

SUSTAINABILITY REPORT

2023



PRESENTATION

THE REPORT

GRI 2-2; 2-3

For the second consecutive year, we share the Sustainability Report of the Herbarium Business Ecosystem - Ecoh. This report summarizes how we conduct our business actions in line with sustainable development, seeking above all to promote people's health and well-being with total respect for the environment, provider of the raw materials that bring our products to life.

Over the next pages, we present the progress made in our ESG strategies, from January 1st to December 31st, 2023, and the paths we are taking to strengthen the sustainability pillars that guide the values of the companies that are part of our ecosystem: Herbarium Botanical Lab, Phytera, Intua, Oshadhi and bvtec. The last two became part of Ecoh in 2023.

As this is our second Sustainability Report, prepared based on the Global Reporting Initiative (GRI) standards, we can now have a performance comparison and monitor the evolution of the indicators and, therefore, direct our ESG strategies to make progress on our commitments.

We are fully convinced that the success of the brands that make up Ecoh is directly related to the performance of our sustainability indicators. This is one of the reasons that motivates us to improve our management processes, involving our stakeholders to enhance our socio-environmental performance.

For further information on the content, please contact us through the channels available on our [website](#) or by e-mail at sustentabilidade@herbarium.net.



MESSAGE FROM THE PRESIDENT

GRI 2-22

Our purpose fills us with pride, but it also brings us a strong sense of responsibility. Personally, I see it as an important life mission. And throughout my journey at Herbarium, I've been trying to bring together people who believe in this cause and want to share it.

We want to impact more and more people, thus expanding the reach of our purpose. That's why we decided to transform ourselves and stop being just a company to become the Herbarium Business Ecosystem (Ecoh), an integrated system of companies and units that share the same values, interact with each other and with the external environment, in a way that inspires people to find their best version of health and well-being in nature.

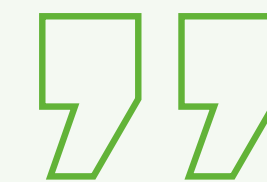
It is this encounter that has driven me for 32 years, when I began my self-knowledge journey by being initiated into the practice of Transcendental Meditation. Since then, I've been striving for my best version through my habits and attitudes: a vegetarian diet, consumption of more natural products, more conscious use of the planet's resources and the need to transform all of this into a greater purpose. Life is a gift. We have the opportunity to be better people every day. As a corporate leader, I realize that I have the chance to boost positive practices. And it was with the Herbarium Ecosystem that I found the best way to share my values and practices with so many more people.

Evolution. That's what we seek above all. By definition, evolution is the process of living organisms changing and adapting to modifications in the environment. Therefore, we see the Herbarium Ecosystem as an organism formed by hundreds of cells that need to be healthy and in constant evolution so it can adapt to new challenges, including those related to the environment.

In this sense, what we are seeking to do here is a constant regeneration movement. Regenerating means renewing, reforming in the sense of improving.



Our invitation is for each person to raise their awareness and seek their health in a natural way, which will consequently bring benefits to society and the planet.





We believe in the regeneration of the body and mind through natural medicine that treats in an integrative way, respecting the nature of each physiology and associating wellness practices. We believe in economic and socio-environmental regeneration through a business model committed to generating not only profits, but also a positive impact on society and the environment. Finally, we believe in the regeneration of each individual who interacts with our company, from employee to end customer, because within each of us resides a power of healing and transformation that needs to be awakened, illuminated. And this only happens with the balance between body and mind, in connection with nature.

Sustainability has always been an inherent theme in our business, and we are very happy to see ESG gaining ground and visibility. A sustainable planet depends on companies that plan their investments and revenues seeking a balance between meeting human needs and preserving natural resources, without compromising future generations, and that are committed to generating a healthy business with a positive impact on society and the environment.

Therefore, we strive to offer the best in products based on medicinal plants and natural ingredients, which provide effective but non-aggressive treatments. However, our concept of health involves not only the absence and prevention of disease, but also constant self-care. Feeling good is the most important part of a healthy life. In this sense, we also offer cosmetics with natural ingredients that stimulate clean and integral beauty. We believe that by feeling beautiful, a person radiates their beauty, thus strengthening their self-esteem and well-being.

Our invitation is for each person to raise their awareness and seek their health in a natural way, which will consequently bring benefits to society and the planet. That is what we will continue to do as well. Our future plans are bold. We want to continue doing business that expands the scope of our purpose, generating a positive impact across different dimensions: human, social and environmental.

Here I conclude by thanking all our employees, customers, partners and suppliers for the trust they have placed on us and our purpose. And with this report, I open our doors to all those who understand the importance of inspiring people to a healthier and more natural life.

Marcelo Geraldi
President

THE ROOTS OF THE HERBARIUM ECOSYSTEM

THE ROOTS OF THE HERBARIUM ECOSYSTEM

GRI 2-1; 2-6

The harmonious exchange with nature is the root of our business. We borrow from it the ingredients that promote a balanced health of the body and mind. We were born as Herbarium Botanical Lab, in Colombo, a municipality in the Metropolitan Region of Curitiba, Paraná, which has consolidated its vocation for organic food production. There lies our Eco-Park, where we transform natural assets into solutions for a healthy life.

In Rio de Janeiro, the Marvelous City, surrounded by natural beauty and the greenery of the Atlantic Forest, we have our administrative branch, which helps to consolidate our business and take our brands across the country.

Over the last 38 years, we have established strategic partnerships to become, today, leaders and references in phytotherapy in Brazil, a growing market in which we concentrate our operations by offering a wide portfolio of traditional phytotherapeutic products, dietary supplements, phytocosmetics and ethical phytomedicines, with scientifically proven efficacy.

By combining nature with technology and scientific knowledge, we have become pioneers in the development of natural products with pharmaceutical quality and have the largest number of herbal medicines registered with the main regulatory authority in the country, the National Health Surveillance Agency (Anvisa).

In 2023, we created the Herbarium Business Ecosystem - Ecoh - a cohesive and self-sufficient business system composed by companies that share common purposes and values. In addition to the Herbarium Botanical Lab, by 2023 Ecoh brought together Phytera, Intua, Oshadhi and bvtec. This conglomerate brings our main brands to the market: Herbarium, Musquée, Oshadhi and Intua.

Oshadhi and bvtec joined Ecoh in 2023, adding other solutions to our portfolio. The Oshadhi brand is a world leader in aromatherapy and entered the Brazilian market in mid-2023 through our business platform. On the other hand, bvtec, whose

incorporation was completed in 2023, is specialized in Bag-on-Valve (BoV) continuous jet spray technology and meets the demands of the pharmaceutical industry.

We are concerned with delivering the highest quality products to consumers, which leads us to source raw materials from globally recognized companies that share the same commitment to the quality, efficacy and safety of herbal medicines. The raw materials are regularly evaluated and validated by Brazilian regulatory authorities.

Our value chain also includes the main pharmacy chains operating in Brazil, where our products are commercialized, and healthcare professionals (physicians, pharmacists and nutritionists), are our partners in the purpose of disseminating natural solutions for a healthy and balanced life.

Just as ecosystems in nature adapt to changes in the environment, our Business Ecosystem is constantly evolving to keep up with the market changes. In 2023, we announced a new joint venture, this time with the German group Schwabe, one of the world's largest manufacturers of herbal medicines, to launch a new pharmaceutical company in Brazil. The details of this partnership are in the Highlights of this report.

The energy that springs from the earth is
the same energy that moves us to bring
health and balance to people's lives.

THE eco·h BRANDS

GRI 2-6

We are driven by the purpose of harmonizing nature and technology, inspiring health and well-being in people.



Created in 1985, Herbarium Laboratório Botânico was a pioneer in the production of herbal medicines in Brazil and has established itself as a reference in the country's segment, playing a leading role in the development of natural herbal medicines to prevent and treat diseases.



As a result of a partnership between Herbarium and the German company Martin Bauer, the world's leading producer of extracts, Phytera was born in 2021 with the aim of combining the expertise of two major companies to develop new herbal medicines, considering the enormous potential of solutions based on medicinal plants.



Bag-on-Valve com Tecnologia Farma

Bvtec is a 100% Brazilian company, specialized and renowned for the development and manufacture of liquid and semi-solid pharmaceutical forms in the Bag-on-Valve (BoV) system. It has established itself as the largest manufacturer of nasal sprays in the country, producing over 6 million products for the main national and international pharmaceutical industries.



The Intua brand was launched in 2022 with an innovative portfolio of 100% vegan natural products for a holistic self-care routine that combines beauty and well-being. These products include skincare, nutricosmetics, teas, infusions and aromatherapy.

Specialized in aromatherapy, the German brand Oshadhi - which means "medicinal plant" in Sanskrit - became part of the Herbarium Business Ecosystem in 2023. Founded in 1990, the company has one of the largest collections of organic essential oils and hydrosols on the market and is present in over 30 countries.



THE Ecoh RELATIONSHIP

GRI 2-29



End consumer

More than just expanding access to high-quality herbal medicines, we want to inspire people to adopt a healthier and more balanced lifestyle. To reach consumers, we invest in promoting our products at our sale points and through various communication and relationship channels, reinforcing awareness regarding physical and mental health care.



Pharmacy chains and distributors

As partners in the promotion and marketing of our products, pharmacy chains and distributors play an extremely important role in disseminating our purpose of inspiring self-care through natural solutions. With our relationship teams, we provide product guidance for greater effectiveness in the recommendations for use.



Physicians

Physicians are also important partners in expanding the use of natural solutions for preventive and curative care. To assist them in recommending products for their patients, we provide guidance through our representatives and materials with technical and scientific information, as well as promoting training courses on therapies with natural active ingredients.



Other healthcare professionals

In the same way that we engage with the medical community, we seek to approach pharmacists and nutritionists to provide these professionals with information on the concepts and benefits of herbal medicine. In addition to technical materials and product information, we offer training at our partner pharmacy chains.



Other industries

Our relationship with other pharmaceutical companies is through bvtec, one of the brands of the Herbarium Business Ecosystem, which outsources and licenses products to partner industries, providing structured and efficient assistance. We often provide potential partners with information about our production capacity and the development of new products.



Press

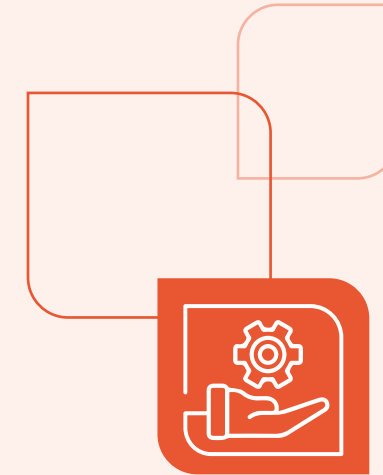
We value the social role of the press and maintain a relationship of trust with the media outlets, which are important partners in disseminating the pillars of sustainability and the culture of our ecosystem. Sharing what we do is a way of inspiring more companies to have the same commitment to generating positive impacts on society and the environment.

A natural, ecological ecosystem that connects people with nature.



Influencers

Influencer marketing has become a very effective strategy for promoting brands and products, especially on digital platforms, which has motivated us to also seek partnerships with influencers in the health and beauty niches to expand the reach of our cosmetics, holistic beauty and aromatherapy lines under the Herbarium, Intua and Oshadhi brands.



Suppliers

Our supply chain is extremely important to the Herbarium Business Ecosystem, because the quality of the raw materials is what also guarantees the excellence and effectiveness of our products. We nurture a relationship of partnership, trust and responsibility with suppliers who align with our values and corporate culture of respect for people and the environment.



Regulatory agencies

Our proximity to the technical working groups of the regulatory agencies allows us to follow discussions of interest to the pharmaceutical industry and also to contribute to building the sector's regulatory agenda.



Employees

Our employees - affectionately called herbarians - are the main people responsible for the success of our business. Keeping this team cohesive and integrated into our culture is one of our priorities. For a close relationship with our employees, we have several communication channels and initiatives aimed at personal and professional development and maintaining healthy and productive environments.



Associations

We have relationships with several associations representing the pharmaceutical, cosmetics and herbal medicine industries so we can work together to strengthen these sectors, exchange technical knowledge and innovation, and work on sustainable development agendas.



Non-profit organizations

To maximize the positive impact of our work on society, we seek to financially support social and environmental projects carried out by non-profit organizations that promote health and well-being among socially vulnerable groups. These actions are detailed in the Communities section of the Alchemy of Relationships chapter of this report.

SUSTAINABILITY BY NATURE



MATERIALITY

GRI 3-1; 3-2

For this report, we maintained the same material themes that had been defined through a careful study with our stakeholders for our first Sustainability Report, which was launched in 2023, considering the achievements of the previous year. Our materiality reflects the aspects that we prioritize in the strategic planning of the Herbarium Business Ecosystem to generate value for our stakeholders, prevent and mitigate risks and care for people and the environment in a responsible and sustainable manner.

Being sustainable is in our roots and in the seeds that we want to spread throughout our value chain.





STRATEGY

Our commitment to sustainability is based on our essence, which is to harmonize nature and health and thus contribute to environmental conservation and the promotion of societal well-being on a global scale. This is reflected in the way we conduct our business and how we produce, which includes the selection of inputs for our herbal medicines, most of which originate from renewable sources, the responsible use of natural resources and the mitigation of impacts at all stages of the production process and in the post-consumption of our products.

We invest in eco-efficient and innovative research and technologies that reduce our environmental impact by saving on water consumption, reusing resources and using renewable energy from solar sources. We are committed to managing our solid waste and eliminating landfill disposal, as well as adhering to reverse logistics and environmental compensation systems, helping to expand the recycling and reuse of materials.

By implementing these socio-environmental responsibility actions, we meet the expectations of society and investors while also contributing to the sustainability of our company. Our commitment to sustainable and ethical business practices also benefits the communities where we operate, as we reinvest part of our profits in social and environmental initiatives. In addition, we promote awareness campaigns, training and engagement activities to disseminate the importance of sustainable development within our value chain and in society as a whole.

CERTIFICATIONS AND INITIATIVES



Empresa Certificada
We are the first pharmaceutical company to achieve the **B Seal** in Brazil, which attests to our commitment to building a more inclusive, equitable and regenerative economic system, generating a positive impact for people and the planet.

We are among the top 15 pharmaceutical industries to work for, according to the global consulting firm **Great Place to Work (GPTW)**. The result of the evaluation reflects several initiatives that reinforce our values and commitment to a safe working environment.



In 2023, we received the **Paraná Climate Seal 2023**, granted by the State Secretariat for Sustainable Development, for making public our Greenhouse Gas Inventory (GHG), following the GHG Protocol, and adopting other sustainable strategies to decarbonize our operations. This was the first year we applied, being recognized in category B and in the Internal Market modality.



We participate in the **Carbon Neutral Freight Program**, which aims to neutralize emissions in the transport sector. Among the initiatives to promote decarbonization in our operations, we highlight the compensation of 100% of the emissions related to our e-commerce deliveries, the acquisition of energy exclusively from clean sources and the refueling of fleet vehicles only with biofuels.

In 2023, we expanded our commitment to mitigating the impacts of waste generation by moving to the 200% category of the **Eureciclo Seal**, which means that for every product sold, two additional post-consumer packaging equivalents are compensated.



