels of the organization, including senior leadership and decision-making positions.</p> <p>Strengthen partnerships with external organizations to expand our talent recruitment and development efforts.</p> <p>Deepen employee awareness and engagement around diversity and inclusion issues by encouraging open and collaborative dialogue.</p>		<p>SDG 5 Gender equality Target 5.1 – End all forms of discrimination against all women and girls everywhere.</p> <p>Target 5.5 – Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>
<p>Risk management</p>	<p>In 2024, the Company will revisit the Company’s Strategic Risk matrices and update its internal methodology according to best market practices, aligned with COSO’s Enterprise Risk Management ERM frameworks and ISO 31000.</p>		<p>SDG 16 Peace, justice and strong institutions Target 16.6 – Develop effective, accountable and transparent institutions at all levels.</p>
<p>Ethics and anti-corruption</p>	<p>Implementation of the Integrity Program, composed of several pillars such as the Code of Ethics, policies and procedures, training, due diligence, and the Reporting Channel.</p>		<p>SDG 16 Peace, justice and strong institutions Target 16.5 – Substantially reduce corruption and bribery in all their forms.</p>
<p>Economic performance</p>	<p>Investments of more than BRL 670 million, even in a challenging scenario.</p> <p>Acquisition of Laboratório Bergamo.</p>		<p>SDG 9 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation Target 9.2 – Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry’s share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries.</p>
<p>Water and effluents</p>	<p>Actions and projects to reduce consumption, increase water efficiency in production processes and water generation.</p> <p>Implementation of advanced treatment technologies and innovative systems for water reuse and reduction of water use.</p>		<p>SDG 6 Clean water and sanitation Target 6.4 – By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.</p>

Material topics and relevant topic	Actions/targets	SDG	SDG targets
Waste	<p>Certification of all plants in the Zero Landfill Program, carrying out control in accordance with current and updated legislation.</p> <p>Increase in the volume of revenue from recyclable materials destined for recycling compared to 2023.</p>		<p>SDG 12 Responsible consumption and production Target 12.5 – By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p>
Climate change	<p>Consideration of the impact of climate change.</p>		<p>SDG 13 Climate action Target 13.2 – Integrate climate change measures into national policies, strategies and planning.</p>
Energy and emissions	<p>Preparation of scope 1 and 2 GHG inventory, from which specific reduction targets may be established.</p> <p>Planting of around 100 trees to offset CO₂ emissions from the use of a diesel fleet.</p>		<p>SDG 13 Climate action Target 13.2 – Integrate climate change measures into national policies, strategies and planning.</p>
Social investment	<p>Financial contributions through tax incentive laws, and corporate volunteering, to boost local progress and contribute to advances in health, inclusion, culture and sports.</p>		<p>SDG 10 Reducing inequalities Target 10.2 – By 2030, to empower and promote social, economic and political inclusion for all, regardless of age, gender, disability, race, ethnicity, origin, religion, economic status, or more.</p>
			<p>SDG 16 Peace, justice and strong institutions Target 16.1 – Significantly reduce all forms of violence and related death rates everywhere.</p>

GRI Content Index



Statement of use	Blau Farmacêutica S.A. complied with the requirements to report in accordance with the current GRI Standards for the period from 01/01/2023 to 12/31/2023			
GRI 1 used	GRI 1: Foundation 2021			
Applicable GRI Sector Standard	Not applicable			
GRI Standard	Contents	Location	Omission	
			Requirement	Reason
GRI 2: General Disclosures 2021	2-1 Organizational details	p.7		
	2-2 Entities included in the organization's sustainability reporting	p.4		
	2-3 Reporting period, frequency and contact point	p.4		
	2-4 Restatements of information	p.4		
	2-5 External assurance	p.4		
	2-6 Activities, value chain and other business relationships	p.7		
	2-7 Employees	p.16, p.17		
	2-8 Workers who are not employees	p.16, p.17		
	2-9 Governance structure and composition	p.19, p.20		
	2-10 Nomination and selection of the highest governance body	p.19, p.20		
	2-11 Chair of the highest governance body	p.19, p.20		
	2-12 Role of the highest governance body in overseeing the management of impacts	p.19, p.20		
	2-13 Delegation of responsibility for managing impacts	p.19, p.20		
	2-14 Role of the highest governance body in sustainability reporting	p.19, p.20		
	2-15 Conflicts of interest	p.19, p.20		
	2-16 Communication of critical concerns	p.19, p.20		
	2-17 Collective knowledge of the highest governance body	p.19, p.20		

