



Sustainability Report

2023/2024

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ABOUT THE REPORT

GRI 2-3, GRI 2-14

Every year, through the Sustainability Report, we reaffirm our continuous commitment to transparency and sustainable development, highlighting the main initiatives and advances in the environmental, social

and governance areas over the last year. Our goal is to demonstrate how we integrate industry best practices into the responsible management of our business, creating value for all audiences.

The information reported herein reflects our performance over the last fiscal year, which comprises the period from April 1, 2023 to March 31, 2024 and has been submitted for review and approval by the Executive Committee and the Chairman of Daiichi Sankyo Brazil, ensuring that all relevant aspects have

been carefully analyzed. In addition to validating the items already reported, the Executive Committee may suggest new topics or information related to sustainability that may be included in the report. These topics are incorporated into the agendas according to specific needs, reinforcing the scope and relevance of this document.

This report follows important international guidelines for sustainability reporting and management, as described below:



Global Reporting Initiative (GRI)

For the 16th consecutive year, we adhered to the GRI guidelines, considered the most widely used framework globally for sustainability reporting.



Sustainability Accounting Standards Board (SASB)

For the fourth consecutive year, we adopted the SASB guidelines, a voluntary global standard for sustainability reporting for specific sectors.

QUESTIONS ABOUT THE REPORT?



If you have any questions or suggestions about the topics covered in this Report, please contact us at: recursos.humanos@dsbr.com.br



Integrated Reporting

For the fourth consecutive year, we followed the Integrated Reporting guidelines, established by the International Integrated Reporting Council (IIRC). At the beginning of each chapter, it is possible to identify the icon corresponding to the capital addressed.



Human



Intellectual



Natural



Manufactured



Financial



Social and Relationship



Sustainable Development Goals (SDGs)

On [page 118](#), we display the relationship of our business with the SDGs, highlighting the priority goals and how we contribute to their achievement. Also at the beginning of each chapter, the SDG logos are displayed to make the understanding of their relationship with the content treated easier.

Engagement with Stakeholders

GRI 2-29

Stakeholder engagement is an ongoing and diverse process that aims to promote effective and collaborative communication. One of the main means of interaction with the patient community and NGOs is through our Call for Proposals, which allows the submission and evaluation of a wide range of institutional projects. This process enables us to identify opportunities for support and strengthen our commitment to patient associations.

In addition to the Public Notice, we maintain continuous follow-up with patient associations, which help us monitor the progress of supported projects, discuss new initiatives and actively involve them in our actions, ensuring a close and dynamic relationship. In the context of research and performance, we have an area responsible for developing strategic partnerships that enable the presence of our medicines in the main institutions and health providers.

With our employees, we conduct an engagement survey annually, in addition to offering training, mentoring and a development trail for constant monitoring of employees and managers. These actions promote a more engaged work environment that is aligned with our corporate values, encouraging personal and professional development.

As far as physicians are concerned, our relationship is guided by local and global codes and conducted primarily by the sales team and the medical field,

who maintain close contact in order to understand their needs and ensure clear and efficient communication. And through an educational approach that promotes an in-depth understanding of the use and benefits of our medicines, we seek to contribute to the development of evidence-based health practices.

As for our parent company, Daiichi Sankyo Global, we maintain a solid structure of interaction, with regular meetings that ensure alignment and collaboration on our projects. In addition, our “One DS Culture” initiative reinforces global integration, promoting a unified and collaborative culture across our operations.

In the pharmaceutical sector, we actively participate in Sindusfarma (Pharmaceutical Products Industry Union), which plays a key role in the dialogue with authorities, politicians, specialists and society in general. Moreover, in the health care sector, we also participate in the ACESSA (Brazilian Association of the Industry of Products for Self-Care in Health), which brings together national and multinational industries that operate in the manufacture, import, and marketing of over-the-counter drugs or in other segments of health and well-being. Through these associations, we defend the causes of the pharmaceutical industry in the country, in areas such as health, economy, industry and labor, contributing to the improvement of public and private health systems in Brazil.



These are some of our key means of engaging with our stakeholders.

The following are the main stakeholders of our business:

- Daiichi Sankyo Global
- Pharmaceutical Industry Union
- Sectorial organization
- Public and private hospitals
- Clinics and health insurance
- Government/Government Institutions
- Employees
- Suppliers/Distributors
- Health care professionals
- Retail/Large pharmacy chains
- Patients

Definition of Materiality

GRI 3-1, GRI 3-2

At Daiichi Sankyo Brazil, we understand that sustainability and ESG principles are fundamental pillars for the continuity and success of our operations. Our commitment goes beyond complying with rules and regulations, we seek to integrate sustainability into all areas of the business, with the aim of creating value for our stakeholders and contributing positively to society and the environment. This commitment allows us to operate responsibly, mitigating risks and taking advantage of opportunities that promote sustainable growth in line with the needs of the pharmaceutical sector.

To ensure that we are focused on the topics that are most relevant to our stakeholders and to the sustainability of our operations, we have the support of a specialized consultancy in the preparation of our materiality matrix. This process, which began in 2021, involved careful analysis, including interviews with our executives and benchmarking with other companies in the industry. In this way, we are able to prioritize the topics that guide our ESG practices, in line with our global guidelines, values, and Strategic Plan.



The themes were organized into three pillars, within each pillar we demonstrate the material themes of our matrix:

ETHICAL AND TRANSPARENT DRIVING

Transparent Governance •

Ethics •

Responsible operation •

Enhancing the sustainable development of the business by adopting the best practices in sustainability management, ethics and corporate governance, maintaining transparency and accountability to all our stakeholders.

CARING THAT TRANSFORMS

- Health care
- Caring for our team
- Caring for society

Enhancing the generation of value for our audiences, ensuring the supply and access to innovative medicines that meet various medical needs. Supporting employee development and the socioeconomic inclusion of communities.



SUSTAINABLE OPERATION

Eco-efficient operation

Identifying and developing opportunities for eco-efficiency gains in our operation, with a focus on the efficient use of resources and the reduction of impacts on climate change. To stimulate breakthroughs in the environmental management of suppliers and ensure the security and protection of our customers' data.

MESSAGE FROM LEADERSHIP

GRI 2-22



Welcome to our Sustainability Report, a faithful and detailed portrait of our journey towards a more responsible and sustainable future. This year, we faced challenges, embraced new opportunities and reaffirmed our commitment to excellence, innovation and ethics in all our actions.

Among the milestones we celebrate, I enthusiastically highlight our advances in the area of Oncology, with studies underway to expand our operations in new therapeutic areas, such as gastric cancer and lung cancer. We also expanded our presence in the rare disease market with the launch of Radicava® (edaravone) for the treatment of Amyotrophic Lateral Sclerosis (ALS).

“Ethics and inclusion are pillars that strengthen the legacy and purpose of Daiichi Sankyo Brazil, driving a fairer and more sustainable future for the next generations.”

These steps reinforce our commitment to the care of each person, offering comfort and quality of life through transformative therapies.

We also achieved ISO 45001 Certification, strengthening our health and safety practices in the workplace—a constant priority for all of us. In the field of governance, we made progress in transparency with the creation of the Internal Audit area and improved the management of partnerships by publishing a new Compliance policy .

This year, I was honored to receive the “Sustainability Leader of the Year” award, an achievement that goes far beyond individual recognition. This award reflects the joint work, dedication and passion of the entire Daiichi Sankyo Brazil team, which daily puts our values and purpose into practice.

We have established a set of ESG indicators to ensure sustainability and corporate responsibility, achieving our goals through a continuous monitoring system.

Our environmental initiatives have also made significant progress. In partnership with SOS Mata Atlântica, we invest in carbon neutralization projects, promoting the compensation of our annual emissions

through the planting of seedlings. This initiative reflects our commitment to eco-efficiency and the fight against climate change.

These actions have been recognized by awards such as the “Lupa de Ouro Award” and the “Data Science Innovation Award”, which highlight the positive impact of our ESG practices. However, what inspires us most is knowing that, behind each achievement, there is a passionate team, united by the same values and the vision of a company committed to a sustainable legacy.

Throughout this report, I invite everyone to explore our initiatives, each progress made, and the positive impacts we are building together. We believe that by working ethically and inclusively, we strengthen our purpose and transform the future for all people.

We remain steadfast and determined to build a fairer and more sustainable future for the next generations.

Enjoy your reading!

Marcelo Gonçalves

Chairman of Daiichi Sankyo Brazil

HIGHLIGHTS OF THE YEAR



Ethical and Transparent Conduct

ISO 45001 certification, which recognizes the implementation of an Occupational Health and Safety Management System.

Implementation of the new **Business Partner Management Policy**.

New system for event management, implementation of a digital solution with the objective of modernizing and centralizing event management, strengthening controls and risk mitigation.

Evolution of the **Internal Audit area**.

“Hacker Rangers White Certified” Certification: Reinforces Our Dedication to Cybersecurity.



Caring that Transforms

GLINT Survey: Brazil achieved **91%** in the **engagement survey index**, being for the second consecutive year one of Daiichi Sankyo’s highest engagement indexes.

Internship Program: expansion of the internship program and **increase in the hiring rate**, which reached a rate of **78%** in fiscal year 2023/2024.

Educa DS: program that aims **to promote quality education** and open new doors for young people in situations of social vulnerability.

Operations in the rare disease segment: Daiichi Sankyo innovates with the launch in Brazil of a new therapy for **Amyotrophic Lateral Sclerosis (ALS)**.

Expansion of operations in new therapeutic areas, gastric and lung cancer with regulatory approval of new indications.

Lupa de Ouro Award 2023, we were champions in two categories:

- Best ESG Project
- Digital Marketing/Data Science



Sustainable Operation

Marcelo Gonçalves, chairman of Daiichi Sankyo Brazil, received the internal **“Sustainability Leader of the Year”**, award, granted by Daiichi Sankyo Global, during his visit to Japan in 2023. This award, which recognizes the subsidiary that stood out the most in Sustainability themes among all global units, reflects not only the alignment of our initiatives with the global pillars of sustainability, but also reinforces our commitment to a healthier, more inclusive and fairer society.

70% of all plastic generated at the factory was recycled.

Aluminum Reverse Logistics Project, reducing the amount of waste for recycling.

ESG Committee: Created with the aim of boosting our sustainability initiatives.

Environmental Management Program: included the implementation of measures and initiatives related to the environment.

Continuation of the **SOS Mata Atlântica** partnership to reduce our carbon footprint.



ABOUT DAIICHI SANKYO

SDGs



RELATED CAPITALS



Who We Are

We are Daiichi Sankyo, a global pharmaceutical company with roots in Japan, committed to developing and offering pharmaceutical products and services in 32 countries, seeking to meet the diverse medical needs in developed and developing markets.

As Daiichi Sankyo, our journey began on September 25, 2005 in Japan, following the merger of two major Japanese pharmaceutical companies, Sankyo Co., Ltd. and Daiichi Pharmaceutical Co., Ltd., which provided a solid foundation of innovation and leadership based on the scientific expertise in the pharmaceutical industry that the original companies already had. In Brazil, we started our operations in 1962, as a German pharmaceutical company that was acquired by Sankyo in 1997 and, on September 15, 2006, after the merger, Daiichi Sankyo Brazil was

created, consolidating our commitment to health and well-being.

With more than 18 thousand employees around the world and more than a century of scientific experience, we have a promising pipeline, focused on Primary Care and Oncology, developing innovative treatments for various diseases and mechanisms.

In Brazil, our product line serves various medical specialties, including cardiology, psychiatry, gastroenterology, orthopedics, oncology, inflammation, and pain. Our products are available in all states of the country, in addition to being exported to other countries in Latin America, expanding our positive impact on global health.

Meaning of Daiichi Sankyo

“Ichi” is a Japanese word meaning “one,” and thus Daiichi means “first.” “Sankyo” is formed by the elements “San”, which means “three” in Japanese, and “kyo”, which means “working together.” The name Sankyo refers to the fact that the company was founded by three friends, symbolizing their union in a joint project.

The “-” dash in the name is a graphic element of the organization’s visual identity and has a special meaning, representing the merger of the two companies that originated from Daiichi Sankyo.



Purpose

To contribute to the enrichment of the quality of life around the world.



Mission

To contribute to improving the quality of life of people around the world by creating and supplying innovative medicines that address a variety of medical needs.



Vision 2030

An innovative global health care company that contributes to the sustainable development of society.



Core Values

Innovation

The introduction of new ideas, methods, or inventions.

Integrity

The quality of being honest and always having high moral principles.

Accountability

Being responsible for the effects of your actions and being willing to explain or be questioned for them.



Essential Behaviors:

Being inclusive and embracing diversity

We value people for who they are as individuals and welcome diverse perspectives into our work, which allows us to achieve more like Daiichi Sankyo.

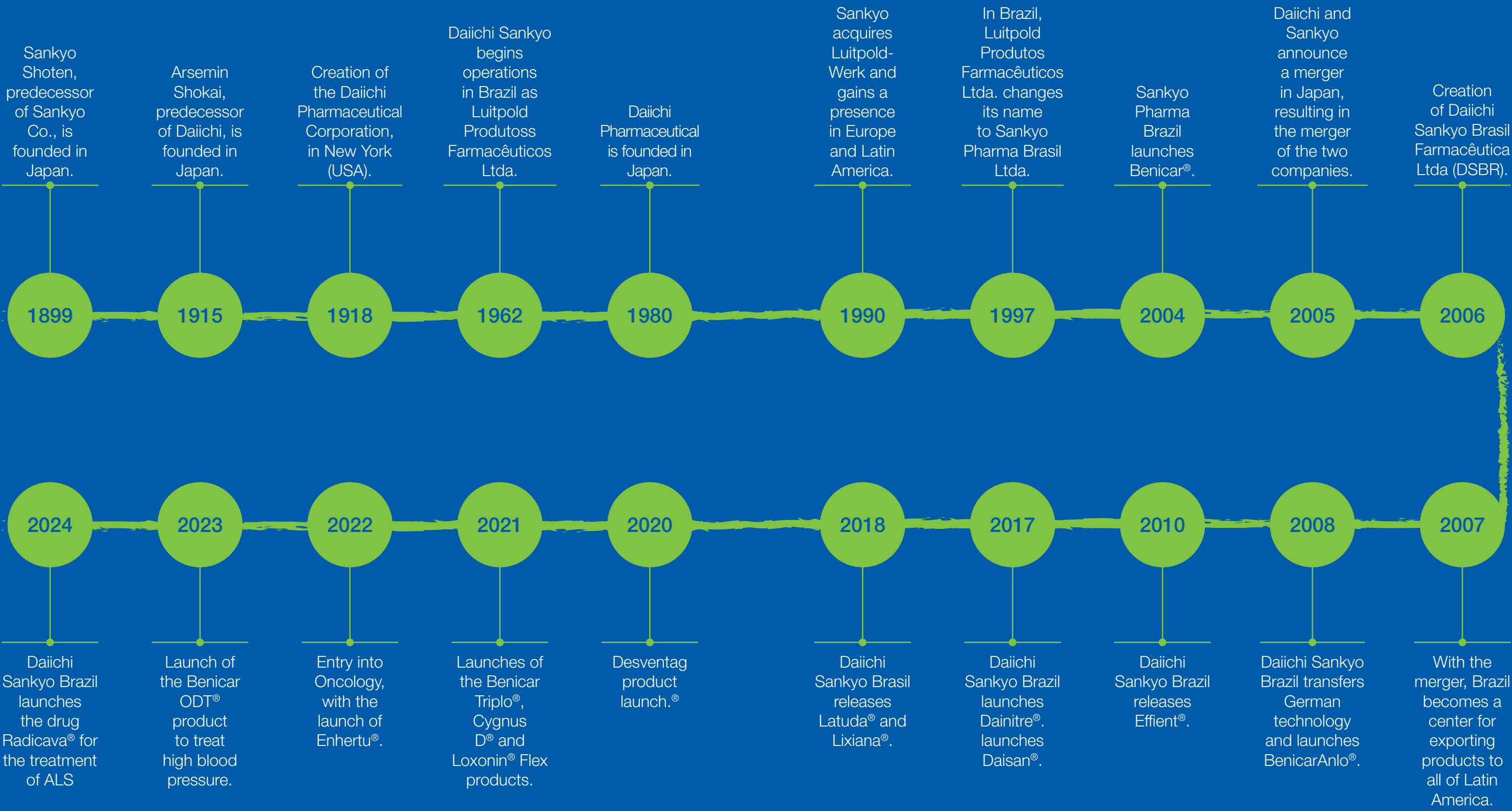
Collaborate and trust

We treat each other with respect and build trust through transparency and a willingness to listen, which allows us to collaborate in a simple and productive way.

Develop and grow

We learn, experiment, and take initiatives, which allows us to grow together every day and strengthen Daiichi Sankyo’s ability.

Our History



Markets Served

GRI 2-6

In Brazil, we have our administrative and commercial headquarters located in the city of São Paulo (SP) and a production plant in Barueri (SP), where we manufacture a series of drugs recognized in the market, in addition to producing and packaging drugs for business partners in Brazil and Latin America. Our infrastructure is essential to ensure operational efficiency and meet market demands, with high standards of quality and safety.

As part of a continuous growth strategy, we seek to expand our operations through new projects, strategic partnerships and licensing of new products, which reflects our commitment to innovation, improving health and access to quality medicines.

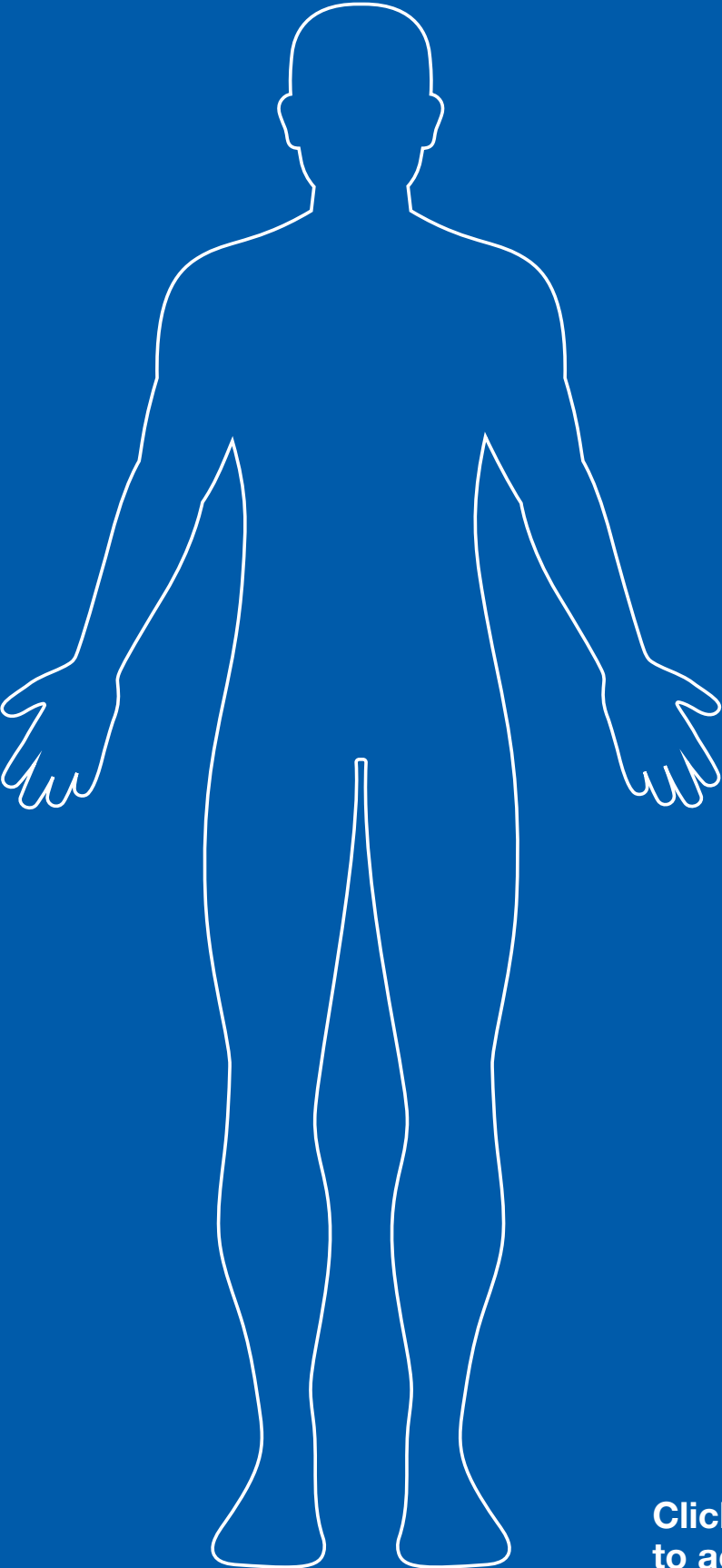
Export to 11 Latin American countries

MARKETS SERVED

- Host country
- Exports



Products



Click on the icons
to access the products.

