

2025 INTEGRATED REPORT



CONTENTS

3 Introduction

- 4 Introduction
- 5 A message from the management

7 Grupo Profarma

- 8 About Grupo Profarma
- 9 Business model
- 10 Profarma Distribuição
- 12 Rede d1000
- 14 Profarma Specialty
- 15 Key ESG highlights in 2025
- 16 Awards and recognitions
- 17 Our vision for the future

18 ESG Strategy

- 19 Maturity and a new reporting process
- 20 Stakeholder engagement
- 23 Double materiality and financial alignment

26 Environmental Pillar

- 27 Climate action and decarbonization
- 29 Management of natural resources
- 34 Waste management and reverse logistics

37 Social Pillar

- 38 Our team
- 42 Human capital management with DE&I
- 47 Professional development
- 49 Employment practices
- 54 Health, safety, and quality of life
- 60 Customer management and relations
- 63 Local community relations

66 Governance Pillar

- 67 Corporate governance
- 70 Financial performance
- 71 Ethics, compliance, and privacy
- 74 Risk and crisis management
- 75 Innovation and technology
- 77 Supply chain management
- 79 Traceability in the distribution chain

80 Annexes

- 81 GRI content index
- 95 SASB content index
- 96 Assurance
- 98 Credits



Navigable PDF
Click on the items to
interact and access
the content

1. Introduction

- Introduction
- A message from the management



Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Introduction

GRI 2-3

Grupo Profarma has published its Sustainability Report annually since 2021. By 2025, the Company had fully integrated the management of ESG pillars (environmental, social, and governance) into its business strategy. This initiative reflects the maturity of this area within Grupo Profarma and is reflected in this first Integrated Report, which presents externally assured indicators in line with the financial statements.

This progress reinforces the Company's value proposition, combining economic efficiency gains, solid financial results, innovation, respect for human rights, and sustainability.

This report details the challenges, initiatives, and results for the period from January 1 to December 31, 2025. It includes both financial and non-financial indicators, in accordance with the leading international reporting guidelines: The International Integrated Reporting Council (IIRC); the Global Reporting Initiative (GRI) guidelines, 2021 version, and the content of the Sustainability Accounting Standards Board (SASB). Furthermore, Grupo Profarma's projects, goals, and material topics are aligned with the United Nations' (UN) Sustainable Development Goals (SDGs).

Any questions or suggestions can be sent to esg@profarma.com.br

A message from the management

GRI 2-22

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Dear reader,

It is with a sense of pride that we share our 2025 results. In the year we celebrate our 65th anniversary, we have added yet another chapter of success to our story, further establishing our increasingly significant and efficient presence in the Brazilian healthcare market. We overcame macroeconomic challenges and delivered yet another year of consistent growth and record-breaking results, confirming the effectiveness of our integrated business model and the tireless dedication of our entire team.

In 2025, Grupo Profarma posted robust growth, with gross revenue reaching a record high of BRL 13.2 billion, a 12.2% increase compared to 2024. Adjusted EBITDA reached BRL 392.7 million, representing a 17.6% increase compared to the previous year, while Adjusted Net Income was BRL 142.7 million, reflecting an 8.7% increase. Even in an environment of high interest rates, our disciplined approach to capital allocation and financial efficiency has resulted in a significant reduction in our cost of debt

and the maintenance of a healthy leverage ratio of 1.7x.

Our strategy of expansion and diversification has continued to be a cornerstone of our success. The highlight of our new growth cycle was the announcement of the largest acquisition in the Group's history: the purchase of 100% of 4BIO Medicamentos. This transaction accelerates our return to the specialty pharmaceuticals market and creates strong synergies by combining our expertise in distribution with 4BIO's highly specialized operations.

In Distribution, we will continue to maintain constant oversight of the cash cycle, market share, and the customer's digital journey. In the retail sector, Rede d1000 remains our engine for expansion, with the goal of opening 40 new stores and renovating 10 existing ones in 2026, in addition to accelerating our digital transformation and strengthening our CRM and private-label brands.



Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

2026 marks a historic moment of celebration. In addition to Grupo Profarma's 65th anniversary, we are celebrating 20 years of solid performance in the capital markets since our listing on B3, as well as two decades of work by the Instituto Profarma, promoting social transformation and a positive impact in the communities where we operate. For me personally, this is also a very special year, as I am celebrating 40 years of service with this company. Seeing how we've grown from a team of 30 employees to one of over 9,000 strengthens my confidence in our future.

I would like to thank our entire team, our customers, our partners, our board members, and our shareholders for their continued trust. The only thing that never changes in our history is our desire to grow. Here's to the next 65 years!

Sammy Birmarcker

CEO of Grupo Profarma



"The values we uphold enable a 65-year-old company to possess the nonconformity and energy of a young company. We are constantly on the move. The only thing that never changes here is our desire to grow."

Sammy Birmarcker, CEO of Grupo Profarma

2. **Grupo Profarma**

- About Grupo Profarma
- Business model
- Profarma Distribuição
- Rede d1000
- Profarma Specialty
- Key ESG highlights in 2025
- Awards and recognitions
- Our vision for the future



About Grupo Profarma

GRI 2-1, 2-6

Headquartered in Rio de Janeiro (RJ), Grupo Profarma operates as an integrated distribution and retail platform across 17 states, as well as the Federal District, and employs a staff of 13,390. Its activities are guided by the ESG agenda and a robust digital transformation which, together, prioritize sustainable growth, operational efficiency, and innovation.

Mission

To expand and diversify our participation in the healthcare ecosystem.

Vision

To be recognized and admired as the premier provider of healthcare and wellness services, operating in an inclusive, sustainable, and socially-engaged manner.

Grupo Profarma consists of three integrated business units.

Profarma Distribuição

A unit that serves approximately 58,000 customers and relies on a logistics infrastructure made up of 15 distribution centers (DCs).

Rede d1000

A retail chain that reached the milestone of 300 stores in 2025 in the states of Rio de Janeiro, Mato Grosso, and the Federal District. It serves more than 3.5 million customers per month.

Profarma Specialty

This facility will resume operations in late 2025, focusing on the distribution of highly complex products and vaccines to the non-retail market (hospitals, clinics, and laboratories).

**Read more**

Click here to learn more on [page 10](#).

**Read more**

Click here to learn more on [page 12](#).

**Read more**

Click here to learn more on [page 14](#).

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Inputs

**Financial capital**

- Income generated by the Distribution, Retail, and Specialty units
- Equity and third-party capital
- Investments in expansion and modernization

**Manufactured capital**

- Logistics infrastructure consisting of Distribution Centers (DCs)
- Network of brick-and-mortar stores
- E-commerce and marketplace platform
- Freight management and logistics brokerag
- Support units

**Intellectual capital**

- Expertise in technology, innovation, and artificial intelligence (AI)
- Management and traceability systems
- AI for processes and R&D
- Expertise in pharmaceutical logistics and retail

**Human capital**

- Qualified multidisciplinary teams
- Organizational culture
- Technical and behavioral development programs

**Social and relationship capital**

- Relationships with B2B clients and B2C end consumers
- Strategic partnerships with industries and suppliers
- Social initiatives through the Profarma
- Institute Engagement with communities and industry associations

**Natural capital**

- Clean energy consumption
- Water resources for administrative support
- Packaging and logistics materials

Business model

GRUPO
PROFARMAPROFARMA
DISTRIBUIÇÃOPROFARMA
SPECIALTYREDE
dooInstituto
PROFARMA**Purpose**

Delivering Health:
Everyday,
everywhere, for
everyone.

Products and Services

- Distribution and acquisition of the Company
- Exclusive brands
- B2B and B2C sales
- Omnichannel Experience (e-commerce, marketplace, app, telesales, delivery, Click & Collect)

Business activities

- Structured distribution of highly complex medications (such as vaccines, cancer drugs, etc.)
- Structured nationwide distribution of medicines, nutritional products, hygiene products, beauty products, and skincare products
- Pharmaceuticals retail operation
- Support, recall logistics, and business marketing

Inputs

Values

- We act honestly and ethically.
- We are nonconformists by nature.
- We focus on the satisfaction of our partners and customers.
- We value those who make a difference.
- We are relentless in our pursuit of excellence.

Results

Impacts

**Financial capital**

- Sustainable growth
- Leverage control
- Revenue generation and profitability
- Value creation and return for the shareholders

**Manufactured capital**

- National reach
- Logistics optimization
- Product expansion
- Operational efficiency and cash cycle
- Eco-Efficient Distribution Centers

**Intellectual capital**

- Improving the customer's digital journey
- Increased logistics productivity through automation and AI
- Achieving recognition in climate management rankings
- Strengthening information security, data science, and systems infrastructure

**Human capital**

- Job and income creation in the regions where we operate
- Promoting diversity and women's inclusion in leadership roles
- Guaranteeing rights through collective bargaining

**Social and relationship capital**

- Access to healthcare in vulnerable communities
- Brand reputation and credibility
- Social engagement through donations and volunteer work

**Natural capital**

- Monitoring of the carbon footprint and offsetting emissions
- Efficiency in waste management and the circular economy
- Conservation of natural resources through the reuse of packaging

Profarma Distribuição

[Introduction](#)[Grupo Profarma](#)[ESG strategy](#)[Environmental](#)[Social](#)[Governance](#)[GRI content index](#)[Annexes](#)

As a vital link between the pharmaceutical industry and the retail sector, Profarma Distribuição leverages its expertise and efficiency to ensure that medications, hygiene products, and beauty products reach 5,800 points of sale across Brazil, whether in major urban centers or remote regions. With 15 strategically-located Distribution Centers (DCs) in operation, the business unit has modernized its infrastructure by relocating the DCs in Espírito Santo and the Federal District, which are scheduled to open in 2026.

Profarma Distribuição's physical expansion is aligned with a rigorous environmental management approach that prioritizes eco-efficient distribution centers certified with the Chico Mendes Institute's Green Seal. The new facility in Mato Grosso has been operating under this certified concept from the start, using renewable energy and implementing effective waste management practices.

The distributor has also made significant investments in upgrading its technology to improve the experience of small retailers across the country. One example of this

is the revamp of the B2B sales platform, Profarma ON, which has been redesigned to simplify and streamline the customer purchasing experience. In addition to strengthening its focus on purchases, the platform now also serves as a showcase for media and products and as a self-service environment, allowing customers to conveniently handle day-to-day tasks, such as checking and requesting duplicates of payment slips, invoices, and other operational information. With a more intuitive form of navigation and new features, another highlight has been the implementation of PIX payments, which expands shopping options and offers customers greater convenience, speed, and flexibility.

Our motto is to be the 'best choice'. And to achieve this, given the fierce competition we face, we need logistical efficiency to ensure that customers receive their goods the right way, at the right time, no matter where they are in this vast country."

**Fabiano Paulo de Faria,
Vice President of Sales at Profarma Distribuição**



Distribution Highlights

90%
of Brazil covered

17 states
+ Federal District

160 thousand SKUs

More than
4,100 employees

5.4 million
orders per year

25,000
deliveries per day

1,950
vehicles
for delivery

58,000
customers per month

Sales channels

- Electronic order;
- Telemarketing;
- Sales force.

15 Distribution Centers



Locafarma

Locafarma is the logistics provider for Profarma Distribuição, offering Free on Board (FOB) shipping solutions.

Key Features

- **Shorter lead time**
An average reduction of 36% compared to the CIF model.
- **Greater control and predictability**
Tracking of pickups and transfers
- **Greater financial efficiency**
Fewer bill payment extensions and improved payment flow
- **Integration with the Purchasing, Logistics, and Sales departments**
Better alignment, less rework.

Rede d1000

[Introduction](#)[Grupo Profarma](#)[ESG strategy](#)[Environmental](#)[Social](#)[Governance](#)[GRI content index](#)[Annexes](#)

Rede d1000 ended 2025 by consolidating its physical expansion with record financial results. With the rapid opening of 42 new stores this year, the company reached the milestone of 300 locations in the Federal District, Mato Grosso, and Rio de Janeiro. More than just numerical growth, the strategy prioritized the quality and consistency of new store openings, which helped boost the business' margins. Consequently, the new units are generating very consistent returns (ROIC), which is helping to drive record income, EBITDA, and net income.

To keep up with this pace, the network's infrastructure has evolved: a new 1,220-square-meter corporate headquarters was opened in Rio de Janeiro, bringing the retail team together in a modern and collaborative environment. In addition, the expansion has begun to incorporate smart and sustainable construction methods. One example of this is the new store in Rio de Janeiro's West Zone, built using the Insulated Concrete Forms (ICF) system, which has reduced waste, improved temperature comfort, and brought the opening forward by a month thanks to a 30% reduction in construction time.

The brand's transformation into a **hub** for **comprehensive healthcare** has progressed through the expansion of pharmaceutical services and clinical care via the *CUIDA* Program. Through its brands Drogasmil, Farmalife, Tamoio, and Rosário, and in partnership with Conecta Médico, the chain offers 24/7 telemedicine services and direct digital support on its brand websites. This initiative positions the pharmacy as the primary point of access to healthcare, quickly addressing low-complexity needs for the 2.5 million customers served each month.

The consumer experience has also been enhanced with new versions of apps designed to offer convenience and discounts. At the same time, the product mix has been strengthened by the launch of exclusive brands. Today, the portfolio of exclusive brands includes more than 390 items and already accounts for 5.6% of total sales. Combined with the growth of the self-service sector (12.3%), these figures confirm the popularity of an approach that combines quality, affordability, and a seamless shopping experience.

More than **390**
products
in the portfolio, including
exclusive brands

**Read more**

Click here to learn more about the financial performance of the Rede d1000 on [page 70](#)

What matters more than the sheer number of new store openings is the consistency and quality of those openings. The consistent financial returns from the new stores show that our strategy has set us on the right track."

Marcelo Cardoso, Vice President of Rede d1000

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Rede d1000
highlights

300
stores

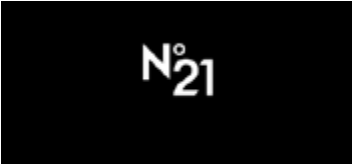
6,541
employees



Brands



Exclusive brands



Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Profarma Specialty

Reopened by Grupo Profarma in late 2025, Profarma Specialty is the Company’s third business unit. Focused exclusively on the institutional market (non-retail), the division supplies vaccines, high-cost medications, dermatological products, and injectable aesthetic products to hospitals, clinics, laboratories, healthcare providers, and healthcare professionals.

The operation leverages Profarma Distribuição’s infrastructure to ensure the technical rigor in storage, transportation, and traceability that its portfolio requires. The unit represents a path to corporate growth, designed to increase margins, diversify income streams, and support the Company’s progress in the medium and long term.



- Introduction
- Grupo Profarma**
- ESG strategy
- Environmental
- Social
- Governance
- GRI content index
- Annexes

Key ESG highlights in 2025

Integrated Reporting and Assurance

Progress in accountability through the implementation of Integrated Reporting and external assurance for the first time, strengthening data governance to meet market demands.

JBP Social (Impacto 360°)

A pioneer in the sector, this project is innovative in its relationship with industry by creating a ranking of partners committed to social causes, transforming the Joint Business Plan into a tool for social impact.

Compensa+ Project

Launch of a pioneering emissions offsetting program for the FOB segment (from the factory to the DC), addressing a Scope 3 emissions gap while the technology for large, eco-efficient fleets matures.

94% of the materials used in Grupo Profarma's operations were recycled or reused, mainly through the reuse of cardboard boxes.

Milestones for Grupo Profarma in 2026

65th Anniversary of Grupo Profarma

Founded in 1961 as a regional distributor, Grupo Profarma is today one of the largest players in the country's healthcare sector, with three divisions covering distribution (Profarma Distribuição), retail (Rede d1000), and highly complex products and vaccines (Profarma Specialty). At its core lies the combination of the strength of a consistent track record and the dynamism of a company that is always ready to adapt.

20 years since the IPO

The Profarma Distribuição division has been listed on B3's *Novo Mercado* since 2006. The initial public offering spurred the professionalization of the Company's management. The formation of high-performance technical teams transformed a family-owned business into a corporation founded on robust governance. The success of this model also paved the way for Rede d1000's IPO in 2020, with the separation of operations designed to unlock the growth potential of the two business divisions.

20th anniversary of Instituto Profarma

Over the course of two decades, the social pillar of Grupo Profarma has evolved from providing welfare assistance to supporting the socioeconomic development of communities in the regions where the Company operates. This initiative is driven by Impacto 360, an initiative that engages the pharmaceutical industry in the co-creation of social value, and by the efforts of more than 850 volunteer employees (Goodwill Ambassadors), impacting more than 1 million people over the past three years.

Awards and recognitions

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes



Valor Inovação Brasil 2025

The Grupo Profarma was recognized as **one of the five most innovative companies** in the retail sector and ranked among the **150 most innovative companies in the country**, validating its digital transformation efforts.



GHG Protocol Gold

Maintenance of the **Gold Seal** in the emissions inventory, for the 3rd consecutive year, attesting to the quality and transparency of climate data.



CDP (Carbon Disclosure Project)

Achievement of **Grade B**, surpassing previous ratings and demonstrating progress in climate management.



Abrafarma Future Trends

At the industry's largest event in Latin America, Deborah Birmarcker, ESG Director at Grupo Profarma, spoke about the evolution of the sustainability agenda. At the time, the Rede d1000 was recognized by the Advantage survey as the **number one network in Rio de Janeiro** and **one of the Top 5 in Brazil**.

Strengthening Community Organizations

Profarma Distribuição has expanded its presence in the association channel, planning to participate in **42 trade shows** throughout the year, including events organized by Febrafar, Farmarcas, and Multmais. This strategy reinforces support for the competitiveness of independent pharmacies and strengthens ties with federations such as Fecofar.

Industry Recognition

The CEO of Grupo Profarma, Sammy Birmarcker, was honored by Sindusfarma with the **Cândido Fontoura Collar of Pharmaceutical Industrial Merit**, recognizing the Company's role as a strategic partner for the development of the industry and healthcare in the country.