GRI Standard	Contents	Location	Omission		
			Requirement	Reason	Explanation
	2-18 Evaluation of the performance of the highest governance body	p.19, p.20			
	2-19 Remuneration policies	p.19, p.20			
	2-20 Process to determine remuneration	p.19, p.20			
	2-21 Annual total compensation ratio	p.19, p.20			
	2-22 Statement on sustainable development strategy	p.5			
	2-23 Policy commitments	p.19			
	2-24 Embedding policy commitments	p.19			
	2-25 Processes to remediate negative impacts	p.19			
	2-26 Mechanisms for seeking advice and raising concerns	p.19			
	2- 27 Compliance with laws and regulations	p.19			
	2-28 Membership associations	p.19, p.35			
	2-29 Approach to stakeholder engagement	p.37			
	2-30 Collective bargaining agreements	p.35			
GRI 3: 2021 Material Topics	3-1 Process to determine material topics	p.39			
	3-2 List of material topics	p.39			
MATERIAL TOPIC: INNOVATION AND TECHNOLOGY/RESEARCH & DEVELOPMENT					
GRI 3: 2021 Material Topics	3-3 Management of material topics	p.42			
MATERIAL TOPIC: ACCESS TO MEDICINES					
GRI 3: 2021 Material Topics	3-3 Management of material topics	p.48			
MATERIAL TOPIC: QUALITY AND SAFETY OF MEDICINES					
GRI 3: 2021 Material Topics	3-3 Management of material topics	p.49			
GRI 416: Consumer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	p.49			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	p.49			
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	p.49			
	417-3 Incidents of non-compliance concerning marketing communications	p.49			

GRI Standard	Contents	Location	Omission		
			Requirement	Reason	Explanation
MATERIAL TOPICS: DATA PRIVACY					
GRI 3: 2021 Material Topics	3-3 Management of material topics	p.50			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p.50			
MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: 2021 Material Topics	3-3 Management of material topics	p.51			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p.51			
	403-2 Hazard identification, risk assessment, and incident investigation	p.51			
	403-3 Occupational health services	p.51			
	403-4 Employee participation, consultation, and communication on occupational health and safety	p.51			
	403-5 Employee training on occupational health and safety	p.51			
	403-6 Promotion of worker health	p.51			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p.51			
	403-8 Workers covered by an occupational health and safety management system	p.51, p.57			
	403-9 Work-related accidents	p.51, p.56			
	403-10 Occupational illnesses	p.51, p.56			
MATERIAL TOPIC: TALENT ATTRACTION, RETENTION AND DEVELOPMENT					
GRI 3: 2021 Material Topics	3-3 Management of material topics	p.58			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p.58, p.60	a	Data unavailable by region	
	401-3 Parental leave	p.58, p.61			
GRI 404: Training and Education 2016	404-1 Average hours of training per year, per employee	p.58			

GRI Standard	Contents	Location	Omission		
			Requirement	Reason	Explanation
MATERIAL TOPIC: DIVERSITY AND INCLUSION					
GRI 3: 2021 Material Topics	3-3 Management of material topics	p.63			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p.63 to p.67			
	405-2 Gender gap in base salary and remuneration	p.63, p.64, p.67			
MATERIAL TOPIC: SOCIAL INVESTMENT					
GRI 3: 2021 Material Topics	3-3 Management of material topics	p.68			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	p.68			
MATERIAL TOPIC: RISK MANAGEMENT					
GRI 3: 2021 Material Topics	3-3 Management of material topics	p.70			
MATERIAL TOPIC: ETHICS AND ANTI-CORRUPTION					
GRI 3: 2021 Material Topics	3-3 Management of material topics	p.27			
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	p.27			
	205-2 Communication and training about anti-corruption policies and procedures	p.27	a-e	Numerical and percentage data unavailable	Will be improved in 2024
	205-3 Confirmed incidents of corruption and actions taken	p.27			
MATERIAL TOPIC: ECONOMIC PERFORMANCE					
GRI 3: 2021 Material Topics	3-3 Management of material topics	p.71			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	p.71, p.73			

GRI Standard	Contents	Location	Omission		
			Requirement	Reason	Explanation
MATERIAL TOPIC: WATER AND EFFLUENTS					
GRI 3: 2021 Material Topics	3-3 Management of material topics	p.74, p.75			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p.74, p.75			
	303-2 Management of water discharge-related impacts	p.74, p.75			
	303-3 Water withdrawal	p.74, p.75			
	303-4 Water discharge	p.74, p.75			
	303-5 Water consumption	p.74, p.75			
MATERIAL TOPIC: WASTE					
GRI 3: 2021 Material Topics	3-3 Management of material topics	p.76			
	306-1 Waste generation and significant waste-related impacts	p.76			
	306-2 Management of significant waste-related impacts	p.76			
	306-3 Waste generated	p.76, p.77			
	306-4 Waste diverted from disposal	p.75, p.76			
	306-5 Waste directed to disposal	p.76, p.78			
MATERIAL TOPIC: CLIMATE CHANGE					
GRI 3: 2021 Material Topics	3-3 Management of material topics	p.81			
RELEVANT TOPIC: ENERGY AND EMISSIONS					
	Topic management	p.82			

Blau Production:

Jhonathan Barreto and Olivia Tanahara Marcelino

Monitoring and validation of report steps:

ESG Committee

Developed in accordance with GRI standards by:

Bridge3 Governança & ESG – GRI and IFRS Training Center in Brazil, 2024

Chief Consultants:

Daniela Manole, Amanda Carbone and Sonia Coutinho/Bridge3

Photos:

Blau Farmacêutica's collection and image bank

Graphic design:

Alessandro Ziegler/Bridge3

Design, layout and infographics:

FIB/Bridge3

Copy Editor:

Nathalia de Sousa Motta/Bridge3

Translation into English:

Graziella Gallo/Bridge3

Editorial coordination:

Eliane Otani/Bridge3



Innovating Brazil for the world