



ANNUAL SUSTAINABILITY REPORT **2024**

Message from the Management

The Brazilian pharmaceutical market once again experienced development in 2024, with a sell-out growth of 9%, 8% in pharmaceutical retail, and 26% in the Non-Retail Market, as reported by IQVIA.

By providing safe, high-quality products and consistently investing in innovation, we continue to uphold our mission to provide healthcare to the Brazilian people. We have made about R\$560 million in R&D and innovation investments, introduced over fifty new products across all business units, and expanded our coverage of generic molecules in 2024, all of which further our dedication to providing high-quality medications at competitive prices.

We raised our investments in marketing by almost 7% in 2024, to R\$1.3 billion, further strengthening our irreplicable portfolio of leading brands in the Brazilian pharmaceutical retail and boosting new product launches, which are essential for our long-term sustainable growth.

Despite all the advancements, we have not forgotten our dedication to the ongoing pursuit of improving operational effectiveness and fortifying the sustainability and governance of our business.

In October 2024, we announced the beginning of the working capital optimization process, by reducing the payment term policy granted to clients, with the aim of potentially increasing our operating cash generation by R\$2.5 billion by 2028 and R\$7.5 billion over the next 10 years, resulting in greater financial flexibility to capture future organic and inorganic growth opportunities, as well as improving our operating efficiency.

We are confident that this strategy, which is expected to be completed by early in the second quarter of 2025, will help reduce working capital investments as a percentage of Net Revenue, so that the Group can blend sustainable growth with an increased return on invested capital.

We have also maintained our commitment to preserving compensation and value creation for our shareholders throughout 2024, prioritizing the payment of interest on equity.

In 2024, we created the Governance and Sustainability Committee with the aim of further strengthening corporate governance aspects and advising the Board of Directors on defining guidelines and actions for integrating the governance, environmental and social dimensions into our Group's strategy.

Over the past year, the Governance and Sustainability Committee has conducted a review of the Board of Directors' and Advisory Committees' Bylaws, and the Group's new Materiality study, which will support our ESG strategy and the contents of our Sustainability Reports from 2025 onwards.

We also continue to be recognized for our sustainable practices and commitments over the past year, which is a source of huge pride for our Group. We were once again selected to be part of the FTSE4Good Index Series, the ISE and B3's IDiversa, and we were also included for the 3rd year in a row in the S&P Global Sustainability Yearbook, which brought together the world's most sustainable companies in the pharmaceutical sector over the last year.

For the year 2024, we would like to express our gratitude to all of our stakeholders, particularly our customers, clients, and employees, who believe that we are a pharmaceutical company ready to seize the growth prospects in the Brazilian pharmaceutical market in the upcoming years.

Álvaro Stainfeld Link

Chairman of the Board of Directors

Breno Toledo Pires de Oliveira

Executive President Director (CEO)

2024 Highlights



WE ARE AMONG THE TOP 5

in the Época Negócios 360 ranking in the Pharmaceutical and Cosmetics Industry sector



ZERO-CAL, ADOCYL AND NEOQUÍMICA

were awarded on the Top of Mind 2024



We remain the first and only pharmaceutical company to be part of the **CORPORATE SUSTAINABILITY INDEX (ISE)** of B3 - Brasil, Bolsa, Balcão



We created the GOVERNANCE AND SUSTAINABILITY COMMITTEE



We carried out **2 "MUTIRÕES DE SAÚDE" IN 2024** focused on health care for women, pediatrics and family health



We have made significant progress in our **ADOPT A SPRING (ADOTE UMA NASCENTE) PROJECT** in Anápolis (GO)



We were recognized for another year as **TOP EMPLOYER IN BRAZIL IN 2024**



We launched Hyfol, our first brand in the **NON-RETAIL MARKET**



The Governance and Sustainability Committee and the Board of Directors approved the Hypera Pharma Group's **NEW MATERIALITY**



We were the **PHARMACEUTICAL INDUSTRY THAT HAS RECEIVED THE HIGHEST NUMBER OF APPROVALS FOR NEW DRUG REGISTRATIONS FROM ANVISA** in 2024



WE SPONSORED ROCK IN RIO 2024

with the brands Benegrip, Neosaldina and Engov After



WE SPONSORED SÃO PAULO CARNIVAL

with the brands Mantecorp Skincare, Engov After and Engov UP



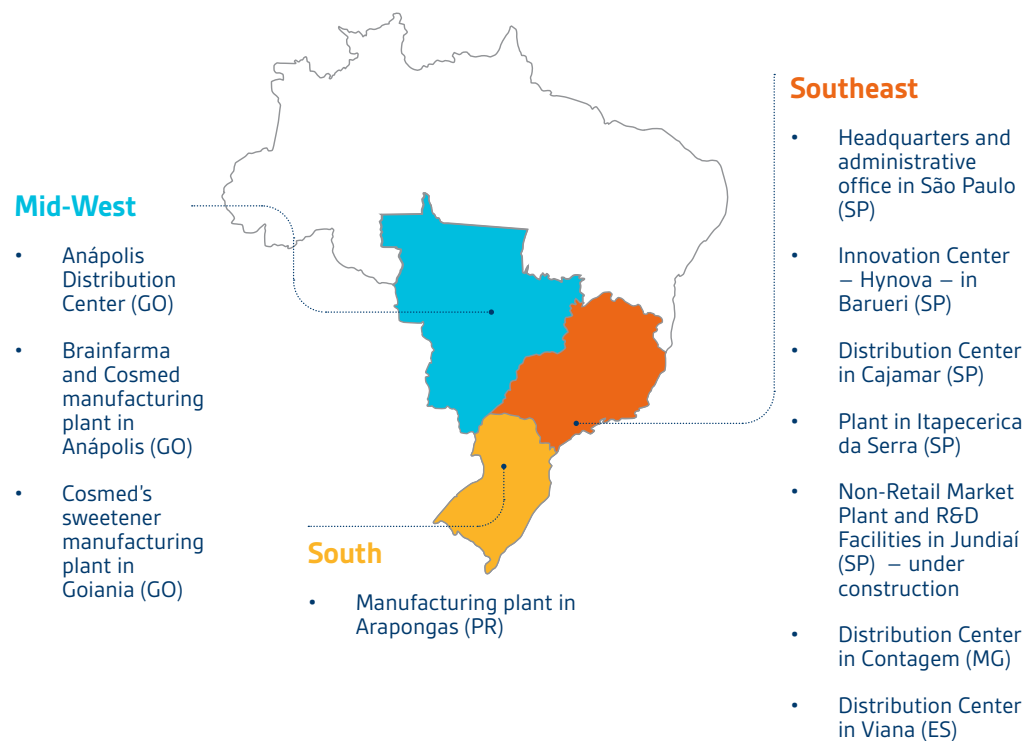
WE SPONSORED THE BRAZILIAN GYMNASTICS CONFEDERATION (CBG)



We created **AFFIRMATIVE POSITIONS** for minority groups in Anápolis and within the Group's Internship Program

The Hypera Pharma Group

We are one of the country's main pharmaceutical conglomerates and the only Group with a prominent presence in all the relevant pharmaceutical retail segments, with a leading position in several categories. We are committed to offering high quality products and we continually invest in innovation to promote sustainable and responsible growth.