Our vision for the future

Building the future with a focus on productivity, seamless user experience, and corporate responsibility.

Grupo Profarma’s vision for the future is centered on productivity as a key metric that cuts across all areas to support business cycles over the next five to six years. To this end, the Company has maintained a steady pace of innovation, modernizing its technological infrastructure without disrupting operations.

This technological foundation supports the goal of providing a seamless, borderless shopping experience. The strategy for the future is to work in an increasingly integrated and data-driven manner, bridging the gap between the physical and virtual worlds to ensure comfort, safety, and convenience, regardless of the channel the customer chooses to interact with us.

At the same time, the ESG agenda is evolving towards a high standard of governance through preparations for International Financial Reporting Standards (IFRS) S1 and S2, as well as initiatives to decarbonize operations by expanding eco-efficient distribution centers and the Compensa+ project.

This vision for the future also marks the repositioning of Instituto Profarma in 2026, with a focus on prioritizing the SDGs and understanding its target audiences in line with the Company’s ESG strategy.

“We are mature enough to establish and pursue the results and corporate vision we want for 2030. Our growth goes beyond the numbers. It reflects a business model committed to people, inclusion, and positive social impact.”

Deborah Birmarcker,
Director of ESG & Compliance and CEO of Instituto Profarma



3. ESG Strategy

- Maturity and a new reporting process
- Stakeholder engagement
- Double materiality and financial alignment



Maturity and a new reporting process

[Introduction](#)[Grupo Profarma](#)[ESG strategy](#)[Environmental](#)[Social](#)[Governance](#)[GRI content index](#)[Annexes](#)

The year 2025 marked a significant milestone in the maturation of ESG management at Grupo Profarma. The strategy has evolved from the execution of isolated projects to greater integration with the business, supported by auditable metrics and alignment with global financial standards.

To make this possible, the Company conducted an assessment to identify gaps in relation to International Financial Reporting Standards (IFRS S1 and S2). The analysis confirmed the robustness of the climate and social data, as well as the need to refine the details of the information when setting public policy goals.

As part of this transition, the annual publication of the Sustainability Report was shifted to an Integrated Reporting model with external assurance, in order to ensure that social and environmental data are held to the same standards of accuracy as financial data. Part of this maturation process involved defining and communicating Grupo Profarma's long-term goals for each ESG pillar (environmental,

social, and governance), thereby setting a course for the coming decade.

In the Governance pillar, a key development in 2025 was the strengthening of the organizational structure through the integration of the Compliance, Reporting Channel, and LGPD departments under the umbrella of the ESG Department. This change has centralized governance and ensured a holistic view of risks and corporate integrity.

In the environmental sphere, climate management remains a priority, with a focus on the use of clean energy and the pursuit of more efficient logistics operations, which lead to cost savings and a reduced carbon footprint.

In the Social pillar, the strategy has evolved to focus on comprehensive employee care, anticipating the requirements of NR-01 through dedicated working groups on mental health and psychological safety. At the same time, the digitization of the employee experience through Conecta+ has eliminated the use of paper



in Culture & People Management (CGG) processes and promoted digital inclusion at all operational levels.

In addition to the direct benefits, the changes made are likely to increase the Company's appeal to investors and shareholders, as they enhance transparency and demonstrate that ESG topics are integrated into financial decision-making and risk management.

Stakeholder engagement

GRI 2-29

Stakeholder Relations forms the foundation for Grupo Profarma's ongoing improvement of corporate practices to mitigate risks and drive innovation. By 2025, this interaction had become even more structured and informed decision-making through data collected from surveys, audits, and feedback channels with stakeholders.

The Company maintained its commitment to transparency with shareholders and investors through live streams, group meetings, and one-on-one meetings. Throughout the period, meetings were held with 177 institutions, reinforcing the Company's commitment to maintaining close ties and ensuring high-quality communication with the market. In the B2B segment, relationships with 58,000 customers were strengthened through 42 trade shows and the Profarma ON platform, while in the Retail (B2C) segment, the experience of 2.6 million monthly customers was monitored via NPS and tools such as *Reclame Aqui*.

To ensure that information reaches the target audiences clearly, we use a variety

of channels, such as institutional emails, physical bulletin boards, the SAL newsletter (focused on stores), and live streams on video platforms. The Company also maintains an active listening ecosystem that includes periodic satisfaction surveys, ombudsman channels with space for suggestions, and an independent body to ensure that dialogue with employees can flow freely at all times.

Internally, employees are connected through the "viva Engage" social network and Grupo Profarma University. They also receive a benefits package that includes mental health support and profit-sharing (PPR). At the Distribution Centers, communication also takes place via internal TV channels.

One example of engagement with internal stakeholders was the assessment conducted to ensure compliance with regulatory standard NR-1, which now requires the inclusion of psychosocial and mental health risks in the Occupational Risk Management (ORM) and Risk Management Program (RMP), treating them with the same technical rigor as

[Introduction](#)[Grupo Profarma](#)[ESG strategy](#)[Environmental](#)[Social](#)[Governance](#)[GRI content index](#)[Annexes](#)

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

physical and environmental risks. The feedback received regarding working conditions and psychosocial risks at the Distribution Centers was used to design new action plans focused on mental health and physical safety, demonstrating how active listening leads to operational improvements and greater well-being for everyone.

In supplier management, Grupo Profarma has pioneered a new approach to its relationship with the pharmaceutical industry by transforming the traditional Joint Business Plan (JBP) into a tool for social transformation—Impacto 360—which has presented business partners with various opportunities for collaboration on projects led by the Instituto Profarma.

To encourage participation, a unique “gamification for good” system was created, which establishes a ranking based on points for suppliers. When companies participate in volunteer activities, make donations, or engage in social projects, they earn points and are recognized and rewarded during the Company’s annual convention.

This initiative, which prioritizes social responsibility as a criterion for business relationships and strengthens the impact ecosystem, has succeeded in engaging partners who were already well-established in ESG, while

simultaneously helping to guide the journey of those which were just beginning to implement sustainability practices.

By strengthening the DNA *Governança em Rede* Project, Grupo Profarma has also promoted supplier awareness of critical topics, such as human rights and, more recently, information security and data protection. This educational approach ensures ethical compliance and risk mitigation in support and logistics operations.

At the same time, the mobilization of this same group of stakeholders for emissions management resulted in a 'B' rating in CDP’s Supplier Engagement Rating module, providing international validation of the Company’s effectiveness in engaging its partners in the transition to a low-carbon economy.



Read more

[Click here to learn more about Health and Safety on page 54](#)



Read more

[Click here to learn more about the DNA Project on page 78](#)

“Impacto 360 symbolizes progress and social maturity within Grupo Profarma. It is very important and rewarding to have the industry on board with our projects.”

Deborah Birmarcker, Director of ESG and Compliance at Grupo Profarma and CEO of Instituto Profarma



Active engagement channels in 2025

B2B customers

- Participation in 42 trade shows
- CAP (Profarma Customer Service Center)
- Meeting with Federations (weekly)
- Meeting with pharmacy associations (monthly)
- Profarma Connection (5 rounds of business meetings in 2025)
- Participation in Abrafarma Future Trends
- Promotional Offers (Saturday ON, closing, Black Friday)
- Lives (Summer Live and Black Live)
- Over 1,000 promotional banners for Profarma ON

Suppliers

- JBP Review (in-person and/or via Teams)
- RT 360 (Retail Trade Meetings)
- Strategic meetings (in-person and/or via Teams)
- Top Suppliers (meetings/announcement of results)
- Trade shows
- Advantage Survey
- Golden Teacher Event
- Participation in Abrafarma Future Trends
- Industry events at which the Company presented its content

Participation in sectoral associations GRI 2-28

In 2025, Grupo Profarma increased its leadership role and influence in discussions about the future of pharmaceutical retail and distribution and continued to play a strategic role in the industry's leading organizations.



Brazilian Association of Pharmaceutical Wholesalers and Distributors (Abafarma)

Represents distributors and promotes policies for the sector's development.



Brazilian Association of Pharmacy and Drugstore Chains (Abrafarma)

Represents Brazil's largest pharmacy chains and promotes sustainable growth and best practices in the industry.



International Federation of Pharmaceutical Wholesalers (IFPW)

An international organization that promotes collaboration and innovation between global pharmaceutical distributors.



Pharmaceutical Retail Trade Union of the State of São Paulo (Sincofarma-SP)

Provides technical, legal, and institutional support to companies in the sector, while also promoting competitiveness and regulatory compliance.

Double materiality and financial alignment GRI 3-1

Grupo Profarma’s process for identifying and prioritizing material topics, updated in 2024, adopts a double materiality approach to identify and prioritize actual and potential impacts—both positive and negative—of the Company’s activities on the environment, society, and the economy (impact materiality), as well as topics that may pose financial and reputational risks (financial materiality).

The methodology included mapping stakeholders and analyzing internal documents, supplemented by interviews, surveys, and online consultations with shareholders, investors, customers, consumers, suppliers, business partners, local communities, and the nonprofit sector. The prioritization of topics was based on criteria of severity (intensity, scope, and reversibility), magnitude, and probability, as well as the relevance assigned by stakeholders.

The Board of Directors played a central role in overseeing the process and approving the final list of material topics. It is also responsible for reviewing and giving final approval to the information contained in the Integrated Report. The governance process involves a technical review by the body, followed by the issuance of comments and formal approval, establishing a feedback cycle focused on the continuous improvement of transparency and the quality of impact reporting. GRI 2-14

Eight material topics and three relevant topics were identified during the materiality process.

Material topics GRI 3-2

- 1 Ethics, compliance, privacy, and data security
- 2 Customer Relationship Management
- 3 Management of Supply Chain Relations
- 4 Risk and crisis management
- 5 Human Capital Management, with Diversity, Equity, and Inclusion
- 6 Local community relations and development
- 7 Waste management and reverse logistics
- 8 Innovation and technology

Relevant topics

- 1 Management of natural resources (energy and water)
- 2 Climate action
- 3 Health, safety, and quality of life

Note: There have been no changes in the material topics since the previous report.

Alignment with the SDGs

Grupo Profarma’s practices are aligned with the UN’s Sustainable Development Goals, with direct contributions through strategic initiatives that incorporate its ESG pillars (environmental, social, and governance). Below, we highlight the relationships between the material topics and the SDG targets.

Material topic	SDG Targets	How Grupo Profarma contributes
Ethics, compliance, privacy, and data security	SDG 12. Responsible consumption and production. Target 12.6 To ensure responsible production practices and the sustainable management of resources throughout the value chain.	We use compliance analysis in the supply chain to ensure ethical and sustainable practices through ongoing supplier assessment and monitoring processes. In addition, we offer in-house training focused on the adoption of best practices in sustainability.
	SDG 16. Peace, justice and strong institutions. Target 16.5 To substantially reduce corruption and bribery in all their forms.	We implement a robust integrity policy, which includes mandatory training on anti-corruption practices, specific contractual clauses with suppliers, and independent audits to ensure ongoing compliance.
Customer Relationship Management	SDG 3. Good health and well-being. Target 3.8 To ensure universal health coverage, including access to medicines and vaccines.	Through Instituto Profarma, the Company donates hygiene and nutrition products, organizes preventive health campaigns, and supports volunteer and health education projects.
Management of supply chain relations	SDG 8. Decent work and economic growth. Target 8.7 To take immediate and effective measures to eradicate forced labor and human trafficking, ensure the prohibition and elimination of all forms of child labor, including the recruitment and use of child soldiers, and end child labor in all its forms by 2025.	We apply strict supplier evaluation criteria, ensuring that labor practices comply with ethical and legal standards. The DNA <i>Governança em Rede</i> Project trains partners on human rights topics, the fight against child labor, and sustainable practices.
Risk and crisis management	SDG 9. Industry, innovation and infrastructure. Target 9.1 To develop a resilient infrastructure to support economic development and well-being.	Profarma Distribuição invests in the ongoing modernization of its distribution centers (DCs) and in the implementation of fire prevention systems and measures to mitigate operational risks. The use of integrated technology enables rapid responses to emergencies, minimizing financial and operational impacts.

Material topic	SDG Targets	How Grupo Profarma contributes
Management of human capital , with diversity, equity, and inclusion	SDG 5. Gender equality. Target 5.5 To ensure women’s full and effective participation in the economy and the workforce, and equal opportunities at all levels.	Women's representation is encouraged through programs such as "Be the Protagonist of Your Own Story," which empowers women and supports entrepreneurship and professional development.
	SDG 10. Reduced inequalities. Target 10.2 To promote the social, economic, and political inclusion of all, regardless of age, gender, ethnicity, or economic status.	Affirmative action initiatives for social inclusion are promoted through partnerships with nongovernmental organizations (NGOs) and vocational training programs, ensuring equal opportunities for vulnerable groups.
	SDG 8. Decent work. Goal 8.5 To achieve full and productive employment and decent work for all, including people with disabilities.	Through its expanding operations, particularly at Rede d1000 and Profarma Distribuição, the Company creates jobs in various local communities, ensuring the promotion of best workplace practices and sustainable growth.
Local community relations and development	SDG 1. No poverty. Goal 1.4 To ensure that everyone, especially the poor and vulnerable, has equal access to economic and social resources.	Instituto Profarma regularly donates food, school supplies, and hygiene items to under-served communities, in addition to developing training programs that promote social inclusion and support for vulnerable families.
	SDG 2. Zero hunger. Target 2.1 To end hunger and ensure access for all, especially the poorest, to safe and nutritious food.	The Company distributes food baskets to NGOs supported by the Instituto Profarma, helping vulnerable families.
Waste management and reverse logistics	SDG 12. Responsible consumption and production. Target 12.5 To substantially reduce waste generation through prevention, reduction, recycling, and reuse.	Implementation of the replacement of cardboard boxes with returnable plastic boxes and adoption of material reuse practices at distribution centers. We also facilitate the return of expired medications, ensuring they are disposed of in an environmentally responsible manner.
Innovation and technology	SDG 9. Industry, innovation and infrastructure. Target 9.5 To strengthen scientific research and improve the technological capabilities of industrial sectors in all countries.	The Innovation and Digital Transformation Division develops innovative projects to optimize operations and enhance the customer experience. Through partnerships with startups, the Company invests in technological solutions focused on energy efficiency, automation, and sustainable process management.

4. Environmental Pillar

- Climate action and decarbonization
- Management of natural resources
- Waste management and reverse logistics



Climate action and decarbonization GRI 3-3

Grupo Profarma has taken a step toward in consolidating its climate strategy by integrating environmental management into its financial and business decisions. This was a significant step forward, based on the completion of an assessment to ensure compliance with International Financial Reporting Standards (IFRS S1 and S2), with the aim of standardizing the reporting of financial, climate, and sustainability information by companies worldwide.

The assessment confirmed that the Company's climate data was robust enough to transition to an Integrated Report with external assurance, thereby increasing the transparency of its indicators for investors and stakeholders.

This data includes the Greenhouse Gas (GHG) Inventory, which follows the GHG Protocol methodology, and is audited annually. This strength meant that the company was once again awarded the GHG Protocol Gold Seal. The Company also achieved a 'B' rating on the CDP, both in the Climate Change questionnaire

and in the Supplier Engagement module (Supplier Engagement Rating). This achievement—which marks a significant leap from the D rating awarded in 2024—validates the progress made in initiatives to monitor and reduce environmental impacts and highlights the Company's ability to mobilize its partners in the transition to a low-carbon economy. For emissions that cannot yet be fully eliminated, the Company has adopted a carbon offsetting strategy, purchasing carbon credits to fully offset Scope 1 emissions (from its generators and air conditioning systems) and a portion of Scope 3 emissions for the 2025 period.

From an operational standpoint, the Company has made significant progress in the energy transition, with 83% of Rede d1000's units now powered by renewable sources. Grupo Profarma is also continually expanding its network of eco-efficient distribution centers and investing in technological innovation to reduce greenhouse gas emissions. The effectiveness of these measures has been verified by risk measurement and analysis

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

systems, with no record of negative impacts requiring remediation during the reporting period.

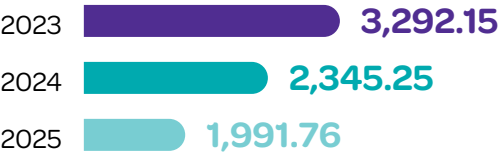
By combining sustainability, innovation, and new business opportunities, the Company played a leading role in the strategic relaunch of Locafarma, the logistics operator for Profarma Distribuição, which offers a Free on Board (FOB) service, and collects over 100,000 packages monthly, serving 17 partner manufacturers with a focus on agility, control, and cost reduction.

Although it was already part of the Grupo Profarma ecosystem, the brand underwent a rebranding to reinforce its carbon-neutral positioning, achieved through the purchase of carbon credits. This is part of the Company’s efforts in a context where the electrification of heavy-duty fleets still faces infrastructure challenges in Brazil.

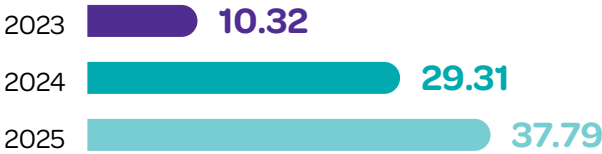
In practice, when a partner contracts Locafarma for the FOB leg, they automatically join the *Compensa+* Project. As a result, Locafarma offers the industry an immediate solution for decarbonizing its outsourced logistics (Scope 3), thus filling a gap in the market.