Our Industrial Eco-Park is certified as **Zero Landfill**, ensuring that all waste generated is disposed of properly and conscientiously, without overloading landfills.



For the second consecutive year, we achieved the **Sesi ODS Seal**, which values innovative practices for achieving the Sustainable Development Goals. Two of our initiatives deserved recognition: the LIBRAS Herbarium program, in the social pillar, and joining the Meatless Monday movement, in the environmental pillar.



We are part of the global **Conscious Capitalism movement**, which is looking towards a new economy based on business practices that generate value for all stakeholders. We share this vision of combining business with a greater purpose: to promote positive transformations for people and the planet.



We have adopted the use of digital documents through the **D4Sign** platform to reduce the consumption of paper and other resources, thus obtaining the Digital Sustainability Seal. This certification allows us to measure, according to the number of documents signed digitally, the number of trees preserved, the volume of water saved, and the CO₂ emissions avoided.



THE 2023 CYCLE

REVOLUTIONARY HERBAL MEDICINE

Our debut on the medical cannabis market

We launched our first therapeutic cannabis-based product in 2023, **Herbarium Cannabis sativa Extract 43 mg/mL**, marking our entry into this market, which offers a significant growth potential as research and scientific evidence of the efficacy of cannabinoids for the treatment of different clinical conditions advances.

The debut in this category of herbal medicines is important not only from a marketing point of view, but mainly because it helps to strengthen scientific research and regulation in the country, as well as expanding access to this type of product, which until recently had to be imported. Sold only by prescription, our full spectrum product has been available in the main Brazilian pharmacy chains since mid-2023.

Continuing our advances in the cannabis market, we announced in 2023 a second new product based on the plant: Isolated Cannabidiol - Herbarium (CBD). Already approved by the National Health Surveillance Agency (Anvisa), the phytopharmaceutical is expected to be launched commercially in 2024, as a new natural alternative treatment for different pathologies.

As Brazilian laws still do not allow the local cultivation of cannabis, Isolated CBD will have imported raw materials, but 100% Brazilian production, developed entirely in our factory in Colombo, Paraná. On the other hand, Full Spectrum is being produced by one of the largest and most traditional cannabis manufacturers in the world, maintaining the strict quality standards that are internationally recognized.

After the launch and announcement of Full Spectrum and Isolated CBD, which took years of research and development, we intensified our service channels to provide guidance and clarify doubts regarding the products. In addition, we offer certified courses on the use of medical cannabis, aiming to demystify and bring consistent information to the medical community for safer prescription practices.

One of our actions, focused on continuing medical education, took place during the 2nd International Conference on Medicinal Cannabis, held at the beginning of August in São Paulo, with the participation of physicians and other research, development and innovation professionals.



Currently, medical cannabis is the most relevant and revolutionary aspect of the herbal medicine market and, in five years from now, it is expected to account for 15% to 20% of our business.



Marcelo Geraldi
President

BIOECONOMY

New joint venture strengthens the phytotherapeutics industry in Brazil.

In 2023, we took another important step in consolidating our leadership in the Brazilian herbal medicine market by announcing our partnership with the Schwabe Group from Germany, one of the world's largest manufacturers, to create a new pharmaceutical company: the **SCHWABE-HERBARIUM, which is already born with a portfolio of renowned products that are leaders in their categories.**

The joint venture will integrate the Herbarium Business Ecosystem. Operations are scheduled to begin in 2024, with headquarters located at our Industrial Eco-Park in Colombo (PR) and administrative offices in Rio de Janeiro.

Initially, we will focus on medications for the treatment of coughs, colds and mental health, featuring brands that are already recognized in the market and are now part of our portfolio, such as Kaloba®, Imunoflan®, Cognitus® and Tebonin®. The Schwabe Group also plans to bring to Brazil some of its herbal medicines that are already present in other markets, as well as launching new products.



With this partnership, which will give life to a new pharmaceutical company, we will bring to Brazil a world-class institution in herbal medicine and expand the range of treatment options for the medical profession, uniting the expertise of two references in the herbal medicine sector.



Marcelo Geraldi
President



The Brazilian pharmaceutical market is increasingly opening up to natural origin medications, and Herbarium is a reference partner due to its market knowledge, regulatory environment expertise, and comprehensive technical know-how.



Peter Braun
Executive Vice-President of International Markets at the Schwabe Group

INNOVATION

Natural alternative for preventive treatment

Our main purpose is to promote people's health and well-being, and every time we launch a new product, we reinforce our belief in the healing power of plants. The year 2023 was particularly rewarding in this regard, as in addition to the products in the cannabinoid category, we launched the first oral medication specifically indicated for the preventive treatment of migraines, Petamig®.

It took over eight years of research to develop this **innovative and effective solution, which can significantly improve the well-being and quality of life for those suffering from migraine.** The World Health Organization (WHO) estimates that more than 30 million Brazilians are affected by migraine, which is one of the most disabling diseases in the world. The medication has been available in pharmacies since April 2023.

Composed of 50 mg Petasites hybridus extract, the medicine has antinociceptive, anti-inflammatory and antispasmodic actions, which result in a reduction in the frequency and intensity of migraine episodes. Due to its complex action mechanism, the product improves other symptoms of the disease, such as irritability, nausea and vomiting, as well as headaches.



RECOGNITION

We are one of the most innovative companies in the south of Brazil

Our efforts and investments in research, development and innovation to present cutting-edge phytotherapy solutions for the national pharmaceutical market have placed us among **the 50 most innovative companies in the south of Brazil, in the Amanhã Magazine ranking**, alongside large national and multinational corporations.

The 2023 edition of the award, which has been held for almost two decades by the magazine, had more than 200 organizations registered. The ranking lists institutions that develop innovative strategies and resources that deliver results for both the company's business and the consumer.

The survey is conducted in partnership with IXLCenter based on the Global Innovation Management Institute (Gimi) methodology, a global non-profit organization created by a team of executives, academics and consultants specialized in innovation.



SUSTAINABILITY

Zero Landfill certification and progress in waste management



The constant search for improvement in our socio-environmental management practices resulted in a significant achievement in 2023: **Zero Landfill certification**, which reinforces our commitment to reducing our carbon footprint as we save natural resources by encouraging recycling and reuse, as well as reducing greenhouse gas (GHG) emissions. The certification was issued by Kapersul Waste Management (KWM), a company with over 40 years' experience in industrial waste management and one of the largest waste managers in Brazil.

With this management system, we will have zero waste sent to landfills by 2024. Our performance in sustainable waste disposal in 2023 was already very positive. Of the class II waste, which is considered non-hazardous and represents over 93% of the total generated in our Eco-Park, approximately 96% was sent for recycling, co-processing, composting, pig farming and incineration. Only 3.6% went to the landfill, as the system was fully implemented from July.

FINANCIAL RESULTS

GRI 2-2; 2-29; 3-3; 201-1; 203-2

We are aware of our role as players who help turn the wheel of the economy. However, more than just numbers, the leading role we seek is to positively impact our value chain and society as a whole, evolving in the pursuit of purposeful business models. Below we present the financial performance of our Business Ecosystem for the financial year of 2023 and the comparison with the previous year.

Our Value Added Statement (VAS) makes it possible to understand the financial results of the operations of all the companies that are part of Ecoh and how this wealth is distributed among our employees, shareholders, suppliers, public authorities and the communities where we operate.

The creation of jobs with fair wages, encouraging professionalization and local development, investments in research and innovation to create a national technical-scientific collection and stimulating the construction of a sustainable supply chain are some of the examples that contextualize the positive impacts of our business on our value chain and on society. In addition, part of our profit is reinvested in socio-environmental initiatives that benefit the communities where we operate.

The economic growth strategies of our business ecosystem are linked to our purpose of promoting social well-being and caring for the environment. Our commitment is to advance our ESG agenda, focusing on the sustainability and longevity of our company and the positive impacts we generate.

HERBARIUM PARTICIPAÇÕES LTDA.

(In thousands of BRL)

	HOLDING COMPANY		CONSOLIDATED	
VALUE ADDED STATEMENT	2023	2022	2023	2022
Revenues	-	-	265.738	278.183
(-) Inputs acquired from third parties	-	-	(118.629)	(121.623)
Gross value added	-	-	147.109	156.560
(-) Depreciation / Amortization	-	-	6.843	(7.583)
(=) Net value added	-	-	140.266	148.977
(+) Value added received by transfer	2.980	14.863	3.241	3.896
Total value added to be distributed	2.980	14.863	143.507	152.873
ECONOMIC VALUE DISTRIBUTED	2023	2022	2023	2022
Personal	43.529	43.529	43.529	43.529
Taxes	58.985	58.985	58.985	58.985
Third-party remuneration	84.492	84.492	84.492	84.492
Remuneration on equity	14.859	14.859	14.859	14.859
Value added distribution	201.864	201.864	201.864	201.864

Note: The financial results of the Oshadhi and bvtec business units are included in the consolidated results of Herbarium Participações.

PHYTERA SERVIÇOS FARMACÊUTICOS LTDA

(In thousands of BRL)

VALUE ADDED STATEMENT	2023
Revenues	-
(-) Inputs acquired from third parties	(1.036)
Gross value added	(1.036)
(-) Depreciation / Amortization	(131)
(=) Net value added	(1.167)
(+) Value added received by transfer	118
Total value added to be distributed	(1.049)
ECONOMIC VALUE DISTRIBUTED	2022
Personal	495
Taxes	27
Third-party remuneration	334
Remuneration on equity	(1.905)
Value added distribution	(1.049)

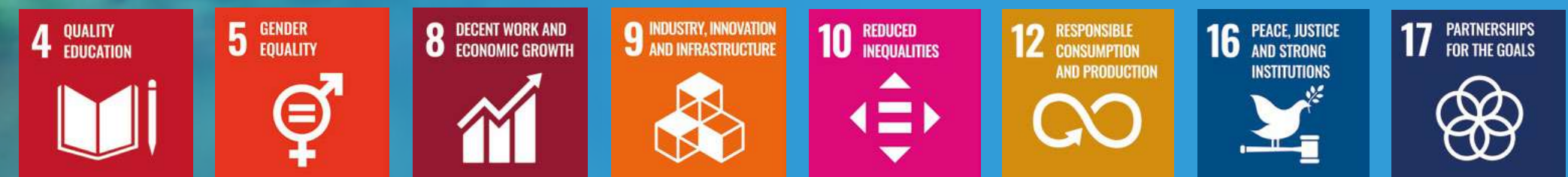
INTUA (NOVA HERA COMÉRCIO VAREJISTA DE COSMÉTICOS)

(In thousands of BRL)

VALUE ADDED STATEMENT	2023
Revenues	1.470
(-) Inputs acquired from third parties	(4.481)
Gross value added	(3.011)
(-) Depreciation / Amortization	(91)
(=) Net value added	(3.102)
(+) Value added received by transfer	10
Total value added to be distributed	(3.092)
ECONOMIC VALUE DISTRIBUTED	2022
Personal	615
Taxes	379
Third-party remuneration	207
Remuneration on equity	(4.293)
Value added distribution	(3.092)

INTEGRATION AND EQUILIBRIUM

BE INSPIRING



BIODIVERSITY

GRI 3-3; 304-1

Caring for biodiversity is at the root of our existence, because it is from the richness and diversity of flora that we extract the power that heals and promotes people's well-being. Our care begins at home. In our industrial plant, which we call.

At Herbarium Eco-Park, we are surrounded by green areas totaling more than 60,000 square meters. The operational unit occupies a built-up area of 24,700 m².

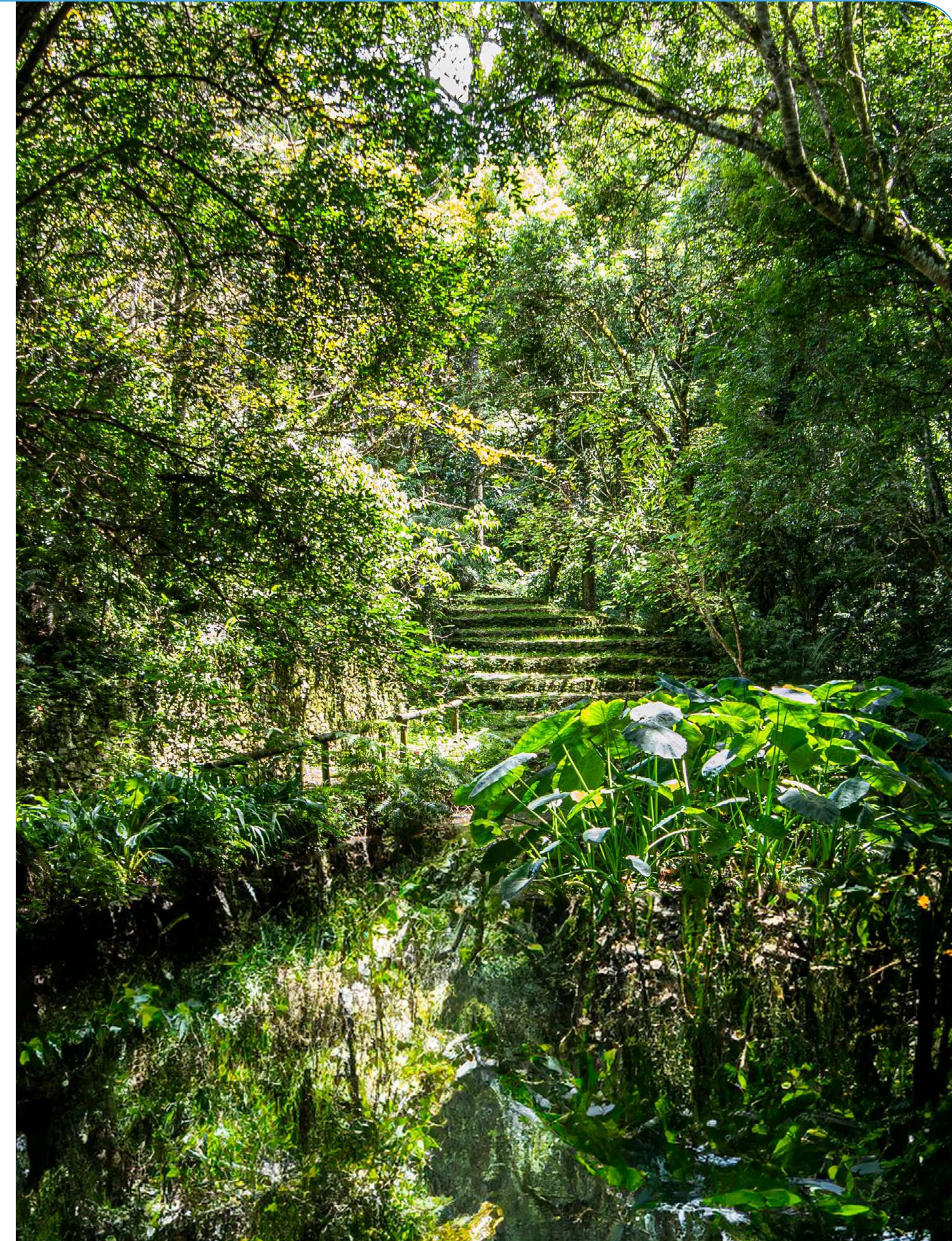
Of the total green areas, rich in biodiversity, 50,700 m² are dedicated to sustainable management areas- organic vegetable garden, medicinal garden, orchard and woodlands - and 10,000 m² of preservation area, which we keep intact to protect endangered species of significant ecological interest. There is also a water spring in this area that we keep preserved.