LEARN MORE

About our Awards and Recognitions in:

<https://www.hypera.com.br/premios-e-reconhecimentos>

Highlights in Our Journey

2001 Foundation of the Group with operations in the personal care, cleaning and food markets.

2007 We started to operate in the Pharmaceutical market with the acquisition of DM Pharmaceutical Industry.

2008-2011 We invested in expanding our portfolio, acquiring Farmasa (2008), Neo Química (2009) and Mantecorp (2011).

2018 Launch of the new corporate brand Hypera and creation of Hynova, our research and development center.

2015-2017 Update of the strategy focused on the pharmaceutical market – sale of the operations of cosmetics, condoms and disposable products.

2012 Joint venture for the creation of Blonovis S.A.

2020 We acquired the brands Buscopan and Buscofem.

2021 We acquired Takeda's, Simple Organic and Bioage brand portfolios.

2022 We acquired the Sanofi portfolio and inaugurate the injectables plant in the manufacturing complex in the city of Anápolis (GO).

2024 We launched Hyfol, our first brand for the Non-Retail Market, and creation of the Governance and Sustainability Committee.

2023 Inauguration of two of Brainfarma's power substations and acquisition of the plant in Itapecerica da Serra (SP).

Our Strengths

Brand Portfolio

Unique and
irreplicable brand
portfolio



Affordable medicines brand for
the Brazilian population

neo
química

ESG



Significant advances in the corporate governance structure

- Governance and Sustainability Committee created in 2024
- Advances in the Ethics and Compliance Program
- Review of the Bylaws of the Board of Directors and Advisory Committees



Presence and social responsibility

- Strong performance of volunteering at "Receita do Bem" program
- Hypera brands sponsoring the Confederação Brasileira de Ginástica



Evolution and recognition in sustainability

- For the second consecutive year, we have been recognized in **The S&P Global Sustainability Yearbook 2024** and in the **FTSE4Good Index Series** among the world's most sustainable companies

People



For the second consecutive year in **B3 Diversity Index (IDIVERSA B3)**



Recognized as Top Employer Brasil 2024



Creation of **affirmative positions**



Diversity awareness initiatives

Innovation

PARTNERSHIP



over 180

Partnership products marketed in 2024



+ 90

Partners



22% of Net Revenue made up of products launched in the last 5 years



R\$ 559 million

invested in innovation, research and development in 2024



New products launched in generics to increase coverage of molecules in Central Nervous System, Cardiology, Endocrinology and Gastroenterology

Marketing and Sales

We maintain a close relationship with our clients and end consumers. As one of the largest media advertisers in Brazil, we foster continuous dialogue and ensure the data security of our stakeholders, while following ethical marketing and sales practices.

We constantly seek to evolve our strategy to achieve our mission of participating in the lives of Brazilians so that they can live longer and better. We have a [Code of Ethical Conduct](#) that commits us to ethical marketing and sales practices. The Group uses antitrust and competition laws as guidelines.

Among the guidelines, we are committed to providing truthful information and maintaining ethical interactions with clients and healthcare professionals.

A SINGLE PLATFORM TO SERVE THE BUSINESS

Excellence Centers



Business Units



Levers



Experience and Relationship

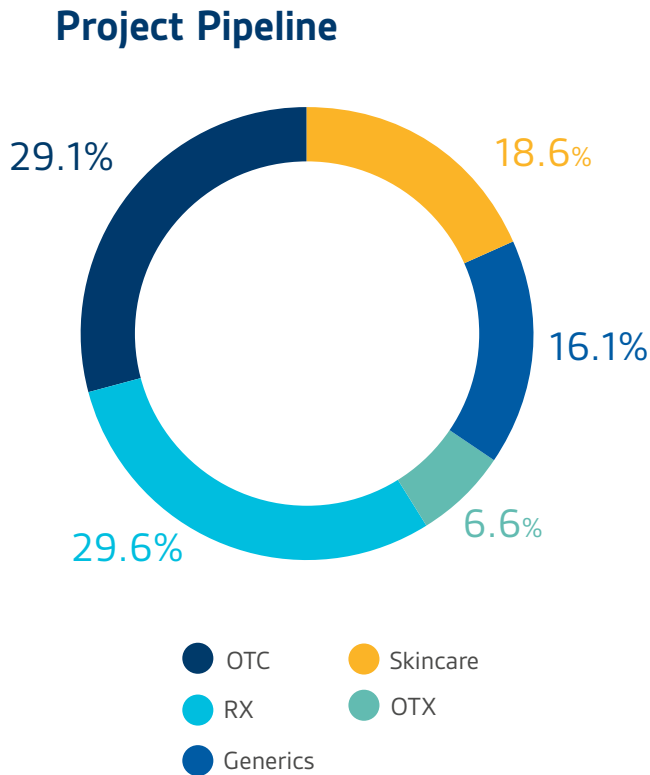


Go to Market

Research and Innovation

Guided by our Mission to provide healthcare access to the Brazilian population, our Research and Innovation strategy aims to develop initiatives and products to ensure access to quality and safe healthcare, so that people can live longer and better.

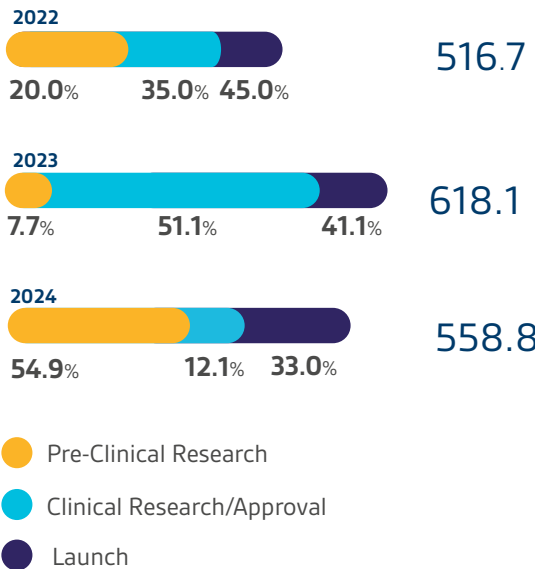
As a result, the Group achieved an Innovation Index¹ of 22% in 2024. Furthermore, investments in Research and Development (R&D) have surpassed R\$2.8 billion over the last seven years.



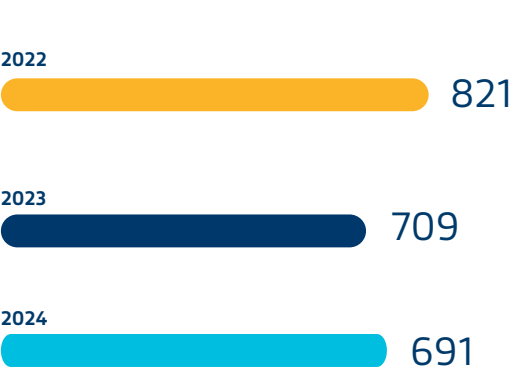
¹ The index corresponds to the percentage of Net Revenue from products launched in the last five years.

Note: Our pipeline does not include the launch of "first in class" because our strategy is to focus on incremental innovation.

Investments (R\$ M)



R&D Headcount



BREAKDOWN BY STAGES²:

	Pre-Clinical Research			Clinical Research			Launch		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Average duration (months)	29	27	26	9	7-10	7-10	18	19	19
Average success rate	100%	100%	94%	100%	100%	100%	90%	90%	99%

² The deadline for disclosure of clinical research data is one year after the end of the study, as defined by Anvisa's RDC No. 09/15. Note: All clinical studies conducted by Hypera are registered in the [Clinical Trial.gov database](#).