GHG emissions (in tCO₂ equivalent) GRI 305-1, 305-2, 305-3

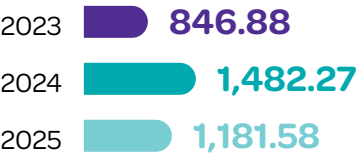
Total Scope 1 (direct) emissions



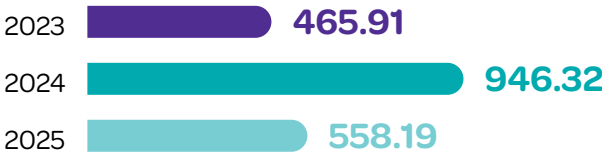
Total biogenic Scope 1 emissions (tons)



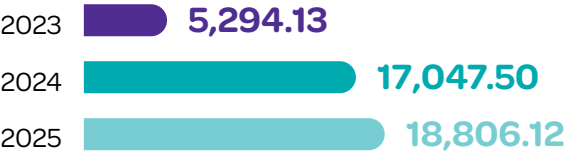
Scope 2 location-based approach



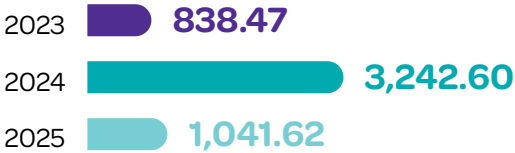
Scope 2 based on purchasing choices



Total Scope 3 emissions



Total biogenic Scope 3 emissions (tons)



1,300.39
tCO₂e
less in Scope 1
compared to 2023

Note: The emissions inventory includes: Scope 1: generators and fugitive emissions (air conditioning and fire extinguishers); Scope 2: electricity consumption at DCs, stores, and head offices; and Scope 3: upstream logistics (delivery), business travel, and employee commuting.

Management of natural resources GRI 3-3

In 2025, the management of natural resources at the Grupo Profarma has established itself as a key foundation for the business's competitiveness, translating reduced environmental impact into increased economic efficiency. In the retail sector, the Rede d1000 has achieved its strategic goal of having 83% of its stores powered by renewable energy, the result of a consistent shift toward distributed and shared energy generation through the leasing of solar farms. What is more, some of Drogaria Rosário's new stores already have solar panels installed.

At the same time, in the logistics division, Profarma Distribuição has stepped up its eco-efficiency strategy. The year was marked by the expansion of the network with facilities designed according to sustainable principles, including the relocation of the distribution centers in Espírito Santo and the Federal District, which are scheduled to open in 2026. The new structures were designed to maximize the use of natural resources, prioritizing the installation of prismatic domes (which increase the amount of

sunlight entering the building) and 100% LED lighting systems, thereby reducing the demand for artificial lighting. In addition to its physical infrastructure, the division has made progress in gradually transitioning its facilities to the free energy market using renewable sources, thereby optimizing the use of large-scale storage facilities.

This matrix-based approach to energy management, which combines the fact that it has been widely adopted in the retail sector with the modernization of distribution centers, has validated the theory that sustainability drives profitability. The consolidated strategy resulted in a reduction of approximately 41% in Scope 2 emissions and approximately 25% in energy costs for Grupo Profarma compared to 2024.

Reduction of
41% in Scope 2
emissions and approximately
25% in energy costs

"The transition to the Free Energy Market and the leasing of solar farms have not only brought environmental benefits but also had a direct financial impact. We achieved a 25% reduction in Grupo Profarma's energy costs."

**Rodolfo Almeida,
Chief Administrative and
Financial Officer of Grupo Profarma**

[Introduction](#)[Grupo Profarma](#)[ESG strategy](#)[Environmental](#)[Social](#)[Governance](#)[GRI content index](#)[Annexes](#)

MATERIALS USED BY WEIGHT (t) GRI 301-1

	2023	2024	2025
Non-renewable materials	Weight (t)	Weight (t)	Weight (t)
Plastic perforated coils	13	14	218
Thermal labels	8	12	15
Stretch film	53	145	755
Adhesive tape	9	9	9
Styrofoam	102	160	920
Plastic seals	57	54	21
Bubble wrap	-	-	17
Rigid ice packs	371	420	454
Heating coils	-	-	737
Plastic bags	92	45	3
Pricefy labels	-	-	5
TOTAL	705	859	3,154
	2023	2024	2025
Renewable materials	Weight (t)	Weight (t)	Weight (t)
Cardboard boxes	1,796	1,841	2,157
A4 sheets	78	88	-
Rede d1000 coils	15	6	-
Scotch tape	84	82	49
Paper bags	132	136	223
TOTAL	2,105	2,153	2,429

*Non-renewable materials for which no measurement data is available for the 2023 and 2024 fiscal years were not used by the Company during such periods and/or had not yet been included in the scope of environmental indicator monitoring and measurement, but they have started to be reported systematically in 2025.

Total materials used (t) GRI 301-1**Non-renewable materials****Renewable materials****Non-renewable + renewable materials**

N.B.: Estimated data. The methods used comply with industry standards and regulations.

Grupo Profarma reports a high use of renewable materials, but still relies heavily on non-renewable inputs, particularly petroleum-based plastics for cargo protection. Aware of the impact of this volume, the Company is focused on reducing its consumption of non-renewable resources and increasing the reuse and recycling of materials. This strategy aims to optimize logistics costs and prioritize inputs with a lower environmental impact, moving toward a more circular and efficient operation.

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Energy and Water Management GRI 3-3

In a global context notable for climate change and the scarcity of natural resources, Grupo Profarma believes that large companies play a key role in building a sustainable future. The Company fulfills its social and environmental responsibilities by acting with integrity, transparency, and a long-term vision to mitigate impacts and manage natural resources wisely, combining environmental conservation with direct gains in operational and economic efficiency.

Although its operations do not require large volumes of water for production processes—being limited to support activities—Grupo Profarma implements eco-efficiency practices, such as the reuse of rainwater at its eco-efficient Distribution Centers for building maintenance and landscape irrigation. Monitoring is ongoing, and the focus is on raising awareness of rational use across all facilities.

In terms of energy and emissions, Grupo Profarma exceeded its 2024 target of powering 70% of its stores with renewable energy and raised its commitment to 83% for 2025. In addition, the company has upgraded the stores' air conditioning systems to more energy-efficient models. These operational changes and efficiency programs resulted in a reduction of

5,860.80 GJ in electricity consumption, an 8% decrease compared to the base year of 2024.

The calculations, based on the methodology of the Brazilian GHG Protocol Program and validated by direct measurements, show that the facilities' total energy consumption fell from 19,905 MWh to 18,276.82 MWh during the period.
GRI 302-4

This transition is essential to reducing greenhouse gas (GHG) emissions from electricity consumption and logistics operations. The effectiveness of these measures is underpinned by investments in innovation and precise measurement systems, ensuring that business expansion occurs with a smaller environmental footprint.

A reduction of more than
5.8 kGJ in
electricity consumption,
a decrease of **8%**
compared to the base year
of 2024

ENERGY CONSUMPTION WITHIN THE ORGANIZATION GRI 302-1

Energy consumption from non-renewable sources (GJ)	2023	2024	2025
	Energy quantity (GJ)	Energy quantity (GJ)	Energy quantity (GJ)
Gasoline	476.16	468	9.81
Diesel		3,074.40	1,472.63
TOTAL	476.16	3,542.40	1,482.44

Electricity consumption (GJ)	2023	2024	2025
	Quantity (GJ)	Quantity (GJ)	Quantity (GJ)
Free energy market + Photovoltaic power stations + Biomass	35,614.44	35,427.20	48,698.53
Energy utility company	43,553.16	62,553.78	43,605.61
TOTAL	79,167.60	97,980.96	92,304.14

Total energy consumed within the organization (GJ)	2023	2024	2025
Type of energy	Quantity (GJ)	Quantity (GJ)	Quantity (GJ)
Non-renewable fuels consumed	476.16	3,542.40	1,482.44
Electricity	79,167.60	97,980.96	92,304.14
TOTAL	79,643.76	101,060.06	93,786.58

N.B.: GHG Protocol emissions inventory methodology and ISO 50001.

Water management GRI 303-1

The Company's water management focuses on support activities, such as cleaning and restrooms, since water is not a critical input for logistics and retail. Water is sourced from the public water supply, wells, and the reuse of rainwater—a central pillar of the eco-efficient

DCs—with all wastewater discharged into the public sewer system. Although this is not a material topic with formal reduction targets, the Company continuously monitors consumption and promotes responsible use, noting that it does not operate in areas experiencing water stress.

Water withdrawal and discharge by source (megaliters) GRI 303-3, 303-4

Source	2023	2024	2025
Surface water	0	0	0
Groundwater	0	0	0
Third-party water	17.16	1,273.33	105.10
TOTAL	17.16	1,273.33	105.10

Note 1: The significant increase in water usage between 2023 and 2024 is due to the start of consumption tracking at d1000 stores.
Note 2: Third-party water refers to water supplied by water utilities.
Note 3: No water is drawn from water stressed regions. Water consumption by the utility companies was tracked for both stores and distribution centers. We do not have data on water consumption at all the DCs, because some use well water and we do not track their consumption. We use water only for restrooms and for employees in break rooms and cafeterias.

Total water consumption in megaliters GRI 303-5

	2023	2024	2025
Total water withdrawal	17.16	1,273.33	105.10
Total water discharge	17.16	1,273.33	105.10
Water consumption	0	0	0

N.B.: Third-party water is water supplied by water utilities. No water is drawn from water stressed regions. Water consumption by the utility companies was tracked for both stores and DCs. We do not have data on water consumption at all the DCs, because some use well water and we do not track their consumption. We only use water for restrooms and for employees in break rooms and cafeterias.

Effluents GRI 303-2

Despite the small water footprint inherent in the retail and distribution business model, Grupo Profarma takes a proactive approach to the conserving of resources. The approach includes the continuous monitoring of water consumption and wastewater discharge at its facilities, as well as internal awareness initiatives to promote water conservation.

Since Grupo Profarma's operations do not generate contaminants or manufacturing waste, no quality parameters have been established for the management of industrial effluents. The Company's wastewater consists exclusively of sanitary effluent—from restrooms, cafeterias, and support areas—and is entirely routed to the treatment plants of the public sewer system, which is responsible for directly monitoring the water quality of the receiving water bodies.

Grupo Profarma's business model has a small water footprint.

Waste management and reverse logistics

GRI 3-3,

301-2, 301-3, 306-1, 306-2

Grupo Profarma’s circularity strategy has continued to integrate operational efficiency with social and environmental transformation. At the Distribution Centers, environmental management continued to be supported by real-time monitoring of waste generation and proper material sorting, ensuring the traceability of the process. In addition to the direct environmental benefits of this initiative, one of its key advantages is its social impact, as the Company follows a policy of directing recyclable materials from eco-efficient DCs to local partner cooperatives, ensuring that all income from the sale of these items goes directly to the cooperative members. In 2025, 71.86 tons of materials were recycled, with more than BRL 57,000 being returned directly to cooperative members and helping to foster the circular economy in the communities surrounding the operations.

In addition, in 2025, 94% of the materials used in Grupo Profarma’s operations were recycled or reused, primarily through the reuse of cardboard boxes for DCs, which reduced the need to purchase

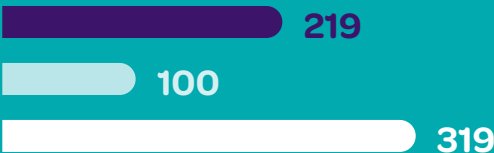
new packaging, and the increased use of reusable plastic boxes in distribution. In 2025, more than 14.4 million boxes were reused, and 1.2 million purchased boxes were reused. Since 2023, approximately 42 million boxes have been reused. The Company's goal is to achieve a 95% reuse rate for recycled materials in distribution center operations and a 98% reuse rate in facilities that combine distribution and retail operations. This green logistics strategy ensures that, even as the volume of goods transported increases and the network expands, the Company remains focused on reducing its reliance on disposable materials and preserving natural resources.

More than
14.4 million
boxes were reused in
2025, totaling approximately
42 million since
2023



Waste generated (t) GRI 306-3

2024



2025



N.B.: The measurements are officially recorded in the following documents: Waste Transportation Manifest (MTR) and Waste Disposal Certificates (WDC). Household waste is not included.

■ Hazardous waste
■ Non-hazardous waste
■ TOTAL

Handling of damaged or expired products

Since Grupo Profarma's operations do not manufacture or modify products, environmental risks—such as soil and water contamination—are associated with the improper disposal of the items it sells. Waste is generated primarily due to product defects or expiry, and, depending on its origin, it may be returned to the supplier or sent for disposal by licensed and specialized companies, in accordance with the policy agreed upon in the contract. As such, waste management focuses on the distribution and reverse logistics of medicines and packaging.

The Company also uses the FEFO (First Expired, First Out) logistics strategy, ensuring that products with the nearest expiry date are the first to be sold. It also promotes ongoing education and training for its teams to optimize handling and reduce operational losses. In addition to this, hygiene, beauty, and nutrition products—in particular those that are safe for consumption but can no longer be sold—are donated to partner NGOs for use by people in vulnerable situations.

On the retail side, the Rede d1000 is reinforcing its educational and environmental role by continuing its reverse logistics program for medicines at select pharmacies and drugstores across Brazil. Currently, 50 stores continue to provide collection bins for consumers to dispose of unused medications, which are subsequently sent for incineration, thereby preventing soil and water contamination. These collection bins are also used to dispose of package inserts and boxes. Plans are already in place to expand this initiative to the other stores. In São Paulo, through a partnership with Abrafarma, some stores collect this waste through the company Cheiro Verde.

Waste from the products the Company sells is handled by third-party companies that are properly qualified and licensed. Legal and contractual compliance is ensured by the Healthcare Solid Waste Management Plan (PGRSS), a document approved by regulatory agencies during the licensing process for Distribution Centers. Monitoring is rigorous: all discarded materials are weighed and accompanied by Waste Manifests, culminating in the issuance of a Final Disposal Certificate, which validates environmentally sound disposal and ensures full traceability of the process.

Disposal of medicines GRI 306-1

Grupo Profarma is aware that medicines contain components that can have an impact on the environment (soil and water contamination) if they are damaged or have expired. This waste may be sent for disposal through licensed and specialized companies, or returned to the supplier for proper disposal.

The decision regarding disposal through incineration companies or return depends on the policy agreed upon in the contract with each supplier. However, when there is a production defect, they are sent to specialized companies for disposal. The final disposal process does not take place on Grupo Profarma's premises.

Product donations HC-DI-410a.2

The Grupo Profarma donates personal hygiene and fragrance products that are nearing their expiration dates. In 2025, approximately 39,000 items were delivered to more than 68 institutions in 17 Brazilian states. The program is managed by Instituto Profarma, which monitors the volume of donations each month to prevent the disposal of products that are safe for consumption.

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Fewer inserts, less paper

In line with our commitment to minimizing waste, the printing of monthly flyers for the Drogasmil, Drogaria Tamoio, and Drogaria Rosário brands has been suspended. In addition to generating substantial savings for the Company, the initiative has led to a significant increase in productivity by allowing the team to focus its efforts on activities and tools that truly drive results for the operation.

By ceasing production of approximately 150,000 inserts per month, the Company helped save about 210 trees per month, for a total of 2,520 trees over the course of the year. This initiative represents a crucial step forward for ESG initiatives, promoting positive and sustainable environmental impacts.

Waste directed to disposal by waste type (t) GRI 306-5

Hazardous waste	2024	2025
Incineration (with energy recovery)	100	77.06
Incineration (without energy recovery)	147	316.94
Landfill	8	28
Other final disposal operations	1	0
Non-hazardous waste	2024	2025
Incineration (with energy recovery)	0	0
Incineration (without energy recovery)	1	1.60
Landfill	0	77.06
Other final disposal operations	0	78.66
TOTAL	257	579.32

N.B.: The measurements are officially recorded in the following documents: Waste Transportation Manifest (MTR) and Waste Disposal Certificates (WDC). Co-processing is considered incineration with energy recovery. Some waste generated in stores is autoclaved; this waste is classified as landfill waste because, after autoclaving, it is disposed of in a landfill.

Percentage of reclaimed products and their packaging materials GRI 301-3

	2023			2024			2025		
Product category	Reused packaging (t)	Packaging sold (t)	Percentage of reused packaging	Reused packaging (t)	Packaging sold (t)	Percentage of reused packaging	Reused packaging (t)	Packaging sold (t)	Percentage of reused packaging
Cardboard boxes	1,707	1,796	95%	1,745	1,841	94.8%	1,810	1,900	94.14%

N.B.: Data collected through weighing and counting.

5. Social Pillar

- Our team
- Human capital management with DE&I
- Professional development
- Employment practices
- Health, safety, and quality of life
- Customer management and relations
- Local community relations



Our team

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

2025 marked a significant step forward in the cultural and digital transformation of Grupo Profarma's human resources management. The driving force behind this initiative was the launch of Conecta+, an integrated platform that replaced and consolidated eight Culture & People Management (CGG) and HR systems in a single user-friendly interface. To facilitate this consolidation, the Company mapped and optimized approximately 90 processes covering the entire employee lifecycle—from the hiring process to leaving—eliminating the use of paper and streamlining requests and responses.

The direct result was an increase in employee productivity and autonomy. By decentralizing these services, the new tool has empowered managers and given employees greater autonomy. Now, tasks such as scheduling vacations, accessing pay stubs, and managing time and attendance are handled in real time by the user through self-service, without the need to submit multiple requests to the administrative department.

From a social perspective, Conecta+ serves as a tool for inclusion and digital education. By digitizing processes for its operational

workforce—which includes logistics teams at Distribution Centers and in-store staff—the Company is helping thousands of people become digitally literate, many of whom are only now beginning to use corporate digital platforms. Making the platform available via a mobile app has also ensured that 100% of employees, regardless of their position, have been able to access the Grupo Profarma University (UGP), thereby making training and development accessible to all.



Read more

Click here to learn more about this topic on [page 47](#)

Conecta+ is a milestone for Grupo Profarma. In addition to driving digital transformation, it impacts the daily lives of our nearly 10,000 employees, providing access to information, autonomy, and agility in people management."