Among the species found in our unit, the most iconic is the araucaria (*Araucaria angustifolia*), a tree that is the symbol of Paraná and which is on the International Union for Conservation of Nature (IUCN) Red List of Threatened Species, classified as being at high risk of extinction. Other species under the same risk include the tree fern (*Dicksonia sellowiana*) and the palm heart (*Euterpe edulis*), listed on the Brazilian List of Endangered Species.

The presence of these species in our Eco-Park, which form one of the richest ecosystems in the Atlantic Forest biome, heightens our sense of responsibility for environmental preservation and facing the climate emergency, which poses a major threat to biodiversity. We seek to transmit the same concern to our employees, encouraging them to connect with the nature that surrounds us.

Our business and operating models are based on sustainable practices aimed at mitigating potential environmental impacts. We demand the same care for biodiversity from our supply chain. We acquire our raw materials only from suppliers who strictly adhere to the environmental regulations of our segment.

Just as we draw inspiration from nature to take care of people's health, we want to inspire current and future generations to live in balance and take care of the planet's health.

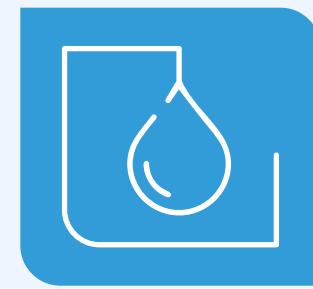


ECO-EFFICIENCY

We apply the same sustainability principles that are intrinsic to our Business Ecosystem in our production processes and administrative routines. Therefore, the responsible use of natural resources and the mitigation or elimination of any impacts resulting from our operations are of the utmost importance in our strategic planning and management.

Below we present a compilation of our actions and our performance in terms of eco-efficiency in 2023. Based on monitoring these indicators, we seek to continuously improve our processes.

Taking care of the environment also means taking care of people's health.



WATER MANAGEMENT

GRI 3-3; 303-1; 303-3; 303-5

Just as we care for the greenery, we adopt conscious and sustainable practices in water usage, understanding its importance for the dynamics and conservation of natural ecosystems. We have an artesian well in our Eco-Park, which ensures our self-sufficiency in water supply for both the manufacturing unit and the administrative sector, as well as other areas. The water collected undergoes treatment to meet the drinking water standards for human consumption. The water used in the manufacture of medicines, supplements and cosmetics undergoes a second treatment stage to achieve purified water quality.

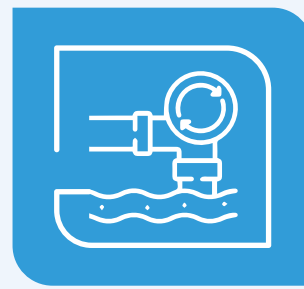
We are constantly seeking technological solutions that allow us to make better use of water resources. In 2023, we initiated a project to expand water reuse alternatives and thus reduce the volume extracted from the artesian well. This project will be developed throughout 2024 and the expectation is that the new solutions will already show results in the last quarter of the year.

One of the solutions already underway is the reuse of the water discarded in the purification process, which is stored in 80 thousand liters reservoirs and used to irrigate the green areas (football field, vegetable garden, orchard, lawns).

Our strict management of water usage has proven to be effective. In 2023, our average daily consumption was 51 m³ and the volume of water extracted per hour was 3.63 m³, well below the limits stipulated in the permit granted by the competent environmental agency, whose volumes are 93 m³/day and 4.65 m³/hour. This control is carried out through daily readings of water meters installed at strategic points in the distribution network.

Despite all the efforts undertaken, our water consumption in 2023 totaled 13,259 m³ (which also corresponds to the volume of water abstracted), an increase of 4.24% compared to the previous year. The highest consumption occurred in the Purified Water System (5,384 m³), representing approximately 40% of the total. More information on this indicator's performance can be found in the [ESG Statement](#) at the end of this report.

To broaden the scope of our commitment to the responsible use of water, in addition to promoting actions for conscious consumption at our plant, we encourage the same conduct in our partnerships. In the internal supplier development process, we have created mechanisms to ensure minimum environmental compliance by verifying that these companies are licensed and that they meet all the requirements established by the licensing authorities, which we detail in the Integrity at the Core chapter.



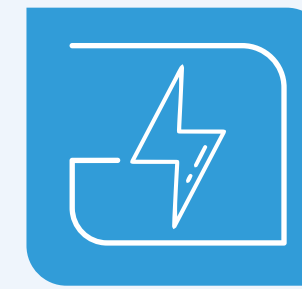
EFFLUENTS MANAGEMENT

GRI 3-3; 303-2; 303-4

The entire water cycle in our Eco-Park deserves attention and care, which is why we have adopted a treatment system that ensures that effluent is returned to the environment without causing any impact. In 2023, we conducted an in-depth study to update the technologies used in our effluent treatment plant (ETP). The proposal is to improve the entire process and improve the quality of the treated effluent. This project is expected to be completed in the second half of 2024.

After being treated at the ETP, the effluent still passes through three lagoons that complement the process. Two of them are covered by aquatic plants, which act as biological filters. After the last lagoon, the effluent is discharged into a stream belonging to the Iguaçu River basin, located outside water stress areas.

To ensure that the water returned to nature meets the parameters defined by the environmental agency, we monitor the quality of the effluent at the ETP and at the discharge point on a monthly basis, with the support of a specialized laboratory. In addition, we conduct quarterly analysis at other points along the stream to assess water quality throughout its length.



ENERGY MANAGEMENT

GRI 3-3; 302-1; 302-3

The use of renewable energy sources is one of the priorities on our corporate sustainability agenda, given our commitment to the environment, society and the global climate emergency. We are part of the Free Energy Market, in the special consumer category, which means that all the energy we consume comes from incentivized sources (SHPs, wind, photovoltaic solar and biomass thermal).

In 2023, our energy consumption was 2,800,178 kWh (the equivalent to 10,080.641 gigajoules). To verify the source, we have acquired renewable energy certificates (I-REC) from solar sources for all the energy consumed in our Eco-Park in Colombo.

Energy consumption in 2023 was 20% higher compared to 2022, the year we began structuring an energy efficiency project, as we had already observed an increase in the energy consumed due to changes in the operation of some electro-intensive equipment and the installation of new areas to meet the expansion of our business.

The effective implementation of efficiency actions began in October 2023. Therefore, the effects of these improvements should be observed in the 2024 results. In the last quarter of 2023 alone, with the energy efficiency project underway, we managed to avoid the consumption of 67,700 kWh.

The energy intensity indicator, which considers energy consumption per unit produced, allows us to monitor our performance according to productivity variations.

ENERGY INTENSITY	ENERGY CONSUMPTION (KWH)	UNITS PRODUCED (UP)	ENERGY INTENSITY (KWH/UP)
	2.800.178	8.296.492	0,34



MATERIALS MANAGEMENT

GRI 3-3; 301-1

Most of the inputs used to produce our herbal products come from renewable sources and are, therefore, considered to have a low impact. Raw materials such as vegetable oils, essences, extracts and active pharmaceutical ingredients, for example, all come from renewable sources.

To continuously improve our performance in managing the materials we use in our products, we have a packaging development team that seeks increasingly sustainable alternatives, prioritizing aspects such as recyclability and circularity and respecting the limitations established by the regulatory authorities for the pharmaceutical industry.

In addition, we have reverse logistics and environmental compensation initiatives for packaging to manage the impact of consumer disposal. The performance related to this topic is detailed in the Waste Management section.

The lists of the materials we use (renewable and non-renewable) are included in the [ESG Statement](#).

EMISSIONS

GRI 3-3; 305-1; 305-2; 305-3; 305-4; 305-5

The impact of climate change on human health has been widely discussed in the scientific community, especially due to the risk of new pandemics and the spread of infectious diseases, resulting from changes in ecosystems and biological cycles caused by rising temperatures and extreme weather events. These findings reinforce our commitment to mitigating greenhouse gas (GHG) emissions and addressing the climate crisis.

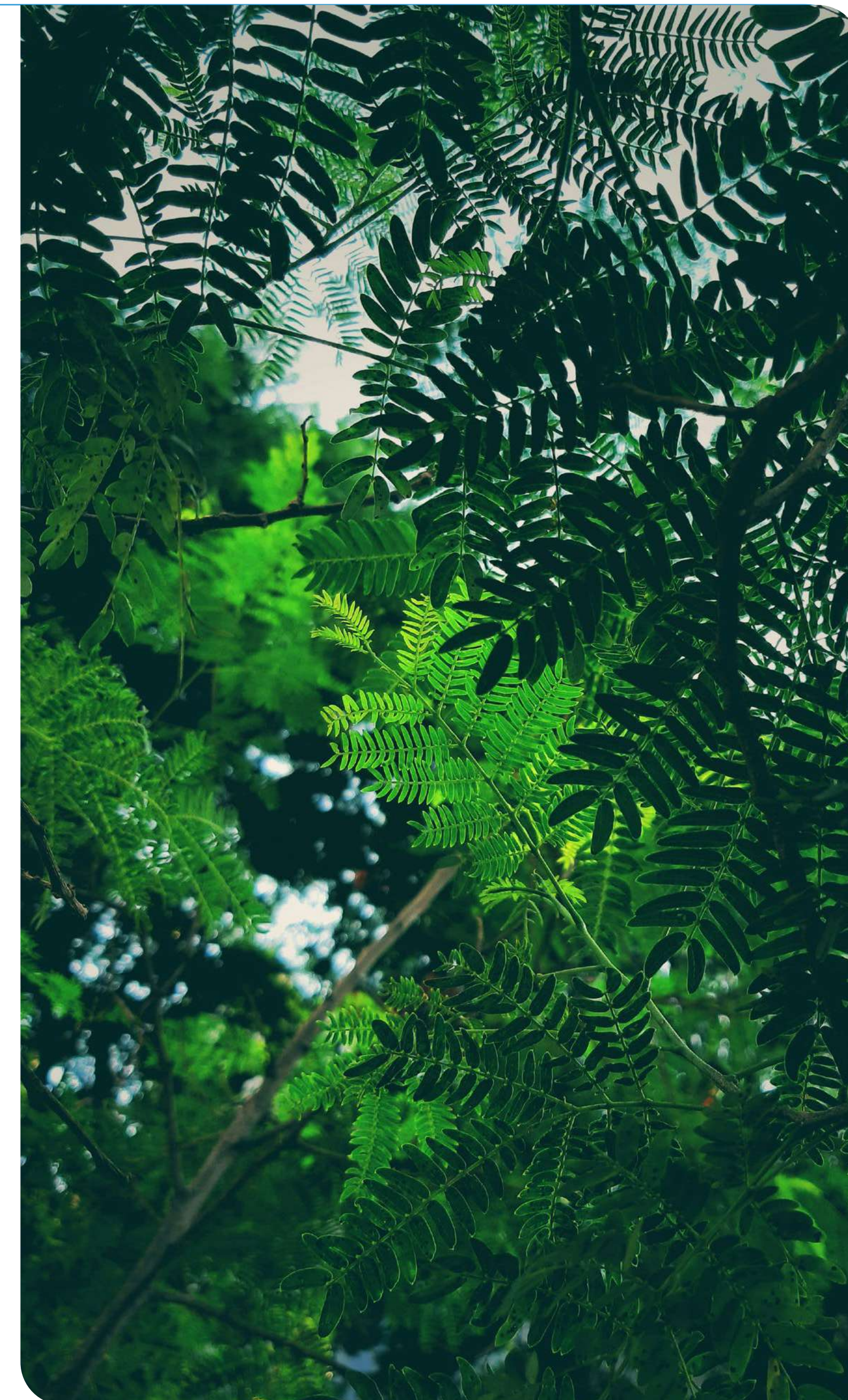
Since 2021, we have been preparing our emissions inventory based on the Brazilian GHG Protocol Program, and this diagnosis is what guides decision-making and strategies related to the issue. Although our Scope 1 and 2 emissions are not significant, we are committed to further improve our management. So far, we have focused on specific actions to reduce emissions from each scope, even though we have not yet established a landing target.

To reduce Scope 1 emissions, we prioritize the use of ethanol in the vehicle fleet for medical and commercial demand areas. In addition, we joined an emissions compensation program with the fuel supply management company - which supports certified carbon reduction projects in Brazil and around the world - for the small portion of internal vehicles and equipment still powered by fossil fuels. With this initiative, we offset 6.3 tons of CO₂e in 2023, with more significant results expected in 2024, as the implementation occurred in December.

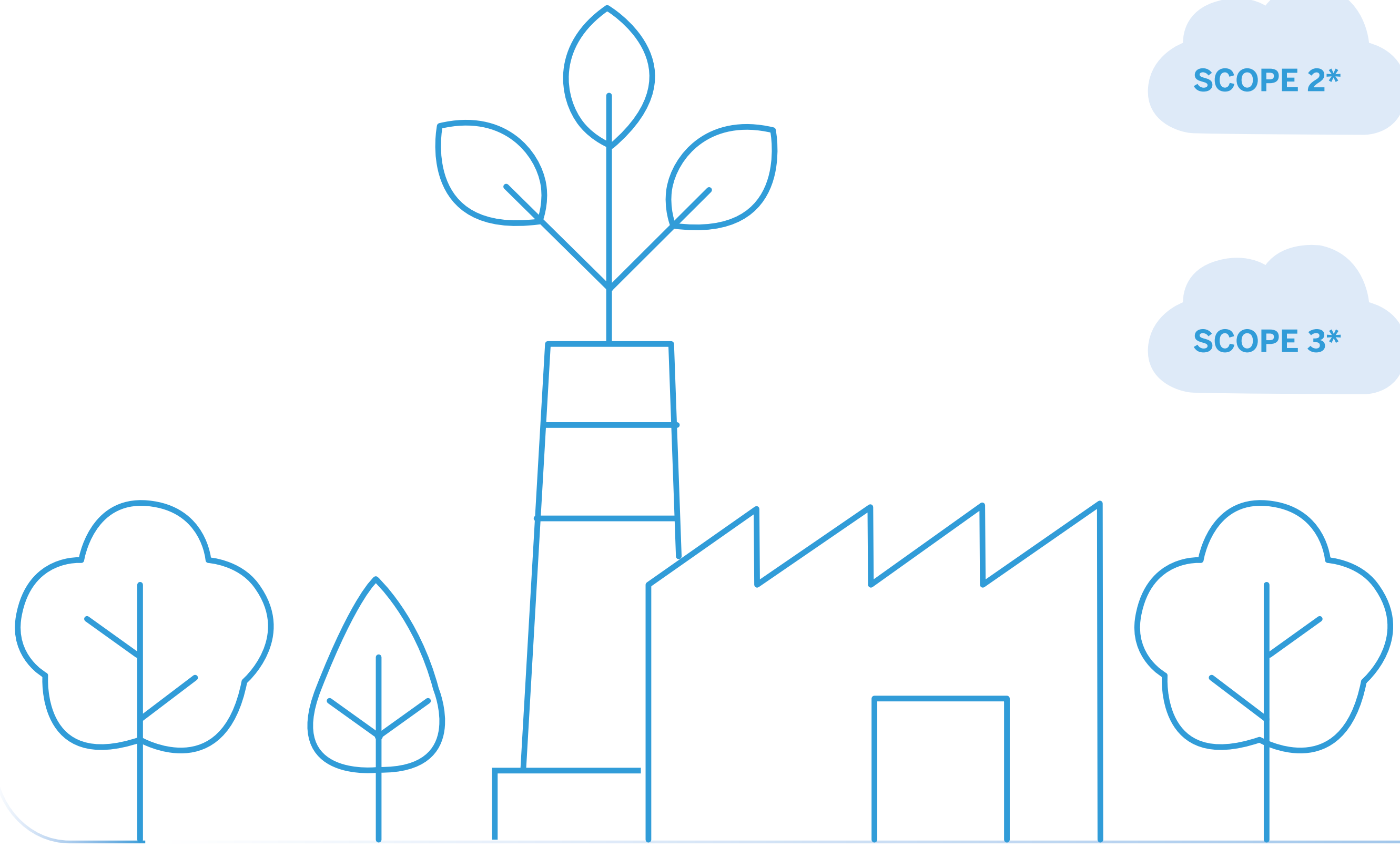
The migration from the captive market to the Free Energy Market and the acquisition of Renewable Energy Certificates (I-RECs), attesting to the exclusive use of incentivized sources, had a very positive impact on our management, allowing us to zero out Scope 2 emissions in the inventory for 2023, through the purchase choice approach.