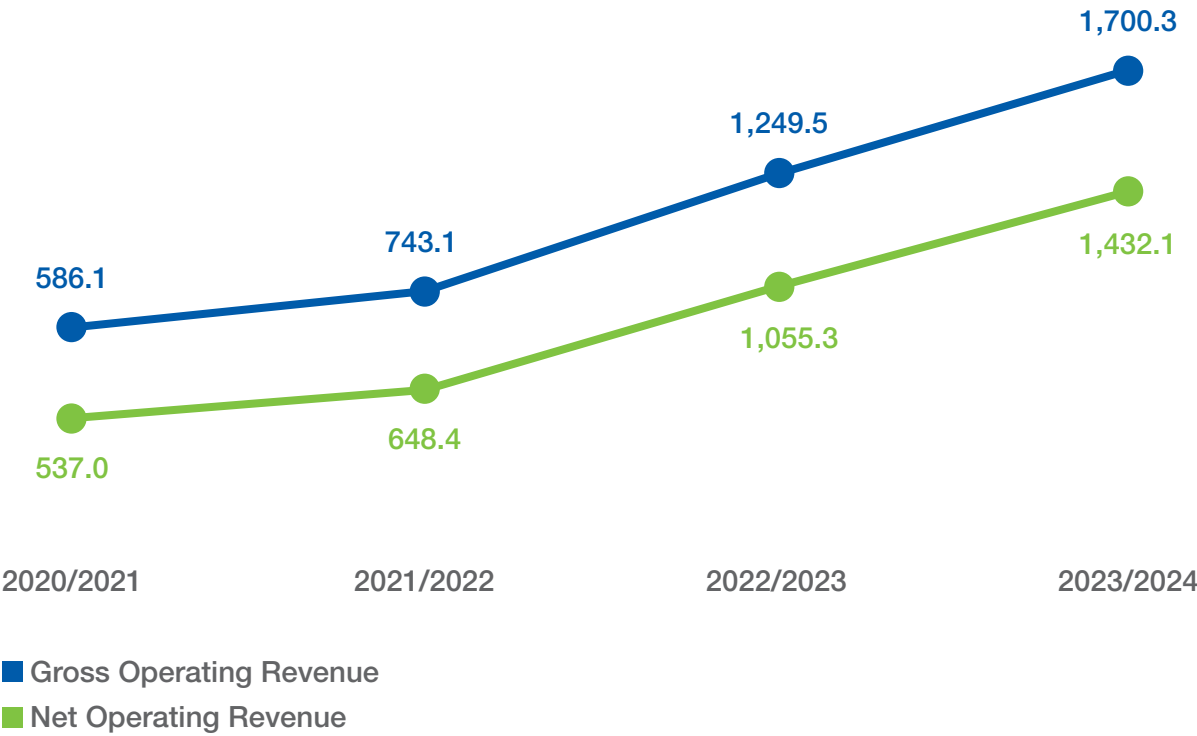
Financial Results

The 2023/2024 fiscal year was extremely positive for Daiichi Sankyo Brazil, standing out for the significant growth in financial results. This performance was mainly driven by the increase in demand for our products, especially in the Brazilian market. Since 2020, our revenue has grown significantly, consolidating Brazil as one of the Company's three largest global markets, evidencing the country's strategic importance for operations.

We exceeded budget targets for net sales and profitability, which reflects the efficiency of our management and the strong access of our products in the market, reinforcing our steady growth trajectory.

This performance is the result of our performance in various segments of the pharmaceutical market, standing out for offering innovative and high-quality solutions. Our ability to respond quickly to industry demands, coupled with continuous development of new products and the strengthening of strategic partnerships, has been essential to achieving these results.

Economic Performance – Operating Revenue
(Local Market, Third Parties, and Exports) – In Millions of R\$





ETHICAL AND TRANSPARENT CONDUCT

SDGs

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



16 PEACE AND JUSTICE STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



RELATED CAPITALS



Corporate Governance

GRI 3-3, GRI 2-9, GRI 2-10, GRI 2-11

Governance Structure and its Composition

At Daiichi Sankyo Brazil, corporate governance is an essential pillar to ensure transparency, integrity and efficiency in operations. Structured in specialized committees, our governance promotes joint decision-making, integrating various areas of the organization, to ensure a broad and strategic vision.

This governance model reinforces our commitment to the best management practices, aligning our ac-

tions with the principles of ethics, social responsibility and sustainability.

The governance structure is led by the Executive Committee, which represents the highest level of leadership in the company, composed of the Chairman and the Directors who report directly to the Chairman. In addition, we have a Board that includes the Chairman and two executives from the Japanese parent company (Daiichi Sankyo Co.) The Board has the role of advising, guiding and making recommendations on the Company's strategic matters. It serves as an instance to issue opinions or seek additional guidance as needed for the business.

The competencies required for senior leadership members are based on reputation, integrity, extensive experience, technical and behavioral leadership, and values aligned with our organizational culture. These attributes are essential to support the company in meeting its strategic objectives.

See below the composition of each Committee

Executive Committee

The Executive Committee, consisting of the Chairman and Directors, represents the highest level of leadership in the company. This committee is responsible for conducting the Company's management, supervising its impacts and defining the areas and people responsible for managing each relevant topic, ensuring the effective implementation of the strategies.

The appointment of the Executive Committee is made by the Chairman of Daiichi Sankyo Brazil himself. The Board, in turn, is appointed by the sole partner, Daiichi Sankyo Co., and is currently composed of three members: our Chairman and two Japanese executives linked to the headquarters. The Executive Committee has the prerogative to ask the Board for opinions and guidance on the company's business, reinforcing strategic governance.

To ensure an efficient integration between strategic decisions and operational execution, the Company's Chairman also accumulates the role of Chairman of the Executive Committee and member of the Board.

We follow the best corporate governance practices, ensuring full transparency in deliberations and executive management, mitigating potential conflicts of interest and strengthening the trust of our stakeholders.

The conduct of performance evaluations of senior leadership can be done either by the Executive Committee or by specific committees, depending on the nature of the topic. Based on these assessments, any practice that is not in accordance with the Company's values and commitments is investigated and investigated impartially, being treated according to its level of risk and impact on the company.

Crisis Committee

Its main objective is to discuss and establish action plans to face crisis situations, whether they result from internal or external factors that may impact the

Company. Formed by the Chairman, together with the Human Resources, Communication and Social Responsibility boards; Financial and IT; and Legal, Compliance and Institutional Affairs.

People Committee

This committee is responsible for discussing topics related to people management, organizational culture, work climate, and labor issues. It is composed of the Chairman, the Human Resources, Communication and Social Responsibility Department, the Medical Affairs and Market Access Department, the Industrial Department, the Legal, Compliance and Institutional Affairs Department, as well as the Oncology and Primary Care Sales Departments.

New Business Committee

This committee has as its main responsibility the analysis and evaluation of new business projects before they are submitted for evaluation by the regional. It is composed of the Chairman, the Finance and IT Board, the Business Development, Regulatory Affairs and Internal Process Management Board, the Medical Affairs and Market Access Board, the Oncology Business Unit Board, the Industrial Board and the Primary Care Marketing Board.

Ethics Committee

This committee is responsible for discussing and making decisions related to conduct and ethics within the company, in addition to analyzing and responding to reports received through notification channels, ensuring compliance with integrity and transparency standards. It is composed of the Chairman, in

Daiichi Sankyo Brazil's corporate governance ensures transparency, integrity, and efficiency in operations, promoting responsible and ethical management.

addition to the Human Resources, Communication and Social Responsibility Board, the Financial and IT Board, the Legal, Compliance and Institutional Affairs Board, and the Expansion Plan Board (LATAM).

Inclusion & Diversity Committee

The Diversity Committee is formed by the Human Resources Department and the Medical Area Department, which also acts as a *sponsor* of the topic at Daiichi Sankyo, in addition to the Communication, Social Responsibility and leaders from various areas that represent affinity groups.

IT Committee

The IT Committee is formed by the Financial and IT Department, the Business Development Department, the Financial Planning and Treasury Department, and the Senior Technology Management. This Commit-

tee is responsible for analyzing the relevance, relevance, return on investment, benefits and deciding on the approval of the contributions of human and financial resources necessary for the execution of the projects, considering the budget condition of Daiichi Sankyo Brazil.

Patient Advocacy Committee

The Patient Advocacy Committee is composed of the Recruitment and Selection and Social Responsibility Management, Accounting, Tax and Industrial Controllershship Manager, Oncology Medical Group Manager, Institutional Affairs Manager and the Legal, Compliance and Institutional Affairs Department. This group is responsible for discussing and analyzing the support/sponsorship of projects that are sent to the Institutional Affairs department. In the analysis, several criteria are considered, including the Compa-

ny’s strategy, the available budget, the impact of the project and the institution’s level of maturity. Aside from that, the group also participates in the selection of projects eligible for tax incentives.

Communication Committee

This committee is responsible for making strategic decisions related to the company’s external communication. Formed by the Human Resources, Communication and Social Responsibility Department, Legal, Compliance and Institutional Affairs Department, Business Development, Regulatory Affairs and Internal Process Management Department, Medical Affairs and Market Access Department, in addition to the Primary Care and Oncology business units.

ESG Committee

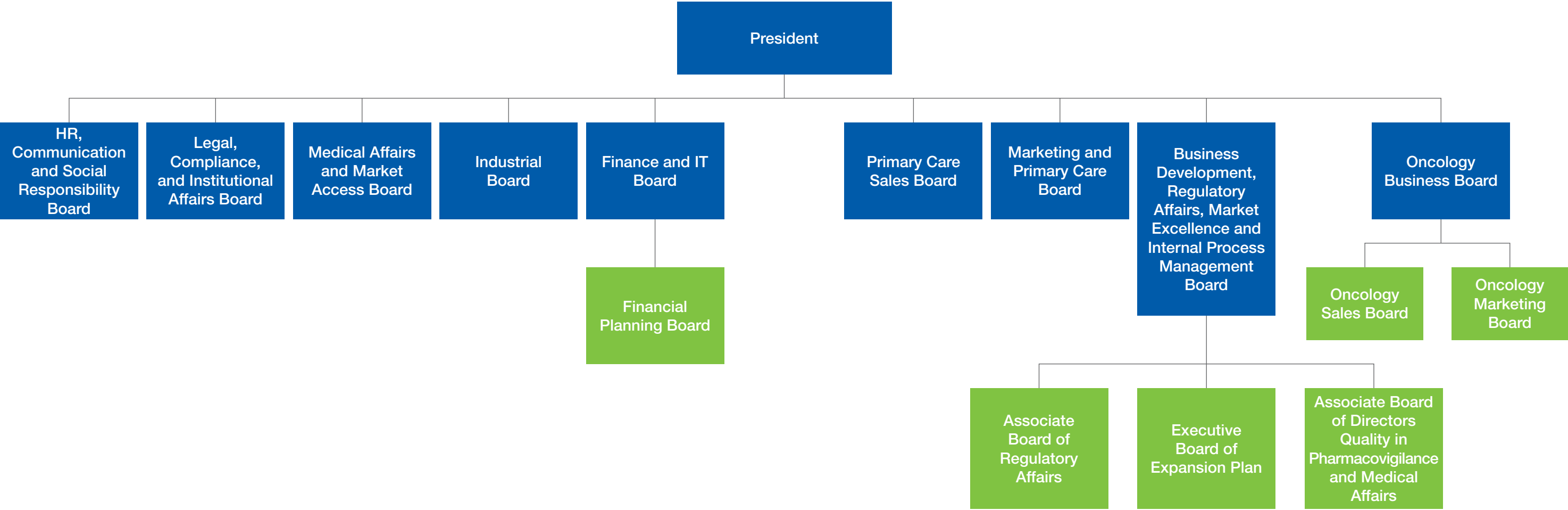
Created in 2023, the ESG Committee aims to boost our environmental, social, and governance initiatives,

ensuring that sustainable development principles are integrated into all areas of the company. The committee is made up of the Human Resources Department, the Legal, Compliance and Institutional Affairs Department, the Industrial Department, and the Recruitment and Selection and Social Responsibility Management, which play essential roles in addressing the topic, ensuring that decisions and actions are aligned with our environmental, social, and economic goals. Although it is a recent committee and is still in the organization phase, the idea is that it becomes robust and strategic for the future of the company.

Manufacturing Committee

This Committee represents the strategic leadership of the plant, and is composed of the Chairman, Directors and leaders of the operational areas. This committee’s main objective is to promote continuous improvements, ensure the quality and efficiency of production processes and align the factory’s practices with Daiichi Sankyo’s global standards.

Organizational Chart



Performance Evaluation

GRI 2-18

The performance evaluation of senior leadership takes place annually, following criteria previously established in the People Management Cycle, which takes into account both the business context and the individual context. In this process, we seek two essential bases: “Results Management”, which covers the fulfillment of organizational and individual goals, and “Talent Management”, which focuses on competencies, values, and behaviors.

Risk and Impact Management

GRI 2-12, GRI 2-13

We take a robust approach to managing emerging and current risks, which includes analyzing, evaluating, and measuring impacts on the company’s business and bottom line. To ensure the effectiveness of this process, we use well-structured management mechanisms and hold regular meetings with the global headquarters, represented by ASCA (Asia, South and Central America). In these meetings, the financial results of the period are evaluated

and impacts that may influence our operations are considered.

The analysis of impacts can be conducted in a structured manner, following our internal processes, or through demands received from stakeholders. Depending on the relevance and sensitivity of the topic, investigations may be initiated, which are subsequently verified by the specific committees. Decisions are made based on the degree of risk identified, the impacts observed and the alignment with the Company’s values and commitments.

The management of the most significant impacts is carried out by the Executive Committee, which can delegate the analysis to the specific committees, according to the nature of the topic. Complementing this structure, our Code of Conduct, corporate policies and guidelines clearly establish our mission, vision and values, which are applied by senior leadership, ensuring that they are integrated into the organization’s day-to-day activities.

The main risks monitored by the Company are:



Market risk

The identification of market risks, such as new competitors, pricing review and date of approval of a drug’s registration by the regulatory body, among others, is monitored annually during the preparation of our budget planning, and is inserted in the context of potential impact on the budget if they materialize. The identified risks are monitored during the fiscal year and actions are implemented to prevent or react to possible progress of certain risks.



Information security risk

Information Security, observed in the areas of processes and technology, may show situations and technical vulnerabilities in the Company’s technological components. These are analyzed by the Information Security area, in the IT (Information Technology) department, which discusses mitigation actions and registers security risks.



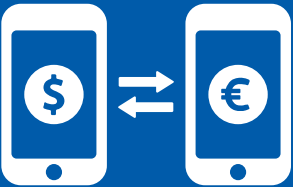
Liquidity risk

It is monitored by the Financial Board. The Company’s cash flow is controlled daily and new projections are updated at least once every quarter, based on revisions of sales, expenses and costs.



Business partner risk

Business partner risks can be analyzed in several dimensions, taking into account the possible impacts on our operations. We can identify regulatory, legal, compliance, EHS (Environment, Health and Safety) risks, as well as risks related to Information Security and Privacy, among others. Evaluating them prudently mitigates negative consequences, such as loss of credibility in the market and economic losses.



Exchange rate risk

We carry out daily monitoring and implement hedging strategies when necessary. The updated FX rate guidance is reflected in Daiichi Sankyo Brazil’s quarterly earnings review and submitted to our parent company.

Strategic Planning

GRI 2-17

The **Fuji Project**, which started in 2021, is our Strategic Planning, with the objective of creating a medium and long-term plan for the Company, in addition to defining progress indicators and ensuring transparency for our employees.

The structure of the project is centered on three main axes:

- 1) Development of the medium and long-term plan;
- 2) Establishment of the necessary strategic and transformational priorities;
- 3) Definition of KPIs and monitoring of short-term performance.

In this fiscal year, the project continued to operate, and we are already preparing to start the next planning cycle, which will cover the period from 2026 to 2030.

Our Strategic Planning incorporates sustainable development indicators, which are essential to guide senior leadership in dealing with this issue, covering:



Water consumption in the manufacturing process vs. units produced
Recyclable plastic vs. total plastic generated for disposal
DSBR CO₂ Neutralization



Diversity - Integration of Blacks
Diversity - Integration of people with disabilities
(%) Invest. Social Actions vs. Net Income (Total DSBR)



Compliance | Training Completion Rate

These indicators are monitored monthly and considered strategic for achieving the Company’s goals, reflecting our impact and aligning our actions with sustainability principles.

In addition, in the DOAR (Dissemination of Objectives and Achievement of Results) meetings, held monthly with the participation of the entire leadership, we dedicate at least two sessions throughout the year to present indicators related to the factory’s performance, such as water use, energy consumption, CO₂ neutralization, and quality and safety at work. These meetings are key to making leadership aware of our performance and the vital relevance of these topics to the company.

Our goal is to promote a collective awareness, maintaining continuous contact with ESG-related topics.

Membership in Associations

GRI 2-28

During the last fiscal year, we supported 28 patient associations, institutes and NGOs that work in favor of patient causes in Brazil. Through these collaborations, we contribute to a range of initiatives that include educational projects for patients, training of healthcare professionals and caregivers, and awareness campaigns about diseases, their symptoms, prevention, and treatments. We also support services to the population, such as carrying out oncological exams.

Our involvement goes further, with efforts aimed at encouraging public policies through advocacy actions, seeking to improve the health scenario in the country. This support reflects our commitment to putting the patient at the center of our actions, contributing to a more accessible and equitable healthcare system, ensuring that patients have access to the right information, the right treatments, and the necessary support in their healthcare journeys.

Get to know the associations we are associated with below:

- Sindusfarma - Pharmaceutical Industry Union
- ACESSA - Brazilian Association of the Industry of Products for Self-Care in Health
- Alagev - Latin American Association of Corporate Travel and Event Managers

Get to know the associations we support below:

- PorMinhasMamas Association
- GADA - Group of Diabetic Friends in Action
- ABAD - Botucatuense Association for Diabetic Support
- ABRALE - Brazilian Association of Lymphoma and Leukemia
- Protea Institute
- CDD - Crônicos do Dia a Dia Association
- Lado a Lado Pela Vida Institute
- Vencer o Câncer Institute
- Nossa Casa de Apoio à Pessoas com Câncer Association
- ELA Pro-Cure Association
- Oncoguia Institute
- Chemotherapy and Beauty Institute
- ABRATA - Brazilian Association of Family, Friends and People with Affective Disorders
- Américas Amigas Association
- FEMAMA - Brazilian Federation of Philanthropic Institutions to Support Breast Health
- TUCCA - Association for Children and Adolescents with Cancer
- Casa Hunter – Brazilian Association of Carriers of Hunter Disease and Other Rare Diseases
- Unidos Pela Vida Institute
- ADJ- Juvenile Diabetes Association
- Projeto Cura Institute
- Pequeno Príncipe Hospital
- Nosso Papo Rosa Institute
- INTES- Institute of Education and Innovation in Health
- ASPRECAM- Women’s Cancer Prevention Association
- ABRASTA - Brazilian Association of Thalassemia

Ethics and Compliance

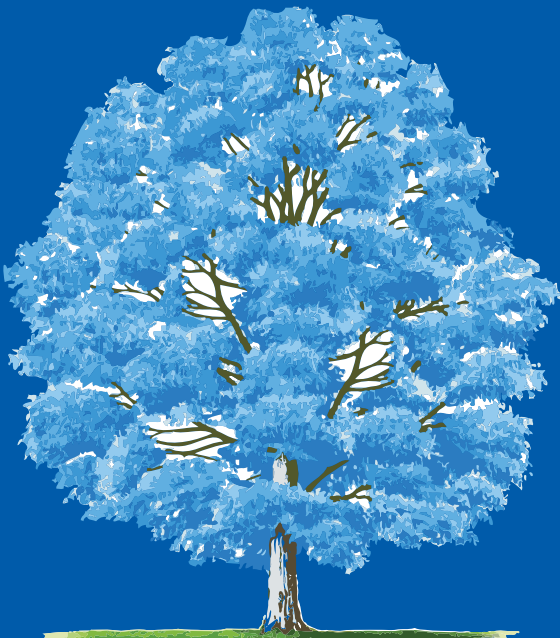
GRI 3-3, GRI 2-15, GRI 2-16, GRI 2-23, GRI 2-24, GRI 2-26, GRI 2-27, GRI 205-1, GRI 205-2, GRI 205-3

At Daiichi Sankyo Brazil, ethics is a core value that permeates all our actions and decisions. We are committed to integrity at all levels of the organization, ensuring that our practices are conducted in a responsible and transparent manner. We continuously promote awareness of the importance of ethics, cultivating an organizational culture that values trust and social responsibility in all interactions.