Portfolio Expansion

We have strengthened our product portfolio with significant launches in 2024, notably line extensions in Skincare and Consumer Health, and launches in Endocrinology, Central Nervous System, Cardiology, and Gastroenterology. Furthermore, in 2024, we celebrated the launch of our first brand in the Non-Retail Market segment. In Similar and Generics, the Group advanced in its strategy to increase the coverage of molecules in Central Nervous System, Cardiology, Endocrinology and Gastroenterology.

In 2024, Hypera Pharma was the pharmaceutical company with highest number of new drug registration approvals from ANVISA.

The Group has an innovation pipeline with approximately 500 products slated for launch in the coming years, with a focus on line extensions of leading brands and categories related to chronic and preventive treatments, the growth of which, as estimated by IQVIA for the next five years, is projected to exceed the anticipated average for the

See below the highlights of the 2024 launches for each of the Group's business units:



pharmaceutical retail sector.

CONSUMER HEALTH

Buscofem Girls was launched in 2024 to specifically address menstrual pain of Gen Z. With a formula tailored for adolescents, it provides rapid and effective relief.

We've also launched Benedesc Plus, a liquid decongestant and anti-allergy product made especially for children over 2 years old.



SIMILARS AND GENERICS

In 2024, Neo Química launched the first generic in Brazil combining a decongestant with an antihistamine, utilizing the molecules brompheniramine and phenylephrine. This product provides an affordable solution for respiratory allergy symptoms, such as nasal congestion and sneezing.

This year, Neo Química also expanded its Neosoro brand line with the launch of Neosoro Fluid for daily nasal washing.



SKINCARE

We have launched Episol Stick, an easy-to-apply facial sunscreen stick with high protection against UVA and UVB rays and protects against visible light, especially blue light.



PRESCRIPTION DRUGS

Within this segment, the main highlights were Evortia and Duxxen, indicated for the treatment of depressive disorder.



NON-RETAIL MARKET

The year 2024 marks the celebration of the launch of the inaugural brand within the Non-Retail Market. Hyfol, a pharmaceutical product designated for exclusive hospital use, marks its market entry within the anesthetic sector, featuring a distinctive packaging design that prominently showcases the Hypera Pharma logo.

Materiality Update

In 2024, we updated our materiality assessment, which identifies the guiding themes for the Group's initiatives and supports our long-term strategy. With the help of a specialized external consultancy, the study was previously discussed at a meeting of the Governance and Sustainability Committee on January 23, 2025, and discussed and approved at a meeting of the Board of Directors held on January 28, 2025.

The materiality assessment was carried out using the following methodologies and steps:

1. Kick-off, Workshop and first steps

- Presentation and engagement with key people in the company.
- Provision of documentation with the aim of mapping the company's value chain and identifying the main stakeholders in order to map the organization's real and potential impacts.

2. Survey of sectoral themes



3. Sector Benchmark

Survey of the material themes of five competitors of the Hypera Pharma Group after definition by the ESG Working Group (WG).

4. Consensus analysis

Cross-checking the themes from the frameworks (GRI, SASB, SDG, FTSE, DJSI, MSCI and ISEB3) with the sector benchmark to prepare a questionnaire for stakeholders.

5. Stakeholder definition

Defined group:

- Suppliers
- Employees
- Regulatory agencies
- Pharmacies
- Distributors
- Health professionals
- Industry associations
- Executives
- Board members
- Communities

6. Stakeholder survey

305 responses obtained with a 65% confidence rate.

7. Compilation of results

Compilation of the results and preparation of a Materiality Report by the specialist consultancy, suggesting the main material themes.

8. Approval of topics by the ESG Committee

After analysis by the Governance and Sustainability Committee, the material themes to be presented to the Board of Directors for approval were defined.

9. Board approval

Approval by the Board of Directors presented.

With the new list of themes generated, we present the subjects covered in each material theme:

Theme	Subjects
Access to health	Affordability
	Access to health
Talent attraction, retention and development	Talent attraction and retention
	Training and development
	Occupational health and safety
	Diversity, equity and combating discrimination in the operation*
Business ethics	Code of conduct and stakeholder engagement
	Responsible marketing
	Ethics and Anti-Corruption
Product safety and quality	Product safety and quality
	Supplier management*
Commitment to Innovation	Commitment to Innovation*
Waste Management	Waste Management
Climate Change	Combating climate change*
	Energy use management
Natural resource management	Water use and effluent management
	Raw materials management

*Subjects included or modified during the meetings of the Governance and Sustainability Committee and the Board of Directors.

Commitments

Hypera Pharma Group has been part of the B3 Corporate Sustainability Index (ISE) portfolio since 2023, and is also part of the FTSE4Good Index Series of the London Stock Exchange, one of the foremost global sustainability indexes.

The progress made in our ESG strategy over the past few years has contributed to a 10% increase in our score on the Standard & Poor's (S&P) ESG index, the Dow Jones Sustainability Index (DJSI), in 2024, enabling us to once again be featured in the S&P Global Sustainability Yearbook, an annual publication that gathers companies with the best performances in the questionnaire on ESG practices carried out for positioning in the index.

In 2024, we also kept our CDP score at "B", exceeding the global average for the pharmaceutical sector. Furthermore, there was an improvement in our ISE score, and our MSCI score was increased to BBB.

To foster best corporate governance practices and social and environmental accountability within our business, the Advisory Committees of the Board of Directors were restructured in 2024, with the creation of the new Governance and Sustainability Committee.

In 2024, we initiated the activities of the internal Water Committee and continued the work of the Climate Change Committee (CAC), established in 2023, with the construction of a climate risk matrix and the development of the Hypera Climate Change Program (presented in the target table on the following page).

In order to monitor our progress, we analyze our performance against key market indexes and develop initiatives, establish goals, and implement actions aimed at the continuous improvement of our practices. The progress of the goals is presented on the next page.

Goals

GOALS BY 2030		
MATERIAL THEMES	GOAL	PROGRESS
Waste Management	Reduce the production waste generation index by 50% in grams/unit produced compared to 2019.	Ongoing
	Send 100% of organic waste to disposal options other than landfill.	Achieved
	Recover above 90% of industrial waste by recycling, reusing, or repurposing (energy source/other).	Achieved
Combating Climate Change	Develop the Energy Efficiency Program in the plants.	Ongoing
	Develop the Climate Change Program.	Ongoing
	Reduce Scope 1 emissions intensity by 20%, compared to 2019	Achieved
Water Management	Reduce water consumption by 20% in liters per unit produced, compared to 2019.	Ongoing

Our integrated reporting capitals and the value generated for stakeholders

CAPITALS



Human

Employees aligned with the Group's culture and able to foster innovation.

- 10,481 employees, of which 52.65% are female;
- Creation of 33 affirmative positions for minority groups, 15 of which for the internship program.



Financial

Financing, such as shareholder capital, customer revenue and investments.

- Net Revenue of **R\$ 7.4 billion** and Growth Balance at 0.654, where the ratio $g = 5\%$ e $G^* = 0.075$.



Manufactured

Physical objects manufactured: Pharmaceutical Complex of Anápolis (GO), Distribution Centers, offices and Hynova.

- Cash Flow from Operations was R\$ 2,539.6 million in 2024, or 6.0% higher than the previous year;
- Free Cash Flow in 2024 was 20.7% higher than 2023 and reached **R\$ 1,760.9 million**.



Intellectual

Intellectual property developed by fostering innovation through Hynova and partnerships.