We also obtained Zero Landfill certification, ending the disposal of waste from the plant to landfills in the region starting in July 2023. With this initiative, we managed to reduce emissions related to this category by 48%: from 26.5 tCO₂e in 2022 to 13.7 tCO₂e in 2023. Besides being a milestone for waste management, from 2024 onwards we should have zero emissions related to this category in Scope 3. As for the carbon emissions generated in the transportation of orders placed in our online store, which have an impact on Scope 3 emissions, we offset them.

Also in 2023, we joined the State Public Register of GHG Emissions, publishing our performance for 2022, which earned us the Paraná Climate Seal certification in category B. We wish to advance our public commitments to sustainable practices. For the 2023 emissions inventory, in addition to registering at the state level, we will participate in the Public Emissions Registry of the Brazilian GHG Protocol Program, along with third-party verification, increasing the reliability and quality of the reported data.



Our emissions inventory reported here considers the entire year of 2023. To calculate emissions, we used the calculation tool of the Brazilian GHG Protocol Program - version 2024, which provides the emission factors and global warming potential (GWP) validated by the program. The approach chosen for data consolidation was operational control.



SCOPE 1*

Total emissions in CO₂ equivalent

86,615 tCO₂e

Direct emissions

Total emissions in biogenic CO₂

490,381 t

SCOPE 2*

Total emissions in CO₂ equivalent

105,419 tCO₂e

(location approach)

Indirect emissions

Total emissions in CO₂ equivalent

0 tCO₂e

(purchasing choice approach)

SCOPE 3*

Total emissions in CO₂ equivalent

8.128,84 tCO₂e

Indirect emissions

Total emissions in biogenic CO₂

976,78 t

*All gases were included in the calculation of emissions in the three scopes (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃).

Note: Considering scopes 1 and 2, the emissions Intensity Index was 10 g per unit produced (10 g/UP). Considering the three scopes, the Intensity Index is 0.99 kilograms per unit produced (0.99 kg/UP).

In both calculations, Scope 2 was considered by the purchasing choice approach.

WASTE

GRI 3-3; 306-2; 306-3; 306-5

The waste management in our Business Ecosystem is guided by a robust planning process, aimed at non-generation of waste and encouraging recycling or reuse, as well as the traceability of data on the waste generated, which allows precise monitoring for more assertive actions. Every year, we strive to improve our internal processes, adopting new methodologies and sustainable practices to mitigate environmental impacts, which go far beyond legal obligations.

One of the most significant results we achieved in 2023 was to eliminate the disposal of waste generated in our Eco-Park to landfills, starting from July, a goal we had been pursuing since 2020. This was possible through a complete diagnosis of all the waste generated, identifying volume, classes, transportation and destination services, and a partnership with a company specialized in waste management. We reported this important achievement in the Highlights section of this report.

We seek to engage our employees in practices of conscious consumption and waste separation based on permanent awareness-raising initiatives to ensure greater effectiveness in meeting the guidelines of our Solid Waste Management Plan. All the production, administrative and laboratory sectors have bins for each type of waste as a way of facilitating segregation.

One example of the awareness-raising initiatives carried out in 2023 was the visit made by all the employees of the Colombo unit to our Waste Center to learn how the daily management of this system works in practice.

In our day-to-day operations, we promote internal actions to reinforce guidelines regarding responsible practices to reduce waste generation, such as prioritizing the use of digital documents instead of printouts, using company-provided mugs and bottles instead of disposable ones and avoiding food waste in the cafeteria. This is another way of strengthening the culture of conscious consumption and care for the environment, as well as encouraging these practices to extend beyond the workplace.

More information on our waste management performance can be found in the [ESG Statement](#).



REVERSE LOGISTICS

Our waste management policy is not limited to our production processes and internal routines. We also pay attention to post-consumption waste generation from our products, working on two main fronts: reverse logistics for medications and environmental compensation for packaging.

We were one of the pioneering companies to join the Paraná Reverse Logistics Program for Medications (created in 2016 as the Smart Disposal Program) and, at a national level, we participate in the Reverse Logistics Program for Household Medications and Their Packaging (LogMed), created and managed by 16 representative entities of the pharmaceutical sector.

To give an idea of the scope of the LogMed System, from the beginning of its operation in 2021 to the end of 2023, over 600 tons of waste have been collected at the 6,800 collection points distributed throughout the country, according to information from the organization itself.

We also maintain a partnership with Eureciclo to compensate the full amount of packaging waste generated after the post-consumption disposal of our products. This initiative has impacted 141 communities, with a remuneration in the total amount* of BRL 92,050.56 to cooperatives and private operators that collect and sort waste, strengthening our presence and impact in several regions. In 2021 and 2022, we achieved 100% environmental compensation for discarded packaging, surpassing the 22% requirement previously established by the National Solid Waste Policy. In 2023, we progressed to compensate 200% of the packaging volume, which means that for every product sold, two other packages are recycled.

CONSOLIDATED COMPENSATION FROM 2021 TO 2023

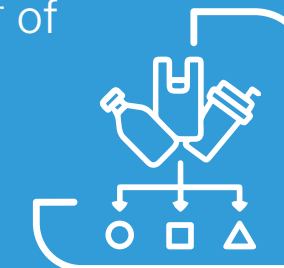
11,58 t of aluminum.

241,77 t of paper.

94,61 t of plastic.

83,36 t of glass.

Remuneration in the total amount* of **BRL 92.050,56** to the community responsible for collecting and sorting waste.



*Eureciclo has until the end of 2024 to carry out all the compensation for 2023.

With this initiative, in addition to complying with legislation, we contribute to the growth of the recycling chain in our country, generating positive social impacts for the waste picker cooperatives involved in the process.



OUR ENVIRONMENTAL COMPENSATION IN 2023

159 tons of paper/cardboard.

71 tons of plastic.

53 tons of glass.

11 tons of aluminum.

294 tons of recyclable waste.

ALCHEMY OF RELATIONSHIPS

BE NATURAL





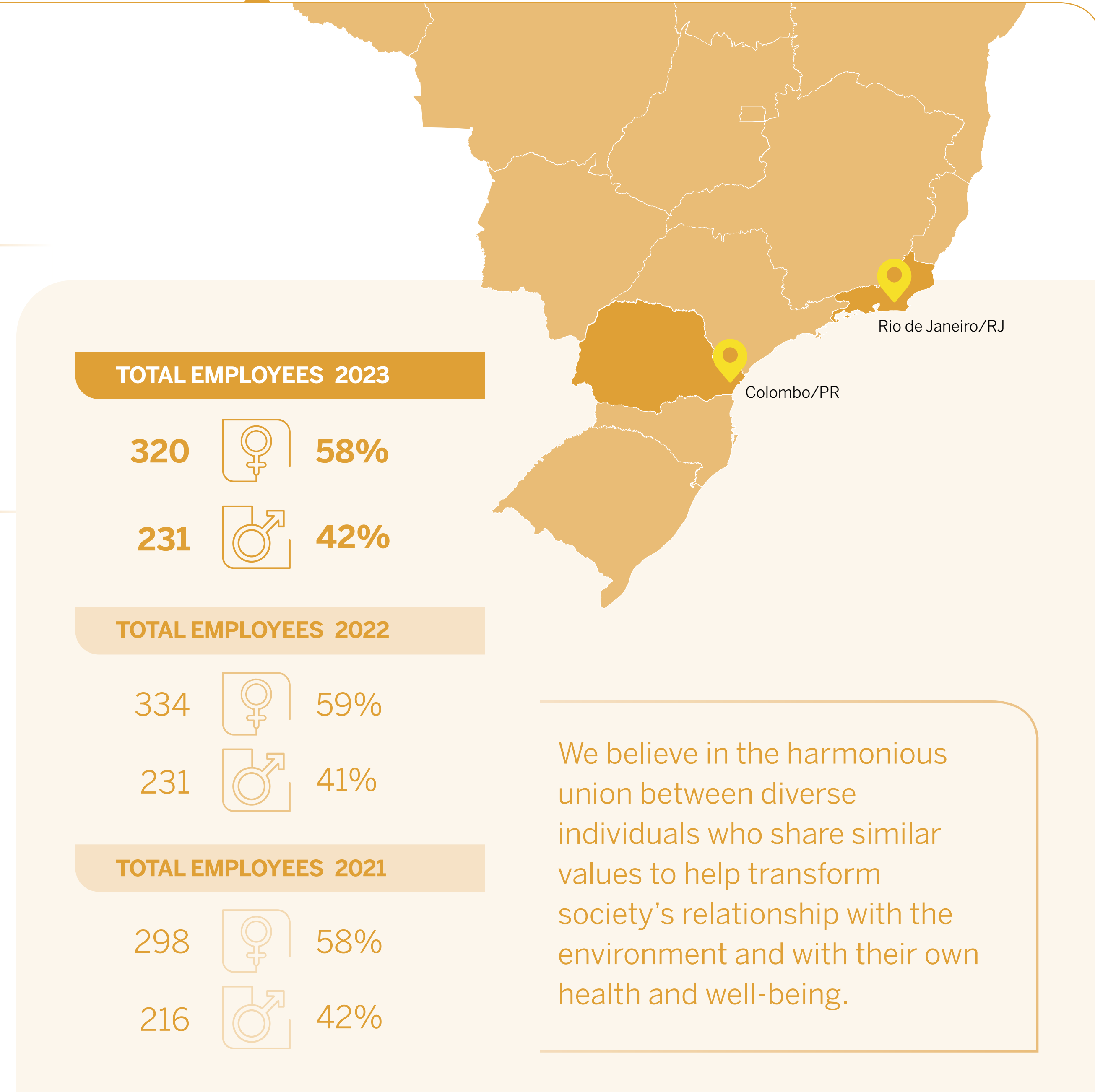
HERBARIANS

GRI 2-7; 2-8; 3-3; 401-1; 405-1

Our people management is based on building relationships of trust and respect, mutual growth and sharing beliefs about a more sustainable future. For one more year, we won the Great Place to Work (GPTW) seal, ranking among the top 15 pharmaceutical companies to work for, which confirms our commitment to valuing our employees. At the end of 2023, our team consisted of 551 people, who came to join forces to materialize our purpose of harmonizing nature and technology to promote the health and well-being of society.

Our employees, affectionately called **herbarians**, are divided between the administrative and manufacturing sectors of the companies that form the Herbarium Business Ecosystem, in the units located in Paraná and Rio de Janeiro. In different regions of the country, we have professionals in the medical and commercial demand areas, responsible for the relationships with our customers and partners.

The alignment with our principles is crucial for an integrated and collaborative work environment. For this reason, all employees participate in induction training as soon as they join our ecosystem and in periodic refresher courses to ensure that they are up to date with our code of ethics and internal procedures related to safety and quality, among other relevant topics.



We believe in the harmonious union between diverse individuals who share similar values to help transform society's relationship with the environment and with their own health and well-being.

OUR TEAM OF HERBARIANS

Ecoh	FEMALE			MALE			GRAND TOTAL
	TRAINEE	EMPLOYEE	FEM. TOTAL	TRAINEE	EMPLOYEE	MALE TOTAL	
2021	12	286	298	4	212	216	514
Colombo-PR	12	170	182	4	118	122	304
Rio de Janeiro-RJ	0	13	13	0	12	12	25
Others	0	103	103	0	82	82	185
2022	10	324	334	4	225	231	565
Colombo-PR	9	204	213	4	137	141	354
Rio de Janeiro-RJ	1	13	14	0	13	13	27
Others	0	107	107	0	77	77	184
2023	12	308	320	5	226	231	551
Colombo-PR	11	168	179	5	135	140	319
Rio de Janeiro-RJ	1	18	19	0	15	15	34
Others	0	122	122	0	76	76	198

*Note: Our workforce at the end of 2023 was slightly smaller compared to 2022 (-2.5%), due to adjustments between productivity and market demand.

We promote a collaborative, diverse and inclusive organizational climate.

DIVERSITY AND INCLUSION

GRI 2-30; 405-2

We embrace diversity in all its forms and are committed to consolidating an agenda of affirmative initiatives in our ecosystem. In 2023, we continued our Diversity and Inclusion Journey, which formally began the previous year, with training processes, census and diagnosis, as well as defining performance commitments and monitoring indicators.

Based on this diagnosis, four social markers proved relevant for monitoring and development within the Herbarium Business Ecosystem:



GENDER DIVERSITY



RACES & ETHNICITIES



AFFECTIVE-SEXUAL ORIENTATION (LGBTI+)



PEOPLE WITH DISABILITIES



OUR COMMITMENTS AND PERFORMANCE



Gender diversity

We are committed to achieving 50% female representation in Top Management by 2030. In 2022, when this commitment was made, the percentage was 27%. By 2023, the target was to reach 29% female representation in Top Management, a number that was surpassed with the presence of 33% of women in management positions or above.

IN 2023
29% women in management positions

TARGET 2030
33% women in management positions



People with disabilities

For the group of people with disabilities, our commitment is to achieve 4% representation in our workforce by 2030. In 2022, this percentage was 1.93% with a target of 3.15% for the following year. We ended 2023 with 3.8% representation, surpassing the target.

IN 2023
3.8% people with disabilities

TARGET 2030
4% people with disabilities



Black and indigenous representation

We are committed to increasing the participation of black and indigenous people in the workforce by 50% by 2030, reaching 34%. In 2022, we were at 23% and had the prospect of reaching 24% in 2023. However, we ended the year at 21%.