Lilian Kac, Director of Culture & People Management at Grupo Profarma



Permanent employees by type of employment, gender, and region GRI 2-7

	2023		2024		2025*	
By type of employment and region	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
AL	50	0	49	0	84	0
BA	176	0	175	0	333	0
CE	0	0	0	0	0	0
DF	1,077	36	1,351	32	2,371	33
ES	142	0	218	0	392	0
GO	138	0	169	0	365	0
MG	326	0	317	0	653	0
MT	80	0	223	0	609	0
PB	52	0	46	0	83	0
PE	85	0	88	0	138	0
PR	197	0	200	0	375	0
RJ	4,550	6	4,674	3	6,320	38
RN	41	0	41	0	56	0
RS	140	0	136	0	276	0
SE	41	0	42	0	51	0
SP	610	0	680	0	1,192	0
TO	0	0	14	0	21	0
TOTAL	7,705	42	8,423	35	13,319	71
By type of employment and gender	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Men	3,100	22	3,318	20	5,161	25
Women	4,605	20	5,105	15	8,158	46
TOTAL	7,705	42	8,423	35	13,319	71

*The figure of 13,390 employees reported for the 2025 fiscal year reflects the total number of professionals who were employed by Grupo Profarma throughout the year, including those who left the company during the reporting period. This change in methodology is intended to provide greater transparency regarding the actual size of the Company's workforce for the fiscal year, which may affect the direct comparability with the data for 2023 and 2024, which reported only the number of active employees.

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Permanent employees by gender and region GRI 2-7

Employees by region and gender	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
AL	32	18	29	20	56	28
BA	82	94	85	90	158	175
CE	0	0	0	0	0	0
DF	380	733	417	966	747	1,657
ES	92	50	125	93	177	215
GO	64	74	82	87	147	218
MG	129	197	126	191	228	425
MT	17	63	66	157	192	417
PB	33	19	30	16	56	27
PE	50	35	51	37	89	49
PR	96	101	106	94	184	191
RJ	1,760	2,796	1,799	2,878	2,482	3,876
RN	25	16	27	14	39	17
RS	74	66	73	63	121	155
SE	33	8	31	11	38	13
SP	255	355	282	398	460	732
TO	0	0	9	5	12	9
TOTAL	3,122	4,625	3,338	5,120	5,186	8,204

Employees by type of contract and region GRI 2-7

Employees by type of contract and region	Indefinite term	Fixed term	TOTAL
AL	84	0	84
BA	333	0	333
CE	0	0	0
DF	2,404	0	2,404
ES	392	0	392
GO	365	0	365
MG	653	0	653
MT	609	0	609
PB	83	0	83
PE	138	0	138
PR	374	1	375
RJ	6,355	3	6,358
RN	56	0	56
RS	276	0	276
SE	51	0	51
SP	1,190	2	1,192
TO	21	0	21
TOTAL	13,384	6	13,390

N.B.: There were no temporary employees in previous years.

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Permanent employees without guaranteed hours, by region¹ GRI 2-7

Region	Full-time	Part-time	TOTAL
AL	84	0	84
BA	333	0	333
CE	0	0	0
DF	2,371	33	2,404
ES	392	0	392
GO	365	0	365
MG	653	0	653
MT	609	0	609
PB	83	0	83
PE	138	0	138
PR	375	0	375
RJ	6,320	38	6,358
RN	56	0	56
RS	276	0	276
SE	51	0	51
SP	1,192	0	1,192
TO	21	0	21
TOTAL	13,319	71	13,390

N.B.: Data regarding Grupo Profarma employees is extracted from the Lugar de Gente (LG) payroll system and consolidated in Excel, ensuring the integrity of the information. The methodology used is direct counting, which includes all registered employees—whether full-time or part-time—with permanent employment status as of the end of the reporting period. Any fluctuations in the number of employees are due to the Company's expansion strategy, reflecting the opening of new stores and distribution centers, as well as adjustments to the organizational structure to support the business's growth.

Employees by type of contract and gender GRI 2-7

Gender	Indefinite term	Fixed term	TOTAL
Men	5,185	1	5,186
Women	8,199	5	8,204
TOTAL	13,384	6	13,390

N.B.: There were no temporary employees in previous years.

Workers who are not employees GRI 2-8

Contractual relationship**	2023	2024	2025
Trainees	42	81	56
Apprentices	258	506	524
Legal Entities	4*	27	32
TOTAL	304	614	612

N.B.: To count workers who do not have a direct employment relationship, Grupo Profarma uses the direct counting method, which includes all professionals working for the organization on a full-time or part-time basis. The total reported figure is based on consolidated data as of the end of the reporting period. During the reporting period, the Company did not identify any significant fluctuations in the workforce, maintaining the operational stability necessary to support its logistics and service activities.

*The number refers to trainees.

**The total number of non-employee workers does not include support staff such as outsourced nursing technicians, cleaning crews, cafeteria staff, floor supervisors, and security screening personnel. Although these professionals work at the Company's facilities, their quantitative data has not yet been integrated into the People Analytics system.

Human capital management with diversity, equity, and inclusion GRI 3-3

[Introduction](#)[Grupo Profarma](#)[ESG strategy](#)[Environmental](#)[Social](#)[Governance](#)[GRI content index](#)[Annexes](#)

Grupo Profarma views the Management of Human Capital, Diversity, Equity, and Inclusion as a central pillar of its long-term viability. This matter falls under the direct oversight of the Human Resources Department (CGG) and is governed by cross-functional policies, such as the Code of Ethical Conduct and the Diversity Handbook, both of which are publicly available for review.

Over the past year, the topic of DE&I has been organically integrated into the organizational culture, evolving from a side project into an integral part of management and recruitment processes. As a result, the search for female leaders and the inclusion of underrepresented groups have become part of our day-to-day decision-making criteria. This initiative aims to achieve the established goals of 35% female leadership and 30% representation of underrepresented groups in management positions, while always prioritizing each individual's skills and ability to contribute.

The Company understands that it is not enough to focus on diversity in hiring; it is also necessary to ensure that talented employees receive adequate support and development opportunities. Therefore, the current focus is on refining development pathways and implementing monitoring measures to ensure that inclusion at the entry level leads to retention and career advancement. This support is reinforced by the **Viva Bem (Live Well) Program**, which offers psychological support, as well as robust career development initiatives.

To ensure compliance with these guidelines, the network provides employees with the **Consequence Management Manual**. The document provides clear definitions of concepts such



as harassment and discrimination, as well as outlining acceptable and unacceptable behaviors within the Company, and presents a clear matrix of consequences. Furthermore, the **Diversity in the Spotlight** initiative focuses on raising internal awareness, while risk assessments, audits, and ongoing training aim to immediately address any irregularities.

All institutional training is ongoing, with the Code of Ethics updated periodically by the responsible committee. The measures taken are validated through internal audit processes, feedback from stakeholders, and formal complaint mechanisms. In cases of negative impact, the Group takes responsibility through transparent recovery plans, reaffirming its commitment to the continuous improvement of its ethical governance.



Diversity in governance bodies, by gender and age group GRI 405-1

	2023		2024		2025	
Gender	Men	Women	Men	Women	Men	Women
Number of members of governance bodies	18	3	19	6	20	7
Percentage of members of governance bodies by gender	85.71	14.29	76	24	74	26
Age group	Number	Percentage	Number	Percentage	Number	Percentage
Under 30	1	4.76	1	4	1	4
30 to 50	5	23.81	5	20	6	22
Over 50	15	71.43	19	76	20	74

N.B.: Fifteen Black people make up the total number of members from minority groups within the governing bodies.

Employees, by employee category and age group **GRI 405-1**

	2023	2024	2025
Executive Board (%)			
Under 30	2.86	2.56	2.38
30 to 50	40	38.46	35.71
Over 50	57.14	58.97	61.9
Coordinators (%)			
Under 30	5.63	1.33	2.2
30 to 50	84.51	89.33	87.91
Over 50	9.86	9.33	9.89
Supervisors (%)			
Under 30	14.72	15.5	14.48
30 to 50	78.35	79.29	77.72
Over 50	6.93	6.2	7.8
Sales force (%)			
Under 30	9.39	10	9.88
30 to 50	73.33	72.97	71.37
Over 50	17.27	17.03	18.75
Managers (%)			
Under 30	2.29	2.9	0.61
30 to 50	86.26	86.23	82.42
Over 50	11.45	10.87	16.97
Store managers (%)			
Under 30	10.17	11.45	11.7
30 to 50	84.75	83.59	80.22
Over 50	5.08	4.96	8.08

	2023	2024	2025
Store operational staff (%)			
Under 30	46.9	48.59	50.94
30 to 50	47.88	46.13	43.22
Over 50	5.22	5.28	5.83
Store supervisors (%)			
Under 30	22.73	29.64	22.47
30 to 50	70.81	65.52	71.37
Over 50	6.46	4.84	6.16
Analysts (%)			
Under 30	26.48	28.65	23.68
30 to 50	69.97	67.74	71.36
Over 50	3.55	3.61	4.96
Operational staff (%)			
Under 30	55.16	52.46	54.17
30 to 50	39.19	41.6	40.23
Over 50	5.65	5.95	5.60
Total (%)			
Under 30	42.18	41.92	44.12
30 to 50	51.56	51.81	49.26
Over 50	6.26	6.27	6.62

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Employees, by employee category and gender **GRI 405-1**

	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Executive Board (%)	80	20	79.5	20.5	76.19	23.81
Coordinators (%)	57.75	42.25	49.3	50.7	51.65	48.35
Supervisors (%)	71.86	28.14	70.9	29.1	69.08	30.92
Sales force (%)	71.82	28.18	71.6	28.4	73.79	26.21
Managers (%)	66.41	33.59	65.9	34.1	64.85	35.15
Store managers (%)	22.46	77.54	23.3	76.7	27.02	72.98
Store operations (%)	30.55	69.45	29.2	70.8	37.25	70.42
Store supervisors (%)	29.19	70.81	30	70	36.55	69.04
Analysts (%)	41.72	58.28	40.8	59.2	36.91	60.73
Operational staff (%)	42.88	57.15	42.5	57.4	38.73	58.89
Total (%)	40.30	59.70	39.47	60.53	38.73	61.27

Security personnel trained in human rights policies or procedures **GRI 410-1**

	2025
Total number of security guards (employees of the organization and contractors)	226
Total number of security guards who have received training on human rights policies or procedures	226
Percentage	100%

N.B.: Grupo Profarma trained 226 security professionals in human rights policies and procedures. It is important to note that the Company is also running a pilot project in the Central-West region involving five professionals. Although these professionals were properly trained by the contracted partner company, they were excluded from the indicator because this is an initiative in its experimental phase, aimed at ensuring the integrity and comparability of the reported data.

Percentage of employees from underrepresented and/or vulnerable groups by employee category **GRI 405-1**

	2023	2024	2025
Black people (Black and brown people)			
Executive Management	22.86	38.5	54.76
Coordinators	47.89	49.3	56.04
Supervisors	55.41	57.8	67.13
Sales force	45.76	46.2	50.4
Managers	46.56	41.3	43.64
Store managers	63.14	62.2	60.17
Store operations	72.59	72.6	70.23
Store supervisors	66.03	67.9	65.75
Analysts	60.06	59.4	59.72
Operational staff	70.98	72.2	73.15
PwDs			
Executive Management	0	0	0
Coordinators	0	0	5.49
Supervisors	0.87	0.78	1.39
Sales force	0	0.27	0.6
Managers	0	0	1.82
Store managers	0	0	0
Store operational staff	0.45	0.4	0.25
Store supervisors	0.48	0.4	0.27
Analysts	0.3	0.39	0.71
Operational staff	1.86	1.46	1.1

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Ratio of basic salary and remuneration of women to men GRI 405-2

	2023		2024		2025	
	Basic salary (BRL)	Remuneration (BRL)	Basic salary (BRL)	Remuneration (BRL)	Basic salary (BRL)	Remuneration (BRL)
Executive Management						
Gender Pay Gap	0.88	0.88	0.68	0.61	0.60	0.52
Coordinators						
Gender Pay Gap	0.90	0.90	0.93	0.92	0.88	0.90
Supervisors						
Gender Pay Gap	1.04	0.99	0.98	0.96	0.95	0.92
Sales force						
Gender Pay Gap	0.96	1.00	0.95	0.93	1.03	1.02
Managers						
Gender Pay Gap	0.87	0.96	0.92	0.87	0.9	0.87
Store managers						
Gender Pay Gap	0.99	0.97	1.01	1.00	1.04	1.03
Store operational staff						
Gender Pay Gap	0.99	1.01	1.00	0.99	1.0	0.97
Store supervisors						
Gender Pay Gap	1.04	1.05	1.01	1.01	1.06	1.05
Analysts						
Gender Pay Gap	0.89	0.91	0.90	0.91	0.88	0.88
Operational staff						
Gender Pay Gap	0.92	0.93	0.96	0.97	0.95	0.96

N.B.: To calculate this indicator, the Company takes all of its operating units into account. The data is calculated based on the annual average of the sum of fixed and variable remuneration received by employees throughout the 2025 fiscal year, replacing the previous methodology, which used only the figures from December. The "Basic Salary (BRL)" field reflects the average of the fixed portion; the "Remuneration (BRL)" field reflects the average of the fixed portion plus the variable portion, which includes commissions, incentives, and bonuses.

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes



Professional development GRI 404-2

Grupo Profarma invests in human development through technical and behavioral training, tailored to its various target publics, and provides financial support to its employees for courses at partner institutions and on external platforms.

In 2025, Grupo Profarma University (UGP)) underwent a strategic restructuring and was integrated into the Conecta+ platform. With this technological transition, access to training and development has been made available to 100% of employees, ranging from the administrative team to the operational logistics teams at the distribution centers and in-store customer service staff.

Another highlight is the update to the career development paths to support the company’s innovation strategy, with a focus on artificial intelligence literacy. As part of the Aura Project—the initiative that brings together all of Grupo Profarma’s

AI initiatives—UGP offers content that prepares teams to work with new digital agents and automation tools, rewarding engagement through gamification and the *Realce* (Highlight) Program, which recognizes outstanding achievements in the learning journey.

The platform has also centralized mandatory compliance and ESG initiatives, such as the Code of Ethical Conduct and the Diversity Literacy Guide, ensuring cultural and ethical alignment across the entire organization.

Increase of
**more than
2 hours**
of training for employees
in 2025 compared to 2024

Average hours of training, by gender GRI 404-1

	2023	2024	2025
Men	6.09	5.18	13.67
Women	7.08	6.20	14.73

Average hours of training, by employee category GRI 404-1

	2023	2024	2025
Executive Management	1.92	0.05	6.49
Coordinators	4.75	2.21	9.86
Supervisors	3.33	9.50	24.01
Sales force	5.95	11.49	19.51
Managers	2.73	3.15	11.62
Store managers	6.73	4.07	15.15
Store operations	10.81	10.22	19.71
Store supervisors	24.91	10.45	15.78
Analysts	4.17	7.38	14.88
Operational staff	2.19	1.25	8.60

Percentage of employees who received regular performance and career development reviews, by gender GRI 404-3

	2024	2025
Men	61%	57%
Women	60%	43%

Percentage of employees who received regular performance and career development reviews by employee category GRI 404-3

	2024	2025
Executive Management		
Percentage	65%	48%
Coordinators		
Percentage	67%	69%
Supervisors		
Percentage	45%	38%
Managers		
Percentage	76%	76%
Analysts		
Percentage	53%	50%

N.B.: This does not apply to sales staff, store managers, store operations staff, store supervisors, or operations staff. Performance reviews have been conducted since 2024.



Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Employment practices

For Grupo Profarma, the mission of promoting health begins from the inside out, with care for its 13,390 employees. To this end, the Company’s employment practices are designed to promote engagement, respect, and the ongoing development of its people. Recognizing the challenges of operating in a large country, Grupo Profarma offers a work environment where everyone feels safe, welcome, and motivated.

Total number and hiring rate by region GRI 401-1

	2023		2024		2025	
Region	Hiring	Rate (%)	Hiring	Rate (%)	Hiring	Rate (%)
AL	17	34.00	29	60.42	38	45.24
BA	101	57.39	114	68.26	160	48.05
CE	0	0	0	0	0	0
DF	585	52.56	1,033	84.12	1,057	43.97
ES	90	63.38	272	152.81	176	44.9
GO	129	93.48	208	134.19	200	54.79
MG	268	82.21	356	114.1	328	50.23
MT	80	100.00	367	236.77	397	65.19
PB	11	21.15	23	50.00	35	42.17
PE	19	22.35	47	56.63	53	38.41
PR	127	64.47	143	73.33	175	46.67
RJ	1,776	38.98	1,850	40.90	1,793	28.2
RN	16	39.02	9	22.50	14	25.00
RS	92	65.71	96	70.59	143	51.81
SE	4	9.76	3	7.14	11	21.57
SP	325	53.28	509	80.54	517	43.37
TO	0	0	8	80.00	7	33.33
TOTAL	3,640	46.99	5,067	63.74	5,104	38.12



Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes



Total number and hiring rate by age group GRI 401-1

	2023		2024		2025	
Age group	Hiring	Rate (%)	Hiring	Rate (%)	Hiring	Rate (%)
Under 30	2,269	69.45	3,076	98.64	2,943	49.81
30 to 50	1,297	32.50	1,842	42.87	193	21.78
Over 50	74	15.74	149	27.93	1,968	29.84
TOTAL	3,640	46.99	5,067	63.74	5,104	38.12
Gender	Hiring	Rate (%)	Hiring	Rate (%)	Hiring	Rate (%)
Men	1,408	45.10	1,950	61.45	1,898	36.60
Women	2,232	48.26	3,117	65.27	3,206	39.08
TOTAL	3,640	46.99	5,067	63.74	5,104	38.12

Total number of separations and turnover rate by age group GRI 401-1

	2023		2024		2025	
Age group	Separations	Rate (%)	Separations	Rate (%)	Separations	Rate (%)
Under 30	1,868	57.16	156	28.73	2,852	48.27
30 to 50	1,319	33.02	1,672	38.91	2,097	31.79
Over 50	86	17.73	2,221	71.21	183	20.65
TOTAL	3,273	42.25	4,049	50.93	5,132	38.33
Gender	Separations	Rate (%)	Separations	Rate (%)	Separations	Rate (%)
Men	1,307	41.86	1,621	51.07	1,943	37.47
Women	1,966	42.51	2,428	50.84	3,189	38.87
TOTAL	3,273	42.25	4,049	50.93	5,132	38.33

Note: Turnover rate = total number of separations by gender, age group, or region ÷ total average number of employees by gender, age group, or region during the period × 100.