- **52** products launched;
- **R\$ 2,8 billion** invested in Research and Innovation since 2018, with **R\$ 558.8** million in 2024 alone.



Social and Relationship

Relationship with communities, suppliers, investors, clients and other priority stakeholders, as well as the follow-up of the interests and needs of these audiences.

- **R\$ 5.9 million** of Private Social Investment, including donations, investment in communities and commercial initiatives, including volunteering;
- Execution of **2 "Mutirões da Saúde"** (Health Task Forces)
- **30** volunteer activities in the Group's volunteer program, with **+100** participations by our employees and **+ 220** volunteer hours.



Natural

Water and energy resources and raw materials for consumed medicines

- **R\$ 4 million** invested in the Adopt a Spring Project;
- More than 6,000 tons of waste recycled.

Corporate Governance

We abide by the best corporate governance practices recommended by the Brazilian Institute of Corporate Governance (IBGC), based on the pillars of accountability, transparency, fairness and corporate responsibility — core values for our business.

In 2024, Hypera Pharma Group implemented significant enhancements to strengthen its corporate governance processes. The key initiatives included the reformulation of the Board of Directors' Advisory Committees (BD) and the creation of the new Governance and Sustainability Committee, which has four members from the board of directors, of whom two are independent.

These initiatives were accompanied by a comprehensive review of the Board of Directors' and Advisory Committees' Bylaws, published on the [Investor Relations](#) website.

Coordinated by the Governance and Sustainability Committee and approved by the Board of Directors, this work further strengthened the efficiency among the Company's governance bodies and the transparency in decision-making processes.

The Group clarifies that updated data for the 2025 period is available on page 29, under the section 'Subsequent Events'.

BEST PRACTICES

- The Hypera Pharma Group is a publicly traded corporation listed on B3's Novo Mercado - Brazil, Bolsa, Balcão, a high standard of corporate governance in Brazil, and rigorously adheres to its recommendations.
- We remain committed to strengthening our Corporate Governance practices, aligning our group with market best practices and ensuring 100% tag-along rights for our shareholders.
- Since 2023, we have been disclosing all donations and sponsorships made to public entities on our website. It is worth noting that, over the past four years, we have not made any financial contributions to political campaigns.

Our Governance structure is made up of rules, structures and processes aimed at creating sustainable value for the Group, shareholders and society as a whole, as well as preventing and managing potential conflicts of interest, ensuring ethical conduct.

These processes are detailed in the Bylaws, the Internal Regulations of the Board of Directors and its Advisory Committees, as well as the Internal Regulations of the Statutory Audit Committee.

CORPORATE STRUCTURE

By the end of 2024, the Group's capital consisted of 633,420,823 common shares, with each share being traded at R\$ 18.09 each. This results in a total market value of R\$ 11.5 billion.

Out of the total number of shares, 21.4% are owned by the shareholder, João Alves de Queiroz Filho, while 14.7% belong to the shareholder Maiorem S.A. de C.V. Both have no government participation.

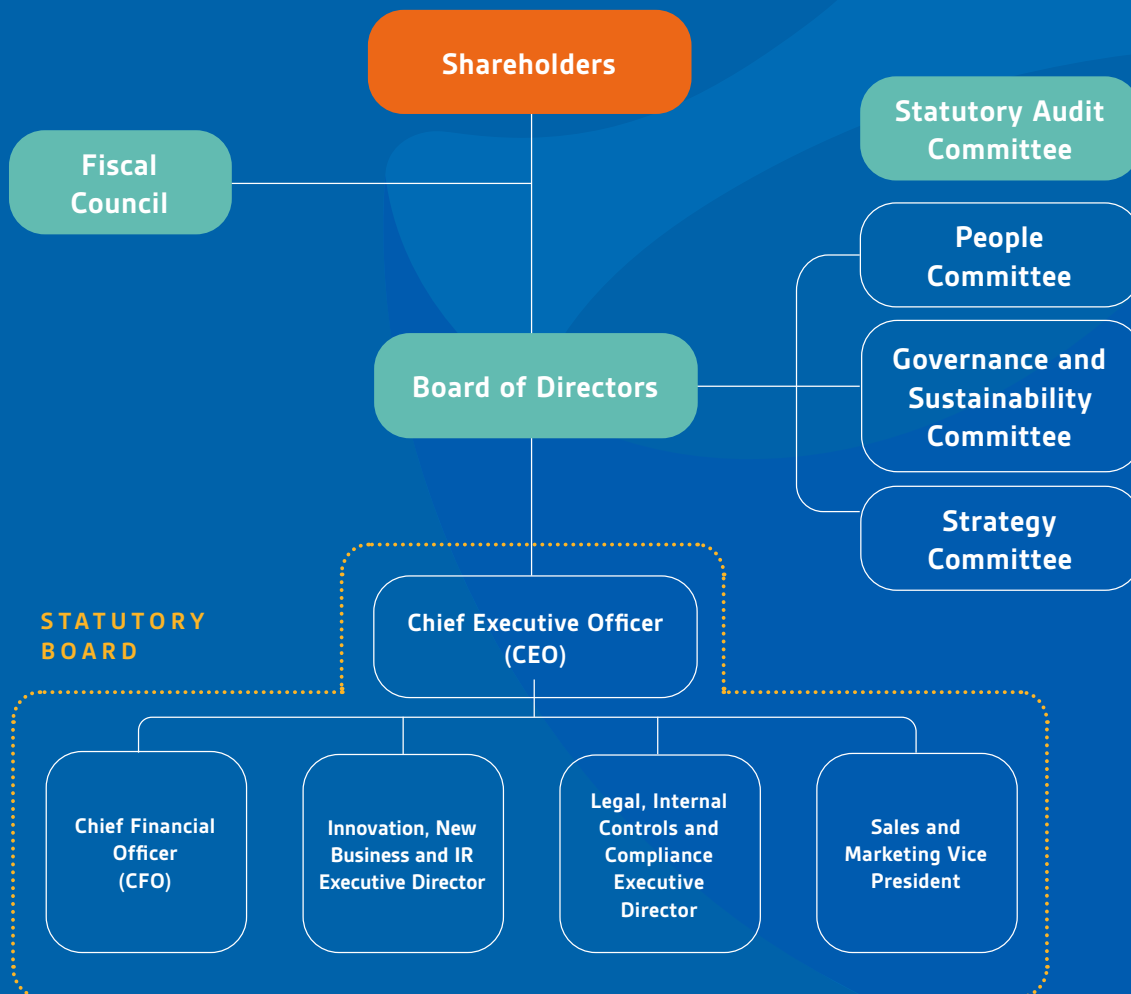


LEARN MORE ABOUT THE GROUP'S SHAREHOLDINGS

<https://ri.hypera.com.br/hypera-pharma/composicao-acionaria/>

Corporate Governance Structure

See the details of our corporate governance structure after the restructuring of the Board of Directors' Advisory Committees in 2024:



Advisory Committees

The Committees play a fundamental role in assisting the Group's business strategy, providing guidance and recommending actions to the Board of Directors, always in accordance with best governance practices. Its members include directors and external members.

The Hypera Pharma Group has the following committees:

GOVERNANCE AND SUSTAINABILITY COMMITTEE

The new Governance and Sustainability Committee aims to further strengthen corporate governance and provide guidance to the Board of Directors in defining guidelines and actions for the integration of governance, environmental, and social dimensions into Hypera Pharma's strategy. The Committee was composed in 2024 of:

PEOPLE COMMITTEE

Established in April 2023, the Committee's role is to advise the Board of Directors on issues related to the Group's human capital, including employee development programs, salary policies, compensation, succession, talent attraction and retention strategies. The members' term is indefinite and any changes to its composition must be approved in advance by the Board of Directors.