IN 2023
21% black and indigenous people

TARGET 2030
34% black and indigenous people

For all social groups, annual surveys are carried out on **climate and favorability, safety, management behavior and preparation**, which are monitored by the Human and Organizational Development department.

In 2023, we held the **1st Diversity and Inclusion Week**, involving 100% of our employees, who attended a lecture on the four groups embraced in our affirmative policies. In addition, all our managers were trained in Inclusive Leadership.

We also had the voluntary participation of **54 employees to form Affinity Groups - Gender, People with Disabilities, Races & Ethnicities and LGBTI+**, and work on priority projects within our ecosystem, after training on diversity and inclusion topics.

Another concrete result of our Diversity and Inclusion Journey was the publication of two educational booklets to expand our employees' understanding of these topics. The **Herbarium Inclusive Dictionary** and the **Herbarium Diversity and Inclusion Guide**, which are also available to the external public on our website.



For 2024, in addition to the quantitative targets, we aim to hold the 2nd Diversity and Inclusion Week, provide mandatory training on the topic for 100% of new employees through our virtual learning platform and promote a new training in Inclusive Recruitment for the People and Management departments.

EQUITY

GRI 405-1

In our ecosystem, we value gender equity, and the numbers within our workforce demonstrate that we are on the right track regarding our policies, which aim to achieve equal opportunities.

Employees by category

	FEMALE		MALE		TOTAL
	Count	Percentage	Count	Percentage	
2022	334	59,12%	231	40,88%	565
Trainee	10	3%	4	2%	14
Professionals	291	87%	183	79%	474
Leadership	33	10%	44	19%	77
2023	320	58,08%	231	41,92%	551
Trainee	12	4%	5	2%	17
Professionals	274	86%	188	81%	462
Leadership	34	11%	38	16%	72

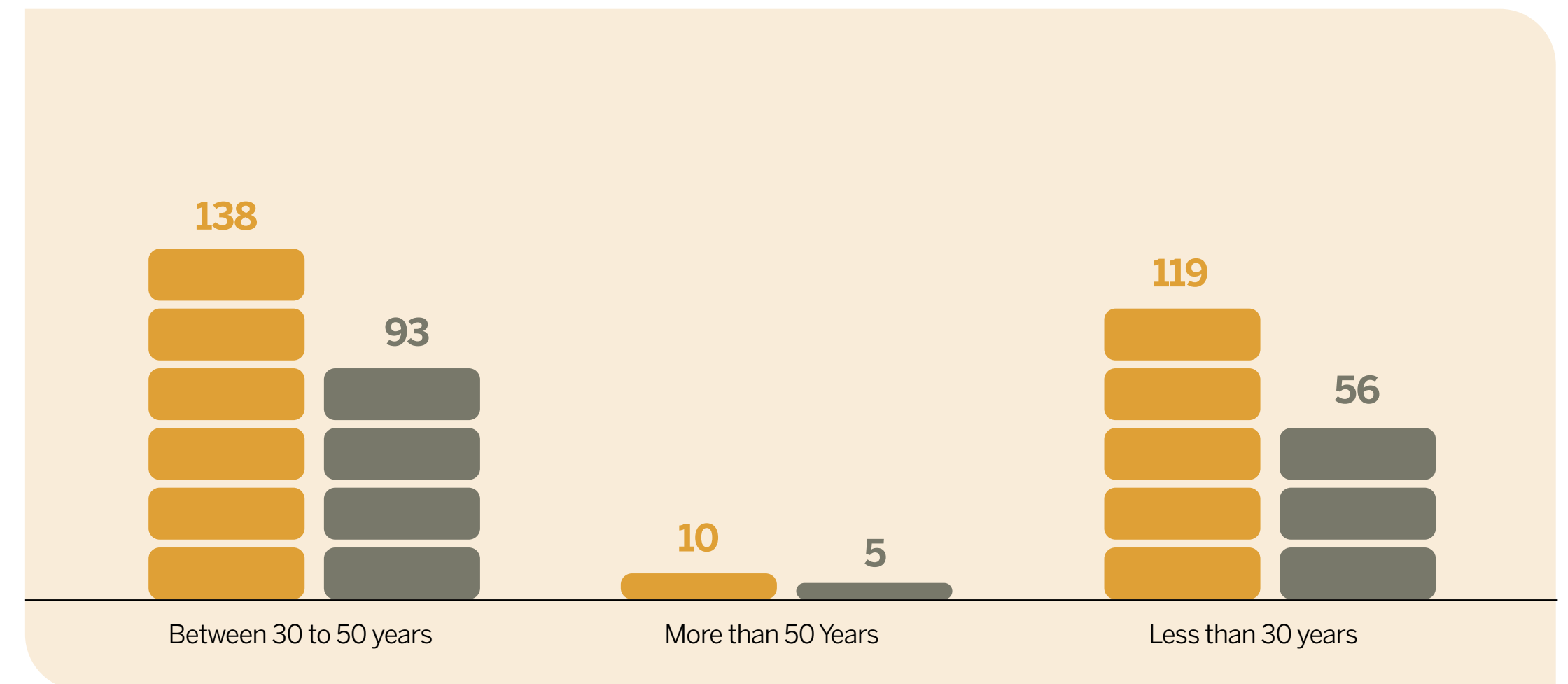
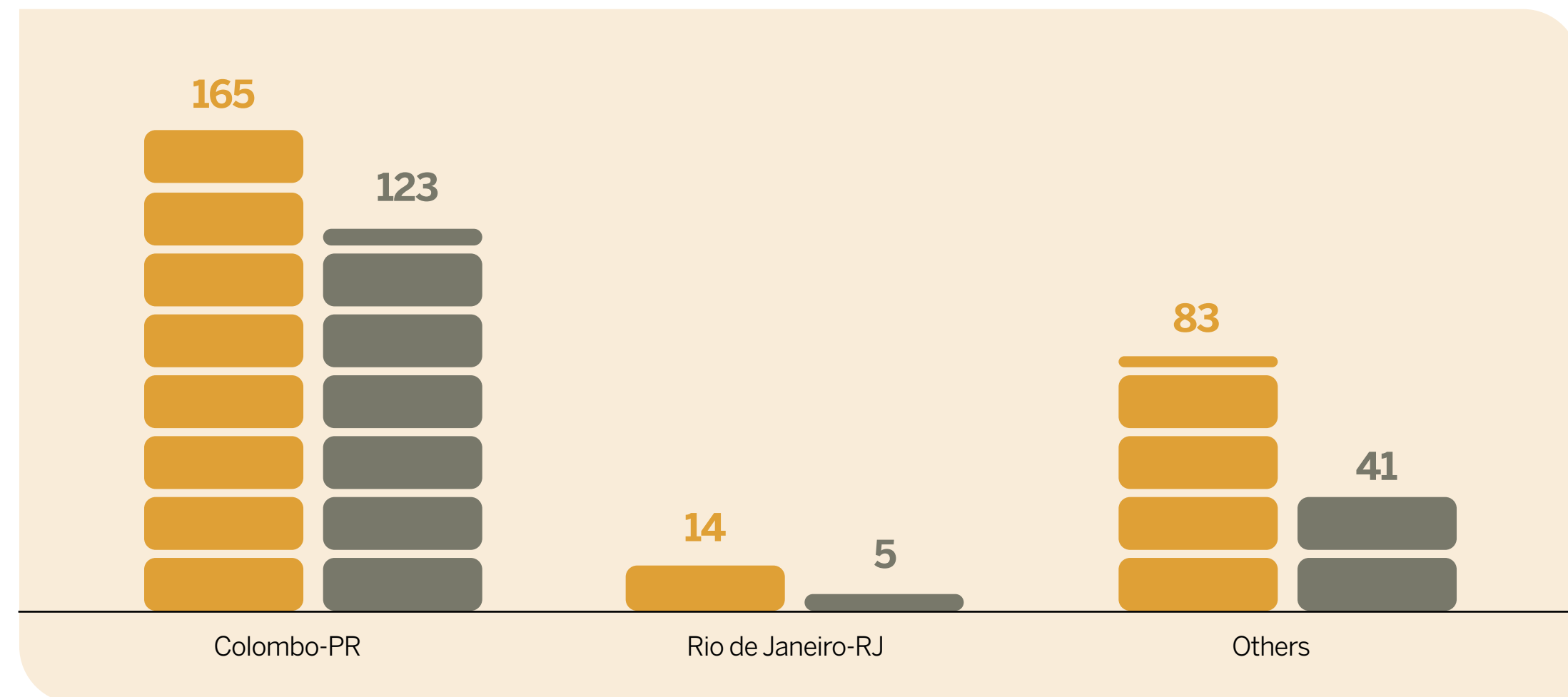
	LESS THAN 30 YEARS	BETWEEN 30 TO 50 YEARS	MORE THAN 50 YEARS
2022	4	64	13
Female	2	33	2
Leadership	2	28	2
Professionals	-	5	-
Male	2	31	11
Leadership	2	23	8
Professionals	-	8	3
2023	3	70	14
Female	3	37	1
Leadership	3	30	1
Professionals	-	7	-
Male	-	33	13
Leadership	-	27	10
Professionals	-	6	3
	7	134	27

Recruitment (gender and age group)

GRI 401-1

	FEMALE		MALE		
2023					
Colombo-PR	165	3,71%	123	1,68%	288
Rio de Janeiro-RJ	14	3,07%	5	2%	19
Others	83	10%	41	19%	124
Grand Total	262		169		431

	FEMALE		MALE		
2023					
Between 30 to 50 years	138	2,63%	93	2,66%	231
More than 50 Years	5	1,39%	10	1,19%	15
Less than 30 years	119	5%	66	4,82%	185
Grand Total	262		169		431



Turnover (gender and age group)

GRI 401-1

The employee turnover rate measures the ratio between the number of people leaving and the entry of new talent, and it is also one of the ecosystem's main performance indicators, as it can be used to validate whether the retention policy is efficient or needs to be changed.

Our turnover indicator shows high numbers on entry and lower numbers on exit, which means that we are on track when it comes to retaining and attracting talents.

	BETWEEN 30 TO 50 YEARS	MORE THAN 50 YEARS	LESS THAN 30 YEARS	TOTAL
Female	3,57%	2,08%	6,22%	4,29%
Colombo-PR	3,34%	2,21%	5,85%	4,34%
Rio de Janeiro-RJ	4,25%	7,89%	5,06%	4,77%
Others	3,79%	1,53%	10,36%	4,14%
Male	3,70%	1,97%	6,36%	4,08%
Colombo-PR	4,31%	3,32%	6,21%	4,87%
Rio de Janeiro-RJ	0,56%	0%	5,14%	2,18%
Others	3,13%	1,59%	8%	3,07%
	3,62%	2%	6,27%	4,20%



REMUNERATION AND CAREER POLICY

GRI 2-19; 2-20; 2-21; 202-1

Recognizing and valuing the commitment and performance of our employees towards the growth of our Business Ecosystem also involves a fair remuneration policy. We are always attentive to the best market practices to establish salaries consistent with the positions, including those of top management, thus ensuring the attraction, development and retention of talents within our corporation.

We have an annually reviewed pay scale, which serves as the basis for stipulating the starting salaries for each position and career levels, allowing our employees to progress within the company according to their performance. Direct managers provide guidance to employees regarding the criteria for salary progression and career development. The implementation of these career moves goes through the analysis and approval of top management and the respective managers and coordinators.

Our pay scale, built on market research, ensures internal equity and external competitiveness, guaranteeing fair and attractive salaries for employees, regardless of gender. All employees are covered by a Collective Labor Agreement, which ensures annual salary adjustments based on the period's inflation, calculated by the National Consumer Price Index (INPC).

Our people management practices also include a variable remuneration for all employees, such as the Profit-Sharing Award (PPR), based on the company's performance. This award for leadership positions considers not only collective results, but also individual performance. Each business within our ecosystem has its own indicator - which takes into account revenue, EBITDA and adherence to projects - for a fair assessment of the PPR payment. The award is negotiated internally between managers and employees and then validated by the relevant union.

	FEMALE		MALE		TOTAL		2023	
	Quantity	Min. Salary Amount	Quantity	Min. Salary Amount	Quantity	Min. Salary Amount	Local Minimum	National Minimum
Colombo-PR	175	R\$ 1.827,00	136	R\$ 1.800,00	311	R\$ 1.800,00	R\$ 1.749,02	R\$ 1.302,00
Rio de Janeiro-RJ	20	R\$ 2.748,00	14	R\$ 3.834,00	34	R\$ 2.748,00	-	R\$ 1.302,00
Others	113	R\$ 2.088,00	74	R\$ 4.048,00	187	R\$ 2.088,00	-	R\$ 1.302,00
Trainee	12	R\$ 879,14	5	R\$ 879,14	17	R\$ 879,14	R\$ 879,14	R\$ 879,14

RATIO BETWEEN BASE SALARY AND REMUNERATION IN 2023

	FEMALE			MALE		
	Average Salary	Average Remuneration	Ratio	Average Salary	Average Remuneration	Ratio
Colombo-PR	R\$ 68.938,00	R\$ 160.627,64	0,43	R\$ 82.362,54	R\$ 191.904,72	0,51
Rio de Janeiro-RJ	R\$ 108.838,44	R\$ 253.593,56	0,68	R\$ 213.280,69	R\$ 496.944,00	1,33
Others	R\$ 79.278,34	R\$ 184.718,52	0,49	R\$ 102.000,27	R\$ 237.660,64	0,64

Note: The main difference between salary and remuneration is that salary is a fixed amount received monthly by the worker, while remuneration includes Salary, Profit Sharing Program (PPR), 1/3 Vacation Bonus and 13th Salary.

Our pay scale has classes in which the positions practiced in the company are distributed. For each career level, there is a different class, respecting the job studies and local market analysis. For each class, there is a salary range divided into levels, with overlap, according to the remuneration strategy defined internally. The scale, which is reviewed annually based on market salary surveys, ensures competitive and internally equitable salaries.

We have formal processes for reviewing our employees' salaries. Salary adjustments are submitted by the manager for approval by the human resources department, top management and the presidency, and must always respect the pay scale and occur only twice a year, in April and September. The employee, regardless of their hierarchical level, will receive the adjustment within their class. Individual increases can vary between 0 and 10%, depending on performance level and position in the range. All salary changes occur through the Performance and Competencies Assessment.



PEOPLE'S HEALTH AND WELL-BEING

GRI 2-24; 2-29; 401-2; 401-3; 403-6

Promoting people's health and well-being is at the core of our business. Therefore, nothing could be more coherent than bringing this purpose in-house, taking care, first and foremost, of the people who are part of the Herbarium Ecosystem. Every day we strive to transform Ecoh into a harmonious and healthy working environment so that all herbarians feel truly welcome.

One of the initiatives that most symbolizes our concern is the Well-Being Wheel Program, which proposes a diagnosis of employees' level of satisfaction with important areas of their lives that interfere with their physical, mental and emotional health. Through a self-assessment, the employee can identify which areas deserve more attention and then promote changes that will help them find a balance between their personal, professional and social lives.