Since 2017, we have implemented the **Daiichi Sankyo Brazil Integrity Program (PROGRID)**, which consists of a set of measures structured around five fundamental pillars. The objective of the program is to prevent, detect and remedy risks inherent to our business, in addition to promoting a culture based on ethics, transparency and equity among our employees and partners. Through PROGRID, we seek

to ensure that all aspects of our operation are aligned with the highest standards of compliance and responsibility.

This year, through our Integrity Program, we invested in promoting improvements in the management of our policies. We have implemented gap analysis procedures with the aim of avoiding discrepancies between global and local policies. In addition, we have revised the Corporate Policy Management Policy, in which we have included the gap analysis procedure and established a termination deadline for obsolete policies. As a result of this initiative, we compared 51 local policies with 31 global policies, identifying potential differences and reinforcing our commitment to compliance in our operations.



COMPLIANCE PROGRAM



1 – Support from the Senior Management

The example of ethical culture comes from our leaders and they will give direction to other employees on how to act correctly, respecting the applicable standards.



2 – Code of Conduct, Policies and Applicable Legislation

All employees and external partners with whom we have a business relationship must respect the standards established by the company and the good market practices of the pharmaceutical industry.



3 – Training and Communication

We believe that in order to disseminate an ethical culture, we must train and communicate our employees and third parties who interact with us in an honest and transparent manner. It is important that each one understands their role to ensure the success of the Program.



4 – Confidential Channel

If irregularities or misconduct occur, we have mechanisms in place to identify and deal with them. Any internal or external agent that relates to Daiichi Sankyo Brazil may use this channel and their identity will be protected. The Channel values confidentiality and non-retaliation of those who report in good faith.



5 – Monitoring and Auditing

The robustness of an integrity program is measured by its effectiveness. To know if the Program is moving in the right direction, we have implemented a monitoring process, as well as regular audits, which aim to identify whether the pillars of the Program are working as planned.



Internal Audit

We have implemented an exclusive Internal Audit area at Daiichi Sankyo Brazil, previously part of the Compliance Department and now an independent area, with the objective of protecting and enhancing organizational value, in addition to contributing to the continuous improvement of our operations. This area has the primary responsibility of providing independent and objective assurances, as well as offering consulting services that strengthen the achievement of management goals. Internal Audit reports directly to our headquarters in Japan.

Integrated into the Daiichi Sankyo Group’s global internal audit environment, the area aims to address risks effectively, in a timely manner and with a comprehensive approach, ensuring that practices and controls are followed rigorously and consistently, both at the local and global levels.

Ethical Conduct

GRI 2-23, GRI 2-24

At Daiichi Sankyo Brazil, we ensure the highest standards of integrity, legality and transparency in our op-

erations. As a member of the International Federation of Pharmaceutical Manufacturers and Associations (IFPMA), we follow specific global standards.

Our Code of Conduct establishes clear guidelines for free competition and anti-bribery, applicable to all employees and partners. To ensure that our business partners act ethically, we apply the Business Partner Risk Management Policy, which requires due diligence in all business relationships.

Monitoring the Code of Conduct and the Integrity Program is the responsibility of the Ethics Committee and the Compliance, Legal, Institutional Affairs, Privacy and Internal Audit Department, which also supervise actions to promote ethics. The Code of Conduct is approved and updated by the Executive Committee.

We adopted the precautionary principle as the basis for our analyses, especially in new initiatives involving health professionals or public agents. We constantly monitor and audit to verify the effectiveness of

controls and, where necessary, adjust policies and procedures.

All newly hired employees receive the Code of Conduct, signing a term of commitment. We also require our business partners to accept conditional ethical guidelines through our contracts.

In 2023, we adopted an integrity assessment for all finalist candidates in selection processes. The assessments are conducted by an external partner and there are two models, which are applied according to the level of complexity of the position and risk exposure.

Our Anti-Corruption Policy reinforces our commitment to ethics, establishing clear rules for interactions with partners and public officials, preventing corrupt practices.

We conduct annual training on the Code of Conduct, Anti-Corruption and Privacy, with targets for compliance with provisions to ensure that everyone is properly qualified. The performance of these initiatives is evaluated through monitoring, observations, audits and feedback from employees.

Any deviations from our guidelines are dealt with fair corrective and disciplinary actions, always seeking to identify and eliminate the root cause of problems to prevent future occurrences.

All documents and policies related to ethics are available on our institutional website, and our Executive Committee approves and follows up on all updates, in alignment with the guidelines of the global headquarters.



Documents and policies regarding ethical conduct and good business practices can be accessed on our website.

Ethics Committee

Our Ethics Committee is tasked with reinforcing the company's commitment to ethics, transparency and integrity, in accordance with the global guidelines of the Daiichi Sankyo Group Employees Code of Conduct (ECC) and the Daiichi Sankyo Group Corporate Conduct Charter (CCC). Their primary responsibilities include:

- Promoting awareness actions for internal and external audiences;
- Analyzing complaints of conduct that contradicts the company's principles;
- Recommending educational or punitive measures as needed.

Compliance, Legal, Privacy, Internal Audit and Institutional Affairs Department

Our Executive Board supports the company in facing new strategic challenges of sustainable growth and corporate protection. Its activities include risk analysis, legal and moral guidance, damage prevention, personal data protection and the conduct of internal audits.

Social Media Guide

In the 2022/2023 fiscal year, we launched the Social Media Guide, guiding our employees on how to position themselves on social media in relation to Daiichi Sankyo and its products. In February 2024, fiscal year 2023, the Guide was revised and updated, being made available to all employees on our training platform and incorporated into the Sales Force training program. This initiative aims to ensure greater security, transparency and protect the Company's reputation in digital interactions.

Confidential Channel

GRI 2-16, 2-26

We provide a **Confidential Channel** for all audiences, internal and external, for questions or to report cases of violations or suspected violations of the Code of Conduct, Internal Policies, Code of Conduct for Business Partners or current regulations. To facilitate the reporting and advice process, we offer three official channels:

- 1. Direct Contact:** Employees can openly and directly communicate with their immediate superior or with a representative of the Compliance area.
- 2. Confidential Channel:** Through a secure online channel (www.daiichisankyo.com.br/canal-confidencial), employees, partners and third parties can make reports anonymously or in an identified manner.
- 3. Compliance Email:** The (compliance@dsbr.com.br) channel allows concerns to be sent directly to the Compliance team.

We guarantee that all information is protected with complete confidentiality and security. Our Whistleblowing and Non-Retaliation Policy ensures that there is no retaliation against those who in good faith report concerns or provide information for investigations. Upon receipt of a complaint, we conduct a preliminary assessment to determine whether to open the case. At the conclusion of the investigation, the case is conducted by the Ethics Committee, which meets as necessary, with a minimum of twice a year. The Executive Committee can be called upon to address critical concerns before any action is taken. As the Compliance Officer is part of this committee, the Compliance area has the ability to

bring these issues directly to discussion, ensuring the alignment of decision-making actions with the Committee's deliberations.

Impact Repair

GRI 2-25

We value integrity, respect, compliance with laws and sustainable practices. Any identified and proven negative impact that is not aligned with these values is treated rigorously, observing our corporate policies and guidelines. The main policies that govern these processes include: Whistleblowing and Non-Retaliation Reporting Policy, Integrity Program, Anti-Corruption Policy, Crisis Management Policy, and Human Rights Policy.

Conflicts of Interest

GRI 2-15

We currently conduct periodic conflict of interest checks for both candidates and our employees. We also implement a due diligence process to analyze potential partners, identifying risks of conflicts of interest, these actions are guided by our Code of Conduct.

To ensure effective management of this topic, we conduct annual information collection, asking all employees to declare possible conflicts of interest. This declaration is renewed each year or whenever a new situation arises. In addition, before hiring, all new employees must fill out this document. If any conflict is identified, the responsible area is notified so that appropriate measures can be taken.



Communications and Training

GRI 205-2

Throughout this fiscal year, we improved our communication and corporate policy management procedures, implementing an integrated system for policy management, “Policy Tech – Navex”, and improving the Hotline channel through the “Speak Up - Let your voice go” campaigns.

Speak Up is a global ethical commitment mechanism by Daiichi Sankyo Brazil to engage employees in open and honest communication, and reinforce that everyone can communicate their doubts, possible concerns and violations involving Compliance in the workplace, without undergoing retaliation.

The main topics addressed by the campaign were: ethical conduct, Confidential Channel, the Integrity Program, Whistleblowing and Non-Retaliation Reporting Policy, Code of Conduct, Anti-Corruption Policy, among other topics.

In the fiscal year of 2023/2024, out of the 623 employees, 100% were notified and trained on the anti-corruption policies and procedures adopted by the organization.

At the same time, we promote awareness campaigns on the use of the Hotline, including the development of a training video that guides employees on how to use the channel properly. These meetings impacted approximately 300 people during fiscal year 2023.

In order to ensure greater transparency and consistency in internal investigative processes, we have also introduced improvements to the Investigation Procedure, establishing standards for the Work Plan, Final Report, Investigation Monitoring and Interview Meeting Minutes.

In addition to these actions, another highlight promoted by the Compliance team was the promotion of **131 Dialogues with Compliance**, individual meetings with employees, conducting 161 training sessions and disseminating 48 communications on topics related to compliance. These efforts culminated in the organization of **Compliance Week**, which was marked by a series of interactive trainings and face-to-face games, covering essential topics such as anti-corruption, Code of Conduct, Code of Promotional Practices, Interactions with Healthcare Professionals (HCPs), Conflict of Interest and the proper use of Social Media.

During Compliance Week, we held 60 sessions, 57 of which were within the dedicated week and 3 additional sessions. These activities directly impacted 655 people, including employees and outsourced workers. In addition, 579 employees and contractors participated in a lecture entitled “**The Importance of Doing the Right Thing**”, held in October 2023.

We have also implemented a quarterly compliance and privacy forum, composed of key people from different areas of the organization, these efforts aim to reinforce our commitment to ethics, transparency and corporate responsibility.

Protection of Human Rights

GRI 3-3, GRI 2-23, GRI 405-2, GRI 408-1, GRI 409-1, GRI 410-1

We are committed to contributing to the improvement of the quality of life around the world through the creation of innovative medicines and the provision of pharmaceutical products that address diverse medical needs. Our commitment to respect for human rights is aligned with the principles of corporate conduct set forth in our Human Rights Policy, the Code of Conduct, and the Code of Conduct for Business Partners.

We have adopted the Daiichi Sankyo Group Human Rights Policy, which promotes respect for human rights in all our activities. In addition, we follow international standards and principles, such as the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economics, Social and Cultural Rights (ICESCR), the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

We expect all our executives, employees, interns, contractors, temporary employees and business partners, including suppliers, to understand and support our corporate policies. Our supplier and partner vetting process ensures that we do not engage with companies that are engaging in practices that are contrary to human rights. In fiscal year 2023/2024, we have not identified operations or suppliers with a significant risk of child, forced or indentured labor, based on our due diligence process for new suppliers.

As signatories to the Global Compact, we reaffirm our commitment to eliminate all forms of forced or child labor, requiring the same commitment from our suppliers and partners in signed contracts.

In addition, we promote awareness of the importance of human rights through training. In addition, 100% of the security personnel received specific training on human rights policies applicable to security. We ensure that all contracts with service providers include clauses related to human rights, enforcing compliance with these guidelines.

This year,



95%

of our permanent employees were trained in human rights policies, totaling



177

hours of training.

Information Security and Privacy

GRI 3-3, GRI 418-1

Information security and the privacy of the personal data of our stakeholders are fundamental pillars of our Code of Conduct. To ensure compliance with these principles, we have a structure dedicated to Privacy Governance and Data Protection and Information Security, which strictly follows the requirements established by the General Data Protection Law (LGPD), the ISO 27.001 standards and the NIST (National Institute of Standards and Technology) and IEC 62.443 (International Electrotechnical Commission) frameworks.

Our governance is composed of the following bodies and areas:

- Privacy and Personal Data Protection Committee;
- Privacy and Personal Data Protection Area, which is part of the Compliance, Legal, Internal Audit and Institutional Affairs Department;
- Information Security Area, managed by the Information Technology (IT) team.

This framework is supported by policies, such as the Privacy Policy (national and global), Privacy Notice for Employees, Information Security Policy, Code of Conduct, and Code of Conduct for Business Partners, all of which are available on our intranet.

In addition, we promote a culture of information security through educational campaigns and training. Among the actions carried out, the following stand out:

Security and data privacy are essential pillars for Daiichi Sankyo Brazil, ensured by high global standards of protection and governance.



1st Privacy Week

We carried out an interactive action aimed at employees of the Factory, Administrative Office and Sales Force, with the aim of promoting greater awareness about Data Privacy. The activity consisted of a game of questions, answers and challenges, in which participants were invited to answer fundamental questions about data protection or to demonstrate how they take care of the security of their personal information.

The theme of the campaign, “**Do you accept a cookie?**”, refers to cookies found on websites,

which store personal data, reinforcing the importance of attention to privacy in the digital environment. This action involved employees in a playful and educational way, encouraging the understanding of data protection in a practical and engaging way.

During Privacy Week, we also held the **Annual Privacy Policy Training**, which included activities involving our employees and third parties. The training was completed on the training platform, with a completion rate of 99%.



Visit our website for the **Privacy Policy** to learn more.

Desenvolve Program

We inaugurated the **Desenvolve Program**, with the first training for the third sector, on the theme “Strengthening the Commitment to Privacy and Digital Security.” In a scenario where the protection of personal data is a priority, our goal is to train Third Sector organizations to improve their structures and internal management, strengthening support for the health and well-being of communities. The first meeting, held in March 2024, was attended by representatives of 17 institutions from all over Brazil, who in addition to participating in training on Information Security, also engaged in interactive activities and were able to visit our facilities.

Phishing Simulations

In addition to offering training aimed at raising awareness about cyber risks, we also disseminate security communications whenever there is an imminent risk to the Company.

Guardians of Information

One of our main initiatives to raise awareness in Information Security and Personal Data Privacy is the Information Guardians Program, a gamification solution using a platform, with topics related to the areas. The use of this platform promotes positive attitudes and employee engagement, consolidating our commitment to data protection and information security.

In recognition of this effort, we received the **Hacker Rangers White Certified certification**, a provider of the platform that reinforces our dedication to cybersecurity and behavior change inside and outside the workplace, with a focus on preventing and reporting incidents.

Data Protection and Information Security

At Daiichi Sankyo Brazil, we have adopted several measures to ensure the protection of information in our technological environment. One of the pillars of this strategy is the management system of the Privacy area, which covers the service to data subjects, the management of suppliers and risks, privacy assessments (risks and treatments), activity mapping, cookie management, in addition to the monitoring of policies, privacy notices and incidents.

We also implemented the **Maturity Analysis Project**, based on ISO 27.001 standards and the NIST and IEC 62443 frameworks, which establishes an Information Security Management System. The objective of this project was to assess the company’s level of maturity in relation to our information security practices, enabling the implementation of continuous improvements to strengthen the protection of our data and processes.

Safety Culture

At Daiichi Sankyo Brazil, all employees have an individual responsibility to strictly comply with the General Data Protection Law (LGPD) and follow our internal policies. It is the duty of each one to report possible violations to the Privacy and Personal Data Protection area, using our Confidential Channel or the specific channel for Information Security and Privacy incidents.

Our commitment is to promote a robust culture of safety. To this end, we continuously carry out education and awareness actions aimed at both employees and third parties. Annually, we offer training on the Information Security Policy and the Privacy Policy,

ensuring that everyone is informed about their responsibilities.

We maintain regular communications through our internal channels, focusing on crucial information security topics. In addition, we have the Privacy Influenc-

ers group, made up of employees appointed by the Boards, who act as multipliers and representatives of Privacy and Information Security issues in their areas. These employees meet periodically with the Privacy and Information Security team to share knowledge and strengthen awareness on these essential topics.





CARING THAT TRANSFORMS

SDGs

3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

RELATED CAPITALS

Three blue icons arranged horizontally. The first icon shows three stylized human figures. The second icon shows a stylized family unit with two adults and a child. The third icon shows a lightbulb with a gear inside it, symbolizing innovation and technology.

Health Care Services

GRI 3-3, SASB HC-BP-260a.2, SASB HC-BP-260a.3

At Daiichi Sankyo Brazil, we guarantee adequate access to medicines and work with a focus on promoting the safety and quality of the treatments offered. Our Market Access area establishes partnerships with public and private entities, aiming to strengthen the healthcare ecosystem and, at the same time, ensure that eligible patients receive the correct medication at the right time, thus contributing to the maintenance and/or improvement of their health.

We ensure adequate access to medications, promoting the safety and quality of treatments through partnerships with public and private entities.

In the health environment, there are barriers that can hinder patients' access to appropriate treatments, such as the lack of technical information, the absence of adequate evaluation of health technologies, and in some cases the high cost of the drug. In this sense, we work to overcome these barriers, preparing ourselves to provide technical answers that expand patients' access to health innovations and information. In addition, we continuously invest in education for our employees and stakeholders, ensuring that safety and quality practices are applied throughout the production chain and acting in initiatives for accessibility to medicines.

Impact Management and Monitoring

We implement preventive and corrective measures to mitigate impacts and promote the sustainability of the health system, focusing on the education of physicians and managers, participation in scientific events, and, when relevant, conducting epidemiological studies to assess the availability of medicines to patients.

We monitor the effectiveness of our initiatives through regular diagnoses, goals, and indicators, ensuring continuous monitoring of the strategies implemented. Engagement with stakeholders is essential for the success of actions, and, through surveys with health managers from different segments, we adjust initiatives to define priority projects and improve access to medicines.



We also invest in internal training, focusing on access to and evaluation of health technologies, promoting employee development. The monitoring of the measures is carried out by our Strategic Accounts team, with diagnoses based on surveys and periodic meetings, ensuring the comparison between real and potential patient demands. The most effective actions, validated by engagement surveys, are incorporated into the strategic planning, promoting the continuous improvement of practices.

Prevention of Counterfeit Drugs

SASB HC-BP-260a.2, SASB HC-BP-260a.3

To mitigate the risks of counterfeit medicines, we have adopted a strict procedure that alerts customers and partners to potential risks. In suspicious cas-

es, information is shared with the Crisis Committee, global Quality and Supply Chain areas, as well as the stakeholders involved, assessing the need for communication with Health Care Authorities and consumer protection agencies, in order to ensure an agile response.

In the fiscal year, we received a suspected counterfeiting of a drug reported by a partner in Central America. After investigation, the forgery was not confirmed. The incident was reported to the Daiichi Sankyo Group's global teams and health authorities, and the case was closed without the need for further action. This close monitoring demonstrates our commitment to patient safety and the integrity of our products.

Responsible Management and Access to Health

Our mission is to ensure adequate patient access to medicines, ensuring the quality and safety of our products. Our market access strategy is based on rigorous quality and safety controls, monitored by regular audits and aligned with best manufacturing practices. We maintain effective communication with stakeholders and ensure compliance with regulatory standards.

Hospital Bill Expansion

In 2023, in order to increase the promotion and demand of our products in a greater number of hospitals, we optimized the time management of the Hospital Team, allowing the team to dedicate themselves to a greater volume of accounts, as a result we tripled our portfolio of hospital bills. We have already achieved standardization and increased demand in some of them, reflecting our ongoing efforts to strengthen hospital partnerships and expand access to our products.



Patient Support Program

Adere Saúde, our Patient Support Program (PSP), reinforces our commitment to the patient, offering guidance, information about health and treatment, and facilitating access to medicines with discounts on prescriptions. Thus, we promote adherence to treatment and improve the quality of life of our patients.