STRATEGY COMMITTEE

The purpose of the Committee is to discuss the Company's strategic planning. The members' term is indefinite, and any changes to its composition must be approved in advance by the Board of Directors.

STATUTORY AUDIT COMMITTEE (SAC)

Established in 2016, the Committee aims to evaluate the Company's quarterly information and financial statements, as well as monitor the activities of internal audit, internal controls, risk management and compliance.

Ethics and Anti-Corruption

Hypera Pharma Group is firmly committed to ethics and integrity across all its operations. This includes the rejection of any behavior that goes against its core values, such as discrimination and harassment. The Group ensures that its practices are aligned with the Code of Ethical Conduct and current legislation, fostering an environment of respect and equality.

To ensure compliance and equitable action against deviations, the Group has implemented an internal Consequences Matrix, ensuring fairness in the application of sanctions when necessary. Furthermore, all Group operations are rigorously evaluated for corruption risks, ensuring the identification and mitigation of any potential irregularities.

The Compliance area serves as the guardian of the Group's ethical culture, responsible for promoting ethical practices and integrity. This area has the authority to engage the Ethics Committee and the Statutory Audit Committee whenever necessary.

Efforts to implement and strengthen ethical culture within the Group have proven effective.

Over the past three years, there have been no proven cases of corruption or associated legal proceedings.

These results stem from proactive measures, such as the implementation of specific anti-corruption training for the Statutory Board, further reaffirming the Group's commitment to responsible and transparent business practices.

We have established internal guidelines to support our management of the topic, namely:



Code of Ethical Conduct



Anti-corruption Policy



Third-Party Integrity Due Diligence Policy



Public Sector Relationship Policy



Compliance's internal Incident Analysis and Treatment Policy

These policies outline the expectations and procedures for handling compliance incidents, including the analysis and treatment of reports based on their criticality.

ETHICS AND COMPLIANCE PROGRAM

Our internal program aims to identify, mitigate and respond to risks that could cause financial and reputational damage to the Group. It also encourages engagement initiatives for all stakeholders.

A key element of the program is the 'Confidential Channels' pillar, which serves as an effective mechanism to detect violations or non-compliance with institutional policies, including issues related to human rights. These channels are periodically promoted in order to reinforce the seriousness of the tool and encourage users to report such situations.

CODE OF ETHICAL CONDUCT

Hypera Pharma Group is guided by its Code of Ethical Conduct, currently in its third version, following a revision in 2022. The document underscores our values and culture, guiding our daily actions and behavior. The document also affirms our commitment to the highest standards of governance.

We would like to highlight the incorporation of ESG elements into the Code of Conduct, with an emphasis on human rights management.

Our commitment to human rights is based on the United Nations

Declaration of Human Rights, the conventions of the International Labour Organization (ILO), the principles of the United Nations Global Compact, and the Sustainable Development Goals (SDGs).

TRAINING AND ENGAGEMENT

In 2024, we continued our efforts to ensure ethical and compliant practices by implementing communication and training strategies on anti-corruption for the Group's employees and business partners.

We informed 16 members of the Statutory Executive Board, Board of Directors, Supervisory Board and Statutory Audit Committee that they had participated in internal approvals and discussions on anti-corruption. In addition, 100% of the Group's partners have been informed of anti-corruption policies. All contracts include clauses on anti-corruption legislation and a commitment to our Code of Ethical Conduct. Failure to comply with these clauses can result in fines and even termination of the contract. Thus, 100% of our suppliers became aware of the Code of Conduct during the approval and purchasing processes.

All employees have received instructions on anti-corruption through our Code of Ethical Conduct.

Integrated Risk Management Journey

The Hypera Group's integrated risk management structure and governance is aligned with the Corporate Risk Management process, aligned with ISO 31,000:2018, the COSO (Committee of Sponsoring Organizations) framework, IPPF (International Professional Practices) and the premises and concepts established by the Institute of Internal Auditors of Brazil ("IIA").

In 2024, we highlight the annual round of identifying and reviewing corporate risks by interviewing key people and executives in order to update the risk matrix and contribute to achieving the strategic objectives.

The risk matrix guides the integrated planning of the Internal Controls, Risk Management and Internal Audit areas in order to improve business processes and the internal control environment.

In turn, the Hypera Pharma Group's internal controls adopt a robust and comprehensive approach to safeguard the integrity and efficiency of its operations. Key practices consist of mapping process controls, including their assessment, consolidating and prioritizing action plans, structuring policies and procedures, monitoring key processes, and others.

In 2024, we conducted specific risk management trainings for various areas, such as Procurement and all employees in managerial positions.

We also launched PodeRiscos, a new internal podcast for employees on risk management topics, with guests in every episode.

Data Privacy and Information Security

In 2024, the Group reinforced its commitment to data privacy and information security by updating its Personal Data Protection Policy, in line with the LGPD, applicable to employees and third parties. An Incident Response Plan was implemented and governance strengthened with the work of the Executive Information Security Manager, the Privacy Committee and the Board of Directors. Among the highlights of the year were simulated attacks using AI and augmented reality for leadership, phishing and smishing tests with educational actions, vulnerability assessments on websites by the Cafehyna agency, support from external consultants and a new internal tool for continuous security testing with employees.

In 2024, we had no proven complaints regarding the violation of customer privacy and there were no cases of data loss, theft or leakage by the Group.

LEGAL OPS

The Legal Ops area, an abbreviation for Legal Operations, is a new division within the Group's Legal Department, established in 2024 to focus on and enhance the efficiency, quality, and value of legal services through the use of appropriate tools, methods, and technologies.

This area has gained global prominence, particularly in times of digital transformation and increased demand for agile and integrated solutions. Legal Ops involves the application of management concepts and practices, such as planning, budgeting, metrics, projects, processes, people, technology, and communication, in addition to the adoption of digital tools that facilitate and automate legal activities.

DIGITAL

Over the past few years, our Digital department has experienced significant growth, driven by increased investment in innovation and the adoption of emerging tools such as artificial intelligence (AI). The following are key highlights of this department:

In 2024, we began the implementation of a new cloud-based infrastructure by adopting SAP S/4HANA, with the objective of aligning our operations with leading global technological trends.

Within a business landscape of continuous transformation, SAP S/4HANA enables the agility and flexibility required to not only adapt but also to achieve growth, with a focus on innovation and forward-thinking. By integrating our operational processes with this real-time corporate management system, we aim to optimize operations, improve decision-making, and pursue novel market ventures.

ZECA COPILOTO

Zeca Copiloto is a sales AI integrated with WhatsApp, capable of converting audio and images (unstructured data) into shopping carts. In addition, it connects to customers' purchase history, offering personalized assortment suggestions based on that history.

PHARMABRAND

Pharmabrand is an AI for the technical and regulatory evaluation of medicines, capable of boosting productivity in the process of proposing new brand names for new products. It guarantees compliance with all the criteria required by Anvisa, reducing the chance of pending applications with the regulatory body.