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Total number of terminations and turnover rate by region GRI 401-1

	2023		2024		2025	
Region	Separations	Rate (%)	Separations	Rate (%)	Separations	Rate (%)
AL	22	44	28	58.33	35	41.67
BA	100	56.82	97	58.08	133	39.94
CE	10	0	0	0	0	0
DF	552	49.6	722	58.79	1,051	43.72
ES	92	64.79	192	107.87	176	44.9
GO	132	95.65	179	115.48	194	53.15
MG	242	74.23	346	110.90	347	53.14
MT	78	97.5	231	149.03	313	51.40
PB	12	23.08	23	50.00	32	38.55
PE	19	22.35	38	45.78	39	28.26
PR	128	64.97	132	67.69	175	46.67
RJ	1,443	31.67	1,541	34.07	1,905	29.96
RN	18	43.9	8	20.00	17	30.36
RS	110	78.57	96	70.59	134	48.55
SE	4	9.76	4	9.52	11	21.57
SP	321	52.62	412	65.19	563	47.23
TO	0	0	0	0	7	33.33
TOTAL	3,273	42.25	4,049	50.93	5,132	38.33



Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Introduction
Grupo Profarma
ESG strategy
Environmental
Social
Governance
GRI content index
Annexes

Employee benefits GRI 401-2

In terms of benefits, the Company offers a comprehensive package to its full-time employees at all operating units to promote health, safety, and quality of life. Employees, including temporary staff, are eligible for health and dental insurance, telemedicine, and emotional support, as well as life insurance and funeral assistance extended to parents. The package also includes a discount club and meal benefits, which may include on-site cafeterias or meal vouchers, provided in accordance with the specific requirements of each location and employment contract.

With regard to remuneration, 100% of the Group’s employees receive some form of variable remuneration.

With regard to employment arrangements, the Company uses temporary contracts only to meet exceptional or seasonal demands. Access to specific benefits, such as payroll loans, is limited exclusively to full-time employees on permanent contracts.

In addition, the Company offers career transition programs. Retiring employees are provided with retirement planning and extended health benefits.

Parental leave GRI 401-3

	2023*	2024*	2025
Number of employees eligible for parental leave			
Men	3,122	3,338	5,186
Women	4,625	5,120	8,204
Total number of employees who took parental leave in the current year			
Men	-	-	25
Women	97	101	223
Total number of employees who returned to work after the end of their parental leave in the previous year			
Men	-	-	-
Women	97	146	110
Employees who returned to work after leave and remained employed 12 months after returning to work			
Men	5	7	-
Women	57	103	38
Return rate*			
Men	-	-	100%
Women	100%	100%	100%
Retention rate			
Men	-	-	-
Women	70.5%	58.76%	34.55%

Note: Temporary employees and interns are not eligible for the retirement savings plan or payroll loans.
* Data for calculating the rate of return for 2023 and 2024 is incomplete, so it has not been included.

- Introduction
- Grupo Profarma
- ESG strategy
- Environmental
- Social**
- Governance
- GRI content index
- Annexes

Competitiveness and flexibility

The strategic expansion into Mato Grosso, with the opening of a distribution center in 2024, represented one of the biggest human resources challenges for Grupo Profarma. At the same time, it was an excellent example of Grupo Profarma’s ability to combine competitiveness and flexibility.

Faced with a regional economic landscape of full employment, driven by the strength of the agribusiness sector, the Company found itself in a market where competition for talent is extremely fierce. The strategy was to adopt a regional approach, treating the state as a separate business unit, with greater flexibility in policies related to management of human resources and a focus on developing local leadership. Recognizing that line managers are the key link in day-to-day engagement, Grupo Profarma has invested in specific training and support to enable these leaders to retain their teams in the face of high turnover in the local market.

The way the company overcame this challenge demonstrates its commitment to adaptability in practice. By adopting a more flexible management approach and empowering local leadership, the Company has demonstrated its ability to build an employer brand centered on a sense of belonging and the specific needs of each region.



Health, safety, and quality of life GRI 3-3

Grupo Profarma has formalized its commitment to the health, safety, and quality of life of its employees and partners through its Code of Ethical Conduct and the Living Culture program, which are directly managed by the Occupational Health and Safety (OHS) and Operational Risk Management (ORM) departments.

The Company works to prevent specific, actual negative impacts at its operational facilities, while also seeking to achieve positive systemic results, such as a sustained reduction in lost-time workplace accidents involving both its own employees and contractors. In 2025, the highlight was the improved accuracy of the data through the use of artificial intelligence for analysis. With improved communication and monitoring at distribution centers and stores, the Company began to track incidents more accurately, enabling more effective corrective and preventive actions. The Company has also already taken steps in anticipation of the effective date of NR-1, incorporating psychosocial risks into its Occupational Risk Management (*learn more on [page 55](#)*).

Health and safety management is based on the Risk Management Program (RMP), which is continuously reviewed, and on the work of the Safety Committee, which produces biweekly reports and updates risk inventories at the Distribution Centers. For Rede d1000, the PGR was updated in 2025. These lessons are incorporated through the analysis of indicators and market benchmarking to address the main challenges. This commitment to safety is evident in all of Grupo Profarma's processes and work environments, including during construction projects for new store openings, in order to ensure the safety of its employees.

To ensure the effectiveness of its actions, Grupo Profarma engages in consultation and feedback processes with its employees, ensuring that measures to mitigate impacts and preventive actions are informed by the experience of those who are on the front lines of daily operations.

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes



Safety as a Priority

GRI 403-1, 403-2, 403-4, 403-5, 403-7, 403-8, 403-10

The Company maintains an occupational health and safety management system that covers 100% of its employees, activities, and workplaces, and is based on the Regulatory Standards (NRs) of the Ministry of Labor and Employment, meeting a wide range of legal requirements, including labor laws, collective bargaining agreements, licensing requirements, and the guidelines of the Ministry of Labor (MPT). Technical compliance is ensured through the digital integration of processes, such as systematic reporting to e-Social and voting by the Internal Commission for Accident and Harassment Prevention (CIPAA) via the online platform.

With regard to workplace accidents, the highlight of 2025 was the increased accuracy of the data: thanks to improved communication and monitoring at DCs and stores, the Company has begun to record incidents with greater precision, enabling more effective corrective and preventive actions.

All of the Company's employees (100%), including permanent and temporary employees as well as third-party service providers, are involved in the development, implementation, and evaluation of the health and safety management system.

This involvement takes place directly and through representatives on formal committees that meet monthly. The work of these groups is considered highly relevant to decision-making and serves as the basis for strategic presentations to the leaders at the Distribution Centers.

Workers are consulted and actively participate in critical stages, such as hazard identification, risk assessment, and incident investigation. This data is compiled objectively and impartially using specialized OHS management software, accident reports, and inspection checklists specific to the retail sector. The committees have the authority to propose preventive measures, conduct periodic inspections, and even recommend the shutdown of machinery or production lines in situations of imminent danger. To ensure that information flows effectively, Grupo Profarma uses internal communication channels, specialized training, and awareness campaigns, fostering an integrated and transparent safety culture at all levels of the organization.

The system's strength is based on the strict application of regulatory standards, such as NR-1 (onboarding of new employees), NR-10 (electrical safety), NR-11 (handling of materials), and NR-35 (working at heights). Through inspections, ongoing assessments, and technical occupational health analyses, the Company maintains a controlled and safe environment, mitigating risks across all its logistics and commercial operations.



Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Work-related injuries involving employees
(excluding third parties)* GRI 403-9

Class	2023	2024	2025
Number of hours worked	DND	7,346,357.45	15,469,427.97
Number of fatalities resulting from work-related injuries	0	0	0
Rate of fatalities resulting from work-related injuries	0	0	0
Number of work-related injuries with serious consequences (except fatalities)	12	0	3
Rate of work-related injuries with serious consequences (except fatalities)	1.51	0	0.19
Number of work-related injuries requiring communication (including fatalities)	101	140	250
Index of work-related injuries requiring communication (including fatalities)	12.73	19.06	16.16

N.B.: During the reporting period, Grupo Profarma did not record any fatalities. The accidents identified involved falling objects, equipment-related incidents, and falls by personnel, all of which had been previously identified.
* We do not report third-party data because they are managed by the contracted third-party company. If necessary, everyone receives initial care on-site, but the management is handled by an outside contractor.

Risk identification and assessment

To identify hazards and assess risks, Grupo Profarma adopts a systematic approach that balances routine processes—such as safety inspections, ergonomic assessments, and task analyses—with non-routine assessments for chemical and physical risks, as well as organizational changes. The quality of this monitoring is ensured by the technical expertise of engineers and occupational safety technicians, as well as the direct involvement of senior management, which participates in strategic reviews and ensures the allocation of the necessary financial and human resources.

To foster a safe environment, the Company provides various communication channels, such as health committees, dedicated email addresses, and opportunities to speak up during routine meetings. The Company’s Code of Ethics, meanwhile, ensures that there will be no punishment or retaliation against anyone who reports risky situations. It also guarantees the right to refuse, allowing employees to withdraw from activities that pose an immediate danger. Furthermore, whenever an incident occurs, the Company follows a protocol for detailed recording and investigation, translating the lessons learned into continuous improvements that feed back into the management system through new investments in technology, equipment, and training.

Grupo Profarma also extends its safety management beyond its controlled physical facilities, conducting systematic hazard and risk assessments for external and field activities. This monitoring is essential to protect both direct employees and third parties from critical risks, such as falls (on the same level and from heights), equipment-related accidents, exposure to biological agents, electric shocks, injuries, and potential fires or explosions.

To prevent and mitigate risks in environments over which it does not have full control, the Company adopts a multifaceted approach that includes the provision of Personal Protective Equipment (PPE) and Collective Protective Equipment (CPE), strict safety signing, and detailed risk assessments. This strategy is supported by occupational health programs, training courses, and emergency and evacuation plans.

The Company guarantees the right to refuse work, allowing the employee not to perform the work if they do not consider it safe.

[Introduction](#)[Grupo Profarma](#)[ESG strategy](#)[Environmental](#)[Social](#)[Governance](#)[GRI content index](#)[Annexes](#)

Training and development

A schedule of occupational health and safety training and development programs is implemented to cover everything from onboarding new employees to specific technical training, such as firefighting, machine and equipment safety, and training for working at heights and with electricity.

The training programs are intended for 100% of employees, regardless of their employment status, but are conducted strategically, based on the occupational risks associated with each role. By doing so, the organization ensures that everyone receives specific guidance regarding the hazards to which they are actually exposed in their daily activities, thereby maximizing the effectiveness of preventive measures and ensuring genuine safety in the workplace.

No fatalities or cases of illness

In 2025, Grupo Profarma maintained its record of zero fatalities and zero cases of reportable occupational diseases, both among its direct employees and third-party contractors. Based on the principle that prevention is better than cure, the Company includes 100% of its workforce in its epidemiological surveillance and risk mapping system.

Management focuses on mitigating ergonomic risks, falls, and psychosocial factors (occupational stress) through engineering controls, ongoing training, and the use of PPE, in strict compliance with the Regulatory Standards (NRs) issued by the Ministry of Labor. Constant monitoring of tasks and processes makes it possible to identify and address potential health risks early on, ensuring a safe and healthy working environment.

100% of employees receive health and safety training tailored to the occupational risks associated with their roles.

Holistic healthcare GRI 403-3 403-6

Health management has integrated mental healthcare into traditional occupational safety practices. In anticipation of the new NR-1 (Regulatory Standard) taking effect, Grupo Profarma has revised its Occupational Risk Management policy to officially include psychosocial risks, treating mental health with the same seriousness and technical rigor as physical and environmental risks. The issue is addressed by the Personnel Committee, which is composed of senior leaders from strategic areas.

The first step in this approach was a pilot project carried out at the Minas Gerais Distribution Center in 2025, which is expected to be expanded to the rest of the country's distribution centers and stores in 2026. Using a structured questionnaire based on the HSE (Health, Safety, and Environment) model, consisting of 19 questions, the Company sought to assess employees' perceptions regarding working hours, social relationships, and the working environment. The survey served as a specific climate survey on mental health and generated data for the creation of customized action plans for each business unit.

To address the identified opportunities, the teams developed a comprehensive plan that includes the creation of a "Mental Health Brigade" and the provision of immediate psychological and psychiatric care. The Company has also partnered with a platform to offer therapy to employees and equip leaders with a tool that enables them to monitor the emotional climate of their teams and proactively identify signs of burnout, ensuring care is provided without violating individual privacy.

It is also worth noting that Grupo Profarma is strictly committed to the privacy and confidentiality of its employees' health information, employing restricted-access policies, audits, and legal compliance measures to ensure that this data is never used for discriminatory purposes.

To simplify the employee experience, the Company has made the Benup platform available on Conecta+, meaning employees can easily view and access the benefits to which they are eligible, gaining greater autonomy and efficiency in their day-to-day work.

[Introduction](#)[Grupo Profarma](#)[ESG strategy](#)[Environmental](#)[Social](#)[Governance](#)[GRI content index](#)[Annexes](#)

Grupo Profarma has also been working to improve quality of life through health and wellness campaigns. Access to information and services was facilitated by a robust internal communication framework, which included workshops, specialized training sessions, and periodic awareness campaigns, ensuring that all employees were informed and engaged with occupational health practices.

At the same time, physical health and comfort in the workplace remained a priority. At the Distribution Centers, the Well-Being Program received new investments to improve infrastructure, including the renovation of cafeterias and break rooms. Preventive care also took center stage with the launch of a widespread flu (Influenza A) vaccination campaign at the DCs, immunizing more than 530 employees at five Distribution Centers, thereby reinforcing our commitment to promoting health from the inside out.

Safety governance has been strengthened with the elections for the 2025 CIPAA (Internal Commission for Accident and Harassment Prevention). The new mandate has strengthened the role of safety committee members not only in preventing physical accidents but also in combating harassment, in line with the requirements of NR-5 and promoting a more ethical and respectful working environment. The Company remains focused on reducing lost-time accidents, supported by ongoing training and an updated risk matrix.



Preparations for NR-1 are being handled in a structured and proactive manner. We conduct detailed assessments, map occupational risks, and develop action plans focused on prevention, team training, and continuous process improvement. The focus is on the integration of risk management, quality, legal compliance, and employee engagement."

Fabio Porfírio, Chief Financial Officer of Profarma Distribuição

Customer management and relations GRI 3-3

Grupo Profarma integrates customer relationship management directly into its business strategy, adopting diversity policies and a code of ethical conduct that go beyond legal requirements to ensure the long-term viability of its operations. To prevent negative impacts, such as dissatisfaction with customer service, logistical delays, or privacy breaches (LGPD), the Company conducts risk assessments, provides ongoing training through Grupo Profarma University, and closely monitors performance indicators. Clear communication regarding policies, prices, and deadlines, combined with external reporting channels and standardized operating procedures for Customer Service (B2C) and Account Management (B2B), ensures transparency and reduces procedural errors.

At the same time, the Company seeks to maximize positive impacts through digital CRM tools and loyalty programs that enable it to promote and expand its offerings and enhance the relevance of

customer interactions. The effectiveness of these initiatives is tracked through an NPS governance framework, which systematically addresses deviations, in addition to internal audits, media monitoring, and crisis management plans designed to mitigate actual impacts. This ecosystem of courteous and professional service aims to build a relationship of trust with all stakeholders, underpinned by continuous improvement and transparency in the reporting of results.

More specifically, in 2025, digital transformation served as a key driver for improving customer relationships in both retail and distribution. The main focus was on the integration of the channels and the provision of value-added services.

At Rede d1000, the strategy focused on the hybrid consumer, who moves between physical stores, e-commerce, websites, and apps. Digital sales grew by 120% compared to 2024 and now account for 12% of total sales, a significant increase from

[Introduction](#)[Grupo Profarma](#)[ESG strategy](#)[Environmental](#)[Social](#)[Governance](#)[GRI content index](#)[Annexes](#)

the 3% recorded just three years ago. This performance was driven by the relaunch of the apps for the four brands (Drogasmil, Farmalife, Drogarias Tamoio, and Drogaria Rosário). The apps have been updated using the mobile-first approach to improve usability and the shopping experience.

At the same time, the launch of the ‘Marketplace In’ platform enabled the sale of products from partners such as Mundo Verde and Unicpharma through the Rede d1000 channels, expanding the product range and strengthening the Company’s digital ecosystem.

The Rede d1000 has transformed its stores into health hubs. A key strength of this strategy was the implementation of a 24-hour telemedicine platform across all brands, which made it easy to quickly and affordably access online consultations with general practitioners and specialists in various fields—such as cardiology and endocrinology—without having to travel. There was also an expansion of the pharmaceutical service centers (*Cuida Program*), which now number approximately 118 units, offering vaccines and fast testing.

The challenge now is to ensure that consumers receive the same high-quality experience and service at every touchpoint. The teams are working to eliminate information gaps between the

physical and digital environments so that a customer interaction that begins in the app or WhatsApp can maintain its flow and context if it needs to be completed in-store, or vice versa.

At Profarma Distribuição, our relationship with independent pharmacies and pharmacy chains has been modernized through a digital ecosystem that makes our interactions more convenient, efficient, and up-to-date. The highlight was the launch of the Profarma ON platform, a B2B e-commerce platform that handles approximately 9 million SKUs per month, designed specifically as a management tool for retailers.

With simplified navigation and new features, it reduces the time spent on restocking, freeing up small business owners to devote more time and attention to serving their customers at the counter.