The program also strengthens the relationship with the medical community, ensuring that patients receive the necessary support to follow their treatments properly and safely. Thus, Adere Saúde expands our presence in the Brazilian market and consolidates our image as a company committed to health and social well-being.

All patients in the national territory who have a prescription for eligible Daiichi Sankyo drugs can participate in the program by registering through the online portal or at the nearest pharmacy.

Interactions with Health Care Professionals

SASB HC-BP-510a.2

At Daiichi Sankyo Brazil, interactions with healthcare professionals follow the **Code of Conduct** and the **Code of Promotional Practices and Interactions**, available to all employees. These codes establish clear guidelines to ensure compliance with legal and ethical regulations. They cover several areas, including support for continuing medical education, through the sponsorship of complementary courses and preceptorships, without connection to training courses or degrees.

Qualified health professionals can be hired for services aligned with their areas of expertise, ensuring their technical-scientific independence, in accordance with the legislation. Any type of incentive that influences prescriptions or recommendations, such as gifts or gifts, is also prohibited, ensuring transparency in interactions.

Compliance with these guidelines is monitored by internal audits and whistleblowing mechanisms. When deviations are identified, immediate corrective actions are taken, including reinforcement of training and process reviews, in order to prevent recurrences and maintain the integrity of our practices.





Medpedia Portal

A digital platform that provides comprehensive content on technology and innovation focused on medical practice, as well as quality scientific content that covers various areas of health, with the aim of improving patient care. Through this platform, doctors have access to a series of resources, such as video classes, podcasts, and meetups, enabling the exchange of knowledge and experiences with other innovative and up-to-date professionals in the sector.

Medpedia has achieved significant results, consolidating itself as an important education and innovation platform for medical practice.

We have diversified our digital touchpoints, ensuring more than five channels of communication with doctors, which expands the reach of information about our products and therapeutic areas. On October 18, Doctor's Day, we held the **Medpedia X** event, which had the participation of 404 registrants, resulting in 162 new registrations on the platform and 388 views of the content made available.

Throughout the year,
we expanded our
registered physician
base from 33.2
thousand to 36
thousand in March
2024, reflecting robust
growth in engagement
with the medical
community.

In addition, we launched a new Medpedia website, with improvements in navigation, new pages of medical content and a more efficient communication structure on social networks. This novelty was accompanied by digital campaigns throughout the year, with the aim of increasing the engagement of doctors, patients and society in general on topics related to rare diseases. Among the main campaigns, we highlight the websites **Health Pills**, **Talk About ELA**, **Medpedia Rare Diseases** and **Medpedia Radicava (Edaravona)**, which reinforce our commitment to health education and awareness.

Events

Medical events play a strategic role in strengthening relationships with the medical community and sharing scientific knowledge. These events allow us to showcase the latest innovations in therapies and medications, keeping healthcare professionals up-to-date on advances in disease treatment, especially in areas such as oncology and cardiology.

In addition to consolidating our reputation as a reference in research and development in the pharmaceutical sector, the events promote a more informed and effective clinical practice, directly reflecting on the quality of patient care. They are also opportunities to foster dialogue with experts and opinion leaders, allowing us to better understand the needs and challenges of the healthcare industry. This understanding helps us align business and innovation strategies, strengthening our market presence and ensuring that our products meet the expectations of healthcare professionals and patients.

Among the recent events we promote, we highlight the Reframing Oncology Scientific Forum; Spread Onco with a focus on education for young doctors; and HER2 The Future, all with great repercussion in the sector. In total, **more than a thousand events** were held throughout the fiscal year.

During the fiscal year, we published the update of the "Events Guide", which establishes guidelines for the organization and conduct of events, always in line with the principles of Compliance. In 2021, we created a guide to guide conduct during events organized or supported by Daiichi Sankyo Brazil, promoting an ethical, upright, and transparent environment. In 2023, the guide was revised and renamed "Events and Interactions Guide", with more clarity about what is allowed in each type of event, according to current codes and regulations, in line with the company's global guidelines.

Also in this fiscal year, we implemented an event system, with the objective of modernizing and centralizing the management of events and interactions with health professionals, ensuring greater accuracy and regulatory compliance. This system automates essential processes, from the approval and follow-up of event planning to final reconciliation, expense analysis, and post-event activities. Since implementing the system, we have seen significant improvements in the efficiency, accuracy, and governance of event-related processes, centralizing information and expenses in a single environment and facilitating reporting, analysis, and monitoring.

Evaluation of Products and Services

GRI 416-1

We assess 100% of our products and services for health and safety impacts for continuous improvement and to ensure that our health and safety procedures comply with current regulations. One of our key practices is supply chain qualification, which involves detailed audits and testing of all materials received for production and marketing.

Our plant in Barueri – SP follows high standards of control, with the evaluation of each batch based on critical quality attributes, ensuring that only safe and effective products reach the market.

Our commitment to quality and safety goes beyond manufacturing. After commercialization, we maintain strict quality control, including stability studies and sample retention. All products manufactured and distributed follow **Good Manufacturing Practices**, both national and international. Our suppliers and service providers are evaluated with the same rigor, and any market complaints are investigated in detail to ensure the compliance and safety of our products.

Safety and Quality

Taking into account the protection of public health, we ensure that the medicines we offer have high safety standards, managing risks of adverse events and unexpected reactions and ensuring that they are effective and safe for the proposed treatments.

Patients' confidence in our treatments depends on ensuring that medicines have been properly man-

ufactured and tested in accordance with quality, regulatory and quality regulations and requirements.

Regulatory Compliance and Labeling

GRI 417-1, GRI 417-2, GRI 417-3, SASB HC-BP-250a.3, SASB HC-BP-250a.4, SASB HC-BP-260a.1, SASB HC-BP-270a.1, SASB HC-BP-270a.2

We maintain strict standards of transparency and compliance with labeling requirements, ensuring that all our packaging contains essential information for the safe use of products, as well as clear instructions for proper disposal.

Our commitment is to ensure the trust and health of patients by offering products with safety, quality and a continuous supply. For this purpose, we have a Quality Management System.

To protect our consumers and ensure the integrity of medicines, we adopt several safety items in our products, such as:

- Use of reactive ink in secondary packaging;
- Presence of information and standards related to the lot number in the primary and secondary packaging;
- Embossed inscription on products of solid pharmaceutical form;
- Identification of the code and version of the packaging material used in each batch produced;
- Specific bonding pattern on cartridge flaps;
- Specifications on the shape and color of the products.



This fiscal year, we introduced the serialization process for our solid product lines, which further strengthened production control and ensured greater transparency and traceability throughout the entire production cycle. For the semi-solid lines, this implementation is expected to take place in fiscal 2024, further expanding the commitment to the quality and safety of our products.

In the reporting period, we identified only 02 cases of non-compliance related to labeling, involving spelling errors and flaws in the printing of the packages. These problems were corrected before the products reached the market and did not pose any health risks to patients. We also do not record incidents of non-compliance with laws or problems related to marketing communication.

In July 2023, we carried out a voluntary recall of the drug BENICARANLO (lot 230288), collecting 193 units. This recall was classified as having a low probability of causing adverse health consequences after use or exposure to the drug, according to internal and ANVISA evaluation, and was completed in December 2023. The initiative reflects our ongoing commitment to product quality and safety, with no impact on other products or batches.

Regarding the return of products, of the 442,279 units of medicines received for evaluation, 156,250 were rejected, while 286,029 were reincorporated after evaluation by quality assurance. This process, carried out through reverse logistics, ensures that all products in circulation meet our high safety standards.

We maintain a strict ethical policy in all operations. We do not record enforcement actions for violations of Good Manufacturing Practices, nor financial losses related to false marketing claims.

Our policy also prohibits the promotion of off-label drugs, as provided for in our Code of Promotional and Interaction Practices and in legal prohibitions of the local regulation that we follow. We ensure that all employees and partners acting on our behalf follow high ethical standards in the promotion of our pharmaceutical products.

Customer Service

Our patients have at their disposal the Customer Service (SAC), where they can ask specific questions, request information about our products, receive technical guidance for their proper use and register opinions, complaints or reports of adverse events. In fiscal year 2023/2024, we carried out a total of 12,197 customer service calls, 82% of which were related to information transactions. We conduct an annual survey to measure satisfaction with the service provided, and we achieved a 98% satisfaction rate.

SAC

The Customer Service (SAC) is available by phone at 0800 055 6596, Monday to Friday, from 8:00 am to 6:00 pm. Moreover, you can contact us through **Contact Us**, by **e-mail** or by the **chat online**.

SERVICES PROVIDED BY THE SAC

82%
Info

3%
Pharmacovigilance

2%
Complaints

4%
Requests

4%
Opinion

5%
Others (testing, cheating, PO box, etc.)

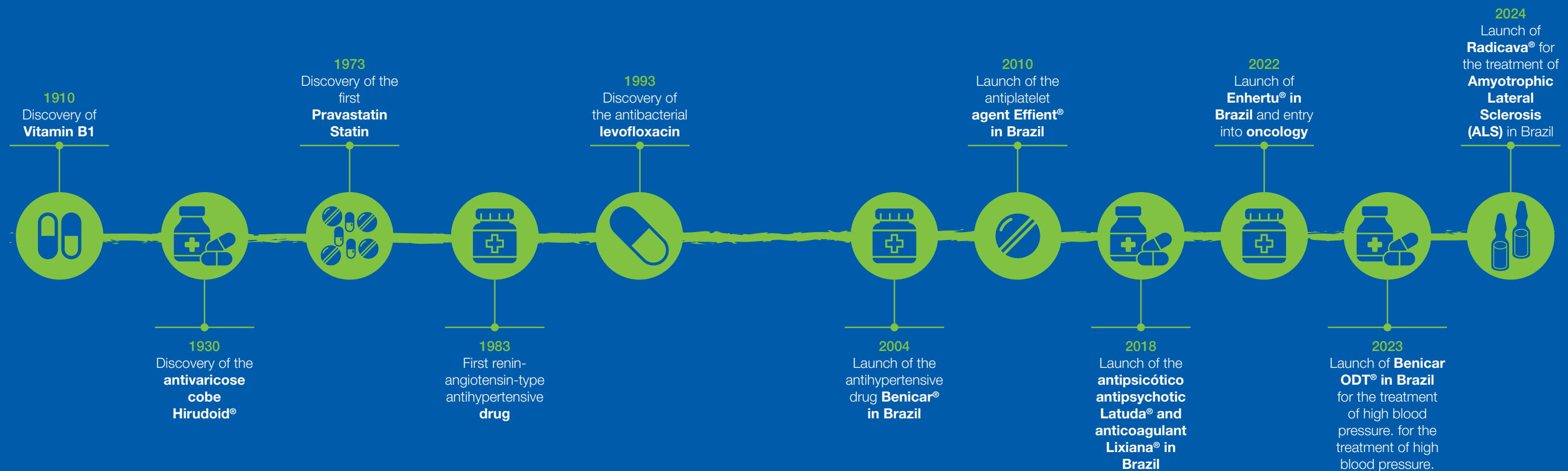
Innovation

Innovation is an essential pillar for Daiichi Sankyo Brazil, as it is directly linked to our mission to offer high-quality therapeutic solutions and develop advanced treatments that meet the needs of patients. In the pharmaceutical sector, technological and scientific changes occur constantly, making the ability to innovate crucial to maintain competitiveness and ensure that our treatments are always ahead, using the most advanced in medicine.

Innovation allows us to continuously improve our products, from research and development (R&D) of new molecules to the implementation of technol-

ogies that improve manufacturing and distribution processes, as well as contribute to patient safety and the sustainability of operational processes. Seeking to offer innovative treatments quickly to patients, we evaluate possible regulatory scenarios, always seeking to enable the registration of new drugs quickly through accelerated registration routes, such as priority review and optimized analysis, to serve the population as quickly as possible. In addition, Daiichi Sankyo Brazil seeks to maintain close contact with health authorities, strengthening a solid and transparent relationship.





Innovations in the Oncology Network

Since its creation in 2019 and expansion in 2021, the oncology area has registered significant growth and gained recognition in the sector for its performance. Our clinical studies have contributed to revolutionizing the treatment of cancer, especially breast cancer, among other solid tumors, through a new therapeutic approach that has redefined the standard treatment. Our studies allow patients early access to innovative treatments in the development phase even before launch.

Among the oncological innovations, we highlight the development of ADCs (Drug Conjugated Antibodies), an advanced technology that precisely directs chemotherapy drugs to cancer cells, using cell receptors, which ensures greater efficacy and safety. The

Currently, we occupy the 7th position in sales value in oncology, as pointed out by IQVIA.

clinical application of these molecules is transforming cancer treatment, providing significant improvements in patients' quality of life.

Since 2019, our global partnership with AstraZeneca has driven the development of new molecules and the distribution of these products in several countries, strengthening our global operations. In addition, we have established a global strategic alliance with Merck Sharp & Dohme (MSD) in an approximately \$22 billion agreement to develop and commercialize three investigational cancer treatments outside of Japan. This agreement combines financial and technical resources to accelerate clinical research, the approval of new treatments and expand patient access to these innovations globally.

Expansion of the Oncology Business Unit

We have expanded our operations to other therapeutic areas, such as the treatment of gastric cancer and lung cancer, with the goal of serving more than 1,500 patients by the end of 2023 and this goal has been successfully achieved.

Currently, we have 05 approved indications for the use of **Enhertu®** in Brazil, expanding its benefits to patients with different types of cancer, including breast, lung and gastric cancer. Our goal in the Oncology Unit is to ensure that more and more patients have access to the benefits of our treatments, providing a better quality of life.

Operations in the Rare Diseases Segment

In 2024, we marked an important step in our trajectory with the entry into the rare disease segment, through the launch of **RADICAVA® (edaravone)**, a drug aimed at treating patients with Amyotrophic Lateral Sclerosis (ALS). The launch, which took place on February 29, 2024, a symbolic fact as it is World Rare Disease Day, represents a significant milestone for Daiichi Sankyo Brazil.

This initiative has the potential to benefit about 7 thousand patients in Brazil, who previously did not have access to this treatment. With the use of RADICAVA®, these patients will be able to achieve improvements in their quality of life. The first sale was registered in March 2024, and the drug has already surpassed the mark of 2,000 boxes sold.



Lupa de Ouro Award - Intelligent Access Project

The “**Intelligent Access Project: Implementation of a Dedicated Server for Data Science Applied to the Pharmaceutical Market**” was recognized with great prestige at the 47th edition of the Lupa de Ouro Award in 2023, in the “Digital Marketing/Data Science Project” category. This award, organized by the Pharmaceutical Products Industry Union (Sindusfarma), is an annual recognition of the best initiatives and professionals in the pharmaceutical sector, highlighting the most innovative and impactful projects in the areas of marketing, access and medical science.

We live in an era of data abundance, especially in the healthcare industry. Yet, a large amount of data does not always generate relevant information without proper analysis. The goal of the project is to transform this vast volume of data into actionable insights, which drive Daiichi Sankyo Brazil’s strategic decisions.

The implementation of a server dedicated to the strategic use of Data Science allowed us to achieve important operational and strategic gains. Through the fast and efficient analysis of large volumes of data, we save time and generate insights that guide more assertive decisions. This project resulted in savings of approximately R\$ 800 thousand, optimizing management and the patient journey, in addition to reaffirming our commitment to innovation and excellence.

Digital Tools

In order to maximize the contributions that technology can offer, we have established a group dedicated to the integration of new digital tools in the various areas of Daiichi Sankyo Brazil. One of the most recent projects was the development of an application to support oncologists, whose main functionality is to provide a second opinion on pneumonia diagno-

ses. This tool enables much faster and more efficient communication, especially in cases of suspected disease, promoting greater agility in care and accuracy in diagnosis.

Our central pillar is patient centrality, maximizing the contributions that technology can provide. To this end, we have established a group dedicated to the integration of new digital tools in various areas of Daiichi Sankyo Brazil.

At a time of strengthening our institutional image in the area of oncology, we entered into a partnership with a **Brazilian healthtech specialized in oncology**. This project was developed with the aim of offering a service to our customers that contributes to improving the journey of cancer patients within health institutions.

The innovative tool enables faster and more efficient communication, especially in cases of suspected cancer, providing greater agility in care and diagnostic solutions. In 2023, we selected two institutions for the implementation of the project, with the aim of improving the patient experience, as well as improving clinical and economic advances.

In addition to the application integrated into the institution’s system, the patient has the support of a dedicated nurse, who monitors their condition, follows the evolution of symptoms, assists in management and offers guidance, all in an integrated way with the medical team.

In 2023, we impacted 36 patients at Hemomed – Institute of Oncology and Hematology of São Paulo, totaling 136 patients since the onset of the project.



Caring For The Team

Our Team

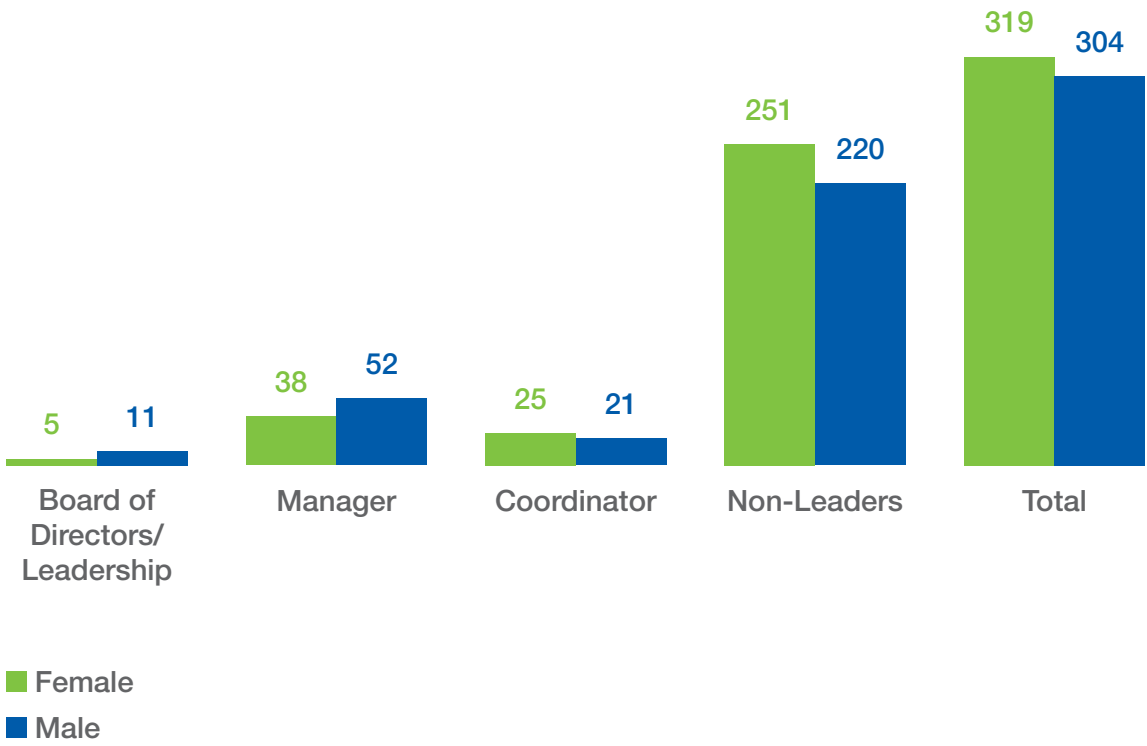
GRI 3-3, GRI 2-7, GRI 2-8, GRI 2-30

Our team of employees is critical to the success of Daiichi Sankyo Brazil, forming a foundation that supports our growth, innovation, and commitment to excellence. The expertise and engagement of our professionals are key to the development of advanced therapeutic solutions, allowing us to meet the needs of the market and patients effectively. Further, they embody and promote our values of ethics, integrity, and social responsibility on a daily basis, ensuring that our operations are conducted in a transparent and responsible manner.

We have structured policies that reinforce this commitment, such as the Human Rights Policy and the Human Resources Policy, in which employees are continuously trained, especially on topics related to human rights.

The role of our employees is also vital in our sustainability and social impact initiatives, ensuring that projects result in concrete benefits for society and the environment. Our employees are the driving force that drives us to achieve our goals and maintain our leadership position in the pharmaceutical market.

Employees by employee category and gender – GRI 2-7



Employees by type of contract and region – GRI 2-7

	Midwest	Northeast	North	Southeast	South
Permanent and full-time	11	23	4	536	49
Temporary	0	0	0	5	0
Interns	0	0	0	27	0
Young apprentices	0	0	0	9	0
Total	11	23	4	577	49

Note 1 – 100% of the company's employees are covered by a collective bargaining agreement.