The program involves a series of activities, including training and personalized guidance on nutrition and physical activity, personal financial organization and time management and productivity. Through practical group activities, the initiative also proposes a reflection on the impact of our actions on society and the environment.

Every year, we hold the Health Week, offering in-person and online workshops on topics relevant to health, strengthening employees' awareness of self-care. Throughout the week, employees have the opportunity to attend classes and lectures on healthy eating, aromatherapy, self-massage and yoga, among other practices that promote well-being.

Our adherence to the global Meatless Monday movement, which in Brazil is led by the Brazilian Vegetarian Society (SVB), also seeks to encourage our employees to adopt a healthier and more sustainable lifestyle, since by reducing the consumption of animal products, besides the health benefits, we reduce the pressure on natural resources. The initiative was recognized in 2023 by the Sesi SDG Seal, which rewards practices that engage with the Sustainable Development Goals.

As permanent actions throughout the year, we have the Mental Health Program, which provides all employees and dependents with access to online therapy, either individual or in group, aimed at disorders such as depression, anxiety and burnout, and we have a team of psychologists available to deal with emergency situations.

Encouraging the practice of Transcendental Meditation is also part of the mental health care provided to our employees, who have the opportunity to take the course, subsidized by the company, and are encouraged to meditate for 25 minutes at the beginning and end of the working day, in a company space specially dedicated to this practice.

We believe in open dialog to create a healthy working environment. Through the Connection Program, our Human Resources department actively listens to employees to ensure that working relationships are aligned with our culture. Every year, we evaluate the organizational climate with the support of an independent consultancy firm to identify opportunities for improvement.

Caring for people around us is also part of our nature.





QUALITY OF LIFE

We encourage balance between professional and personal life as an essential factor for health and quality of life. To put this into practice, we participate in the Federal Government's Citizen Company Program, which allows us to extend the period of maternity leave from 120 to 180 consecutive days, and paternity leave from 5 to 20 consecutive days. We also provide newlyweds with paid leave different from the one provided for by law, offering 3 working days from the date of the civil wedding.

MATERNITY/PATERNITY LEAVE

	FEMALE	MALE	TOTAL
Employees entitled to the benefit (2023)	320	231	551
Employees who claimed the benefit (2023)	7	0	7
Employees who returned to work after leave	7	0	7
Return rate	100%	100%	100%
Employees who remained in the job 12 months after returning	7	0	7
Retention rate	100%	100%	100%

Check out all the benefits granted to employees in the [ESG Statement](#).La

ENCOURAGEMENT FOR CONTINUOUS LEARNING

GRI 404-1; 404-2

With the commitment to enhancing the technical knowledge and skills of our employees, we offer continuous learning opportunities, aimed not only at professional development for their roles, but also at behavioral skills, which are so highly valued in the job market today.

In 2023, there were 14,355 hours of training recorded (5.4% more than in the previous year), which resulted in an average of 25.7 hours of training per employee. In terms of gender breakdown, women underwent an average of 10,011 hours of training in the year, while the average for men was 4,344 hours.

The demand representatives, who are the professionals that have direct contact with our customers (physicians and pharmacists), require constant updates regarding the products in our portfolio, which has led them to absorb 57% of the total training hours.



14.355
hours of training.

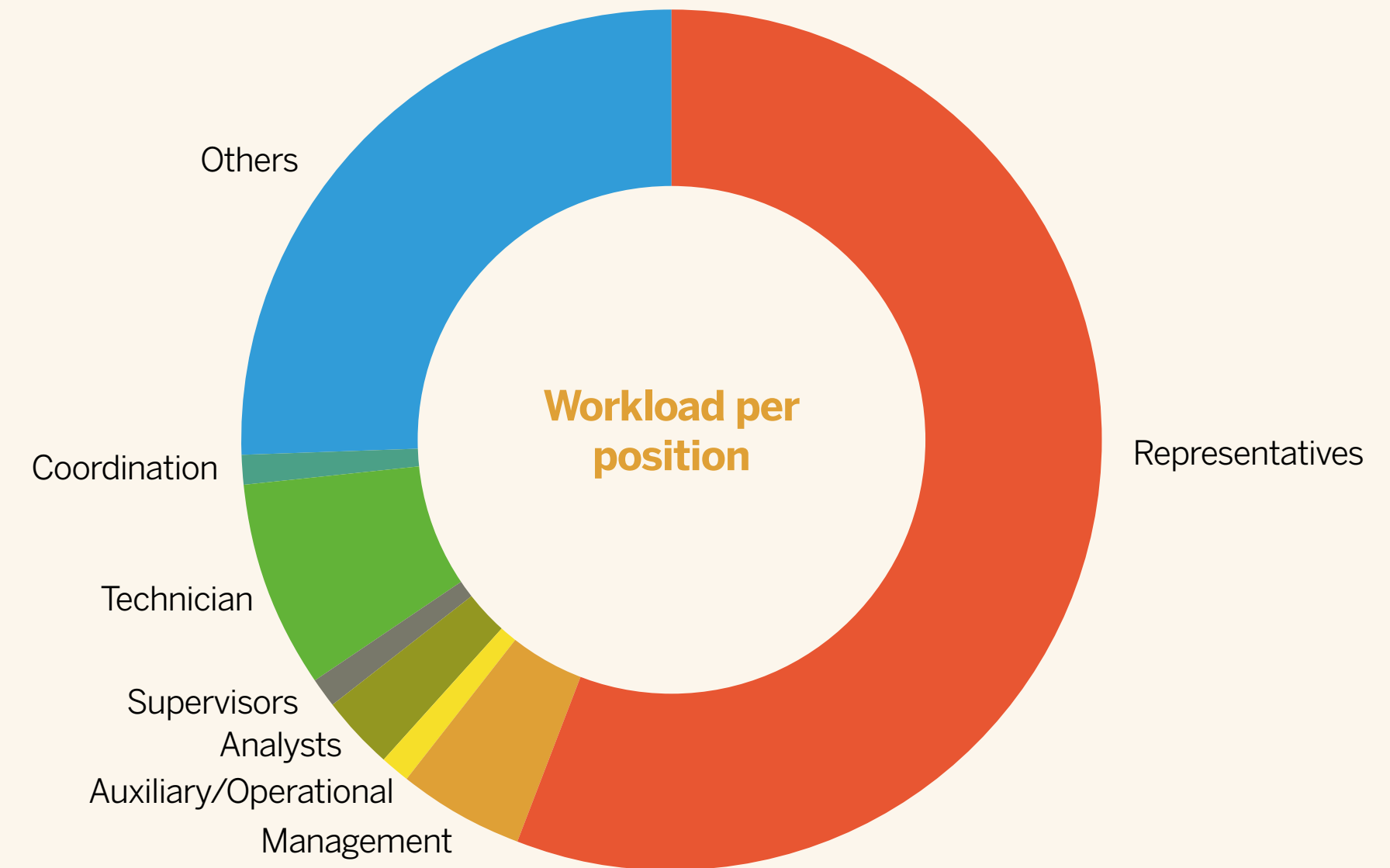


5,4%
more than the
previous year.



Average of
25,7
hours per employee.

We encourage an open, transparent environment and intense professional and personal development.



One of the most effective training tools in our Business Ecosystem is the Konviva Portal, an online learning management platform accessible to 100% of our employees, through which we offer over 500 training: courses, development paths and other educational resources for the administrative, commercial, sales and production areas.

In 2023, there were 10,163 hours of training carried out through the Konviva Portal, or the equivalent to 71% of the total amount of hours. The female audience dominated the use of the platform, accounting for 66% of all training sessions and men, the remaining 34%.

SUPER HERBARIUM

In addition to formal training, we encourage our employees to excel themselves, developing creativity and proactivity in solutions that go beyond their roles and routines and influence other people. This encouragement is provided through the Super Herbarium Program, which recognizes and financially rewards extraordinary ideas in the areas of sustainability, productivity and finance, that generate positive impacts and are aligned with the company's values.

One of the projects awarded in 2023 presented a solution to reduce energy consumption in the production system, fitting into both the sustainability category, through energy efficiency, and the financial category, through savings in input costs. The other project recognized proposed the organization and engagement of employees in blood donation campaigns, which became a fixed action of our socio-environmental responsibility program, the Ecoh Attitude. The initiative therefore stimulates both the professional and personal development of our team.

INTERNSHIP PROGRAM – H WAVE

We offer students seeking professional development the Herbarium Internship Program - h Wave. Focused on the development of technical and behavioral skills and lasting one year, the program provides interns with an immersion in our operations and organizational culture. In 2023, 11 interns were hired and started their development journey in our Business Ecosystem.

During the internship, participants have the opportunity to perform practical activities related to their respective areas of activity. This may include participating in projects, monitoring processes, analyzing data and collaborating in multidisciplinary teams. At the end of the program, the possibility of permanent employment is assessed, based on individual performance and company needs.



GROW PROGRAM

We took another important step in our people development policies by creating the Grow Program in 2023, focused on improving behavioral skills for analysts. In this first stage of the program, 87 analysts participated (56 women and 31 men), who received eight hours of training in an in-person workshop on the theme of Protagonism and Careers. The proposal is to create a learning and self-development culture.

For 2024, we expect to expand the training to all employees at assistant level. There will be four meetings, both in-person and online, totaling more than 20 hours of training and skills development.



HERBARIUM LEADER PROGRAM

We prioritize the development of our leadership, understanding the importance of their role in engaging employees with the values of our Business Ecosystem, which is why we created the Herbarium Leader Program in 2023.

At the launch of the program, 74 leaders participated, including specialists, coordinators, managers and directors, which corresponds to 100% of the eligible audience, of which 41 were men and 33 women. A 16-hour training workshop was held in-person on the topic of Values and Principles of the Herbarium Leader.

The learning methodology in our development paths considers, in addition to formal learning, our own experiences, everyday professional life, informal learning and interactions.

For 2024, we are structuring in-person and online meetings with learning centers, support forums, a community of good practices and development sessions focused on the Action Learning methodology, with over 38 hours of training, divided into in-person and online workshops.



PERFORMANCE ASSESSMENT

GRI 404-3

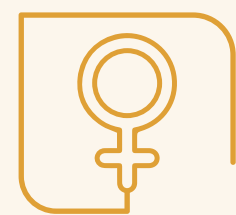
Our internal policies for valuing employees also include a Performance Assessment Program, which allows us to analyze skills, values and results and, through this, develop potential and propose career advancements. Furthermore, our People Committee carries out an annual shared assessment of employees, helping to define promotion cycles, salary increases, transfers and career tracking.

In 2023, we conducted performance assessments for a total of 455 employees (260 women and 195 men), who had been with the company for more than six months by the start of the assessment schedule and were therefore considered eligible for the program. This number represented 86.9% of our workforce in December 2023. Each functional group received specific assessment parameters, taking into account their unique responsibilities and contributions.

Employees have the opportunity to conduct an annual self-assessment, followed by the manager's assessment. These results are cross-referenced with the performance targets and mapped on a 9box Matrix, a tool that helps to analyze the employee's performance and expected results, contributing to the construction of the Individual Development Plan (IDP).

FUNCTIONAL CATEGORY	QUANTITY
Vice-president	01
Director	02
Manager	42
Coordinator	12
Supervisor	16
Specialist	13
Analysts	99
Representatives	135
Technician	19
Assistants/Auxiliary	78
Operator	38
Overall total	455

Percentage of women and men

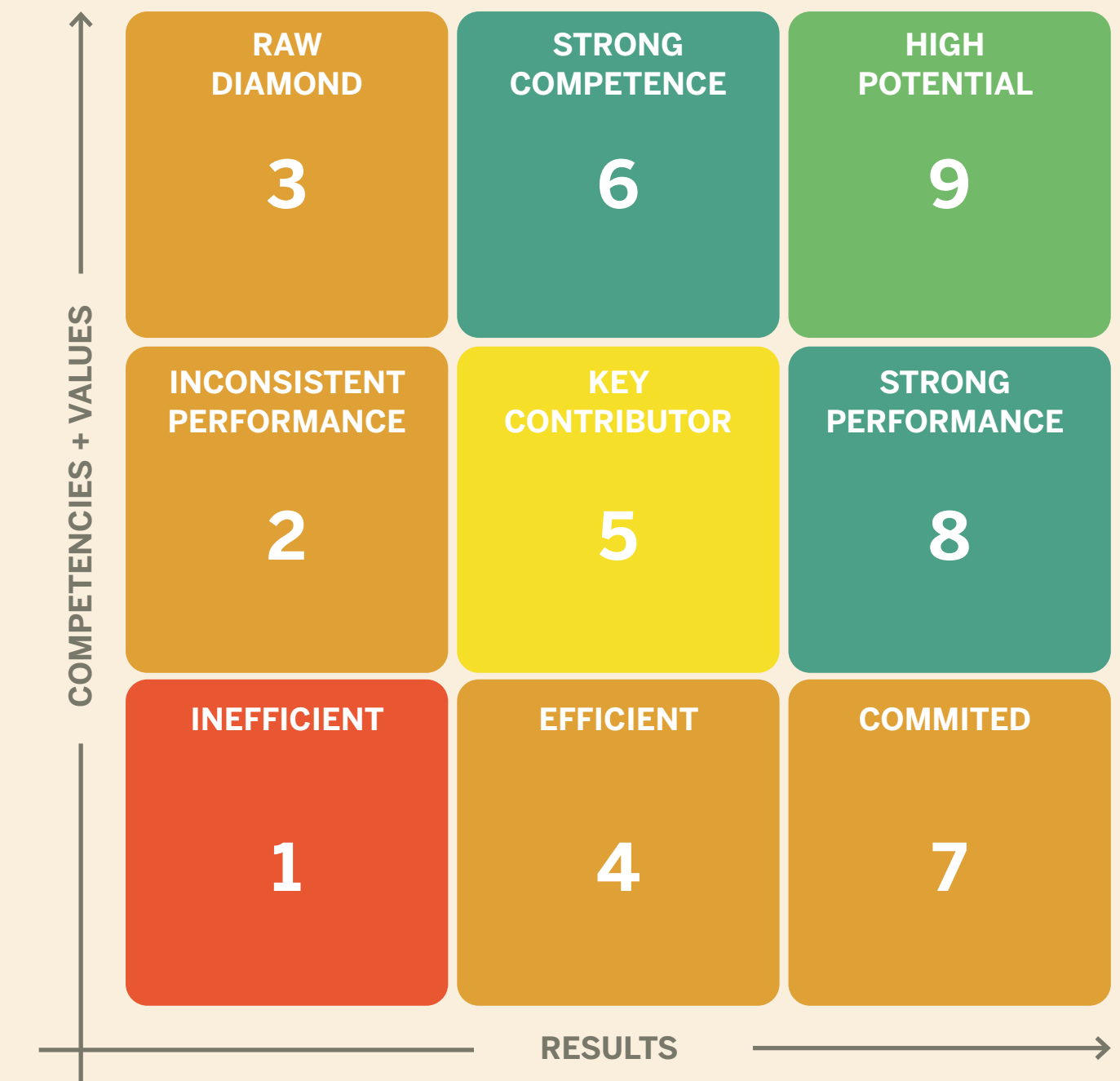


58%



42%

9BOX MATRIX



OCCUPATIONAL HEALTH AND SAFETY

GRI 3-3; 403-1; 403; 403-3; 403-5; 403-7; 403-8; 403-9; 403-10

Providing safe working environments for our employees is one of the priorities in the Herbarium Business Ecosystem, and we are always seeking to improve our practices in this area. In 2023, we made progress in improving our Occupational Health and Safety System by structuring an area dedicated to managing all activities related to compliance with the regulatory standards established by the Ministry of Labor's Ordinance No. 3.214/1978, and through strengthening the prevention culture in our organization.