The CUIDA Program
is found
in about
118 stores



Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

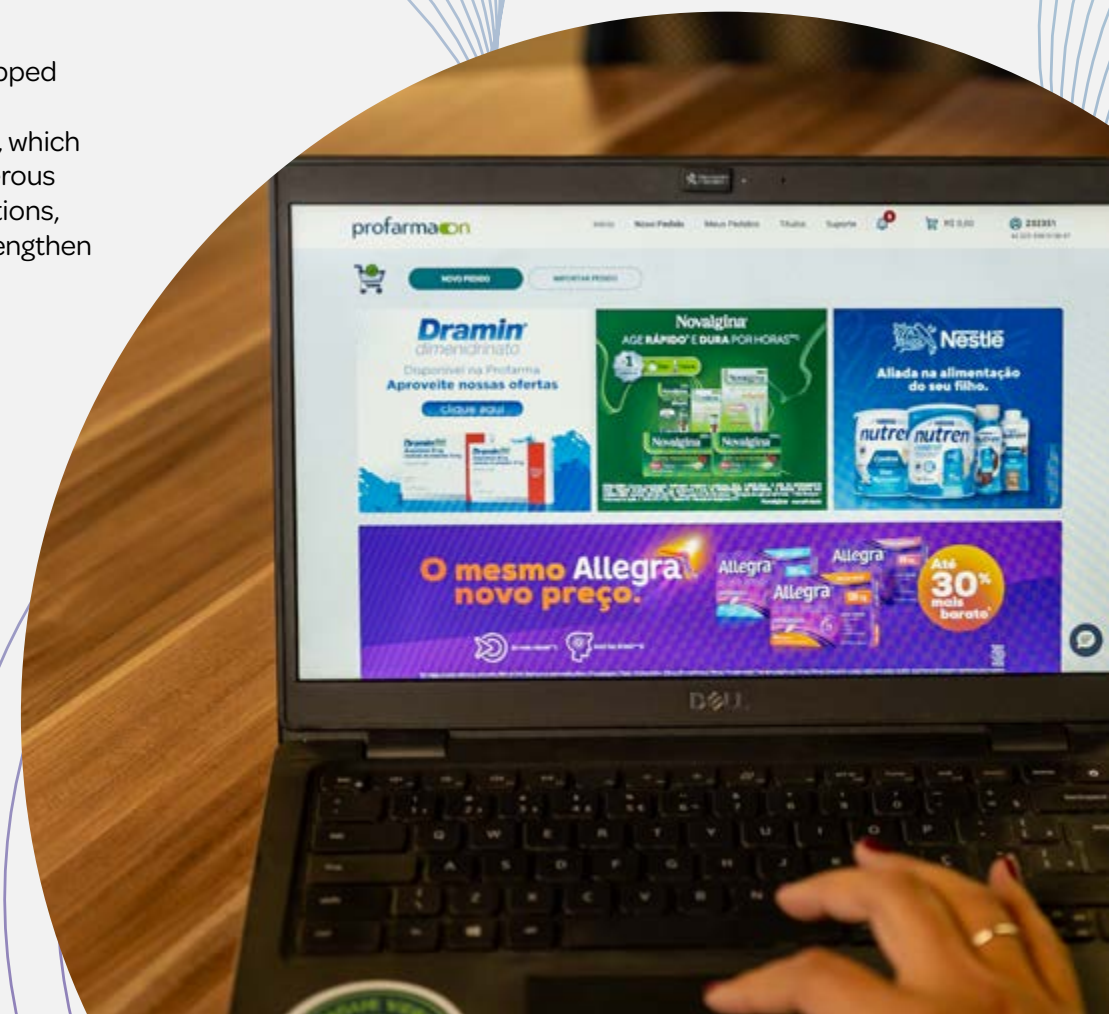
Another innovation was the introduction of Live Commerce into the sales model. Profarma Distribuição hosted live streams, such as “Live Black,” and exclusive events with partners such as Hypera and Apsen. These campaigns combined content, entertainment, and real-time offers, breaking audience records and generating millions in sales in just a few hours.

To address operational challenges in after-sales, the Returns Portal was launched. The tool streamlined the exchange and refund processes, allowing customers to issue invoices and track their status entirely online, which brought efficiency and transparency to a critical stage of the business relationship.

Grupo Profarma has launched the Returns Portal to streamline exchange and refund processes in post-sales, making it easier to issue invoices and track status digitally.

Alongside the digital revolution, the leadership has kept the “green spirit” (manifested in attitude, strength, resilience, and passion for the work) alive on the streets. The Field Visits program and the Connection event took executives and directors on trips across Brazil, where they actively listened to strategic clients to be able to understand regional nuances and strengthen in-person relationships with these stakeholders.

Profarma Distribuição has also stepped up its presence at the trade shows organized by industry associations, which generate visibility and create numerous opportunities for business negotiations, increase brand awareness, and strengthen relationships with customers and manufacturers.



Local community relations

GRI 3-3, 413-1

[Introduction](#)[Grupo Profarma](#)[ESG strategy](#)[Environmental](#)[Social](#)[Governance](#)[GRI content index](#)[Annexes](#)

Grupo Profarma has integrated the development of local communities into its business strategy, with governance led by the ESG Committee. These efforts include job creation, boosting municipal income, and empowering vulnerable populations through the Instituto Profarma, the Company's social pillar, which plans and implements initiatives and systematically monitors impact data on a monthly basis, in alignment with Grupo Profarma's materiality matrix and ESG agenda. Communities are also consulted so that the impact of the social work carried out by the Institute can be measured. To ensure this active listening, the Company provides formal channels for filing complaints.

In 2025, the Instituto Profarma invested more than BRL 4.3 million to reach approximately 300,000 people through projects focused on education, health, and well-being, with a special emphasis on women and early childhood. This amount includes the organization's own investments (Profarma Distribuidora and Rede d1000), funds from industry partners through the *Impacto 360°* project, and

donations of products at cost (hygiene, nutrition, and fragrance items that are fit for consumption but cannot be sold). The investment includes funds provided by Grupo Profarma and its partners, as well as product donations.

It has also developed vocational training and income-generating programs. The Beauty Entrepreneurs project, carried out in partnership with the Boticário Group, was expanded, and this year also saw the graduation of new classes from the "Be the Protagonist of Your Own Story" program, which offers training courses in financial education and entrepreneurship, providing tools to achieve financial independence and rebuild self-esteem.

The *Feirinha do Bem* (Good Market) was also launched, opening the doors of the Corporate Head Offices in Rio de Janeiro so that partner NGOs and local artisans—such as those from the *Café das Mães* (Mother's Breakfast) project—could sell their products directly to employees, generating immediate income and visibility for their businesses.



Volunteering

The Goodwill Ambassadors program surpassed the milestone of 850 active volunteers in 2025. Throughout the year, a number of initiatives were carried out with a focus on health, training, inclusion, and support.

Community Service in Nova Iguaçu (RJ)

Twenty Ambassadors of Good gathered at the Nova Iguaçu Human Rights Center. They greeted the public, assisted with activities—which included health services and children’s recreation—and distributed 150 hygiene kits.

Christmas events and parties

In December, volunteers accompanied 160 children from partner nongovernmental organizations (NGOs) on a visit to AquaRio Park and distributed hygiene supplies and gifts. In another initiative, the DC Rio Ambassadors helped organize the Christmas party for the NGO Amigos para SOS, which provided 120 children with workshops, snacks, and hygiene kits.

Medical missions with the Doutores do Mundo NGO

Instituto Profarma supported free medical care initiatives for vulnerable communities during health outreach campaigns, notably those held in São José dos Basílios (Maranhão), Muzambinho and Vale do Jequitinhonha (Minas Gerais), and Ilha de Deus, Brejo do Beberibe, and Maria Farinha (Pernambuco).

Programs to support the elderly

In September, to celebrate the Institute’s 19th anniversary, volunteers visited three long-term care facilities for the elderly in Rio de Janeiro—the Casa de Felipe NGO, Pousada Anália Franco, and the Rei dos Reis Nursing Home. During the visits, they organized discussion groups, story telling, theater performances, and arts and crafts activities.

In the area of health and citizenship, strategic partnerships have supported medical missions by the Doctors of the World NGO in vulnerable regions, such as the Jequitinhonha Valley (MG) and communities in Rio de Janeiro. In addition, integrated initiatives were carried out in strategic areas, such as Nova Iguaçu (RJ), including medical care, lectures on employability led by Grupo Profarma’s CGG team, and the distribution of hygiene kits. Engagement is guided by local needs and includes formal complaint channels, as well as monitoring of potential impacts through the Company’s Risk Matrix.

To ensure the sustainability of this expansion, the management of Instituto Profarma has pioneered a new approach to stakeholder engagement with the launch of *Impacto 360°* (JBP Social). The project integrates social topics into trade negotiations, creating a ranking that recognizes and rewards those pharmaceutical companies that most strongly support the causes championed by the Instituto Profarma, thereby transforming the supply chain into a social impact ecosystem.

For 2026, the goal is to consolidate these partnerships and focus our efforts on a more localized basis, ensuring that the positive impact keeps pace with the expansion of the Company’s operations.

[Introduction](#)
[Grupo Profarma](#)
[ESG strategy](#)
[Environmental](#)
[Social](#)
[Governance](#)
[GRI content index](#)
[Annexes](#)

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Support for the 10th CureRETT Run

In October, a group of Ambassadors participated in a charity run in Barra da Tijuca to raise awareness about Rett syndrome and autism. The volunteers helped with the activities and handed out treats such as popcorn and cotton candy for Children's Day.

Regional visits and activities at local NGOs

Throughout the year, volunteers organized visits, book clubs, and recreational activities at various NGOs where the Institute operates. Notable initiatives include those at Lar da Criança in Bahia, the Pestalozzi NGO in Alagoas, and Casa do Menino Jesus in Brasília.

In addition to its on-the-ground activities, the Institute also brought together more than 150 Ambassadors from the DC and the Rio de Janeiro head offices in January at the 2025 Goodwill Ambassadors Meeting to share the impact of their work, recognize the most active volunteers, and inspire the team for the year's initiatives.

Grupo Profarma has not identified any operations with significant actual or potential negative impacts on local communities. However, the Company takes a proactive approach by monitoring potential impacts through its Risk Matrix, which provides a detailed overview of all possible risks

associated with its distribution and retail activities. This tool enables the organization to anticipate scenarios and implement rigorous controls to ensure that the areas surrounding its distribution centers and stores remain protected against operational risks. [GRI 413-2](#)



6. Governance **Pillar**

- Corporate governance
- Financial performance
- Ethics, compliance, and privacy
- Risk and Crisis Management
- Innovation and technology
- Supply chain management
- Traceability in the distribution chain



Corporate governance

GRI 2-9, 2-10, 2-12, 2-13, 2-17, 2-18

Grupo Profarma’s governance structure consists of the Board of Directors—the highest governing body—the Executive Board, the Fiscal Council, and specialized advisory committees that assist both bodies.

Grupo Profarma maintains a formal and structured process for the appointment and selection of members of the Board of Directors and its Audit (statutory) and People Committees. The procedure is governed by the Policy on the Appointment of New Members, which establishes the technical and conduct criteria required for election to the Company’s highest governance body, ensuring alignment with strategic objectives and best practices in corporate governance.

The Council consists of 29 members, each serving a two-year term. The composition prioritizes independence and diversity.

Composition of the Board of Directors

Marcel Sapir

Chairman of the Board



Sammy Birmarcker

Vice Chairman of the Board and Chief Executive Officer (CEO)



Ana Marta Horta Veloso

Member



Armando Sereno Diógenes Martins

Member



Carlos Randolpho Gros

Member



Cristina Procópio Gomes de Souza

Member



Fernando Telles de Sousa Fróes Cardozo de Pina

Member



Jonathan Matthew McGowens

Member



Manoel Birmarcker

Member



Key

- M

Male
- W

Female
- UR

Belongs to an underrepresented group
- UR

Does not belong to an underrepresented group
- IN

Independent

[Introduction](#)[Grupo Profarma](#)[ESG strategy](#)[Environmental](#)[Social](#)[Governance](#)[GRI content index](#)[Annexes](#)

Main Functions of the Board

- 1 Strategic oversight
- 2 Establishment of guidelines
- 3 Adoption of policies and objectives aimed at sustainable development

Key Functions of the Executive Leaders

- 1 Strategy development
- 2 Setting values
- 3 Overseeing the implementation of strategies

The management of impacts on the economy, the environment, and people is conducted through due diligence processes, with the engagement of stakeholders via reports, dedicated committees, and external audits. The effectiveness of this management approach is reviewed every six months by the governance body, which bears ultimate responsibility for evaluating results, identifying gaps, and making strategic decisions to ensure the continuous improvement of impact management.

The Board of Directors delegates responsibility for managing organizational impacts to the Executive Board, which is, in turn, responsible for developing and implementing sustainability strategies, monitoring performance, ensuring regulatory compliance, and integrating sustainable practices into operations, amongst other duties.

To ensure the Board of Directors' continual improvement in the area of sustainable development, Grupo Profarma relies on the technical and advisory support of the Governance and Sustainability Committee, which provides ongoing guidance for decisions based on ESG factors. The members also receive regular updates on global trends that are to be incorporated into the strategic decisions of the governing body.

The effectiveness of the Board of Directors and its Advisory Committees in overseeing impacts is assessed annually through a formal process outlined in the Evaluation Policy. The evaluation is conducted independently and is based on members' self-assessments. Its findings guide changes in organizational practices and strengthen engagement with stakeholders, ensuring the continuous improvement of institutional leadership and alignment with sustainability goals.



Remuneration policies GRI 2-19, GRI 2-20

The remuneration policy for senior executives at Grupo Profarma is approved by the Board of Directors and structured in accordance with market practices to align individual interests with strategic organizational objectives. The approved components include fixed remuneration, short-term variable remuneration, and various benefits. The current policy does not include clawback clauses or specific retirement benefits. Severance payments are made in accordance with the guidelines of the CLT, and include the continuation of health insurance coverage for a minimum period of six months, fully funded by the Company.

Remuneration policies for the Board of Directors and executive management are also aligned with market practices and established by a specialized internal department, under the supervision and with the final approval of the Culture & People Management Department (CGG) and the CEO, with the Board of Directors participating in strategic matters.

To determine the remuneration for members of the Board of Directors, Grupo Profarma relies on technical support from independent consultants. Shareholders participate through the General Meeting.

Ratio of the total annual compensation of the highest-paid individual in the organization to the average total annual compensation of all employees (excluding the highest-paid individual)
GRI 2-21

2024	2025
89.26	105.09

Ratio of the increase in remuneration for the highest-paid individual to the increase in average employee remuneration GRI 2-21

2024	2025
0.97	5.45

N.B.: To calculate average remuneration, we consider the fixed portion of the salary and add the variable portion (commissions, incentives, and bonuses). The number of months on an annualized basis was also taken into account when calculating the average annual remuneration.



- Introduction
- Grupo Profarma
- ESG strategy
- Environmental
- Social
- Governance**
- GRI content index
- Annexes

Financial performance

The Grupo Profarma ended 2025 with new records for income, EBITDA, and net income, along with gains in market share across its business units. The Company reported income of BRL 13.2 billion (+12.2% YoY), with a CAGR (compound annual growth rate) of 13.8% over the past three years; Adjusted EBITDA of BRL 392.7 million (+17.6% YoY), with a CAGR of 18.4%; and Adjusted Net Income of BRL 142.7 million (+8.7% YoY), with a CAGR of 34.4%. The results indicate that, even within a context of high interest rates, Grupo Profarma has been effective in its disciplined approach to expansion and operational management.

Another financial highlight of the year was the issuance of BRL 400 million in debentures on terms that were highly favorable to the business. The Company also raised BRL 123 million from a set of FInep-backed credit lines focused on innovation.

The strong performance of these revenue streams enabled the Company to invest heavily in expansion (stores and distribution centers) and technology, while keeping debt under control (1.7x net debt/adjusted LTM* EBITDA) and maintaining a healthy cash position.

*Last Twelve Months

“Grupo Profarma's figures over the past five years have shown double-digit growth. The company has been paying dividends to shareholders and growing while maintaining a controlled cash flow. All metrics and goals have been met organically, sustainably, and safely.”

Max Fischer, Vice President of IR and Finance at Grupo Profarma



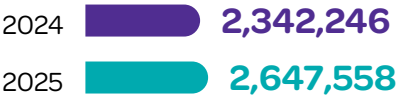
Direct Economic Value Generated (BRL thousands) GRI 201-1



Retained economic value (BRL thousands) GRI 201-1



Distributed economic value* (BRL thousands) GRI 201-1



*Operating costs, employee salaries and benefits, payments to capital providers, payments to the government (by country), and investments.

- Introduction
- Grupo Profarma
- ESG strategy
- Environmental
- Social
- Governance
- GRI content index
- Annexes



Ethics, compliance and privacy

GRI 3-3

Grupo Profarma manages ethics, compliance, and data security as an integral part of its strategy, with the aim of preventing data breaches, legal proceedings, and a loss of investor confidence. Responsibility for this matter is shared between the IT, ESG, Compliance, Procurement, and Risk departments.

In 2025, the Company remained committed to training its employees in data protection and continued the DNA *Governança em Rede* Project, which provides guidance to strategic suppliers on human rights, diversity, the LGPD, and environmental management. This year, the main theme was Information Security and Data Protection. These measures result in reduced operational risks and greater efficiency in procurement. When irregularities occur, the Company takes immediate corrective action and uses the lessons learned to prevent recurrence, while keeping stakeholders informed about the effectiveness of the measures taken.

The year also saw an update to the Code of Ethical Conduct, which included specific guidelines for the responsible

use of artificial intelligence to protect intellectual property and trade secrets. Another milestone was the launch of the Guide to Gifts, Presents, and Hospitality, which establishes clear value limits and acceptance criteria to mitigate conflicts of interest in business relationships.