Note 2 – We have 94 outsourced workers who work in the areas of cleaning, property security and maintenance on a full-time basis, being classified as non-employees.

Note 3 – Interns and young apprentices work part-time and temporary full-time, both being classified as non-employed.

Employees by type of contract and gender – GRI 2-7

		
Permanent and full-time	304	319
Temporary	2	3
Interns	5	22
Young apprentices	3	6
Total	314	350

Equal Opportunities, Diversity and Inclusion

GRI 405-1, GRI 405-2, GRI 401-3

Equal opportunities, diversity and inclusion are central themes, in line with our values of ethics, integrity and social responsibility. Fostering a diverse and inclusive environment strengthens our organizational culture and drives innovation, creativity, and competitiveness.

Including diverse voices and creating a welcoming and respectful environment are essential for a motivated and productive team. Our diversity and inclusion initiatives seek not only to fulfill our social responsibility, but also to create a work environment that values individual contribution, fostering a col-

laborative and innovative culture. At Daiichi Sankyo Brazil we have 5 affinity groups, which are composed of employees from the most diverse areas to discuss Inclusion and Diversity topics, in addition to proposing practical actions, working mainly as a safe space for welcoming and literacy.

In 2023, our affinity groups gained even more strength, becoming pillars in promoting an inclusive environment. They work on different thematic fronts, such as:

- **Ethnic-Racial Pillar – AfroSankyo:** Group is dedicated to discussing and promoting actions related to race and ethnicity, with a focus on inclusion and appreciation of racial diversity.
- **Pillar of Persons with Disabilities – PWD (We Can, We Create and We Develop):** Aimed at supporting and developing inclusive initiatives for people with disabilities, promoting accessibility and opportunities.
- **Gender Pillar – GLP (Gender Leader Power):** Group that addresses gender issues, seeking equity and empowerment of female leaders and of all gender identities.
- **LGBTQIAPN+ Pillar – DSBRainbow:** Focused on actions that promote inclusion, respect, and support for the LGBTQIAPN+ community, strengthening a diverse work environment.
- **Generations Pillar – Creates-Active-Ages (“Cria-Ativa-Idades”):** Group that celebrates and promotes the exchange of experiences between different generations, encouraging mutual learning and innovation.

These groups have played an essential role in creating initiatives that not only celebrate diversity but also drive employees’ personal and professional development.

In addition to amplifying diverse voices, these groups directly influence our policies and practices, ensuring equal opportunities for growth. In 2023, they consolidated themselves as safe spaces for dialogue, learning, and concrete actions. We have also implemented specific actions to attract talent from under-represented groups, such as the creation of affirmative vacancies for PWDs. One of the goals we have established to expand the diversity of our team is to ensure that, at least, in 70% of the vacancies, diverse candidates (women, blacks, PWDs) are presented on the shortlist (candidates presented as finalists in selection processes) or from different profiles. Since the beginning of this initiative, in August 2023, we have reached 78% diversity on the shortlist.

Our Inclusion and Diversity Committee, composed of directors and leaders representing affinity groups, is responsible for ensuring representation in our ac-

We have reached 57% of leadership positions held by people from diverse groups.

tions. The committee meets periodically to discuss issues and monitor the implementation of initiatives.

Throughout the year, we reinforced our commitment to inclusion and diversity through meaningful actions. In March, during **Women’s Month**, we held several conversation circles about the role of women in leadership, encouraging the exchange of experiences, *insights*, and learning between employees, leaders, and other participants. These conversations were an opportunity to address challenges, achievements, and ways to strengthen the female presence in leadership positions.

In June, during **Pride Month**, we celebrated diversity by raising the LGBTQIA+ flag at our factory, sym-

bolizing our respect and support for the cause. In addition, we promote internal communication actions focused on literacy, clarifying important terms and concepts and promoting dialogue on inclusion and respect for diversity in the workplace.

Our commitment also extends to social responsibility, with several volunteer actions, in which our employees have had the opportunity to contribute directly to the community. We also installed a tool on the Daiichi Sankyo Brazil institutional website and on the Health Pills Portal that translates content in Portuguese into LIBRAS – Brazilian Sign Language. These initiatives reinforce our values and desire to positively impact the surroundings, promoting an inclusive and supportive environment.

Percentage of diversity in governance bodies and employees (%) – GRI 405-1

	Board of Directors/ Leadership	Manager	Coordinator	Non-Leaders
By gender				
	69%	58%	44%	47%
	31%	42%	56%	53%
By age group				
Under 30 years old	0%	1%	13%	17%
Between 30 and 50 years old	56%	76%	78%	69%
Over 50 years old	44%	23%	9%	14%
By Diversity Group				
LGBTQIAPN+	0%	3%	6%	5%
Yellow	24%	5%	6%	3%
White	63%	84%	87%	71%
Browns	13%	8%	7%	19%
Black	0%	3%	0%	7%
PWDs	0%	4%	0%	3%

Proportion of basic salary and compensation between men and women, by functional category – GRI 405-2

Functional Category	Ratio of base salary between women and men	Proportion of pay between women and men
Leadership/ Board of Directors	0.86	0.79
Management	1.04	0.95
Coordinator	0.94	0.95
Non-leaders	0.95	0.87

Note 1 – The proportion is calculated by dividing the base salary and women’s compensation by the base salary and men’s compensation.

Note 2 – The information refers to Daiichi Sankyo Brazil’s own employees. Interns, young apprentices and temporary workers are not being contemplated, as they are classified as “not employed.”

Note 3 – There was a redefinition of the functional categories for this period. For better comparability, the functional category previously described as Sales Force may now be contemplated as Non-Leaders. And Operational and Administrative are being contemplated in Non-leaders.

Nota 4 – The wage difference between men and women can be explained, in part, by the difference in seniority within each functional category. Aside from that, factors such as recognition for performance, achievement of specific goals, assignment of additional responsibilities, and career progression also influence salary composition. These aspects reflect criteria related to individual professional development and the specific demands of each function.

Maternity and Paternity Leave

GRI 401-3

Since 2014, we have participated in the Company-Citizen Program, which extends maternity leave to six months and paternity leave to 20 days, guaranteeing these benefits to all our employees. Currently, 100% of our staff are entitled to this license.

In the 2023/2024 fiscal year, 32 employees took leave, 15 men and 17 women. Among them, all male employees and 14 female employees returned to work at the end of the leave period. After 12 months of return, 7 men and 6 women remained employed, demonstrating our commitment to supporting employees during this important period.

One DS Culture Project

The One DS Culture Project, launched to strengthen Daiichi Sankyo Global’s unified corporate culture, aims to foster a culture of collaboration, inclusivity, and alignment with the company’s values and goals, unifying the employee experience across all areas of the organization and global alignment.

The project impacts all employees of Daiichi Sankyo Brazil and Global, covering several areas and hierarchical levels. The inclusion of all members of the organization is critical to ensuring that the unified culture is experienced and reinforced in all parts of the company.

The progress of One DS Culture in 2023 reinforces our commitment to a strong and cohesive corporate culture, fostering a work environment that values collaboration, trust, inclusion, growth and development of our employees, and alignment with our common goals.

The objective of developing a unique culture is part of one of the main strategies of the Human Resources team, together with the importance of attracting and developing employees and acting to promote the engagement of our team.

We believe that we will achieve our goals by promoting investments in our greatest asset: **people**. This is only possible through leaders who are increasingly prepared and oriented towards humanized leadership and with the ability to guide, develop and engage teams to achieve results.

Organizational Climate

In 2023, we achieved, for the second consecutive year, a high engagement rate among all Daiichi Sankyo Group units, with 91% in the Global Engagement Survey - *One DS Voice* (GLINT). This result directly

reflects the positive environment we foster, wellness initiatives, and our ongoing commitment to cultivating an inclusive, collaborative, and people-centered corporate culture.

The survey evaluated various aspects of the work environment, such as satisfaction, alignment with the company’s values, development opportunities and perception of leadership. This high level of engagement demonstrates that our employees feel valued, motivated, and connected to organizational goals.

Among the factors that contributed to this performance in 2023, the following stand out:

- **Diversity and Inclusion:** Programs that promote representation in the workplace, ensuring that everyone feels an integral part of the company.
- **Professional Development:** Continuous opportunities for growth, such as training and mentoring, reaffirming our commitment to the success of each employee.
- **Well-Being and Quality of Life:** Investments in physical and mental health programs, creating a healthier and more productive work environment.

For the second year running, it was one of Daiichi Sankyo’s highest engagement rates.

Attraction and Development

GRI 401-1, GRI 401-2, SASB HC-BP-330a.2

In the highly technical and dynamic pharmaceutical sector, the ability to attract professionals with expertise is essential. We attract talent not only for its growth potential, but also for our commitment to inclusion, diversity, and social responsibility, making the company an attractive place for professionals of different profiles.

We maintain professional development programs that ensure that our employees are always aligned with industry best practices and innovations. We

offer training, mentoring, and growth opportunities, reinforcing team engagement and motivation. The continuous development of employees' skills is essential to maintain the company's competitiveness and qualification on the global stage.

For the tracking and effectiveness of programs and processes in terms of attracting and developing professionals, we use several platforms and mechanisms, such as:

- **GLINT**: an annual organizational engagement survey used to measure employee satisfaction and well-being;
- **Pulses**: punctual surveys that enable people management through continuous listening and data collection on climate and engagement;
- **PDI**: Success Factors Platform, used to monitor the Company's People Management Cycle;
- **ALTOS**: a global training platform for mandatory and regulatory courses.

In 2023/2024, we hired 131 new employees to compose our team

Benefits granted to employees – GRI 401- 2

 Dental Assistance	 Private Pension	 Home Office Assistance (for eligible)	 Workplace gymnastics
 Health care	 Flu Vaccine	 Gym, via Total Pass platform	 Meal vouchers
 Life Insurance	 Food Voucher	 Parking lot	 Restaurant (factory)
 Maternity/paternity leave	 EAP – Employee Support Program (legal, financial, social and psychological support)	 Transportation voucher	 Charter (factory and logistics)
 Aid for Children with Disabilities	 Pharmacy Agreement and 100% subsidy of our products	 Quick Massage	 Breakfast (office)

New hires and employee turnover – GRI 401-1

Age group	Number of hires	Hiring fee	Number of dismissals	Turnover rate
Under 30 years old	35	36.46%	12	12.5%
Between 30 and 50 years old	91	20.78%	82	18.72%
Over 50 years old	5	5.62%	12	13.48%
Gender				
	82	25.71%	48	15.05%
	49	16.12%	58	19.08%
North				
Northeast	0	0%	1	25%
Midwest	5	21.74%	8	34.78%
Southeast	1	9.09%	4	36.36%
South	117	21.83%	83	15.49%
Sul	8	16.33%	10	20.41%

Note – The calculation used for the rates was the number of new hires or terminations during the reporting period divided by the total number of employees during the period, by each category.

Dismissals in the year, by functional category – SASB HC-BP-330a.2

Functional category	VOLUNTARY		UNINTENTIONAL	
	Total	Turnover rate (%)	Total	Turnover rate (%)
Senior executives/managers	0	0.00%	6	0.96%
Mid-level managers	7	1.12%	10	1.61%
Mid-level employees (with higher education)	23	3.69%	46	7.38%
Other employees	0	0.00%	14	2.25%
Other employees (all not mentioned above)	0	0.00%	0	0.00%

Remuneration

GRI 2-20, GRI 202-1

The preparation of our Compensation Policy was developed by the Human Resources, Compliance and the Leadership, ensuring an integrated and strategic approach. To ensure an accurate analysis of the market, we have hired an independent expert consultancy, which conducts detailed salary studies, comparing our position in the market and identifying possible needs for updating salary tables.

Based on the results of these surveys, we structured the appropriate compensation for each position, which was subsequently submitted to validation by the HR Director and the Chairman. In addition, when opening a new position, we consider the current salary scale and internal occupants to define salaries, so as to ensure alignment and equity within the organization.

Ratio between the lowest wage and the local minimum wage, by gender and region – GRI 202-1

Region	2023		2022	
				
Midwest	6.88	5.87	5.5	5.5
Northeast	6.88	5.87	5.5	5.5
Southeast	2.28	2.28	2.1	2.1
South	6.88	5.87	6.4	5.5

Corporate Education

GRI 404-1, GRI 404-2, GRI 404-3

Based on our three essential behaviors—**Being Inclusive and Embracing Diversity, Collaborating and Trusting, and Developing and Growing**—we offer training aimed at both the development of technical and behavioral skills. These programs promote improvements in performance and productivity, in addition to reducing errors, standardizing processes, and increasing employee satisfaction and engagement. Our goal is to support the personal and professional evolution of each employee, encouraging their motivation and talent retention, as well as their adaptation to innovations and organizational changes.

We believe that continuous development is essential for our employees to reach their full potential within the company. Therefore, we have structured specific programs for each business unit and created development paths that aim to improve organizational and behavioral skills, always aligned with our People Management Cycle.

All training, courses, workshops in the fiscal year totaled more than **30,473 hours**, these efforts reflect our commitment to creating an environment where each employee can grow, learn and explore new perspectives, contributing to the success of the company and their careers.



Below are our development tracks:

Leadership Development Journey

The Leadership Development Journey focuses on aligning leaders with organizational culture, developing essential competencies for their roles. The goal is to offer a program focused on continuous development and leadership solutions aligned with business challenges. Specific objectives include:

- Developing leaders for high performance, with a focus on results.
- Contributing to business results considering complexity by pipeline.
- Guiding the use of management tools on a daily basis.
- Reinforcing concepts of ADAPT Leader and ensure its daily application.

- Working on three essential behaviors: Inclusion and Diversity, Collaboration and Trust, Development and Growth.
- Facilitating improvements in the three aspects mentioned by the Global Engagement Survey: Equal Opportunities, Procedures, and Learning from Mistakes.

The methodology applied is continuous, fluid and practical, in order to encourage humanized leadership through a format that promotes learning through work, using the 70:20:10 model (70% practical, 20% informal learning and 10% formal learning).

The development journey for a more humanized leadership is still ongoing, but this fiscal year we have already held more than 10 classes with all levels of leadership.

DSBR Academy

Our program has as its main objective to develop internal talent to take on new positions and, with that, strengthen our leadership pipeline. Our priority is always to value internal potential and promote our employees when a vacancy arises in higher positions. In 2023, we had a significant number of internal promotions, demonstrating our commitment to the growth and continued development of our team.

Analyst Development Program

This Program presents a list of soft skills topics aimed at improving competencies related to business strategy, future goals, and organizational culture. Topics include Problem Solving, Systemic Vision, Emotional Intelligence, Time Management and Organization, Communication, Oratory, Interpersonal Relationships, Accountability and Creativity. It is aimed at professionals in the roles of Analyst, Lawyer and Buyer, who should participate in three of the suggested themes, choosing those that are most aligned with their Individual Development Plan (IDP).

Intern Development Program

The Intern Development Program focuses on developing skills and trends in the corporate environment, aiming at a better adaptation to the job market, with a strong commitment to diversity and inclusion.

To develop these skills, our Program offers interns the incentive to learn English, with the provision of a platform that allows them to develop vocabulary, grammar and conversation practice. They are monitored by the HR area with the availability of progress

indicators, which are also reported to managers as a form of incentive and engagement. In addition, during the program interns are motivated to give presentations in English, which also promotes practice and monitoring of the knowledge acquired.

In 2023, interns were also able to have mentoring meetings with *senior* professionals or leaders from Daiichi Sankyo Brazil, supporting development and expanding the company's vision.

Mentoring Program

The Program was implemented in 2023 with the aim of promoting the exchange of knowledge and ideas between mentor and mentee, boosting the professional development of both and accelerating the learning curve. As the expected results, we seek to maximize human capital performance, attract and develop talent, strengthen the DS Unique Culture, promote employee engagement, align Training and Development (T&D) initiatives with our strategy and foster professional recognition within the company. In 2024, the Program is under review.

HR Training Journey

The HR Training Journey began in June 2023 and aims to develop the professionals of the Human Resources Department, improving their deliveries and promoting a more protagonist performance. We use a triangular methodology, with 12 practical meetings and joint activities, in addition to specific modules of Mentoring Leaders, with bimonthly meetings.

Learning and Development Actions for the Sales Force

In our learning and development initiatives for the Sales Force team, we seek to continuously train them so that they can meet market demands with excellence. In 2023, we conducted specific actions, such as the third phase of the Training for New Sales Representatives, which included the Breast Cancer Patient Journey and the TGI (Gastrointestinal Tract) training, aimed at the oncology sales team.

These actions aim not only to provide the necessary technical knowledge, but also to align the team with our patient approach and care strategy, ensuring that our sales representatives are well-prepared to act effectively and humanely in the market.



In 2023, we accounted for an average of 77 hours of training per employee in the Sales Force team.



Career Transition Assistance Programs

We offer several initiatives to support career transition, with the **Mentoring Program** being one of the main tools, focusing on expanding networking and strengthening skills, aiming at professional growth. We also hold the **Compensation and Career Workshop**, which addresses the individual development plan and market trends, providing a strategic vision for career management.

In addition, we offer **Private Pension**, assisting our employees in financial organization and long-term planning. These initiatives are key to providing support in times of transition, ensuring that everyone is prepared for new opportunities and challenges.

Continuous Improvement of Internal Processes

At Daiichi Sankyo Brazil, we have implemented the **Kaizen Program**, aimed at the continuous improvement of internal processes, following methodologies that reduce variability, optimize operations and eliminate waste.

These approaches empower project leaders according to specific objectives while ensuring constant support. In addition, in 2023, in line with the results of the Pulses survey, we intensified the training of leaders, promoting training and strategic discussions on the culture of Continuous Improvement, focusing on the concept of “leading by example.”

Below are some of our programs aimed at communication and engagement:

Contaí Program

Launched in 2023, the Contaí Program aims to promote greater interaction between senior leadership and employees, offering the opportunity to get to know the directors, their trajectories and gain insights on topics such as learning from mistakes, internal procedures, career development and knowledge acquisition.

The program was a success and set a positive standard for the following editions. Throughout the year, several directors participated, bringing their perspectives and enriching experiences to the meetings. During the sessions, they shared life stories, offered professional tips, discussed challenges faced and answered questions from participants, promoting meaningful interaction.

The feedback from employees was extremely positive, as indicated by the surveys carried out after each event. The Contaí Program had a significant impact, creating a valuable space for the exchange of experiences and knowledge between leadership and employees, setting a standard of success for future editions.

Mandou Bem Program!

The “Mandou Bem!” Recognition Program aims to offer employees the opportunity to recognize their colleagues, by providing points to be exchanged through the Awards Catalog, which will entitle them to redeem experiences.

The Program has the following main characteristics:

- **Foster positive reinforcement:** improve the connection between people through the principle of reciprocity;
- **Empowerment:** employees will have the opportunity to recognize good practices and good behaviors;
- **Strong connection to culture:** program principles aligned with behaviors and based on our values and cultural aspiration;
- **Characteristics of the awards:** various experiences that are related to affective memory, different from a financial award.
- **Increased Engagement:** After implementing the program, we rose 5 points in the GLINT survey in the “recognition” category, showing an improvement in employee satisfaction.

Leaders Encounter

The 2023 Leaders’ Encounter brought together more than 120 participants, including coordinators, managers, and members of the Executive Committee. During the two days of the event, we followed a special agenda focused on topics essential to the future of the company. The activities included dynamics based on the results of the Glint Survey, a World Coffee that encouraged collaborative discussions on the macro-objectives of each department, and a circle conversation to reflect on the strategies and challenges of the coming years. The event was also marked by moments of recognition and gratitude, strengthening team spirit and strategic alignment among leaders.

Dialogues with Leadership

We organized a meeting broadcast to all our employees, an important moment to celebrate the achievement of 1 billion in sales (net revenue) and align the main objectives for the fiscal year. During the event, we also recognized the professionals who stood out through the “Mandou Bem!” Program, promoting engagement and internal recognition.

Onboarding for Leadership

Launched in 2023, our onboarding program for new leaders aims to empower them according to our Daiichi Sankyo way of leading. During the two-hour meeting, we reinforced the concepts presented in the integration and discussed the role and responsibilities of leadership, preparing them for their new roles.

Breakfast with the Chairman

In another edition of Breakfast with the Chairman, employees had the opportunity to connect directly with the leadership. In addition to a moment of dialogue, the participants were able to share reflections

and ideas that they would put into practice if they played the role of president for a day.