Product Safety and Quality and Responsible Supply Chain

We constantly seek to reduce our social and environmental impacts, with plants located in controlled industrial areas and focusing on risk management, efficient water use, hazardous waste treatment and emissions reduction. We guarantee the safety of our products by following Anvisa standards and carrying out research with ethical approval. We monitor adverse events on a daily basis through Pharmacovigilance, with continuous evaluation of 100% of our products and annual reports sent to Anvisa. We also hold annual training courses focused on safety and good practices.

We don't test on animals and Simple Organic is certified as "Cruelty-Free".

LABELING

Currently, 100% of the Group's products are subject to labeling processes that detail the origin of their components and their safe use, in accordance with Anvisa standards. To offer customers greater transparency, we provide package inserts containing the detailed composition of our products, which can be accessed both on our corporate website and through e-commerce.

Regarding product disposal, we have implemented reverse logistics processes that align with industry best practices. We highlight the inclusion of LogMed - Reverse Logistics of Medicines, a national system that ensures the safe disposal of medications directly from consumers.

COMBATING COUNTERFEITING

Each product in the portfolio has a clearly printed manufacturing batch number integrated into the product code, providing easy traceability in logistics processes. The integrity of the product is verified by examining the packaging's closure, as well as by analyzing the packaging's features and coding. The accounting control of stock is recorded in the Management System (ERP), which tracks products from the entry of materials to the final shipment. Clients also have the option of monitoring the integrity of the product themselves, directly on the invoices, checking and verifying their origin. In parallel, we have structured processes for alerting on possible risks, ensuring transparency and safety with efficient communication about recalls and quality deviations.

SOCIO-ENVIRONMENTAL MANAGEMENT OF THE CHAIN

We require our suppliers to hold and comply with all applicable, as well as certificates to ensure animal protection, such as Good Manufacturing Practices (GMP) and Cruelty Free. In addition, partners must fill in an evaluation questionnaire regarding environmental impacts. In 2024, 100% of new raw material suppliers were evaluated based on environmental criteria, which were also indirectly considered in the assessment of supplier quality audits.

Should any potential risks be identified during due diligence, we discuss the issues in internal forums to determine the optimal course of action, whether it be mitigating risks or seeking new partners.

Our Employees

Hypera Pharma Group is supported by a diverse and innovative team, committed to integrity and aligned with the vision of being the leading pharmaceutical conglomerate in Brazil. We prioritize active participation in people's lives, promoting health and well-being, while growing in a sustainable and socially responsible manner.

As a reflection of our initiatives, we have earned, for yet another year, the Top Employer 2024 certification. Furthermore, we were once again included in B3's Idiversa Index, which features companies listed in São Paulo that distinguishes itself by gender and racial diversity criteria, and we were also part of the Teva Women in Leadership Index, which selects companies with the highest representation of women in governance.

These recognitions reinforce our commitment to generating value, while ensuring ethical conduct and encouraging social and environmental responsibility in business.



10,481
employees



47.35%
4,963 men



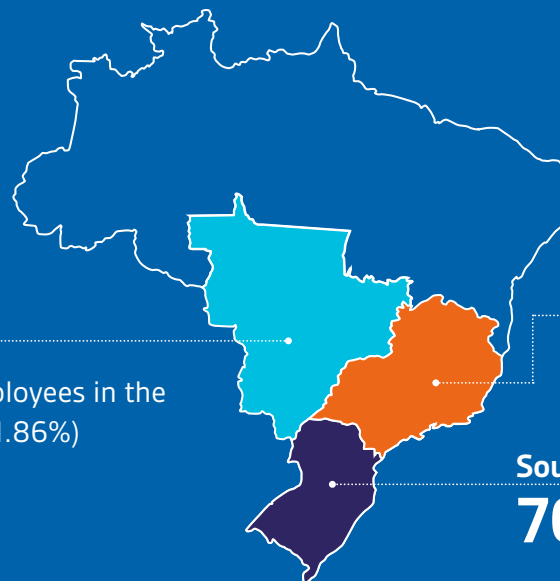
52.65%
5,518 women

EMPLOYEES BY TYPE OF EMPLOYMENT

	Full-time	Part-time
GENDER		
Men	4,951	12
Women	5,501	17
REGION		
Midwest	8,570	10
Southeast	1,812	19
South	70	00

Midwest

8,580 employees in the Midwest region (81.86%)



Southeast

1,831 employees in the Southeast region (17.47%)

South

70 employees in the South region (0.67%)

Diversity

INCLUSION AND DIVERSITY PROGRAM

The Group's Inclusion and Diversity Program has been in place since 2022 and encompasses five priority areas in the form of Affinity Groups, namely: Gender, LGBTQIAP+, Ethnicity, People with Disabilities (PwDs), and, established in 2023 following a need identified in the Diversity Census, the Generational Group.

All groups collaborate throughout the year to raise employee awareness regarding diversity issues.

We are committed to fostering inclusion and diversity through various affirmative initiatives. In partnership with APAE - Association of Parents and Friends of People with Disabilities (Associação de Pais e Amigos dos Excepcionais) of Anápolis, we have created positions for individuals with disabilities, empowering 10 talented professionals to join our operations. Our ongoing support of these employees aims to ensure their development and integration.

Talent Attraction and Retention

To hire and attract talent, we conduct our processes online, disseminating opportunities through social media, recruitment platforms, and internal channels. For technical roles, such as those in Research and Development (R&D), we include technical tests under the direct supervision of the position manager. Furthermore, we encourage talent retention through our internal movement program, called Up!.

INTERNSHIP PROGRAM

The Internship Program acts as a gateway for young talent into the Group. It is an opportunity to train qualified professionals who are aligned with the internal culture and values. Through a meticulously structured development trail, interns acquire new knowledge and skills specific to their roles, putting into practice what they learn on the journey.

TRAINEE PROGRAM

In 2023, we launched the inaugural edition of the Hypera Pharma Group Trainee Program, providing a unique opportunity for recent graduates to gain practical experience, deepen their technical knowledge, and develop new skills.

We are proud to share that 100% of the 2023 trainees were hired by the Hypera Pharma Group.

Benefits

We offer a wide range of benefits to our employees, exceeding legal requirements, and extending to their families. Since 2022, we have expanded maternity and paternity leave to 180 and 20 days, respectively, in addition to providing childcare assistance for those with children up to three years of age.

Our unwavering focus is on the well-being and development of our employees, encompassing initiatives for both physical and mental health. Benefits include life insurance, health insurance, disability and invalidity assistance, flexible work hours, and a stock purchase plan for qualified positions.

Additionally, we provide telemedicine, discounts at our online store, a medication program, medical assistance, influenza vaccination, Wellhub, social support, and up to 40% discounts on language, undergraduate, and technical courses.

Access to Health and Affordability

Our strategy, developed to fulfill our mission of promoting access to healthcare for all, is organized around three pillars:

SIMILAR AND GENERIC

Throughout its more than 65-year history, Neo Química has established itself as one of the leading pharmaceutical brands in the Brazilian market. During this period, the company has launched over 400 products, including generic and similar medications, reaffirming its commitment to providing access to health through quality medicines at fair prices.

Furthermore, Neo Química recognizes sports as an important tool for the promotion of health and well-being. Therefore, it consistently invests in the support of sports teams and projects.

In 2024, we provided support for the exhibition "The Revolution of Generic Medicines", a showcase that included Neo Química and underscored the pivotal role of generic drugs in the transformation of the pharmaceutical sector, offering quality treatments at affordable prices.

DIGITAL

Hyper Cuidado - A Patient Program, created by Mantecorp Farmasa, that offers educational content, treatment products, and healthcare services with special conditions. In 2023, we resumed the promotion of Hyper Cuidado through medical teams, pharmacies, and workshops.