In addition to standard operating procedures, such as preventive measures to mitigate or eliminate risks, we conduct risk analysis and have introduced Entry and Work Permits for activities considered special, such as working at height or in a confined environment, for example. Through the Risk Management Programs (PGR) and the Technical Report on Working Environment Conditions (LTCAT), we also monitor existing risks to propose mitigation or elimination measures.

Our Occupational Health and Safety System covers 100% of our employees at the Colombo (PR) and Rio de Janeiro (RJ) units, as well as professionals in the medical and commercial demand areas throughout the country. Third-party companies that provide services within our ecosystem must also observe and comply with our Occupational Health and Safety policy.

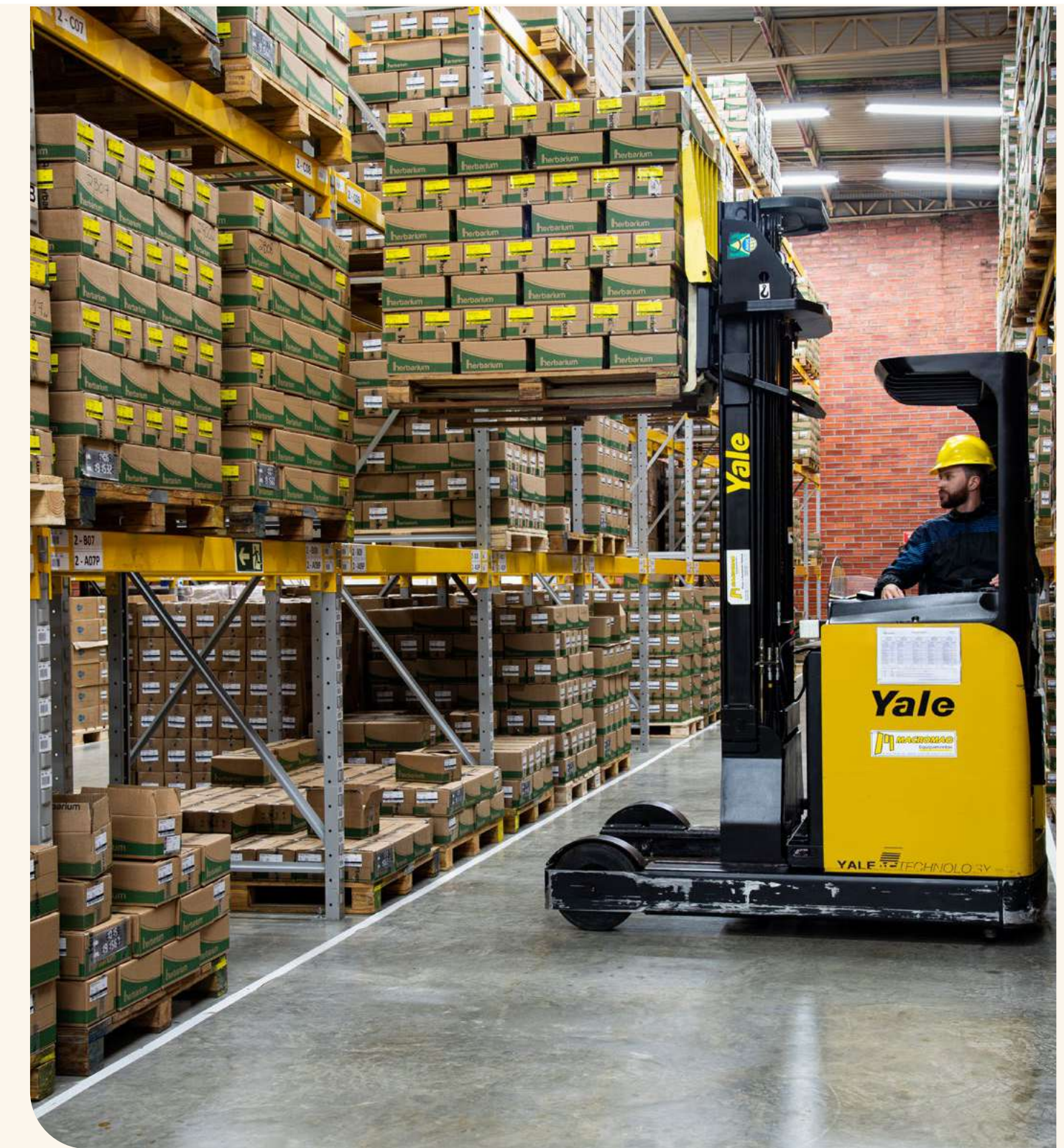
Our employees undergo occupational health and safety training as soon as they join our ecosystem. We also regularly carry out refresher courses and training in specific regulatory standards, according to the function performed. Our employees and third-party residents also undergo assessments regulated by the Occupational Health Medical Control Program (PCMSO) for aptitude evaluations.

The Occupational Health and Safety department relies on professionals such as an occupational safety engineer, an occupational safety technician and an occupational nursing technician, as well as an outsourced occupational physician. We also have the Internal Commission for the Prevention of Accidents and Moral Harassment (CIPA), which reinforces preventive work in the areas of occupational health and safety.

CIPA plays the role of contributing to preventive and corrective actions and organizing the internal accident prevention week (SIPAT), as well as maintaining a channel for reports and complaints. We provide suggestion and criticism boxes at various points in our plant so that employees can report inadequate or unsafe working conditions and incidents.

Our Health sector works with a focus on people's well-being to ensure the best working practices, maintaining the confidentiality of specific information received from employees. We provide complementary periodic examinations in-house to make it easier for employees to access them, as well as vaccination campaigns. In addition to regular ergonomic analysis programs, we offer daily workplace gymnastics to prevent occupational illnesses.

We are always attentive to improvements in our preventive and contingency measures. At our industrial plant, we have an outpatient clinic for employees to receive emergency care, besides having an outsourced service specialized in urgencies and emergencies to transport them to hospital facilities, if necessary. We also have a trained and qualified emergency brigade to cover the entire plant and people trained to act in the event of a chemical spill.



We monitor occupational accidents and incidents in our ecosystem. Through an investigation based on a methodology that aims to identify the root cause, we propose actions to eliminate or mitigate the risks associated with the occurrences. In 2023, we recorded six incidents, four of which were typical accidents and two were commuting accidents, one of which involved an employee of an outsourced company. No fatalities or serious accidents were recorded.

Find out more about Occupational Health and Safety training in the [ESG Statement](#).

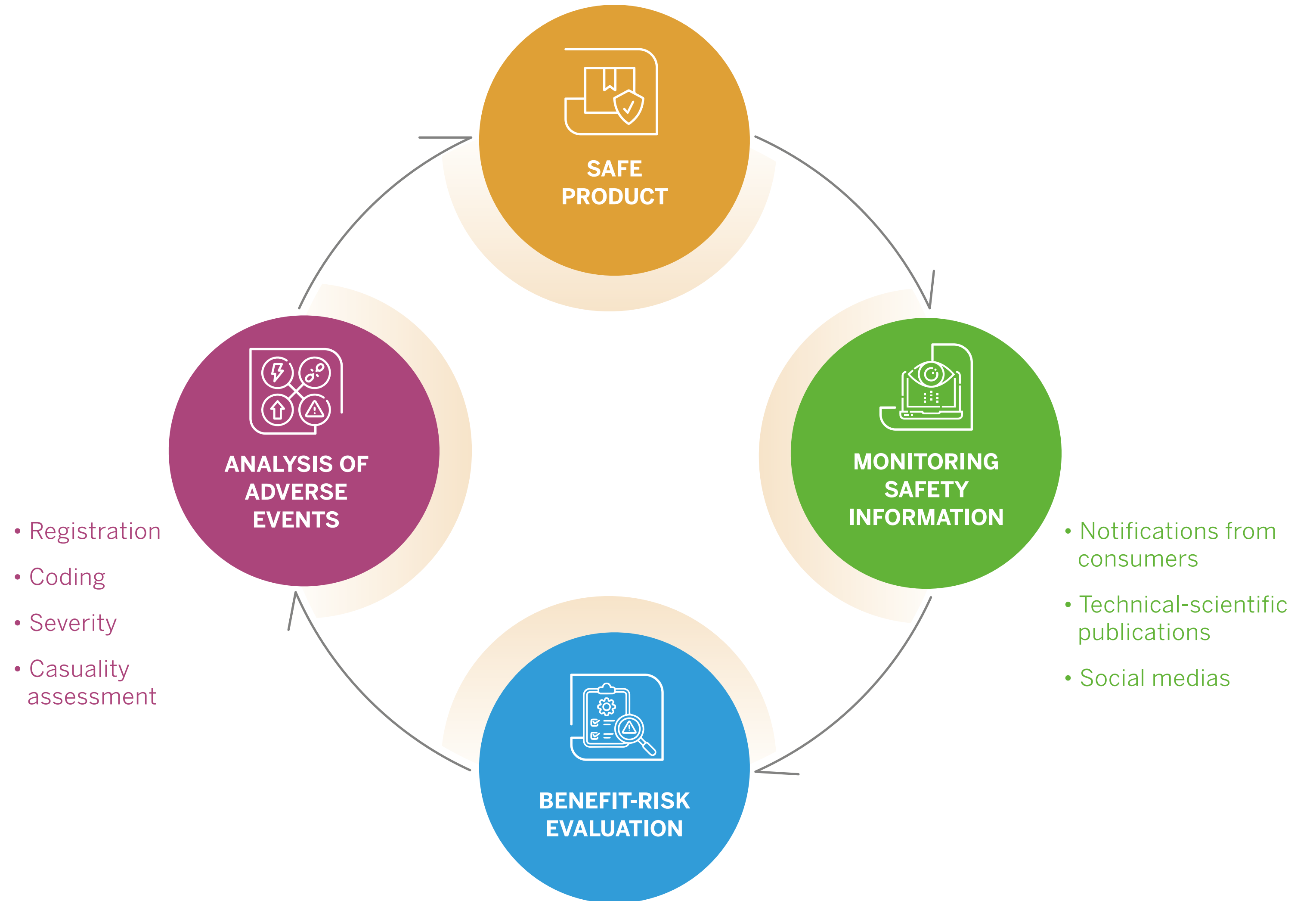
CONSUMERS

GRI 3-3; 416-1; 416-2; 417-1; 417-2; 417-3

Our commitment to people’s health and well-being also includes the safety of our products for human consumption. As a phytotherapeutic industry, we strictly follow the legislation affecting our segment, which imposes rigorous control at every stage of the production chain, from the active raw materials to the final product.

Protecting patients’ health extends beyond ensuring the delivery of quality products. Guaranteeing that products remain safe is the role of our pharmacovigilance area, which includes technovigilance, cosmetovigilance and nutrivigilance. By receiving notifications from several sources, we identify possible adverse events related to products so as to minimize potential risks to patients.

Our pharmacovigilance processes follow the best market practices, maintaining a high level of compliance with the country’s regulatory requirements. The department relies on a team of dedicated employees who are able to assess safety reports for individual cases and also follow up on technical-scientific publications to conduct periodic benefit-risk assessments of the products.



We also have a Clinical Research department, which is responsible for coordinating and supervising all phases of clinical studies, from initial planning to the analysis of results in phase I to post-market studies (phase IV). In 2023, the department monitored the progress of several studies with a comprehensive focus on herbal medicines, cosmetics and health products, aiming not only therapeutic efficacy but also the safety of these products.

Furthermore, we have been seeking partnerships with research, science and technology institutions so that we can expand our knowledge and contribute to scientific progress. Through the Herbarium Innovation Program (PHI), we continuously invest in the search for innovations in phytotherapy, bridging the gap between the pharmaceutical industry and the academic community and scientific production.

Also in 2023, we obtained ethical approval to conduct a clinical trial of a new herbal medicine. We are also working on investigating new formulations and exploring new therapeutic applications for existing products. Our investments in generating scientific data consolidate the company's commitment to providing our customers with products that guarantee quality and safety.

Our concern for people's well-being extends from the care we take with raw materials to the efficacy and safety of our products.



COMMUNITIES

GRI 2-23; 2-24; 2-29; 3-3; 203-1; 203-2; 413-1; 413-2

We believe that, beyond being possible, it is imperative for companies to incorporate sustainable development commitments and value generation for society into their growth strategies, starting with those communities that are close to and directly impacted by their business. Throughout our 38 years of existence, we have strived to strengthen our socio-environmental responsibility practices and help transform people's lives, especially in the communities of Colombo (PR) and Rio de Janeiro (RJ), where we concentrate our production and administrative operations.

In addition to contributing to the economic development of these cities by creating jobs, tax collection and encouraging the training of skilled labor, we promote a series of socio-environmental initiatives, benefiting thousands of people and strengthening our connection with local communities.



One of the projects we support is Baalaka Social, which uses art as a tool for social transformation through therapeutic and educational activities, benefiting children, teenagers and women from the Tijuquinha community and surrounding areas in Rio de Janeiro. In 2023, the project involved around 110 people.

Internally, we have the Ecoh Attitude program, which involves employees in campaigns to collect donations, such as food, clothes, blankets, personal hygiene products and toys, which are then donated to charitable institutions, mainly in Colombo and Rio de Janeiro, besides blood donation campaigns.





Ecoh Syntony is a commemorative date on which we reinforce the company's values through theoretical and practical activities with the aim of encouraging employees to participate in volunteering activities. It's a way of sparking our employees' interest in getting involved in social and environmental causes.

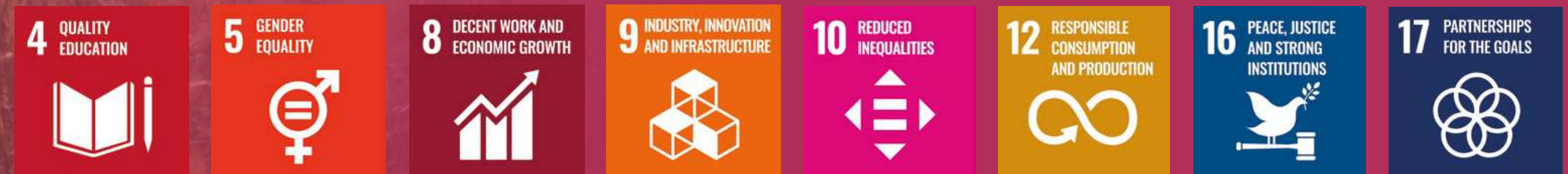
Our connection with communities also happens through support for technical events to promote scientific research into natural therapies and nutrition, for example, and by opening our doors to technical visits by university students at our industrial unit. In 2023, we welcomed nearly 120 academics from Curitiba's universities.