Team Building

We carried out three Team Buildings with the objective of promoting integration, strengthening bonds and encouraging collaboration between teams. The Legal, Compliance, Institutional Affairs and Data Privacy Department participated in a culinary dynamic, in which employees, divided into groups, prepared a complete meal under the guidance of gastronomy professionals, encouraging teamwork. The New Business area focused on integrating newcomers and strengthening the bonds between members, promoting a more cohesive and collaborative environment. The Medical Governance, Quality in Pharmacovigilance and Medical Affairs teams carried out an activity to improve communication and integration, strengthening the synergy between the areas and increasing efficiency in working together.

Average hours of training per year per employee – GRI 404-1

By gender	Total Hours	Average hours
	16,212	53
	14,261	45
Functional category		
Board of Directors/Leadership	673	42
Manager	5,781	64
Coordinator	1,836	34
Non-Leaders	22,183	48

In 2023, we focused on the quality of the training offered, prioritizing training that is more aligned with the needs of the business and our globalization strategy of the One DS Culture. The various training in the areas of Organizational Development, Sales Force, Compliance, EHS, Privacy and Legal played a key role in the

continuous training of employees. With an average of 49 hours of training per employee, we ensured that each action was relevant and connected to our strategic objectives, promoting learning that not only improves skills, but also strengthens Daiichi Sankyo Brazil's culture of innovation and sustainable growth.

Percentage of employees who received performance evaluation, by gender and by functional category – GRI 404-3

By gender	No. of employees who received performance appraisals	Total number of employees	% by gender
	273	304	90%
	269	319	84%
Total	542	623	87%
By Functional Category			
Board of Directors/Leadership	15	16	100%
Manager	82	90	91%
Coordinator	48	54	89%
Non-Leaders	397	463	86%
Total	542	623	87%

Note – According to our Performance Appraisal Policy, only employees with 6 months of experience in the fiscal year are eligible for appraisals.

Employee Well-being, Health and Safety

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

Safe and healthy work environments are key to increasing talent satisfaction, engagement, and retention, while reducing absenteeism and turnover. In 2023, we implemented an Occupational Health and Safety Management System (OHSMS) that covers our manufacturing and administrative operations, including fixed service providers. In March 2024, we received ISO 45001 certification, which allows us to

adopt rigorous methodologies to identify, assess, and control occupational risks.

Our Environment, Health and Safety (EHS) team, together with the EHS Multipliers – professionals specialized in occupational health and safety – is responsible for monitoring and reviewing the hazard and risk matrix whenever changes in process, legis-

lation or incidents occur. For each identified risk, we apply operational controls according to the risk hierarchy. In addition, we follow our EHS Policy, which aims to continuously reduce risks in the workplace, as provided for in our Code of Conduct.

All our employees and third parties are protected by the Health and Safety Management System, and we carry out periodic audits to assess their effectiveness and correct any non-compliance.

We provide the EHS Action Treatment (TAE) tool, through which employees and third parties can record accident occurrences, which are investigated to define action plans. We also offer official communication channels for reporting health and safety risks, including cases of harassment, which are evaluated by the Compliance area and the Ethics Committee,

in accordance with our Whistleblowing and Non-Retaliation Reporting Policy.

We have an occupational physician to monitor the health records of employees, in addition to the Occupational Health Medical Control Program (PCMSO), which monitors the main risks related to occupational diseases. Our Internal Accident Prevention Commission (CIPA) meets monthly to discuss and promote improvements in the work environment.

In April 2024, we held our first Health Week, with activities such as meditation and mindfulness courses . We have extended the meditation booths for another month due to the high adhesion. In addition, we have reintroduced **Core Hour**, a practice that optimizes productivity by limiting meeting times, allowing employees to have more time to perform their tasks

with focus. A survey conducted after implementation revealed that 77% of employees considered the measure beneficial for their productivity.

Our employees can also count on programs dedicated to health promotion, such as the Employee Support Service, which offers psychological support to help them cope with emotional challenges. Likewise, we offer several initiatives aimed at the well-being of our team, such as:

- Pharmacy agreement and medicine donation policy with 100% exemption for employees and their dependents;
- Medical and dental assistance for employees and dependents;
- Telemedicine services;
- Schedule flexibility;
- Short Friday;
- Holiday Amendments;

- Breakfast at the factory and administrative office;
- Quick massage, workplace gymnastics and auriculotherapy.

Occupational Health and Safety Training – GRI 403-5

We provide a series of training and initiatives that aim to enable participants to carry out their activities safely, consciously and avoiding risks. Among the programs, we highlight:

- IMS (Integrated Management System) Training
- Use of PPE
- PCA – Hearing Control Program;
- PPR – Respiratory Protection Program;
- Height Training;
- CIPA Formation;
- SIPAT - Internal Accident Prevention Week
- Training and refresher training of the Emergency Brigade.



Work-related accidents – GRI 403-9

	Quantity	Rate	No. of hours worked
Own 2023	6	6.65	902,707
Own 2022**	5	5.15	881,874
Own 2021	1	1.13	764,995
Third Party 2023	2	2.22*	163,584*
Third Parties 2022	1	*	*
Third Parties 2021	1	*	*

* We do not manage the quantity, rate and hours of outsourced workers, we only control the number of incidents. The value of hours worked was an estimate of 48 hours per week by the number of third parties.

** In 2023, the company revised the hours worked data to improve accuracy, and as a result, we identified the need to update the data published in the 2022 report from 970,139 to 881,874 hours worked by employees. Because of this recount of hours worked, we adjusted the accident rate for the period with the calculation using the new values available. These updates aim to reinforce the transparency and quality of the reported data.

Note 1 – The causes of injuries recorded with less severe consequences were traffic accidents and cutting with glassware (laboratory). None of the recorded accidents resulted in serious consequences and/or fatalities.

Note 2 – Rates were calculated according to the formula “total recordable work-related injuries/total hours worked (1,000,000).”

Note 3 – There were no reported deaths and/or health problems related to occupational diseases in the fiscal year.

Care for Society

GRI 3-3, GRI 203-1

By directing resources to social initiatives, we expand our corporate responsibility and contribute directly to improving the quality of life in the communities in which we operate, with a focus on promoting access to health, education, social inclusion, and technological innovations with a lasting impact.

In December 2022, we allocated approximately R\$ 2.2 million to Tax Incentive Law projects, enabling their execution throughout 2023.

To ensure the effectiveness of these investments, we have implemented a rigorous compliance process, assessing the suitability of partner institutions and closely monitoring the progress and results of projects. This continuous monitoring ensures the responsible use of resources and the fulfillment of the expected social impacts.

The selection of projects goes through a preliminary evaluation of the Social Responsibility area and, subsequently, a careful review by the Executive Committee, ensuring alignment with our values and objectives. We carry out a specific due diligence of our partners and maintain constant communication, with monthly reports on the activities, ensuring the monitoring of the progress of the projects and the correct application of resources.

In December 2022, we allocated approximately **R\$ 2.2 million to Incentive Law projects**, enabling their execution throughout 2023. Continuing this commitment, in December 2023 we made a new investment of approximately R\$ 2 million, all high-impact initiatives focused on well-being, education and culture. These actions reaffirm our commitment to social responsibility and the development of the communities where we operate, promoting positive and sustainable impacts.

The main initiatives carried out and supported in 2022 and 2023



Projects supported by the Tax Incentive Law

- **Vida Brasil Group:** The Viver Bem Program, created by Grupo Vida, aims to promote social inclusion and improve the quality of life of the elderly. It offers activities such as dance, Pilates, music therapy, digital inclusion and cognitive stimulation for about 80 elderly people, promoting the strengthening of family and community ties.
- **IPPE - Institute for Entrepreneurial Research and Projects:** is an organization focused on the development of entrepreneurship in Brazil, with a special focus on supporting entrepreneurs at different stages of life. Offering training programs for these professionals helping them to expand their skills and initiatives.
- **Sports and Education Institute (IEE):** Through the “Network of Socio-Educational Sports Centers”, the institute serves children, adolescents, their families and communities. The project uses sport as an educational tool, promoting culture, health, citizenship and community integration.
- **Fernanda Bianchini Association:** An inclusive project that promotes dance workshops for children, adolescents, adults and the elderly, with or without disabilities, promoting equal opportunities and the reduction of inequalities.
- **TUCCA:** We support institutions such as TUCCA, which offers multidisciplinary care for children and adolescents in situations of economic vulnerability, and other organizations that disseminate information about diseases and care, seeking to raise awareness and train professionals and caregivers.



- **Diversity Project of the Santo Agostinho Association (ASA):** aims to promote the appreciation and respect for ethnic-racial and gender diversity among children and adolescents, in addition to qualifying the teams of the ASA Service Centers.
- **Blood donation campaigns:** Our employees actively participated in blood donation campaigns organized in June and July.
- **Humanitarian aid campaigns:** We carried out two donation campaigns – one for Japan, after the earthquake in January 2024, and another for the North Coast of São Paulo, after floods occurred in February 2024. In both cases, we doubled the amount raised by employees and allocated additional donations to amplify the impact of contributions. The campaigns also aimed to raise awareness and engage our employees, reinforcing the impact of their actions and the importance of solidarity in times of crisis.
- **Internship Program:** Our Internship Program is part of the Caring for Society pillar since we prioritize students in situations of social vulnerability, with the proposal of a skills development program, as described on [page 85](#), where we detail the program.
- **Educa DS Program:** In 2023, we maintained our investment in the development of young people in situations of social vulnerability through the Educa DS Program. We will dedicate ourselves below to sharing more details about this program, which is one of our greatest prides in the Social Responsibility pillar:

Educa DS is part of our Social Responsibility Program (Gente EnvolvVida) and aims to reduce the school gap and prepare young people aged 14 to 19 for the future, offering educational support, and developing socio-emotional skills, such as critical thinking and self-confidence. We chose the region of Barueri where we have our Factory for the implementation of the Program, which has been a source of great pride for our employees, who can also support the development of young people, participating voluntarily as instructors in topics such as: Financial Management, Excel, Self-knowledge and the workshop on “How to participate in Selection Processes.”

Developed in partnership with Alicerce Educação, the Educa DS project is structured on three pillars: school recovery, employability and socio-emotional

“Education is the key to expanding opportunities and transforming the life trajectory of young people, driving a fairer and more inclusive future.”

development. In Phase 1, we focused on the school recovery of 80 students, offering face-to-face classes three times a week, lasting 3h30. The content offered reinforcement in mathematics, reading and writing, aiming to strengthen the academic base of the participants. During this phase, students had the opportunity to visit our office and participate in employability workshops, interview simulations and group dynamics, preparing them for the job market. We highlight that two students, aged 17 and 18, were taught to read and write in the project, and our employees acted as volunteers, contributing directly to the development of young people.

In Phase 2, we offered additional support to 20 young people from the first phase who still needed further support and expressed interest in continuing. At this stage, we continue to offer Portuguese and mathematics content, along with workshops and simulations focused on the development of professional skills, such as interviews and case solving, with the aim of facilitating their entry into the job market.

Results achieved in the Internship Programs and Educa DS Program:

As one of the main objectives of the Programs, to improve the employability of these students and young people in vulnerable situations, we are very pleased to present that in 2023, **Educa DS impacted 100 young people, with 12 of them entering the labor market**, reinforcing our commitment to social transformation through education. In addition, our Internship Program, which also promotes inclusion and diversity, reached the important mark of 78% of effective rate, with 42% of participants being black or brown and 70% women.

These results reflect our commitment to providing opportunities to underrepresented groups and creating an inclusive environment from the beginning of young people’s careers. We believe that education is the way to expand opportunities and positively impact the life trajectories of young people, contributing to a fairer and more inclusive future.



Among other actions and projects that reinforce our concern for Society, we highlight:

• **Campaign: Viva Tudo Que Pode**

In 2023, we launched the **Viva Tudo Que Pode campaign**, with the aim of raising awareness among the population and the medical profession about the importance of adherence to the treatment of hypertension, one of the main causes of mortality in Brazil. The campaign focuses on raising awareness of the disease, highlighting the relevance of early diagnosis, appropriate treatment and the adoption of a healthy lifestyle to control the disease.

Our actions are largely conducted through digital impacts, allowing us to reach a larger audience in an efficient way. Through explanatory videos and other interactive content, we seek to involve both patients and health professionals in the prevention and continuous care of hypertension.

To learn more about the campaign, you can watch the explanatory video at the link: [Viva Tudo Que Pode Campaign Video](#)

• **Public Call for Patient Association Projects:**

Continuing the actions of previous years, in 2023/2024 we launched our third Public Call Notice, with the objective of receiving proposals for social projects from civil society organizations that work on behalf of patients in the therapeutic areas in which we are present. Through this notice, we selected and supported 25 projects.

• **Lupa de Ouro Award – Women Friends (“Mulheres Amigas”)**

In 2023, the **“Women Friends Project – Amazon Season”** was champion in the 47th edition of the Lupa de Ouro Award, in the “Best ESG Project” category. This award, promoted by Sindusfarma, highlights the most innovative and impactful initiatives in the pharmaceutical sector.

Developed in partnership with the Civil Society Organization Américas Amigas, the project brought diagnosis and detection of breast cancer to women in situations of social vulnerability in six states of the Amazon. We benefited about 5 thousand women, with 4,374 mammograms and 5,247 complementary exams, and referral for treatment when necessary.

Investments in infrastructure and expansion:

• **Rocket Project**

We started the expansion of our factory in Barueri - SP, with the objective of significantly increasing production capacity to serve the Brazilian market and exports to Latin America. The investment is approximately R\$ 400 million, and the project is expected to be completed by the end of fiscal year 2026. This expansion reaffirms our commitment to innovation and socio-environmental development.

• **Opus Project:**

We have also started the creation of a new branch in Minas Gerais, which will serve as a Distribution Center for sales in Brazil. The project was approved at the end of fiscal 2023, aims to take advantage of tax opportunities and is expected to be implemented by 2024, marking another step in our strategic expansion in the country.

Supply Chain Management

GRI 204-1, GRI 308-1, GRI 414-1

In order to increase positive impacts on society, we promote social and environmental practices throughout our value chain, sharing governance, environmental and social principles with suppliers through documents such as the [Code of Conduct for Business Partners](#). This code addresses essential topics such as human rights, safety, environment, quality, ethics, compliance and data protection, promoting an ethical and socially responsible culture.

We allocate 40% of the procurement budget to local suppliers, defined as those located in Brazil. In 2023, we implemented a risk management system focused on anti-corruption, human rights, environment, and privacy, in compliance with the new **Business Partner Risk Management Policy**, ensuring good practices along the value chain and preventing risks such as corruption and bribery.

This policy defines guidelines for the evaluation of partners before contracting and when renewing contracts, offering a detailed view of the risks and advantages, which facilitates decision-making with a focus on integrity and socio-environmental responsibility.

This year, we evaluated the hiring of 456 new suppliers of products and/or services and 100% of these

hires went through the due diligence process, ensuring the mitigation of any risk that may impact the business.

The due diligence contracting process mainly evaluates issues related to human rights and the suitability of contractors, aiming to ensure that no supplier is hired that presents socio-environmental risks.

Due Diligence of Business Partners

We apply the due diligence process to all new suppliers and, in the case of existing suppliers, during contract renewal. The process identifies regulatory, legal, compliance, occupational health, environmental, information security and privacy risks, which could impact our business if not adequately assessed.

Due diligence is conducted in two stages: first, after preliminary negotiations, commercial agreements are signed; then, we conduct an in-depth analysis to map potential risks. At the end, we issue a detailed report with the identified risks and possible mitigation measures. If a risk is detected that cannot be managed, we reserve the right not to proceed with the partnership, always prioritizing the safety and sustainability of the business



SUSTAINABLE OPERATION

SDGs

 6 CLEAN WATER AND SANITATION	 7 AFFORDABLE AND CLEAN ENERGY	 11 SUSTAINABLE CITIES AND COMMUNITIES
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	 13 CLIMATE ACTION	 14 LIFE BELOW WATER

RELATED CAPITALS



Eco-efficient Operation

GRI 3-3, GRI 201-2

At Daiichi Sankyo Brazil, we monitor and manage the actual and potential environmental impacts of our operations. We use records to control and monitor these impacts, focusing on mitigating emissions, generating waste and using natural resources, aligning our processes with the principles of sustainability.

Our impacts related to air, water and soil contamination are reduced through actions aimed at reducing emissions and improving air quality and through recycling practices, reuse of materials and promotion of the circular economy for responsible waste management. To minimize the consumption of natural resources in our operations, we invest in energy efficiency and sustainable technologies.

As for climate change, we face risks of natural disasters, such as storms, floods, and droughts, which can impact our supply chain and operations, affecting the supply of water, energy, and raw materials, events that can also disrupt our operations and cause structural damage, compromising products and logistics.

In response to risks and to take advantage of opportunities, we have adopted tools such as the SWOT

Analysis, Risk Matrix and the Business Continuity Plan (BCP), which establishes our strategies to respond to extreme events. We also invest in renewable energy and neutralization of CO₂ emissions, in partnership with **SOS Mata Atlântica**, through the planting of seedlings to offset our annual emissions. The budget of the Environment, Health and Safety (EHS) department is revisited annually, contemplating these initiatives, while the Projects and Maintenance departments allocate resources to improve efficiency and reduce the consumption of natural resources and greenhouse gas (GHG) emissions.

We follow the guidelines of the Daiichi Sankyo Group's Global Environmental Management Policy, with our Environmental Management System based on ISO 14.001, ensuring compliance with Brazilian standards. Our commitment to environmental protection is reflected in our EHS Policy, which emphasizes the rational use of resources, minimizing impacts, and using environmentally safe technologies. We also work to make employees aware of the importance of responsible environmental practices and qualify the most impactful suppliers in terms of environmental responsibility.

ESG Goals

Daiichi Sankyo Brazil has established a robust set of ESG goals and indicators to ensure sustainability and corporate responsibility. We achieved 71% of these goals, thanks to a continuous monitoring system that allows for strategic adjustments.

Among the actions within the scope of environmental indicators, we highlight:

Environmental Management Program, which implemented several actions focused on environmental preservation during the reporting period, with emphasis on:

- **Water:** Through the Kaizen Program, we review the cleaning process with a focus on reducing water consumption.

- **Energy:** We reduced the flow rates of the HVAC System, which contributed to the optimization of energy use.
- **CO₂ Neutralization:** We were able to neutralize our CO₂ emissions, using the GHG Protocol methodology for quantification and compensation through the tree planting project. In addition, we replaced five pieces of equipment that used R-22 refrigerant gas, contributing to the reduction of emissions. We also adopted the use of ethanol and the installation of renewable energy totems for electric cars.
- **Waste:** We are able to recycle 70% of all plastic generated in our factory. We also implemented an aluminum reverse logistics project, reducing the amount of waste destined for recycling.

Annual Report on Climate Change: Annually, we report to the headquarters our actions related to the risks and impacts of climate change, reinforcing our commitment to reducing emissions.

Land acquisition and environmental investments: We have acquired land for a new construction project – **Rocket Project**, which has investments focused on sustainability, including the installation of solar panels and water reuse systems.

During the preparation of the land, 56 trees were removed, with the compensation of 25 seedlings planted on site and the payment of a fee to the Secretariat of Natural Resources and Environment for the planting of 1,004 seedlings. In addition, on a voluntary basis, we planted 500 native seedlings in partnership with the Forest Restoration Project of the Barreiro Rico APA, in Piracicaba, aimed at the recovery of areas degraded by fires.

This structure of goals and actions reinforces the commitment to environmental sustainability and impact mitigation, highlighting our active role in building greener and more sustainable operations.

Green Line

To reinforce our transparency and improve communication with our stakeholders, we have made available an exclusive channel for collecting information related to our Environment, Health and Occupational Safety Management System.

Through the **Green Line**, it is possible to clarify doubts, send suggestions or make complaints about topics related to the environment.