Hyper Cuidado generates value through actions aimed at improving care and treatment adherence, adding value for doctors, patients, pharmacies and Hypera itself.

Parceiro Hypera - As previously mentioned, the omnichannel platform serves small and medium-sized pharmaceutical retailers in Brazil, offering a seamless and integrated shopping experience.

It seamlessly connects our portfolio to an extensive network of partner distributors, resulting in double-digit annual sales growth. Parceiro Hypera program increases the average ticket value and recurrence rate compared to traditional channels. Employing predictive algorithms, it provides insights to optimize supply during seasonal fluctuations.

increase access to our medicines for the entire Brazilian population.

IHYPERA - Launched in 2020, the e-commerce platform continues to expand, bringing us even closer to clients and end consumers.

Mantecorp Health with the Customer

- In 2024, the program has been revitalized and expanded, incorporating additional products to enhance access to health. It aims to improve and support patients' lives by promoting relief, well-being, and comfort through exclusive benefits that facilitate treatment adherence and offer significant discounts on medication purchase.

All product launches for chronic conditions are now included in the program, ensuring that patients have continuous access to innovations.

INITIATIVES TO PREVENT AND IDENTIFY DISEASES

Mutirão da Saúde Neo Química

The Company's generic and similar drug brand conducted the 2024 Health Task Force, positively impacting over 300 families at the Neo Química Arena. The action featured primary care medical consultations, workshops on women's health, including guidance on breast cancer prevention, stadium tours, and educational/recreational activities for children.

Mutirão da Saúde 2024

Through the Mantecorp Farmasa and Mantecorp Skincare brands, and the Instituto Horas da Vida, the collective effort served approximately 90 children and adolescents in vulnerable situations at Colégio Mão Amiga in Itapeverica da Serra (SP), providing care in pediatrics, family health, and general practice to young people, in addition to educational activities.

PRIVATE SOCIAL INVESTMENT

Our approach to social investment seeks not only to meet immediate needs, but also to contribute to building healthy and resilient communities in the long term.

Social investments are aligned with the priority Sustainable Development Goals (SDGs) for our sustainability strategy, identified in the Group's materiality.

Private social investment actions cover the diversity of groups in situations of social vulnerability, in order to promote a significant and inclusive impact in the communities where we operate.

In 2024, we invested a total of R\$ 5,952,501.25 in private social investment. See the initiatives developed and supported by the Group this year:

Together for Rio Grande do Sul

We were committed to assisting the regions of Rio Grande do Sul affected by the heavy rains, allocating approximately R\$ 5 million for emergency actions and the reconstruction of the communities. The objective is to ensure the safety of employees and to support the victims.



Neo Química Arena

Since 2020, we have held the naming rights to the Corinthians Arena in São Paulo (SP). The space encourages health and well-being actions for the population.



Plantar Program

This year, we continued to support the Plantar Program, which for 11 years has been providing quality food through the implementation of vegetable gardens and the delivery of seedlings, with social and environmental impact for over 100,000 people, from children to the elderly.



Instituto Semear

Instituto Semear is a NGO founded in 2010 with the aim of offering development opportunities to young university students from low-income backgrounds, so that they remain in higher education fighting for their dreams and achieve the job of their dreams.

Through Scholarships, Mentoring and Networking, the three fundamental pillars of the Semear Institute, young people develop into multiplier leaders.

In 2024, Hypera Pharma sponsored 10 scholarships and participated in mentoring with 10 volunteer employees.



Receita do Bem

In 2024, the Receita do Bem project, our volunteer group formed by Hypera Pharma employees, carried out:

29

Volunteer activities

177

Voluntary participation of our employees

+684

Volunteering hours

20

Institutions in homes for the elderly, public schools, NGOs, hospitals and children's shelters

3.740

People benefited

Efficient Environmental Management

As signatories to the United Nations (UN) Global Compact, we are committed to reducing our environmental footprint by promoting a culture of optimized use of inputs, resources and equipment.

With a focus on sustainable business growth, we seek to acquire companies that share our commitment to responsible environmental management. As a result of these practices, in 2024, we had no cases of environmental fines in our operations.

The Group's Environmental Management is conducted through a robust governance ecosystem, comprised of multidisciplinary teams. Further details are shown next:

Water and Effluents

As already mentioned, we have an internal Water Committee, PURA, the work of this Committee is part of the efforts to achieve our goals.

We are committed to properly treating all effluent used in our units. Disposal is done indirectly into the public network - in accordance with the legislation applicable to each municipality where we operate. We have an internal monitoring method in our own laboratory, in addition to conducting external lab analyses in laboratories that are accredited by Inmetro. This guarantees the safety of the operation, in compliance with the standards established by applicable regulations and legal requirements.

Externally, we are members of the Water Committee dedicated to combating water scarcity in the Caldas River Basin (GO), which supplies the Anápolis (GO) plant. Our participation is intended to suggest initiatives to improve management, with the aim of increasing water availability for the population and promoting the rational and sustainable use of this resource.

In 2024, we completed the new reverse osmosis system at the solid medicines production plant, with a focus on water reuse and greater supply efficiency. The total investment was R\$ 28.9 million, allocated among planning, equipment, and construction execution.

We also have a Water Plan, which was developed in 2020 and presents guidelines for the expansion of reuse and water storage capacity in our manufacturing plants.

We emphasize that Hypera Pharma's operations do not impact areas of water stress.



Reuse of **64.80 megaliters** of water with the **Reuso Project**, resulting in an **increase of 51% vs. 2023**



Discarded water
300.34 megaliters



Water consumption
200.86 megaliters
used for product manufacturing, cleaning and sanitization processes, laboratories, human consumption and services, resulting in a **35% reduction vs. 2023**

Materials and Waste

Our factories operate under Solid Waste Management Plans, which ensure the collection, separation, handling, control, weighing, and packaging of waste, conducted by the sustainability department. The final disposal and treatment of waste are carried out by a qualified third-party company, ensuring that all techniques employed comply with contractual and legal criteria.

REVERSE LOGISTICS PROGRAM

In 2024, we invested R\$490,682.79 in the Reverse Logistics Program, ensuring compliance with the agreements in which we participate and strengthening our commitment to sustainability. As a compensatory measure for the waste generated, we recovered approximately 30% of the total volume of packaging materials for recycling.

Since 2022, we have expanded the scope of the Program and started to treat medicine waste, in accordance with Decree No. 10.388/22. We have also implemented the Conscious Disposal program, available to employees, guaranteeing the proper disposal of medicines at our facilities.

COMMON WASTE (t)

	2022		2023		2024	
	Volume	%	Volume	%	Volume	%
(a) Waste generated	7,647.35	100.00%	7,753.78	100.00%	7,386.14	100%
(b) Waste recycled/re-used/sold	7,191.49	94,00%	7,412,27	95,60%	7,057.60	95,79%
Total disposed (a-b)	455.86	6.00%	341.51	4.40%	328.54	4.21%

RECICLE+ PROJECT

- Recycling more than 6,000 tons of waste;
- Recovery of over 95% of industrial waste through recycling, reuse or repurposing (energy source/other);
- Sending 100% of organic waste to non-landfill disposal;
- 61% progress towards the target of reducing waste per unit produced based on 2019 (2.34 g/ unit).