Grupo Profarma bases its approach to preventing and mitigating conflicts of interest on its Integrity Program, which includes clear policies, training, an Ethics Committee, and regular audits to monitor key performance indicators. Governed by the Code of Conduct, the process prioritizes transparency through the documentation of decisions and legal compliance. The Company provides stakeholders with information regarding cross-shareholdings on governing bodies, shareholdings in suppliers, the presence of controlling shareholders, and details of related-party transactions, including outstanding balances. **GRI 2-15**

The Company also establishes its responsible business conduct through tools such as the [Code of Ethical Conduct](#), policies on [Sustainability](#), Anti-Corruption,

Introduction
Grupo Profarma
ESG strategy
Environmental
Social
Governance
GRI content index
Annexes

Diversity, Equity, and Inclusion (DE&I), and Supplier Relations. These commitments are strictly aligned with international standards, including the UN's Guiding Principles on Business and Human Rights, the OECD Guidelines, the SDGs, and the ILO Standards, whilst formally incorporating the precautionary principle and due diligence processes.

In the area of human rights, Grupo Profarma prioritizes respect for employees, suppliers, and communities, with a special focus on vulnerable children and adolescents supported by the Instituto Profarma. The policies, approved by the highest governing body and the Executive Board, apply to 100% of the Group's business activities and relationships. Transparency is ensured by making documents publicly available on institutional and IR websites. The promotion of an ethical culture is achieved through communications, strategic partnerships, and ongoing training at Grupo Profarma University (UGP), as well as through the DNA *Governança em Rede* Project, which extends awareness of integrity and social and environmental responsibility throughout the entire value chain. [GRI 2-23](#)

The Board of Directors of Grupo Profarma approves the indicators proposed by the management and delegates responsibilities at all organizational levels by setting clear goals, assigning authority, and establishing responsibility-based accountability systems. These commitments are strategically integrated through their incorporation into policies and standard operating procedures (SOPs), the conducting of due diligence, impact assessments, and ongoing monitoring with feedback from employees. [GRI 2-24](#)

Grupo Profarma also provides various channels for employees and stakeholders to seek guidance on the implementation of responsible policies. Among the key channels are: the use of training programs, technical manuals, e-learning platforms, and internal forums for sharing best practices. To report concerns regarding ethical conduct or legal noncompliance, the Company provides specific reporting channels (including a hotline) for reporting regulatory noncompliance and conducts confidential interviews during on-site visits. These resources ensure that concerns and instances of misconduct are addressed with the technical support and security necessary to preserve organizational integrity. [GRI 2-26](#)

Integrity and Ethical Compliance [HC-DI-510a.1](#)

Ethics Policy - Name of the policy document	Code of Ethical Conduct
% of employees communicated	100%
% of employees trained	50%
Number of complaints received	1,111

N.B.: All employees receive the Code of Conduct during onboarding, and the online training—which is available to 100% of the internal public—is being rolled out in phases until full coverage is achieved.

Anti-corruption measures [GRI 205-1](#)

In 2025, Grupo Profarma subjected its operations to corruption risk assessments. The Company implemented a strategic overhaul of its governance structure, shifting from a unified model to an approach segmented by business operation, which allowed it to address operational specifics with greater granularity, including with regard to integrity.

The Company monitors corruption risks, including bribery, kickbacks, and money laundering, with a focus on preventing failures in internal controls and ensuring compliance with anti-corruption laws, in order to mitigate financial losses, criminal penalties, and damage to the organization's reputation and credibility among its stakeholders.

Grupo Profarma also has an anti-corruption and anti-bribery policy that includes mandatory training for all employees, specific contractual clauses with suppliers, and independent audits to ensure ongoing compliance. -

[Introduction](#)[Grupo Profarma](#)[ESG strategy](#)[Environmental](#)[Social](#)[Governance](#)[GRI content index](#)[Annexes](#)

Ethics Channel GRI 2-25

Grupo Profarma has established procedures to address negative impacts, taking both preventive and corrective action regarding risks of non-compliance, conflicts of interest, and ethical or human rights violations. To mitigate these risks, the Company continuously monitors its internal controls, improves its supplier due diligence processes, and ensures that disciplinary measures are taken following rigorous and impartial investigations.

The primary channel for addressing these issues is the Reporting Channel, a hotline operated by an independent company that is available 24 hours a day to all stakeholders, in Portuguese. The system guarantees anonymity, absolute confidentiality, and protection against retaliation. The reports received are forwarded to the highest governing body of Grupo Profarma.

In 2025, the channel received 1,111 complaints, all of which were handled in accordance with transparency and accountability procedures. The effectiveness of remediation processes is tracked using performance indicators and reinforced through compliance communications and awareness initiatives, such as the *DNA Governança em Rede*

Project, which guides, trains, and raises awareness among the supply chain on ESG-related topics. Although the channel has been audited, the Company has not yet implemented a formal user satisfaction survey, a process planned for future developments in crisis management and integrity.

Incidents of discrimination GRI 406-1

In the 2025 reporting period, Grupo Profarma recorded 33 reports of discrimination, 99% of which were reviewed and resolved by the Compliance department by December 31, 2025. The remaining one percent refers to cases in which investigation began at the end of the fiscal year and will continue into the next cycle. Disciplinary measures were promptly taken in all confirmed cases.

As part of its mitigation and prevention strategy, the Company provides mandatory training and protocols on diversity and inclusion for all employees. These initiatives aim to foster a more diverse and satisfying work environment, which has a positive impact on the Company's image with its stakeholders.

Risk and crisis management

GRI 3-3

Grupo Profarma monitors potential negative impacts, such as operational disruptions and political instability, and addresses real-world issues such as violence and harassment. On the positive side, its initiatives focus on improving efficiency, waste management (cardboard and plastic), job creation, and social programs.

Key concerns are reported to the Board of Directors through risk, compliance, and audit reports, as well as through regular meetings of the Audit Committee (three to four meetings a year are devoted to risk management).

In 2025, the Company revised its governance structure and replaced the old unified risk matrix with models segmented by business unit. This change has enabled more precise controls tailored to each segment. In total, 81 critical concerns were identified: 42 were related to Rede d1000 and 39 to Profarma Distribuição. Covering environmental, social, economic, governance, operational, and regulatory

aspects, these risks are divided into five levels of criticality. The guidelines for impact limits and risk appetite are approved by the Board of Directors. The communication process ensures that high-priority issues, following technical analysis and validation by the Audit Committee, are escalated to the Board for strategic decisions and risk mitigation, thereby ensuring business resilience. [GRI 2-16](#)

The management process follows the identification and analysis stages and is currently in the response planning phase, in collaboration with those responsible for each risk. As such, assessing the effectiveness of the measures and engaging stakeholders in mitigating impacts should be part of the next steps in the monitoring schedule.



Read more

[Click here to view Grupo Profarma's Policies and Codes \(RI\)](#)

Indirect economic impacts

GRI 203-2

Grupo Profarma systematically maps its impacts by identifying activities, categorizing them, and conducting sensitivity analyses, integrating this data into strategic decisions with the aim of balancing its business operations with its social and environmental commitments. Some of them are:

Positive impacts

Creation of indirect jobs, development of local suppliers, technological innovation, and attraction of foreign investment. The widespread reach of the operation also boosts municipal tax revenue and the Human Development Index (HDI) in the regions it serves.

Negative impacts

Pollution and resource exploitation (low impact). The impact on traffic and local infrastructure is considered reasonable, as it is a direct consequence of the scale of the logistics operation.

Innovation and technology

GRI 3-3

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

In 2025, the Company made a significant investment in information security. One major project was Hackers for Good, which hired specialized companies or professionals to simulate cyberattacks against the Company's own systems in order to identify vulnerabilities and security flaws and to test whether its defenses were functioning properly. Unlike a real attack, these tests provide feedback to the IT team so they can fix vulnerabilities before they are exploited by malicious individuals or groups.

Another highlight was Disaster Recovery, a project that reproduced Grupo Profarma's processing infrastructure to ensure that operations would not be interrupted in the event of a disaster. Investments were also made in backup tools and data ransomware protection.

In addition to its technological infrastructure, the Company has focused on mitigating human error, a factor present in up to 95% of global cyber incidents. Given that attacks on the pharmaceutical sector have quadrupled in recent years, Grupo Profarma launched the Information Security Program to protect its data and ensure that confidential information is accessed only by authorized individuals.

Through this program, employees began using the global KnowBe4 platform to conduct digital awareness training. The tool provides realistic simulations that prepare teams for potential attacks. It also offers quick and practical training sessions and information that encourages engagement with the safety culture.

The Company also held an Information Security Awareness Month, which highlighted essential guidelines for everyday use, such as password protection, verifying suspicious links in phishing campaigns, and the importance of reporting any irregularities to the IT team.

Innovation and technology are central elements of Grupo Profarma's business strategy. Under the direct supervision of the senior leaders, this initiative serves as a driver for transformation, supported by three key pillars: automation to boost productivity (through projects such as Sorter and Buffer), the generation of data insights (via systems such as the Warehouse Management System), and the promotion of an agile culture, achieved through ongoing training of employees in innovation methodologies.



[Introduction](#)[Grupo Profarma](#)[ESG strategy](#)[Environmental](#)[Social](#)[Governance](#)[GRI content index](#)[Annexes](#)

The management of this division is noted for its effectiveness and close ties to operations. Through ongoing dialogue and feedback with the business units, the Company reviews and adjusts its development teams' objectives on a quarterly basis. This dynamism ensures that technological solutions respond quickly to real-world market challenges. As a practical result, Grupo Profarma has already made significant strides in the digital penetration of its retail operations (Rede d1000) and in improving operational efficiency at its distribution centers.

Looking ahead, strategic priorities include the expansion (rollout) of the WMS system—which optimizes the Distribution Centers' stocks and eliminates operational bottlenecks—across the entire distribution operation, enhancing *omnichannel* reach for customers and continuously optimizing operating costs (OpEx). At every stage, the adaptation and improvement processes are carried out collaboratively, always with the active participation of stakeholders.

Information security was the company's biggest investment last year compared to other technology-related areas. We consider this issue to be a strategic priority for the Company."

Marcus Falcão, Chief Information Officer



Supply chain management GRI 3-3

Grupo Profarma's supply chain management encompasses both the pharmaceutical manufacturers from which the Company purchases products and the suppliers of raw materials for its offices, distribution centers, and other business areas. The relationship is guided by risk mitigation, transparency, and operational efficiency. Since pharmaceutical suppliers are subject to a range of industry-specific regulations, Grupo Profarma pays special attention and takes particular care with the second type of supplier, which is more diverse and varies in size. To avoid supply delays, ensure quality, and mitigate compliance risks that could harm its reputation, the Company combines technological innovation with constant monitoring of its procurement processes.

Continuous improvement, supported by benchmarking practices and participation in specialized conferences, is reflected in the company's financial health and the high performance achieved throughout the supply chain. In the 2025 fiscal year, the Company achieved a 94% SLA (Service Level Agreement) for processes completed

on time, made savings of 4.1% through strategic negotiations, and maintained an average payment term of 35 days.

In business relationships, impact mitigation begins with the careful selection of partners. Grupo Profarma ensures transparent operations by relying on internal policies, enforcing its Code of Ethical Conduct, including specific contractual clauses, and conducting audits. In 2025, the Company reached the milestone of having 100% of its new suppliers selected based on environmental and social criteria. The hiring of 251 new partners underwent a digital and preventive approval process. To ensure this standard, the Procurement Department uses a platform that generates detailed reports for preliminary financial and socio-environmental analyses—including verification of any fines imposed by environmental agencies. [GRI 308-1, 414-1](#)

In addition, the Mercado Eletrônico system manages RFI and RFP processes to validate the specific technical and documentation requirements for each category. The

[Introduction](#)[Grupo Profarma](#)[ESG strategy](#)[Environmental](#)[Social](#)[Governance](#)[GRI content index](#)[Annexes](#)

key eligibility criterion is compliance with social and environmental laws, with support from technical departments for the review of additional certifications. As a result of this rigorous monitoring, which focuses on mitigating critical risks (such as corruption, discrimination, harassment, wage inequality, and health and safety negligence), the Company did not identify any actual or potential cases of negative impact on its partner base assessed in 2025. Consequently, there was no need to implement improvement plans or terminate contracts for social reasons during the reporting period. **GRI 414-2**

For the Company, engagement with stakeholders is achieved through cooperation and transparency. It therefore relies on the active participation of suppliers to support management decisions and provide feedback on the effectiveness of the measures implemented in the value chain.

The key operational highlight of this initiative is the *DNA Governança em Rede*. In 2025, 50% of suppliers (excluding resellers) were invited to participate in an annual online training session on critical topics such as diversity, anti-harassment, the LGPD, ESG, human rights, and information security, including formal learning assessment processes. **GRI 2-24**

In addition to efficiency and integrity, Grupo Profarma focuses on regional socioeconomic development. In 2025, the company sourced 60% of its purchases from local suppliers, using the “location” of its operating units as the criterion. Non-local procurement is limited to situations involving national strategic agreements that offer greater price competitiveness, when there is no regional competition for specific items, or in cases where imports are necessary due to the highly technical nature of certain products. **GRI 204-1**

Human rights

GRI 408-1, 409-1

Grupo Profarma maintains a zero-tolerance policy regarding child labor, the exposure of young people to hazardous activities, and any form of forced or slave-like labor. Reflecting the effectiveness of its controls, the Company did not identify any risks or incidents related to these practices in its operations or among its suppliers in 2025.

To ensure this integrity and mitigate any potential breaches in the supply chain, the Company uses a platform to audit its partners based on ESG, compliance, and reputation criteria, in addition to requiring social responsibility clauses in its contracts.

These practices are monitored on an ongoing basis. To this end, a thorough review of third-party employment records—including FGTS contributions and time cards—is conducted using specialized systems. With the aim of strengthening this governance framework, Grupo Profarma has set a goal of evaluating 100% of its new partners by means of due diligence procedures, a process that is being refined in collaboration with the Compliance department to ensure full compliance and the protection of human rights.



Traceability in the distribution chain

HC-DI-110a.2, HC-DI-410a.1

To mitigate the environmental impacts of its logistics operations, Grupo Profarma has adopted a strategy that combines sustainable mobility and the circular economy. On the logistics front, the Company combines operational efficiency with carbon offsetting through the Cargo Transfer Movement (CTM) model, which optimizes the flow between distribution centers and stores to reduce fuel consumption, and through the implementation of a real-time route monitoring system. In addition to these initiatives, the *Compensa+* program focuses on carbon neutrality, establishing Locafarma—the Group’s logistics division—as a carbon-neutral operation aligned with best practices for low-carbon operations.

This sustainable approach extends to the physical movement of products, prioritizing circularity in the logistics chain, which currently uses 94% recyclable

packaging. The core strategy focuses on replacing disposable supplies with reusable solutions. While returnable plastic crates meet the needs of the retail sector, the introduction of Reusable Sleeve Packs (returnable, foldable packaging) in goods transfers has eliminated the need for stretch film, drastically reducing the disposal of single-use plastics in operations.

The Company also works to maximize the life cycle of materials by reusing cardboard boxes, which simultaneously improves cost efficiency and reduces its environmental footprint. With the aim of firmly establishing this low-waste, high-productivity model, the Group has set ambitious circularity goals for the next cycle. The goal is to achieve a 95% recycling rate at logistics distribution centers and a 98% recycling rate at facilities that combine distribution and retail operations.