Contact us by email: linhaverde@dsbr.com.br

Combating Climate Change

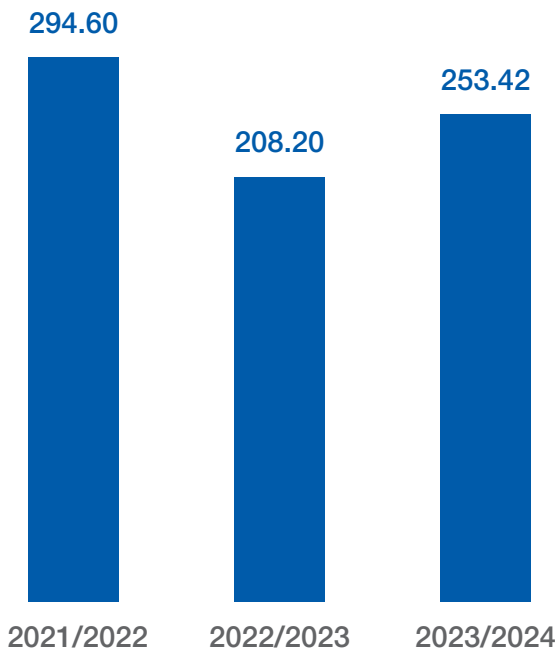
GRI 305-1, GRI 305-2, GRI 305-4, GRI 305-5

Daiichi Sankyo Brazil has been recording its greenhouse gas (GHG) emissions based on scopes 1 and 2, according to the GHG Protocol methodology. Total emissions (scopes 1 + 2) registered an increase of 22% compared to the previous year, from 208.2

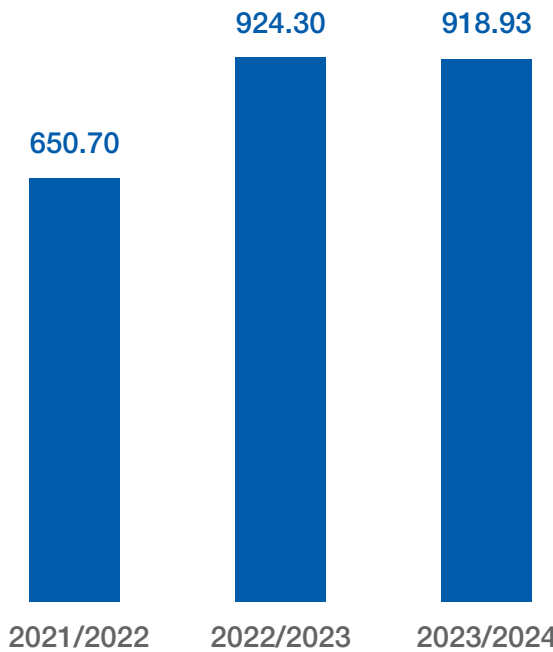
tCO₂e to 253.42 tCO₂e in the 2023/2024 period. This increase was driven by the implementation and higher consumption of natural gas and by the growth of the fleet and sales force, resulting from the increase in employees.

GHG emissions (tCO ₂ e)	2021/2022	2022/2023	2023/2024
Direct emissions (Scope 1)	286.78	210.26	250.06
Indirect emissions (Scope 2)	7.86	2.48	3.36

CO₂ Emissions in tCO₂e (scope 1 + 2)^{1, 2}



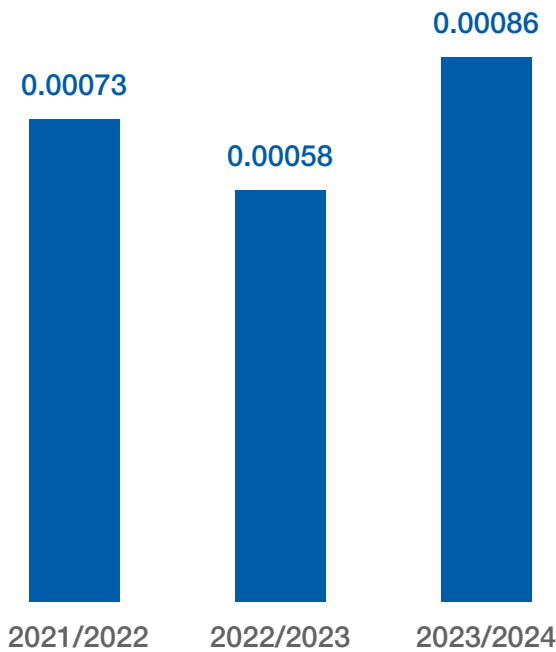
Biogenic CO₂ emissions in tCO₂e



1. Daiichi Sankyo Brazil does not account for Scope 3 GHG emissions.
2. The value of scope 1 emissions represents 99% and scope 2 being represented by 1% of the total emission value.

The emissions were calculated based on the GHG Protocol tool, provided by the Getúlio Vargas Foundation (FGV), using emission factors and global warming potential (GWP) indexes, to calculate emissions for the fiscal year period from April 2023 to March 2024. The methodology adopted was that of operational control, the gases included in the calculation of direct emissions are CO₂, CH₄, N₂O and HFCs, while for indirect emissions they are CO₂, CH₄ and N₂O.

Emissions intensity tCO₂e/thousand units produced – GRI 305-4



3. Considers Scope 1 and 2 emissions.

The Carbon Footprint Project, launched in 2022 in partnership with SOS Mata Atlântica, aims to measure CO₂ emissions from operations with the aim of neutralizing them through the reforestation of the Atlantic Forest. This program is part of our environmental compensation strategy, in line with our commitment to sustainability and reducing the impact on the environment.

Power Consumption

GRI 302-1, GRI 302-3, GRI 302-4

Since 2017, Daiichi Sankyo Brazil has been purchasing electricity in the Free Energy Market, prioritizing the consumption of renewable sources, which reflects our commitment to sustainability and the reduction of environmental impacts. This monitoring is carried out through our Environmental Management

System (EMS), which ensures strict control of energy consumption in all our operations.

In the last three fiscal years, energy consumption measured in gigajoules (GJ) showed considerable variations, with emphasis on the replacement of non-renewable sources by renewables.

Energy consumption by source (GJ)⁴ – GRI 302-1

		2021/2022	2022/2023	2023/2024
Fuels from non-renewable sources				
	LPG	2,575.10	784.90	0.00
	Diesel	327.10	289.80	223.56
	Petrol	602.40	436.60	465.88
	Natural Gas (NG)	-	1,583.00	2,705.26
Total		3,504.60	3,094.30	3,394.70
Fuels from renewable sources				
	Ethano ⁵	8,310.80	13,758.12 ⁶	13,620.00
Total		8,310.80	13,758.12	13,620.00
Other sources of consumption				
	Renewable electricity	23,958.70	23,163.40	23,093.90
	Non-renewable electricity	88.30	131.20	318.78
Total		24,047.00	23,294.60	23,412.68
Total energy consumed		35,862.40	40,147.02	40,427.38

4. Daiichi Sankyo Brazil has no energy consumption obtained by heating, cooling or steam.
5. The conversion adopted is 0.022 GJ per liter.
6. There was a need to correct the amount of ethanol consumption in 2022, and the correct value is the value presented in the table above.

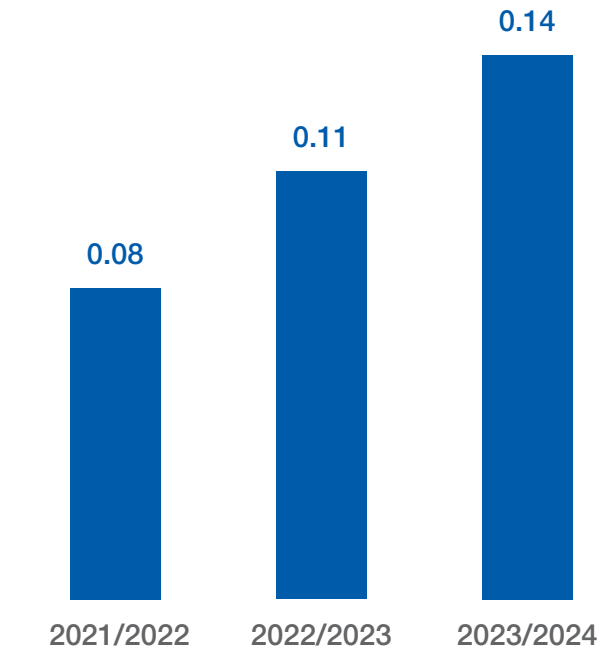
As of fiscal 2022, the company’s energy matrix began to include natural gas, as part of an LPG replacement project and, in 2023/2024, LPG consumption was completely discontinued. The use of natural gas increased from 1,583 GJ in 2022/2023 to 2,705.26 GJ in 2023/2024, the increase in NG consumption compared to 2022 is due to the fact that its implementation occurred only in the middle of 2022. In 2023, with use throughout the year, there was naturally a higher consumption recorded. There was also a slight increase in gasoline consumption from 436.6 GJ to 465.88 GJ in the same period, due to the increase in the fleet.

Ethanol consumption reached 13,620 GJ in the 2023/2024 period, reflecting our preference for sustainable energy sources. The electricity used by the factory and the administrative office (CENU), mostly from renewable sources, was 23,412.68 GJ.

The organization’s total energy consumption in 2023/2024 was 40,427.38 GJ, representing an increase from the previous year. This growth is explained, in part, by the correction of inconsistencies in fuel consumption data identified in the previous period.

Energy intensity encompasses both fuel and electricity consumption within the organization. Although there were no specific initiatives for energy reduction in 2023/2024, and no reduction targets established, we are constantly reviewing and improving our ener-

Energy intensity⁷ – GRI 302-3



7. Intensity is calculated as the total energy consumed (in GJ) divided by the total production for the 2023/2024 fiscal year (thousands of units produced).

gy management practices, seeking to use a cleaner energy matrix.

The standards and methodologies used to calculate consumption follow the GHG Protocol, with conversion factors provided by the Getúlio Vargas Foundation (FGV). Approximately 98% of the electricity consumed by the organization continues to come from renewable sources, according to reports from partner COMERC, which manages our energy in the free market.

Water and Wastewater

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

The interaction with water is done strategically and controlled by Daiichi Sankyo Brazil, we guarantee proper management of this resource in our operations. During this fiscal year, the water consumed was captured through the public supply system of SABESP – Basic Sanitation of the State of São Paulo. In the factory, the water is used for human consumption, cleaning and purification processes, being

Since 2012, the organization’s EMS has been certified, and actions aimed at responsible water management have been an ongoing priority.

incorporated into the final products. Part of the water discarded during the purification process is captured, along with rainwater in cisterns, for reuse in cleaning outdoor areas, gardening and part of the toilets in administrative areas.

Impacts related to water use are managed by the Environmental Management System (EMS) through a survey of environmental aspects and impacts. These impacts are shared with employees through training, which includes guidance on operational controls to mitigate or minimize possible adverse effects. Annually, based on the assessment of water-related risks, consumption reduction goals are established, monitored monthly through indicators and leadership meetings, these goals are also recorded in the Integrated Management System Program. We have set a water consumption target for this fiscal year of 30.34 liters per thousand units produced. However, the result achieved was 34.63 liters. This deviation occurred due to the number of units produced having been lower than projected for the fiscal year, which directly impacted the water consumption indicator over the months.

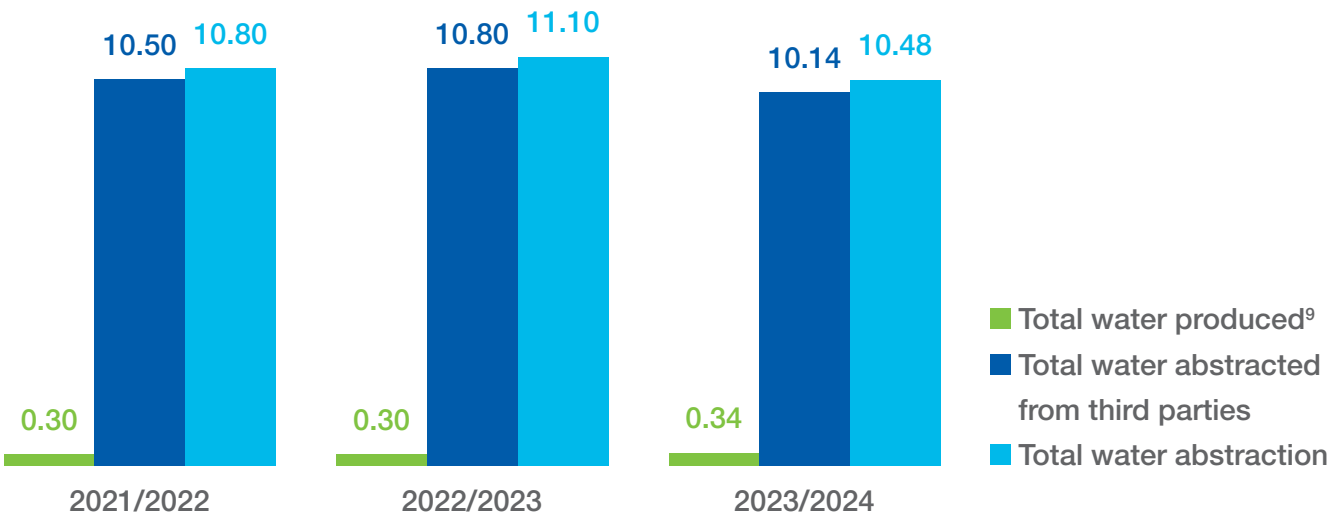
At the production unit, the effluents generated in the production, laboratory, restaurant and sanitary processes are sent to the Effluent Treatment Station (ETE), which performs physical and biological treatment before disposal in the public sewage network. The treated water must meet the parameters estab-

lished by current legislation, such as State Decree 8.468/76 and Conama Resolution 430. To ensure compliance, biannual analyses of these parameters are carried out in certified laboratories.

The WWTP, built in 2012, guarantees the proper treatment of all effluents generated by the plant’s operations, ensuring compliance with applicable environmental standards.

The water withdrawal is based on readings from the water meters provided by the concessionaire SABESP, which monitor the supply. Total water withdrawal, which includes third-party sources, reuse and rainfall, was 10.48 megaliters in 2023/2024, a reduction of approximately 6% and an increase in produced water by approximately 18% compared to the previous year.

Water abstraction (megaliters)⁸ – GRI 303-3



8. All water abstracted is of the fresh water type (water with a concentration of total dissolved solids equal to or less than 1,000 mg/L).
9. The water produced refers to the consumption of reused water, from the disposal of water during the purification process, and from rainwater captured in the cisterns.



Waste

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

Daiichi Sankyo Brazil strictly complies with all applicable legislation on waste management, integrating this activity into its **Environmental Management System (EMS)**. The management of waste generated in our operations, especially in the factory, where the production process consumes more resources, is the responsibility of the **EHS** (Environment, Health and Safety) area, which works together with the waste area. This area is responsible for the collection, sorting and storage of waste in appropriate places until its final destination, according to its risk classification, in accordance with current regulations.

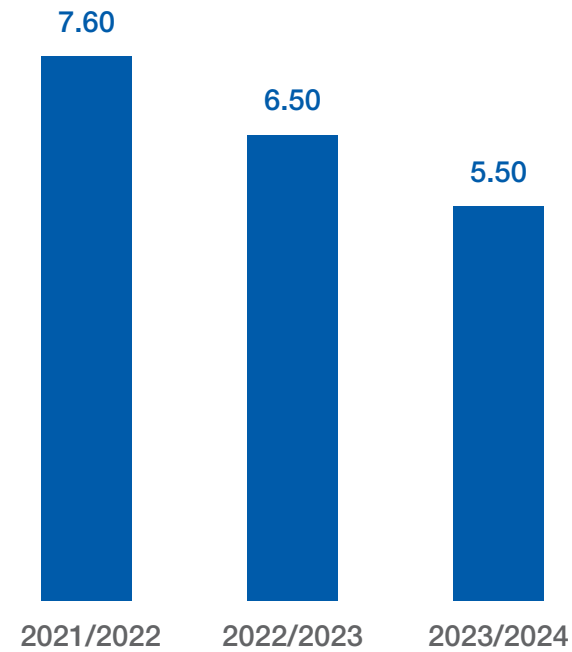
The waste is managed with the support of approved service providers, responsible for the collection, transportation and final disposal. These partners receive specific training to ensure compliance with internal procedures for correct waste management. The process involves several stages of the organization's operations, with different sectors generating both hazardous and non-hazardous solid waste, as well as contaminated effluents.

- **Warehouse:** generates non-hazardous solid waste, destined for recycling, both in the receipt of materials and in shipping, in addition to hazardous waste generated by shipping.
- **Production:** produces hazardous and non-hazardous waste during primary handling and rework. Non-hazardous packaging waste is recycled.
- **Laboratory:** generates both contaminated effluents and hazardous and non-hazardous solid waste during quality control, sampling and validation.
- **Maintenance:** building, mechanical and electrical activities generate hazardous and non-hazardous solid waste, while utilities produce contaminated effluents.
- **Administration, CENU, Factory and Sales Force:** generate non-hazardous solid waste, which is recycled.

Daiichi Sankyo Brazil is a signatory to the reverse logistics agreement for medicines through the LOGMED system, in accordance with **Federal Decree No. 10.388/2020** and the **National Solid**

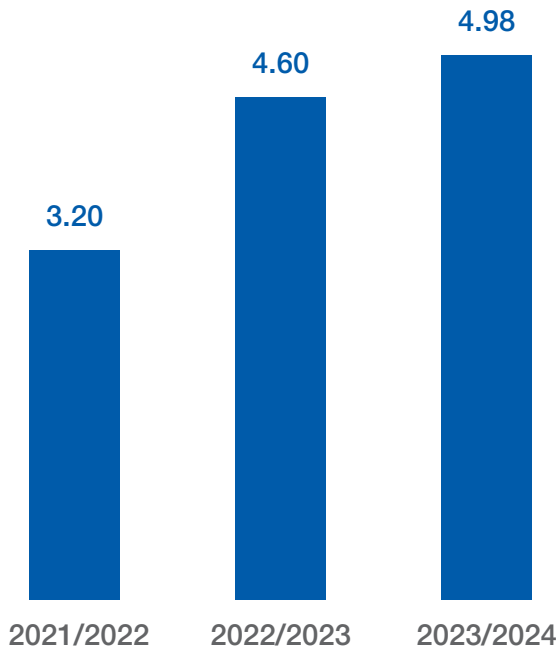
The total volume of water discharged in our operations also registered a reduction. Discharge, monitored by water meters installed at the Effluent Treatment Plant, totaled 5.5 megaliters in 2023/2024, compared to 6.5 megaliters in the previous year. No priority substances were identified that required specific treatment at disposal.

Water disposal (megaliters) – GRI 303-4



Total water consumption refers to what was captured minus disposal, resulting in 4.98 megaliters consumed in this fiscal year, consumption is monitored via water meters installed by the concessionaire. The data is recorded in logbooks and used to feed the management indicators.

Water consumption (megaliters) – GRI 303-5



We have integrated waste management into the Environmental Management System, ensuring legal compliance and environmental responsibility in our operations.

Waste Policy. We also participate in Pragma’s Recupera Program, which promotes the reverse logistics of packaging in the states where our products are sold.

Reverse Logistics of Medicines

The reverse logistics of medicines is one of the biggest challenges for the pharmaceutical industry, considering the environmental risks associated with the improper disposal of medicines. Since 2018, we have adhered to the **Reverse Logistics Plan for Medi-**

cines in the State of São Paulo, with the installation of collection points in several regions. In addition, we participated in a national initiative, in partnership with other entities in the sector, to ensure the proper disposal of medicines throughout the Brazilian territory.

Our waste management is carried out by weighing, classifying and recording the waste generated, both by the generating areas and by the waste management team. This data feeds the monthly management indicators, which guide decisions on objectives and goals for waste reduction.

Waste generated (t) – GRI 306-3

Hazardous Waste	2021/2022	2022/2023	2023/2024
Pharmaceutical production waste (cleaning process waste, PPE, tablets, ointments, glass, contaminated packaging, paint residues, steam lamps and electronic waste)	28.6	26.1	34.1
Subtotal	28.6	26.1	34.0
Non-hazardous waste			
Paper	20.9	33.3	30.4
Cartridge	9.0	8.2	10.0
Plastic	9.4	11.1	9.1
Ferrous and non-ferrous metal/scrap	10.0	10.1	13.0
Blister	6.7	4.7	-
Glass	0.2	0.3	0.4
Electronic Waste	0.1	0.4	-
Lamps	0.1	0.1	-
Sweeping and personal care waste	9.8	-	-
Rubble	10.9	-	-
Wood	9.2	13.5	15.0
Organic Waste	13.6	24.2	29.5
Dry Waste	2.8	6.3	-
Sludge from local wastewater treatment	-	-	27.5
Subtotal	102.7	112.2	135.0
Total de resíduos gerados	131.3	138.3	169.0

Waste diverted from final disposal (t) – GRI 306-4

	2021/2022	2022/2023	2023/2024
Hazardous Waste			
Recycling	0.00	0.00	0.1
Other recovery operations	0.00	0.00	23.0
Total hazardous waste	0.00	0.00	23.1
Non-Hazardous Waste			
Recycling	56.2	67.6	76.5
Other recovery operations	36.7	44.5	35.5
Total non-hazardous waste	92.9	112.1	112.0
Total waste diverted	92.9	112.1	135.1

Note 1 – Recycling data consists of paper, plastic, metal, glass, wood, and electronics.
Note 2 – The other recovery operations consist of composting of organic waste, reverse logistics process, biological treatment and lamps.