WASTE COMPOSTING

Since 2020, we have been disposing the organic surplus from the Group's restaurants and the sludge from the ETEs for composting. This initiative significantly reduces the amount of waste sent to landfills and contributes to a reduction in CO₂ emissions when compared to landfill disposal.



Combating Climate Change

Over the past few years, we have strengthened our commitment to sustainability by establishing the Committee to Combat Climate Change (CAC) in 2023. This Committee is an integral part of our Climate Change Program, designed to enhance awareness of the greenhouse gas (GHG) emissions inventory and to identify mitigation strategies, as previously stated.

In recognition of our transparency in greenhouse gas (GHG) emissions reporting, we are once again part in the Efficient Carbon Index (ICO₂) portfolio of B3, the Brazilian Stock Exchange. Furthermore, since 2022, our CDP (Carbon Disclosure Project) score has been 'B', a position that surpasses the global average for the pharmaceutical sector, highlighting our commitment to concrete actions to address climate change.

We also adopted the guidelines of the Task Force on Climate-Related Financial Disclosures (TCFD), integrating its recommendations into our Annual Report.

Furthermore, in 2023 we also inaugurated the Brainfarma energy substations in Anápolis (GO). **These substations are already providing greater energy stability, reducing the risk of power outages and significantly decreasing GHG emissions. By receiving energy directly from high voltage, we have eliminated the need for fossil fuel-powered generators, positively reflecting on our environmental indicators.**

Emissions

Since 2017, we have been publishing our emissions inventory in the Public Emissions Registry. With the external verification that began in 2020, we began to receive the GHG Protocol Gold Seal, which we have maintained ever since.

In 2024, the Hypera Pharma Group recorded a 32.27% reduction in emissions intensity (CO₂/un) compared to 2019. Total emissions were 50,168.76 tons of CO₂.

Emission intensity for scope 1:

- 2022: 0.05302 KgCO₂e/unit
- 2023: 0.02784 KgCO₂e/unit
- 2024: 0.02609 KgCO₂e/unit

Energy

In 2024, 13% of the energy consumed was from renewable sources (purchase of i-RECs¹). With this initiative, we achieved partial neutrality of our Scope 2.

In 2023, we made two major advances in energy efficiency:

- The inauguration of power substations considerably reduced fossil fuel consumption in power generation and, consequently, emissions;
- Another advance was the replacement of fuels in boilers in BPF oil operations with natural gas, which resulted in a reduction in emissions.

ENERGY INTENSITY (gj/unit produced)

2022	2.963 x10 ⁻⁴
2023	3.560 x10 ⁻⁴
2024	4.360 x10 ⁻⁴

¹ International Renewable Energy Certificate.

Biodiversity

Hypera Pharma Group's commitment to preserving biodiversity and avoiding deforestation is tied to achieving the priority Sustainable Development Goals (SDGs) for the sustainability strategy. We highlight SDG 12 which concerns responsible consumption and production, and SDG 13, which focuses on action against global climate change.

Our priority is to implement a robust strategy that identifies and mitigates the risks associated with our operations, while contributing positively to society and the environment.

We have projects aimed at biodiversity conservation already mapped out with the Genetic Heritage Management Council (CGEN) and we are awaiting approval from the Council to begin their implementation.

In 2024, the Hypera Pharma Group executed and supported two major projects addressing biodiversity, water security, and climate change mitigation.

ADOPT A SPRING PROJECT (PROJETO ADOTE UMA NASCENTE)

The “Adopt a Spring” project, launched in 2023, made significant progress in 2024. It came about as a response to the Anápolis (GO) City Hall decree, which encouraged private initiative to collaborate in the protection of water resources. The main focus of the project was identification, registering and committing to protecting the springs located in a preservation area managed by CODEGO (Companhia de Desenvolvimento Econômico de Goiás), located in the Distrito Agroindustrial District of Anápolis (GO).

The aim of the initiative was to stop the erosive process that had been affecting the surroundings of the Group's operations, covering a total area of interference of 15,558 m², with revegetation practices. In addition, we significantly increased the awareness among employees and the the importance of preserving local biodiversity.

Carried out throughout the year, it involved a total investment of approximately R\$ 4 million, reaffirming our commitment to sustainability and environmental conservation. To ensure the safety and effectiveness of the project, an environmental monitoring phase will be carried out throughout the 12 months of 2025.

JUNTOS PELO ARAGUAIA PROJECT

In 2024, we successfully completed our participation in the 'Juntos Pelo Araguaia' project, the world's largest river basin recovery program, located in Santa Rita do Araguaia, Goiás. This initiative, which we have supported since 2021, was created by the State Government of Goiás and represents a significant milestone in our sustainability efforts.

Over the course of three years of support, approximately 92,000 tree seedlings were planted in the Cerrado biome, encompassing 48 springs, with soil restoration and conservation across an area of 230 hectares. This reforestation plays a crucial role in ensuring water security for cities, while also promoting responsible industrial development and rural sustainability.

The project's impact was extensive, directly reaching 9,058 individuals and indirectly affecting over 20 thousand people over time. Through workshops, symposia, and environmental education initiatives, we successfully raised awareness regarding the importance of preserving and restoring degraded areas.

Subsequent Events

In 2025, Hypera advanced in its journey to strengthen corporate governance, reaffirming its commitment to generating sustainable value in the long term. In March, Votorantim increased its shareholding in the company to 11%, consolidating its position as a significant shareholder.

Subsequently, it signed a voting agreement with the other shareholders in the controlling block, aimed at defining the slate of the Board of Directors for the 2025-2027 term. João Alves de Queiroz Filho, who currently holds 27.7% of the company, also increased his stake, reinforcing his strategic role in the shareholder structure.

In addition, Maiorem maintained its stake at 14.7%, signaling confidence in Hypera's growth trajectory and further strengthening cohesion between the main shareholders around governance and sustainability guidelines.

At the Annual General Meeting held on April 25, the new composition of the Board of Directors was elected, with an increase from nine to ten members, promoting greater diversity of skills, experience and strategic perspectives. Cláudio Ermirio de Moraes and João Henrique Batista de Souza Schmidt, appointed by Votorantim, joined the board, bringing relevant contributions in the areas of strategy and governance. João Alves de Queiroz Filho, a key shareholder in the company, also joined the board, adding his business vision and in-depth knowledge of the pharmaceutical sector.

Mauro Rodrigues da Cunha and Eliana Helena de Gregório Ambrosio Chimenti were reappointed as independent directors, reinforcing the continuity and technical balance of the board, as well as Álvaro Stainfeld Link (Chairman of the Board of Directors), Bernardo Malpica Hernandez and Luciana Cavaleiro Fleischner Alves de Queiroz, whose complementary experiences continue to be aligned with the company's long-term strategy.

Rachel de Oliveira Maia was also elected as an independent director, reinforcing the company's commitment to diversity, inclusion and governance geared towards sustainable decisions.

The Audit Board has also been renewed, maintaining its 100% independent composition, ensuring the robustness of the control and supervision mechanisms. Finally, over the course of 2025, the company intends to review the formation of its Board advisory committees, in view of the new composition of the Board of Directors, keeping the focus on improving strategic governance and the effectiveness of decisions.

Credits

Coordination

Investor Relations Office

Editorial Project, Consulting, Graphic Design and Translation

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APPRECIATIONS

Álvaro Stainfeld Link

Chairman of the Board of Directors

Juliana Aguinaga Damião Salem

Legal, Internal Controls and Compliance Executive Director

Board of Directors

Governance and Sustainability Committee