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

7. **Annexes**

- GRI content index
- SASB content index
- Assurance
- Credits



GRI content index

Statement of Use Grupo Profarma has reported in accordance with the GRI Standards for the period from January 1, 2025, to December 31, 2025

GRI 1 used GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF THE GRI SECTOR STANDARD	SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
GENERAL CONTENT							
GRI 2: General disclosures 2021	2-1 Organizational details	8					
	2-2 Entities included in the organization's sustainability reporting	Grupo Profarma consolidates all the entities under its direct or indirect control in its financial statements, including its direct subsidiaries Health Ventures S.A. (100%), Promovendas (99.99%), Locafarma (100%), d1000 Varejo Farma (68.47%), and Profarma Specialty S.A. (100%). The financial scope includes the indirect subsidiaries Nice RJ, Drograria Cipriano, CSB Drograrias, Drograria Rosário, Centro Oeste Farma, and Profarma Higiene e Beleza, as well as the affiliate Health Meds (10%). During the 2025 fiscal year, there were no mergers, acquisitions, or divestitures, with the sole exception being the reactivation of Profarma Specialty in October. Although the entities prepare Profarma Distribuidora’s quarterly financial report in accordance with accounting standards, the sustainability approach is centralized, with no adjustments for minority interests or differentiated treatment of material topics over the course of the report.					
	2-3 Reporting period, frequency and contact point	4					

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF THE GRI SECTOR STANDARD	SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
GRI 2: General disclosures 2021	2-4 Restatements of information	No information was restated.					
	2-5 External assurance	96					
	2-6 Activities, value chain and other business relationships	8 The organization’s value chain consists of inbound logistics (receiving shipments from manufacturers), internal warehousing and picking operations, outbound logistics (wide-reaching distribution), and specialized services. In the downstream supply chain, Grupo Profarma serves other distributors, pharmaceutical retailers, and logistics partners, ensuring that products reach end consumers in perfect condition.					
	2-7 Employees	39, 40, 41					8,10
	2-8 Workers who are not employees	41					8
	2-9 Governance structure and composition	67					5,16
	2-10 Nomination and selection of the highest governance body	67					5,16
	2-11 Chair of the highest governance body	The chair of the highest governance body does not hold an executive position in the organization.					16
	2-12 Role of the highest governance body in overseeing the management of impacts	67					16
	2-13 Delegation of responsibility for managing impacts	67					

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF THE GRI SECTOR STANDARD	SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
GRI 2: General disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	23					
	2-15 Conflicts of interest	71					16
	2-16 Communication of crucial concerns	74					
	2-17 Collective knowledge of the highest governance body	67					
	2-18 Evaluation of the performance of the highest governance body	67					
	2-19 Remuneration policies	69					
	2-20 Process to determine remuneration	69					
	2-21 Annual total remuneration ratio	69					
	2-22 Statement on sustainable development strategy	5					
	2-23 Policy commitments	72					16
	2-24 Embedding policy commitments	72					

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF THE GRI SECTOR STANDARD	SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
GRI 2: General disclosures 2021	2-25 Processes to remediate negative impacts	73					
	2-26 Mechanisms for seeking advice and raising concerns	73					16
	2-27 Compliance with laws and regulations	During the 2025 fiscal year, Grupo Profarma did not record any significant instances of non-compliance with any laws or regulations, resulting in no fines or non-monetary sanctions. The organization defines a “significant case” as any legal violation with a value that exceeds 1% of its net worth, a threshold that was not reached in any of its operations or geographical locations during the reporting period.					
	2-28 Membership associations	22					
	2-29 Approaches to stakeholder engagement	20					
	2-30 Collective bargaining agreements	100% of the Group’s workforce is covered by collective bargaining agreements.					8
MATERIAL AND RELEVANT TOPICS							
GRI 3: Material topics 2021	3-1 Process to determine material topics	23					
GRI 3: Material topics 2021	3-2 List of material topics	23					
Material topic: Customer Relationship Management							
GRI 3: Material topics 2021	3-3 Management of material topics	60					

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF THE GRI SECTOR STANDARD	SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
Material topic: Management of human capital , with diversity, equity, and inclusion							
GRI 3: Material topics 2021	3-3 Management of material topics	42					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	49					4, 5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	The Company details benefit eligibility by employee category and the rules for the retirement savings plan on page 52.					3, 5, 8
	401-3 Parental leave	52					5, 8
	Labor relations	402-1 Minimum notice period regarding operational changes	At Grupo Profarma, the communication of significant operational changes does not follow a pre-established minimum timeframe; instead, each case is evaluated individually by the senior management to determine specific communication plans. The Company uses a variety of channels to ensure that information reaches its target audiences clearly.				
GRI 404: Training and education 2016	404-1 Average hours of training per year, per employee	48					4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	47					8
GRI 404: Training and education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	48					5, 8, 10

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF THE GRI SECTOR STANDARD	SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	43, 44, 45					5, 8
	405-2 Ratio of basic salary and remuneration of women to men	46					5, 8, 10
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	73					5, 8
GRI 410: Security practices 2016	410-1 Security personnel trained in human rights policies or procedures	Grupo Profarma trained 226 security professionals in human rights policies and procedures. It is important to note that the Company is also running a pilot project in the Midwest region involving five professionals. Although these professionals were properly trained by the contracted partner company, they were excluded from the indicator because this is an initiative in its experimental phase, aimed at ensuring the integrity and comparability of the reported data.					16
Material topic: Ethics, compliance, privacy, and data security							
GRI 3: Material topics 2021	3-3 Management of material topics	71					

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF THE GRI SECTOR STANDARD	SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
GRI 205: Anti- corruption 2016	205-1 Operations assessed for risks related to corruption	72					16
	205-2 Communication and training about anti- corruption policies and procedures	100% of employees and Board members have been informed about the anti-corruption policies; suppliers are informed through their contracts and via the DNA Governance project. During this cycle, 1,111 employees completed the Code of Ethics training. The Board is responsible for approving the standards and ensuring 100% compliance by 2025, without the need for formal training. The number of trainees reflects the transition from the corporate university (UGT) to the <i>Conecta Mais</i> system, and expanding this user base is a key compliance priority for 2026.					16
	205-3 Confirmed incidents of corruption and measures taken	During the reporting period, no cases of corruption were identified within Grupo Profarma.					16
GRI 206: Anti- competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No lawsuits were filed during the reporting year regarding unfair competition, trust practices, or monopolistic practices.					16
Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2025, the Company did not receive any substantiated complaints regarding privacy violations, whether from third parties or regulatory agencies. Similarly, there were no incidents of data leaks, theft, or loss of customer data.					
Material topic: Local community relations and development							
GRI 3: Material topics 2021	3-3 Management of material topics	63					
Economic Performance 2016	201-1 Direct economic value generated and distributed	70					

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF THE GRI SECTOR STANDARD	SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
Market presence 2016	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage				Information not available	Salary levels are determined by various collective bargaining agreements negotiated by labor unions with employees assigned to regions where the Company has operational units; therefore, it is not possible to specify a local minimum wage due to differing rules and specific circumstances	
Market presence 2016	202-2 Proportion of senior management hired from the local community	The Company considers all of its operations to be “major operating units” and defines “Executive Board” as the group comprising board members, committee members, the CEO, vice presidents, and business unit heads. Although the leadership team consists of 42 members across key units, none of them met the criteria for hiring from the local community according to the registration parameters used for this reporting cycle.					
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	Grupo Profarma has not made any direct investments in physical infrastructure projects or in supporting public services in the communities where it operates.					5, 9, 11
GRI 203: Indirect economic impacts 2016	203-2 Significant indirect economic impacts	74					1, 3, 8

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF THE GRI SECTOR STANDARD	SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending with local suppliers	78					8
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessment and development programs	63					
	413-2 Operations with significant actual or potential negative impacts on local communities	65					1,2
Material topic: Management of supply chain relations							
GRI 3: Material topics 2021	3-3 Management of material topics	77					
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	77					
GRI 308: Supplier environmental assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Grupo Profarma does not conduct assessments to identify environmental impacts. The assessment is conducted solely with regard to legal compliance.					

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF THE GRI SECTOR STANDARD	SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Grupo Profarma ensures that labor rights are fully upheld throughout its entire organization, with no operations identified as posing a risk of violating freedom of association or collective bargaining. This commitment is reflected in the fact that 100% of the Company's operations are covered by collective bargaining agreements, ensuring that processes of representation and dialogue between the Company and its employees are an integral part of the corporate culture and day-to-day operations.					8
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	78					5, 8, 16
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	78					5, 8
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	77					5, 8, 16
	414-2 Negative social impacts in the supply chain and actions taken	78					5, 8, 16
Material topic: Waste management and reverse logistics							
GRI 3: Material topics 2021	3-3 Management of material topics	34					
GRI 301: Materials 2016	301-1 Materials used, broken down by weight or volume	30					8, 12

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF THE GRI SECTOR STANDARD	SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
GRI 301: Materials 2016	301-2 Raw materials or recycled materials used	34					8, 12
	301-3 Reclaimed products and their packaging materials	34					8, 12
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	34					3, 6, 11, 12
	306-2 Management of significant waste-related impacts	34					3, 6, 8, 11, 12
GRI 306: Waste 2020	306-3 Waste generated	34					3, 6, 11, 12
	306-4 Waste diverted from disposal	All waste medications and pharmaceutical products are sent for final disposal.					3, 11, 12
	306-5 Waste directed to disposal	36					3, 6, 11, 12, 15
Material topic: Innovation and technology							
GRI 3: Material topics 2021	3-3 Management of material topics	75					
Material topic: Risk and crisis management							
GRI 3: Material topics 2021	3-3 Management of material topics	74					

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF THE GRI SECTOR STANDARD	SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
Relevant topic: Health, safety, and quality of life							
GRI 3: Material topics 2021	3-3 Management of material topics	54					
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	55					8
	403-2 Hazard identification, risk assessment and incident investigation	55					8
	403-3 Occupational health services	58					8
	403-4 Worker participation, consultation and communication on occupational health and safety	55					8,16
	403-5 Training for workers on occupational health and safety	55					9
	403-6 Health promotion	58					3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	55					8

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF THE GRI SECTOR STANDARD	SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
GRI 403: Occupational health and safety 2018	403-8 Workers covered by an occupational health and safety management system	Grupo Profarma does not conduct internal or external audits regarding the number of individuals covered by a system that have been audited internally and are either covered by that system or certified by an external party.					8
	403-9 Work-related injuries	56					3, 8, 16
	403-10 Work-related ill health	55					3, 8, 16
Relevant topic: Climate action							
GRI 3: Material topics 2021	3-3 Management of material topics	27					
Emissions 2016	305-1 Direct (Scope 1) GHG emissions	28					
	305-2 Energy indirect (Scope 2) GHG emissions from energy purchases	28					
Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	28					
Relevant topic: Management of natural resources							
GRI 3: Material topics 2021	3-3 Management of material topics	29					

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

GRI STANDARD/ OTHER SOURCE	CONTENT	LOCATION	OMISSION			REF. No. OF THE GRI SECTOR STANDARD	SDGS
			OMITTED REQUIREMENTS	REASON	EXPLANATION		
Energy 2016	302-1 Energy consumption within the organization	32					
	302-2 Energy consumption outside of the organization	There is no energy consumption outside of the organization.					
	302-4 Reduction of energy consumption	31					
Water and Effluents 2018	303-1 Interactions with water as a shared resource	33					
	303-2 Management of water discharge-related impacts	33					
	303-3 Water withdrawal	33					
	303-4 Water discharge	33					
	303-5 Water consumption	33					

SASB content index

Applicable SASB Sector Standard Healthcare distributors: HC-DI

Topic	Contents	Code	Location/omission
Fleet Fuel Management	What is the estimated fuel economy for cargo in liters per RTK? HC	HC-DI-110a.1	Data not available
Supply Chain Integrity	Description of efforts to reduce the environmental impact of logistics	HC-DI-110a.2	79
Product lifecycle	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	HC-DI-410a.1	79
Returned, reused, recycled, or donated	Amount (by weight) of products accepted for take-back and reused, recycled, or donated	HC-DI-410a.2	35
Business ethics	Description of efforts to minimise conflicts of interest and unethical business practices	HC-DI-510a.1	72
Financial losses due to unethical conduct	Total amount of monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices	HC-DI-510a.2	No monetary losses resulting from ethical disputes were recorded during the reporting year.

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes

Assurance

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes



DECLARAÇÃO DE VERIFICAÇÃO

INTRODUÇÃO

O **Bureau Veritas Quality International (BVQI)**, estabelecido na Alameda Xingu, 350 – Alphaville Industrial, Barueri, 3º andar, São Paulo, inscrito no Cadastro Nacional de Pessoas Jurídicas sob o nº CNPJ 72.368.012/0002-65, declara, para os fins devidos, que fica a **PROFARMA DISTRIBUIDORA DE PRODUTOS FARMACEUTICOS SA** (GRUPO PROFARMA) estabelecido na Avenida José Silva de Azevedo Neto, 155, Bloco P, 3º andar, CasaShopping, Barra da Tijuca, Rio de Janeiro, RJ, CEP: 22775-056, inscrita no Cadastro Nacional de Pessoas Jurídicas sob o nº CNPJ: 45.453.214/0001-51, autorizada a publicar em todos os seus título e sites o trecho da Declaração de Verificação conforme redação a seguir:

“O Bureau Veritas Certification, com base nos processos e procedimentos descritos no seu Relatório de Verificação, declara que para o atendimento aos padrões e princípios da *Global Reporting Initiative*™ para Relatórios de Sustentabilidade, não existe evidência de que o Relato Integrado 2025 do GRUPO PROFARMA esteja materialmente incorreto, que não represente de forma justa os dados e informações do GRUPO PROFARMA ou que não tenha sido preparado de acordo com as especificações da *Global Reporting Initiative*™.”

ESCOPO

O escopo deste trabalho se limita a verificação dos resultados avaliados no Relato Integrado 2025 apresentado pelo GRUPO PROFARMA. Foram verificados:

- Produto/Serviço: Verificação do atendimento aos padrões e princípios da *Global Reporting Initiative*™ para Relatórios de Sustentabilidade.
- Ano de Referência: 2025
- Fonte de dados: Relato Integrado 2025 do GRUPO PROFARMA

LIMITAÇÕES E EXCLUSÕES

Este trabalho foi conduzido de forma 100% remota, tendo ocorrido reuniões de esclarecimentos em relação a seleção dos critérios e da forma de avaliação, cruzamento e consolidação do banco de dados junto a auditora líder Mariana de Oliveira Klein e colaboradores do GRUPO PROFARMA, respectivamente. Não houve visita presencial ou entrevistas com os interessados dos estudos de caso ou responsáveis pelos monitoramentos.

O período de corte estabelecido neste trabalho em relação a análise documental e da planilha consolidada foi de 1º de janeiro a 31 de dezembro de 2025.

Os critérios de elegibilidade e de exclusão para avaliar os interessados dos estudos de caso foram previamente definidos entre (cliente) e o Bureau Veritas, não cabendo neste trabalho a análise de sua aplicabilidade.

Desta forma, o trabalho apresenta alguns pontos frágeis ou de atenção, que seguem:

- Monitoramentos realizados por diferentes consultorias (que não foram aqui divulgadas), podendo haver diferenças nas execuções dos trabalhos e levantamento de dados entre campanhas (análise de relatórios de monitoramentos realizados de forma amostral – 2015 e 2023).
- Análise, preenchimento e consolidação dos dados realizados de forma manual, podendo estar sujeitos a erros humanos.

BV_C2_Internal

1



MÉTODO DE TRABALHO

O trabalho se deu a partir das seguintes etapas:

- a) Reunião de Kick-off;
- b) Análise do material enviado previamente pelo GRUPO PROFARMA;
- c) Elaboração de um checklist para solicitação de documentos complementares;
- d) Análise dos documentos enviados;
- e) Validação da metodologia;
- f) Elaboração do relatório contendo toda a análise realizada e a validação dos resultados;
- g) Elaboração da Declaração de veracidade da metodologia/ resultados;
- h) Revisão técnica do relatório e declaração.

Ressalta-se, que todas as atividades foram realizadas de forma remota, sem visita presencial e/ou entrevistas com os interessados objeto deste estudo.

RESPONSABILIDADES DO GRUPO PROFARMA E DO BUREAU VERITAS

As apresentações de todas as documentações relacionadas ao Escopo foram de inteira responsabilidade do GRUPO PROFARMA. As auditoras foram responsáveis por verificar e analisar as documentações e ações realizadas de forma remota e, com isso, validar o proposto no escopo.

CONCLUSÃO

Em 2024, O GRUPO PROFARMA atualizou o estudo de materialidade, com adoção da perspectiva da dupla materialidade para identificar e priorizar impactos relevantes, resultando em oito temas materiais: Ética, compliance, privacidade e segurança de dados; Gestão de relacionamento com o cliente; Gestão de relacionamento com a cadeia de suprimentos; Gestão de riscos e crise; Gestão do capital humano, com diversidade, equidade & inclusão; Relacionamento e desenvolvimento das comunidades locais; Gestão de resíduos e logística reversa; e Inovação e tecnologia. Os temas materiais refletem e condizem com as atividades da organização, abordam de maneira adequada o GRI 3-3: Gestão de Temas Materiais e atrelam indicadores aos mesmos.

Em nosso entendimento o Relatório Integrado do GRUPO PROFARMA apresenta os impactos das atividades da empresa de forma equilibrada.

O GRUPO PROFARMA demonstrou um método de coleta e compilação de dados adequado em relação ao Princípio de confiabilidade da GRI.

As inconsistências encontradas no Relatório foram ajustadas durante o processo e foram corrigidas satisfatoriamente.

Como resultado de nosso processo de verificação, nada chegou ao nosso conhecimento que pudesse indicar que:

- As informações prestadas no Relatório não sejam equilibradas, consistentes e confiáveis.
- O Conteúdo 413-1 - Operações com engajamento, avaliações de impacto e programas de desenvolvimento voltados à comunidade local, foi apresentado de forma parcial.
- O GRUPO PROFARMA não tenha estabelecido sistemas apropriados para coleta, compilação e análise de dados quantitativos e qualitativos, utilizados no Relatório.
- O Relatório não seja aderente aos Princípios para definição de conteúdo e qualidade do Padrão GRI para relatórios de sustentabilidade.

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2



VALIDADE

Esta Declaração de Verificação não possui data de validade. Entretanto, a validação/verificação, foi realizada de acordo com o estudo apresentado pela (nome do cliente), conduzido no período de 20/02/2026 a 12/04/2026.

Ressalta-se que, caso haja alguma modificação significativa, inclusão ou exclusão de dados/informações atualmente estabelecidas e validadas em relação ao escopo desta Declaração, deve-se realizar nova verificação.

DECLARAÇÃO DE INDEPENDÊNCIA E IMPARCIALIDADE

O Bureau Veritas é uma empresa independente, com mais de 197 anos de experiência em verificação de Sistemas de Gestão de Qualidade, Meio Ambiente e Sustentabilidade. Possui um Sistema de Gestão da Qualidade certificado, garantindo conformidade ética, profissional e legal. Sua equipe atua de forma independente, sem vínculo com o GRUPO PROFARMA. Além disso, aplica um Código de Ética rigoroso para assegurar altos padrões de integridade e profissionalismo.

Ao final do processo e Verificação foram gerados Relatórios Detalhados de Verificação, mantidos como registro em nosso Sistema de Gestão.

CONTATO

<https://www.bureauveritas.com.br/pt-br/fale-com-gente>

São Paulo, 15 de Abril de 2026.

Mariana de Oliveira Klein
Verificador(a)
Bureau Veritas Quality International

Nicole Pervelli Gonçalves
Gerente Técnico de Sustentabilidade
Bureau Veritas Quality International

Credits

ESG

Executive Management
Deborah Birmarcker

Project Management
Isabella Antunes

Team
Carlos Eduardo
Dafne Uderman

INSTITUTIONAL COMMUNICATIONS

Executive Management
Ana Candida Fonseca

Management
Márcio Alves

Team
Beatriz Nunes
Layane Coelho

GRI CONSULTING, CONTENT, AND DESIGN

Grupo Report

PHOTOS

Internal image library

TRANSLATION

Grupo Report

PROOFREADING

Steve Wingrove

Introduction

Grupo Profarma

ESG strategy

Environmental

Social

Governance

GRI content index

Annexes