Waste intended for final disposal (t) – GRI 306-4

	2021/2022	2022/2023	2023/2024
Hazardous Waste			
Incinerated (no energy recovery)	28.6	26.10	33.9
Non-Hazardous Waste			
Landfill Confinement	9.8	0.00	0.00
Total hazardous waste	38.4	26.10	33.9

Note 1 – The amount of waste confined in landfill is from the period prior to the implementation of the Zero Landfill project.

In order to minimize the risks of waste generation, we maintained the **Zero Landfill** project, which aims to completely eliminate the sending of waste to landfills in our operations. To achieve this goal, we prioritize practices that favor the recovery and reuse of waste, such as composting and co-processing. This year, we reached an important milestone: 100% of the non-hazardous waste generated was diverted from final destinations in landfills, reinforcing and promoting our more sustainable management.

The volume destined for recycling and other forms of recovery increased by 20%, to 135.1 tons. An initiative implemented in the period was the reverse logistics project for aluminum tubes, which are returned to the supplier company for reincorporation

into the production process. This project was introduced during the fiscal year and its results began to be accounted for as of September 2023.

In this fiscal year, we generated 169 tons of waste, of which 34% was classified as hazardous and 66% as non-hazardous. Of this total, we were able to recycle 45%, while 35% were directed to other forms of recovery. The remaining 20%, composed of hazardous waste, was destined for incineration.

These results reflect our commitment to minimizing the environmental impacts of our operations, promoting the reduction, proper treatment and correct disposal of waste, in accordance with applicable environmental and regulatory policies.

GRI CONTENT SUMMARY STANDARDS

GRI Standards	Disclosure			Page	Observations/ Direct answer
GENERAL STANDARD CONTENT					
GRI 2: Standard Content 2021	THE ORGANIZATION AND ITS REPORTING PRACTICES				
	GRI 2-1	Organizational details		120	
	GRI 2-2	Entities included in the organization's sustainability report			Daiichi Sankyo Brazil does not have subsidiaries, so it is the only entity included in this report.
	GRI 2-3	Report period, frequency, and touchpoint		6 and 7	
	GRI 2-4	Information restatements			There was no reformulation of information from previous periods.
	GRI 2-5	External Assurance			This report did not have external verification.
	ACTIVITIES AND WORKERS				
	GRI 2-6	Activities, value chain and other business relationships		22 and 23	
	GRI 2-7	Employees		64 and 65	
	GRI 2-8	Workers who are not employees		64 and 65	
	GOVERNANCE				
	GRI 2-9	Governance structure and composition		28 to 31	
	GRI 2-10	Appointment and selection of the highest governance body		28 to 31	
	GRI 2-11	Chairman of the highest governance body		28 to 31	
	GRI 2-12	Role of the highest governance body in overseeing impact management		32 and 33	
	GRI 2-13	Delegation of responsibility for impact management		32 and 33	
	GRI 2-14	Role of the highest governance body in overseeing impact management		6 and 7	
	GRI 2-15	Conflicts of interest		36 and 41	
	GRI 2-16	Communicating critical concerns		36 and 40	
	GRI 2-17	Collective knowledge of the highest governance body		34	
	GRI 2-18	Evaluation of the performance of the highest governance body		32	
	GRI 2-19	Compensation policies			Senior leadership remuneration is made up of base salary, short- and long-term incentives, and benefits. Its compensation follows that practiced by the market, Daiichi Sankyo Brasil participates in compensation and benefits surveys, having a salary scale for all positions. Short- and long-term incentive practices are defined based on the organization's performance and the individual performance of each executive, ensuring that corporate results and the commitment of leaders are recognized and rewarded appropriately.
	GRI 2-20	Process for determining compensation		73	

GRI Standards	Disclosure			Page	Observations/ Direct answer
GRI 2: Standard Content 2021	GRI 2-21	Total annual compensation ratio			The ratio of the highest-paid individual's annual compensation to the average annual compensation of all employees was 0.1455, while the ratio of the percentage increase in the highest-paid individual's annual compensation to the average percentage increase in annual compensation of all employees was 1.75% in 2023/2024. The following were included in the calculation: salary, PLR (Profit Sharing), LTIP (Long-Term Incentive Plan) and Gratuities.
	STRATEGIES, POLICIES AND PRACTICES				
	GRI 2-22	Declaration on the Sustainable Development Strategy		12 and 13	
	GRI 2-23	Engagement policies		36, 38 and 43	
	GRI 2-24	Embedding Policy Commitments		36 and 38	
	GRI 2-25	Processes to remediate negative impacts		41	
	GRI 2-26	Mechanisms for seeking advice and raising concerns		36 and 40	
	GRI 2-27	Compliance with laws and regulations			Confidential information – This information is treated confidentially by the organization.
	GRI 2-28	Association affiliation		35	
	STAKEHOLDER ENGAGEMENT				
	GRI 2-29	Approach to stakeholder engagement		8 and 9	
	GRI 2-30	Collective agreements		64	
GRI 3: Forms of Management 2021	GRI 3-1	Process for Determining Material Topics		10 and 11	
	GRI 3-2	List of material topics		10 and 11	
MATERIAL THEMES					
TRANSPARENT GOVERNANCE					
GRI 3: Forms of Management 2021	GRI 3-3	Management of material topics		26	
ETHICS					
GRI 3: Forms of Management 2021	GRI 3-3	Management of material topics		36	
GRI 205: Fight against Corruption 2016	GRI 205-1	Operations assessed for corruption-related risks			In both the office and factory environments, we conduct risk assessments related to corruption. All employees and areas are individually responsible, in the exercise of their activities, for full compliance with the Codes, Policies and Internal Guidelines and standards in force. We must act in the prevention, identification and denunciation of corrupt practices.
	GRI 205-2	Communication and capacity building on anti-corruption policies and procedures		36 and 42	
	GRI 205-3	Confirmed cases of corruption and measures taken			Confidential information - Numbers or information related to corruption are treated confidentially by the organization.
GRI 406: Non-discrimination 2016	GRI 406-1	Cases of discrimination and corrective measures taken			Confidential Information. It is extremely important to reinforce that Daiichi Sankyo Brazil's policy is extremely clear and does not tolerate any type of discrimination.
GRI 407: Freedom of Association and Collective Bargaining 2016	GRI 407-1	Operations and suppliers where the right to freedom of association and collective bargaining may be at risk			Based on the business partner due diligence process , we have not identified operations and/or suppliers where there are risks to the right to freedom of association.

GRI Standards	Disclosure			Page	Observations/ Direct answer
GRI 408: Child Labor 2016	GRI 408-1	Operations and suppliers at significant risk of child labor cases		43	
GRI 409: Forced or Slave Labor 2016	GRI 409-1	Operations and suppliers with significant risk of forced or compulsory labor cases		43	
GRI 410: Security Practices 2016	GRI 410-1	Percentage of security personnel trained in the organization's policies or procedures relating to human rights aspects that are relevant to operations.		43	
RESPONSIBLE OPERATION					
GRI 3: Forms of Management 2021	GRI 3-3	Management of material topics		44	
GRI 417: Marketing and Labeling 2016	GRI 417-1	Requirements for information and labeling of products and services		56	
	GRI 417-2	Cases of non-compliance with product and service information and labelling		56	
	GRI 417-3	Cases of non-compliance with marketing communication		56	
GRI 418: Customer Privacy 2016	GRI 418-1	Total number of substantiated complaints regarding the violation of privacy and the loss of customer data.			During the fiscal year, we received no complaints related to privacy violations and/or customer data leaks.
HEALTH CARE					
GRI 3: Forms of Management 2021	GRI 3-3	Management of material topics		50	
GRI 416: Consumer Health and Safety 2016	GRI 416-1	Assessment of health and safety impacts caused by categories of products and services.		56	
	GRI 416-2	Cases of non-compliance with health and safety impacts caused by products and services			During the reporting period, we did not identify any cases of non-compliance with laws, regulations, or voluntary codes related to product health and safety. No fines, penalties or warnings were imposed on the company.
TAKING CARE OF OUR TEAM					
GRI 3: Forms of Management 2021	GRI 3-3	Management of material topics		64	
GRI 202: Market Presence 2016	GRI 202-1	Variation in the proportion of the lowest wage by gender compared to the local minimum wage in important operating units.		73	
GRI 401: Employment 2016	GRI 401-1	Total and rates of new employee hires and turnover by age group, gender, and region.		70 and 72	
	GRI 401-2	Benefits offered to full-time employees that are not offered to temporary or part-time employees, broken down by major operations.		70 and 71	
	GRI 401-3	Rates of return to work and retention after maternity/ paternity leave, broken down by gender.		68	

GRI Standards	Disclosure			Page	Observations/ Direct answer
GRI 403: Occupational Health and Safety 2018	GRI 403-1	Occupational health and safety management system		79 to 81	
	GRI 403-2	Hazard identification, risk assessment and incident investigation		79 to 81	
	GRI 403-3	Occupational health services		79 to 81	
	GRI 403-4	Worker participation, consultation and communication to workers regarding occupational health and safety		79 to 81	
	GRI 403-5	Training of workers in occupational health and safety		81	
	GRI 403-6	Promotion of workers' health		79 to 81	
	GRI 403-7	Prevention and mitigation of impacts on occupational health and safety directly linked to business relationships		79 to 81	
	GRI 403-8	Workers covered by an occupational health and safety management system		79 to 81	
	GRI 403-9	Accidents at work		81	
	GRI 403-10	Occupational diseases		79 to 81	
GRI 404: Training and Education 2016	GRI 404-1	Average hours of training per year, per employee		73 and 78	
	GRI 404-2	Employee upskilling and career transition assistance programs		73	
	GRI 404-3	Percentage of employees who receive regular performance and career development reviews		73 and 79	
GRI 405: Diversity and Equal Opportunities 2016	GRI 405-1	Diversity in governance bodies and employees		65 and 67	
	GRI 405-2	Ratio of base salary to pay received by women to that received by men		43, 65 and 68	
CARING FOR SOCIETY					
GRI 3: Forms of Management 2021	GRI 3-3	Management of material topics		82	
GRI 203: Indirect Economic Impacts 2016	GRI 203-1	Investments in infrastructure and support for services		82	
ECO-EFFICIENT OPERATION					
GRI 3: Forms of Management 2021	GRI 3-3	Management of material topics		90	
GRI 201: Economic Performance 2016	GRI 201-2	Financial implications and other risks and opportunities arising from climate change		90	
GRI 204: Purchasing Practices 2016	GRI 204-1	Proportion of spending with local suppliers		87	
GRI 302: Energy 2016	GRI 302-1	Energy consumption within the organization		94	
	GRI 302-3	Energy intensity		94 and 95	
	GRI 302-4	Reduced energy consumption		94	

GRI Standards	Disclosure			Page	Observations/ Direct answer
GRI 303: Water and Effluents 2018	GRI 303-1	Interactions with water as a shared resource		96 and 97	
	GRI 303-2	Management of impacts related to water discharge		96 and 97	
	GRI 303-3	Water harvesting		96 and 97	
	GRI 303-4	Water disposal		96 to 98	
	GRI 303-5	Water consumption		96 to 98	
GRI 305: Emissions 2016	GRI 305-1	Direct Greenhouse Gas (GHG) Emissions - SCOPE 1		92 and 93	
	GRI 305-2	Indirect Greenhouse Gas (GHG) Emissions - SCOPE 2		92 and 93	
	GRI 305-3	Other indirect (Scope 3) greenhouse gas (GHG) emissions			Daiichi Sankyo Brazil has not yet started the GHG emissions survey based on Scope 3. However, we are committed and in line with the parent company in Japan to implement scope 3 assessment in the management of our emissions in the coming years.
	GRI 305-4	Greenhouse Gas (GHG) emissions intensity		92 and 93	
	GRI 305-5	Reduction of greenhouse gas (GHG) emissions			In the reporting period, there was no reduction in GHG emissions identified in specific initiatives.
	GRI 305-6	Emissions of ozone-depleting substances (ODS)			With regard to emissions of ozone-depleting substances (ODS), the company did not identify emissions of this type in the last year.
	GRI 305-7	NOX, SOX, and other significant air emissions			For emissions of NOx, SOx, and other significant air emissions, there were no emissions of these pollutants in the reporting period.
GRI 306: Waste 2020	GRI 306-1	Waste generation and significant waste-related impacts		99 to 101	
	GRI 306-2	Managing significant waste-related impacts		99 to 101	
	GRI 306-3	Waste generated		99 to 101	
	GRI 306-4	Waste not destined for final disposal		99 to 101	
	GRI 306-5	Waste destined for final disposal		99 to 101	
GRI 308: Environmental Assessment of Suppliers 2016	GRI 308-1	New suppliers selected based on environmental criteria		87	
GRI 414: Social Assessment of Suppliers 2016	GRI 414-1	New suppliers selected based on social criteria		87	

SASB

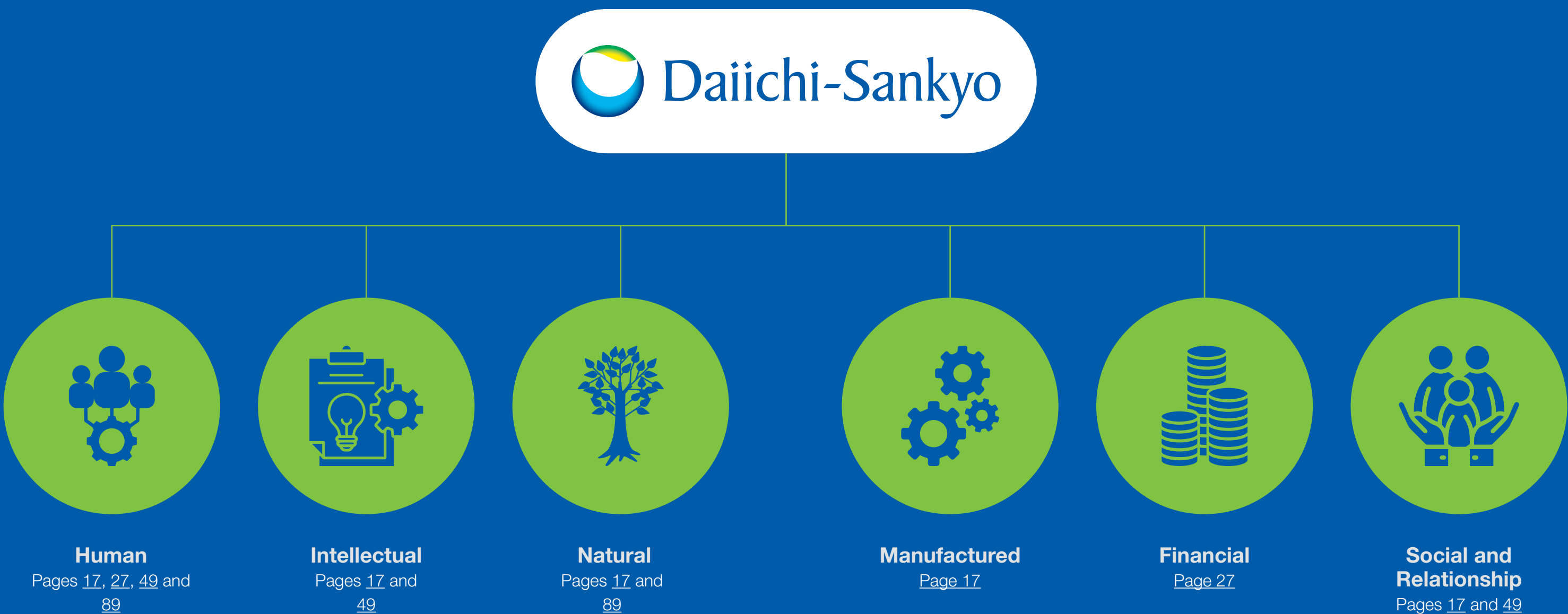
CONTENT SUMMARY

SASB Standards - Biotechnology and Pharmaceuticals

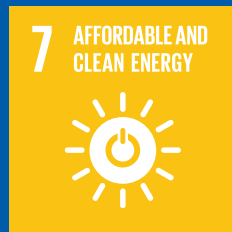
Theme	Code	Accounting Metric		Page	Observations/ Direct answer
Safety of Clinical Trial Participants	HC-BP-210a.1	Description of process management to ensure quality and patient safety during clinical trials, by region			The quality and safety management of clinical trials is carried out by third-party companies, such as Representative Clinical Research Organizations (CROs) contracted by Daiichi Sankyo Global, since Daiichi Sankyo Brazil does not conduct clinical trials. In Brazil, there were no records of inspections or penalties related to the conduct of these studies.
	HC-BP-210a.2	Number of FDA sponsor inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)			
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries			
Access to Medicines	HC-BP-240a.1	Describe actions and initiatives to promote access to health commodities for priority diseases and in priority countries defined by the Access to Medicine Index			Daiichi Sankyo Brazil does not have specific initiatives aimed at promoting access to medicines for priority diseases in priority countries according to the Access to Medicines Index.
	HC-BP-240a.2	List of products on the WHO Prequalified Medicines List as part of its Medicines Prequalification Program (PQP)			We do not use the active ingredients listed on the WHO Prequalification Drugs List and our drugs do not fall under the Drug Prequalification Program (PQP).
Accessibility and Prices	HC-BP-240b.2	Percentage change in average product price and average net price in the portfolio			With regard to accessibility and prices, the annual price adjustment in 2024 was 4.5%, as established by the Drug Market Regulation Chamber (CMED).
	HC-BP-240b.3	Percentage change in: (1) list price and (2) net product price with largest year-over-year increase			

Theme	Code	Accounting Metric		Page	Observations/ Direct answer
Product Safety	HC-BP-250a.3	Percentage change in: (1) list price and (2) net product price with largest year-over-year increase		56	
	HC-BP-250a.4	Total quantity of product accepted for return, reuse, or disposal		56	
	HC-BP-250a.5	Number of FDA enforcement actions taken in response to current Good Manufacturing Practice (cGMP) violations, by type			There were no enforcement actions taken in response to violations of Good Manufacturing Practices (GMP) or equivalent standards.
Counterfeit Medicines	HC-BP-260a.1	Describe the methods and technologies used to maintain product traceability throughout the supply chain and prevent counterfeiting.		56	
	HC-BP-260a.2	Describe the process for alerting customers and business partners to potential or known risks associated with counterfeit goods.			
	HC-BP-260a.3	Number of actions that led to searches, seizure, arrests, and/or filing of criminal charges related to counterfeit goods.		50 and 51	
Ethical Marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims		56	
	HC-BP-270a.2	Description of the aspects of the Code of Ethics or other Internal Policy that address the promotion of medicines for non-indicated purposes.		56	
Employee Recruitment, Development and Retention	HC-BP-330a.1	Discussion of recruitment and talent retention efforts for scientists and researchers, and development personnel			We do not have specific recruitment and retention efforts for scientists and research personnel
	HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) senior executives/managers, (b) mid-level managers, (c) professionals, and (d) all others.		70 and 72	
Supply Chain Management	HC-BP-430a.1	Percentage of (1) entity facilities and (2) Tier 1 supplier facilities participating in the Rx-360 <i>International Pharmaceutical Supply Chain Consortium</i> audit program or equivalent third-party audit programs for supply chain integrity and ingredients.			No suppliers were identified that have any of their facilities participating in an International Pharmaceutical Supply Chain Consortium's Rx-360 audit program or equivalent third-party audit programs. Daiichi Sankyo Brazil does not have facilities that have participated in audit programs.
Business Ethics	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery.			There were no situations of monetary loss as a result of legal proceedings associated with corruption and bribery during the reporting period.
	HC-BP-510a.2	Description of aspects of the Code of Ethics or other Internal Policy that address interactions with health professionals		53	

CAPITALS MAP



SDG MAP



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Access