Also in 2023, we renewed our partnership with the Rio de Janeiro Botanical Garden to revitalize the space dedicated to the Medicinal Plants Collection, which brings together over 180 specimens of various species. Within the Botanical Garden, we have a room equipped for lectures, practical classes and workshops. Our partnership enables researchers to collect samples for studies, students to take practical classes and the population to have access to knowledge about herbal medicines.

INTEGRITY AT THE CORE

BE RESPONSABLE



Just as in nature, we strive for solidity in each of our businesses so that the entire ecosystem remains in balance.

STRUCTURE

GRI 2-9; 2-10; 2-11; 2-12; 2-13; 2-14; 2-17; 2-24

Today, we are a leading pharmaceutical company and a reference in herbal medicines in Brazil, born from the dream of harnessing the healing power of nature to bring health and well-being to people. We manage our business based on a governance structure committed to integrity, responsibility, excellence and sustainability. Our Board of Shareholders is formed by members of the Geraldi family, who gave birth to the success story that we partially share in this report.

The highest governance body in our Business Ecosystem is the Board of Directors, which defines the strategies for economic and financial growth, without neglecting the concern for the well-being of employees and the interests of society. In addition to three members of the shareholder family, the Board includes an independent medical-scientific advisor and a company senior executive. The president of the Board is the highest representative of the Herbarium Ecosystem and is responsible for chairing meetings and conducting the agenda, as well as assuming the role of CEO of the company.

The Board of Directors meetings, led by the president, are held quarterly and are aimed at approving projects, evaluating ongoing initiatives to achieve strategic planning and monitoring results. For decision-making, the board has the support of committees that are responsible for each business that composes our ecosystem, ensuring adherence to our purposes, taking care of economic and financial viability and preserving the interests of shareholders and society.

Each business within our ecosystem has an executive responsible for its management, which includes structuring, proposing and implementing action plans aimed at sustainable growth and aligned with our values.



CEO
Marcelo Geraldi



Executive in charge
Renato Andreatta



Executive in charge
Luzia Franco



Executive in charge
Eduardo Castro



Executive in charge
Mariana Corrêa



President of the Board of Directors
Eloísio Geraldi



CEO of Herbarium and member of the Board
Marcelo Geraldi



Executive Vice-President of Innovation and Business Development and member of the Board
Fernando Geraldi



Vice-President of the Medical Area and independent member of the Board
Jackeline Barbosa



Vice-President of Operations, People and Management
Renato Prudente



Financial Administrative Director
Luiz Viveiros



Commercial Director
Renato Gonçalves

The selection of the Board of Directors members is based on the criteria of experience and knowledge of the professionals.

We are aware of our role as promoters of economic development and our socio-environmental responsibility. That is why we conduct our business in full adherence to current sustainability agendas. It is the Board of Directors' responsibility to make the strategic decisions on our commitments and even approve the selection of material themes for this report.

Our commitments to sustainable development and generating positive impacts throughout our value chain are also formalized through a provision in our company's bylaws. This was the way we found to keep our commitment to people and the environment alive.

ETHICS AND COMPLIANCE

As we have mentioned several times throughout this report, we base our relations with our stakeholders on values that are already ingrained in our organizational culture, such as ethics, transparency, respect, socio-environmental responsibility and compliance with the pharmaceutical industry’s regulations. The guidelines that shape our interactions in our ecosystem and beyond are gathered in a document called the **Code of Ethics and Conduct**.

All employees who join our ecosystem are oriented towards our organizational values. In addition to workplace conduct, the code of ethics reflects our commitments to sustainable development, respect for human rights, the pursuit for excellence in our operations, transparency, political neutrality, legality, anti-corruption practices and combating discrimination and harassment in all its forms.

Our standards are based on best market practices and legislation, including the Anti-Corruption Law, the Money Laundering Law, labor laws and the General Personal Data Protection Law (LGPD).

To improve our performance, we have an internal committee and the partnership of a specialized company, which constantly assess the need to update and improve our practices. In 2023, we adjusted the contracts of all employees, strengthening data control and ensuring maximum security. Our code of conduct includes confidentiality regarding intellectual property (patents, trademarks, technical and strategic data), and prohibits employees from acting in their own interests or contrary to the interests of the company.

INTEGRITY ASSURANCE CHANNEL

GRI 2-15; 2-16; 2-23; 2-24; 2-25; 2-26; 3-3; 406-1; 418-1

For reports of situations that may violate the guidelines of our code of ethics and internal policies, we have the **Herbarium Integrity Assurance Channel**, which can be accessed by internal and external public through our own digital platform or by telephone (0800 300 4717). The ombudsman channel is managed by a third-party company, ensuring anonymity and impartiality.



0800 300 4717



Integrity Assurance Channel

The reports are investigated by a specialized team from the third-party company and, after analysis, forwarded to the Integrity Committee, which is responsible for investigating the facts in depth and applying the appropriate administrative and disciplinary measures. The committee meets periodically to follow up on incidents.

In 2023, we did not receive any records regarding cases of discrimination in our Integrity Assurance Channel, nor any complaints of privacy violations or loss of data.

We also maintain a direct channel for consumers to report their experiences with our products. Any complaints are received by the Customer Experience department and, when necessary, also by the Pharmacovigilance team.

PARTNERSHIPS

GRI 2-23; 2-28; 2-29

We believe in joining forces and collaboration to strengthen and promote positive transformations in the pharmaceutical, cosmetics and herbal medicine industries - the sectors in which we operate. We actively participate in industry associations, scientific research networks and business movements that share common goals in favor of sustainable development.

Organizations



Brazilian Association of Phytotherapeutic, Dietary Supplement and Health Promotion Companies (Abifisa).



Brazilian Association of Phytotherapy (ABFIT).



Brazilian Association of the Personal Hygiene, Perfumery and Cosmetics Industry (Abihpec).



Brazilian Academic Consortium for Integrative Health (CABSIN).



Social Investors Network of Paraná (RIS).



Pharmaceutical Products Industry Union (Sindusfarma).

Objectives

- > Develop and disseminate phytotherapy, seeking to valorize ancestral culture.
- > Promote research and innovation for the development of integrative medicine and health.
- > Share technical and scientific knowledge and experiences to strengthen the regulatory environment and the industry itself.
- > Seek joint solutions to raise Brazilian industry to new levels of competitiveness.
- > Improve the quality, safety and efficacy standards of products, always aiming to benefit consumers.
- > Organize, support and promote private social investments, strengthening companies' commitments to local communities.

SUPPLIERS

GRI 3-3; 308-1; 308-2; 408-1; 409-1; 414-1; 414-2

We value partnerships that help strengthen our Business Ecosystem and share principles of respect for human rights and the environment. All our suppliers, without exception, including those from other countries, are assessed based on socio-environmental criteria, which include compliance with labor standards, protection of occupational health and safety, environmental protection and the fight against corruption, fraud, money laundering, conflicts of interest and illegal land ownership.

These guidelines are outlined in our **Herbarium Supplier Social Responsibility Code**, which serves as the basis for the approval process for our supply chain partners. If any critical points are identified during the initial approval process, the product development department is recommended to prospect for a new supplier.

We also have a Supplier Assessment System to periodically analyze performance regarding the premises of our code of conduct and the regularity of the documentation required in the qualification process. Currently, 351 suppliers and manufacturers of direct materials and services are assessed on a regular basis. Any non-conformities are analyzed in internal processes to determine the appropriate measures.

One of our main concerns is the strict compliance with environmental laws and regulations by suppliers in their respective countries, especially when it comes to producing the raw materials that compose our herbal medicines. In addition, suppliers must commit to reducing the environmental impact of their activities, adopting sustainable practices in the energy and other resource consumption, emissions mitigation and waste generation. For national suppliers and manufacturers, it is mandatory to present an environmental operating license.

We are also strict regarding any violation of human rights. We do not tolerate abusive practices such as undeclared work, child labor, forced labor or any form of discrimination, whether based on gender, race, religion or sexual orientation, for example. Suppliers must adopt responsible stances in terms of protecting the health and safety of their employees, following the regulations established in their countries and providing safe working environments.

In the in-person supplier auditing processes, it was included the need to assess various socio-environmental aspects, which are detailed in the **ESG Statement**.



ESG STATEMENT



MATERIALS MANAGEMENT

GRI 301-1

Non-renewable materials

ITEM	UNIT	2023
Blister aluminum	kg	7.008
Aluminum tube	units	118.848
Bag-on-Valve (BOV)	units	820.902
Excipients	kg	3.562
Aluminum sachet film	kg	2.455
Amber glass bottle	units	819.220
Plastics (seals, sleeves, valves, actuators, lids, measuring cups, drippers, tubes, syringes, jars and bottles, labels)	units	11.179.325
"Polyvinyl chloride (PVC) Polyvinylidene Chloride (PVDC)"	kg	25.407
Silica capsule or sachet	units	58.163
Metal tube	units	822.897

Renewable Materials

ITEM	UNIT	2023
Demineralized water	m ³	5.384
Ethyl alcohol 96 GL	kg	6.997
Fragrances and essences	kg	441
Paper leaflets and booklets (includes cradle)	units	6.683.379
Shipping boxes	units	416.385
Hard and soft capsules	units	14.971.641
Cartridge	units	7.949.887
Cellulose	kg	7.279
Excipients	kg	24.035
Extract	kg	39.371
Active pharmaceutical ingredients	kg	6.192
Vegetable oils	kg	39.148
Flanged	units	2.043
Saccharose syrup	kg	57.503

The data was extracted from the SAP System, which is used to manage the items utilized in production.

All the inputs mentioned are used in our production process for medicines, supplements and cosmetics. The main activities of the production process are as follows:

RESPONSIBILITY	STAGE	DESCRIPTION
Herbarium	Receiving	Receiving all raw materials and materials for operational use.
	Sampling	Sample separation of all raw materials and direct material (primary and secondary packaging) to be analyzed within the parameters required for production (physical, chemical and microbiological quality control, when applicable).
	Warehouse	Material storage.
	Weighing	Fractioning and weighing exact quantities of materials to be sent to the other production stages according to programmed demand (production orders).
	Formulation	Mixing the raw material (solid or liquid) according to the formula.
	Compression Encapsulation Coating	Compression of the formulated raw material, forming the tablet for subsequent color coating; or encapsulation of the formulated raw material, forming the capsule: after these stages, the coated tablet or capsule becomes a semi-finished product, ready for the blistering stage.
	Blistering	"Packaging of the tablet/capsule in the primary packaging (blister)."
	Bottling	Packaging of the liquid or semi-solid formula in a bottle or tube.

Herbarium	Packaging	Packaging of the blister, bottle or tube in the secondary packaging (cartridge), together with the package leaflet, for subsequent packaging in the shipping box, thus finalizing the production process. Samples of the finished product are sent to Quality Control, while the finished batch goes to dispatch and awaits release so that it can be distributed.
	Dispatch	Storage of the finished product until it is sent to the distributor.

WATER MANAGEMENT

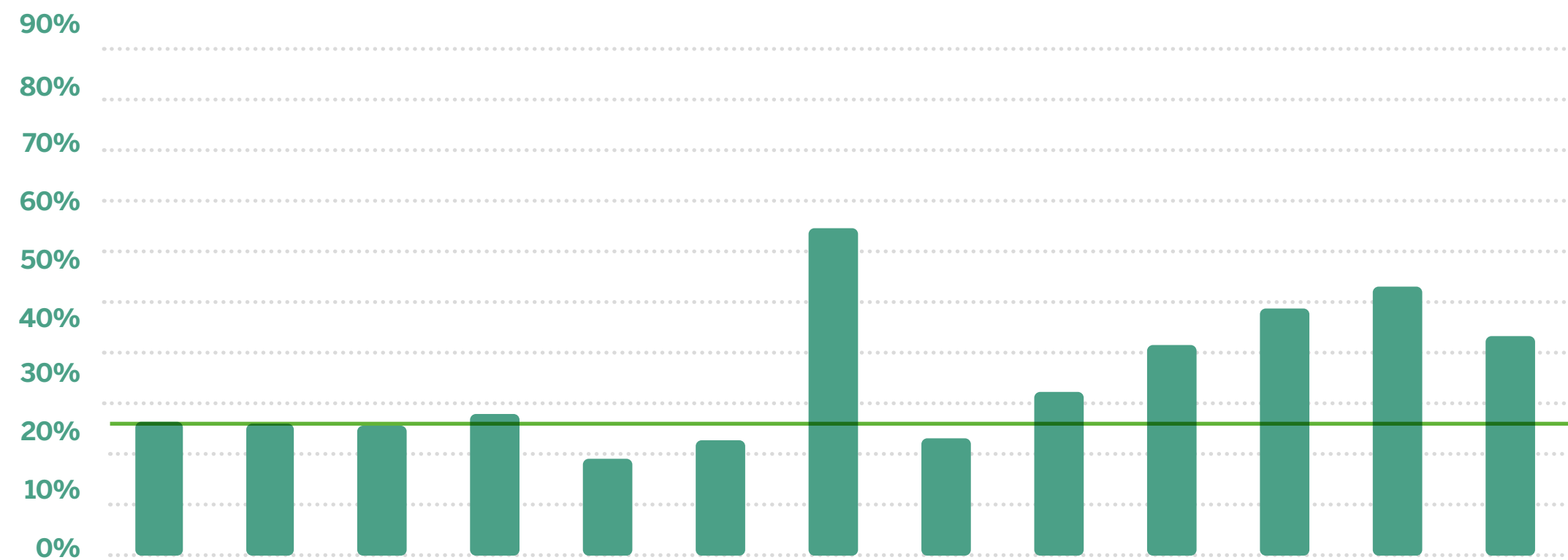
GRI 3-3; 303-1; 303-5

Water abstraction by the Herbarium is regulated by an Underground Abstraction Right Permit (Ordinance 30/2022/OD-GOUT), issued by the competent environmental agency, establishing maximum exploitation conditions, such as the volume allowed for abstraction per hour, day and month. The aim is to control and regulate the quantitative and qualitative use of this natural resource. By meeting these requirements, it is understood that we are minimizing the impacts related to water consumption, since the environmental agency establishes the criteria according to the characteristics of each region (hydrographic basin, type of abstraction, guidelines established by the Hydrographic Basin Committees).

In addition to complying with legal parameters, and despite not being located in an area declared critical in terms of water resource usage, we understand the importance of setting annual targets for water consumption. Our strategy is to understand the intensity of this consumption per unit produced, considering the overall plant consumption.

To manage and set the consumption indicator target per unit produced (Liters/UP), we use the improvement application methodology based on the projected values for the scenario foreseen at the start of the year. To obtain a global view, we consider the total water consumption on the site, not just the manufacturing activity. We also monitor consumption by module and purified water systems to facilitate the identification of possible leaks and opportunities for improvement.

Regarding the water consumption indicator, liters per unit produced, the target set for 2023 was not met due to the number of units produced not being consistent with what was estimated at the beginning of the year. Water consumption at the plant does not decrease at the same rate as productivity because the purified water systems must remain in operation (constantly producing water) to avoid any kind of contamination and ensure water quality. In addition, the use of water for employee consumption activities (toilets, changing rooms, pantries, cafeteria) has not been significantly reduced either. The performance chart for this indicator can be seen below:

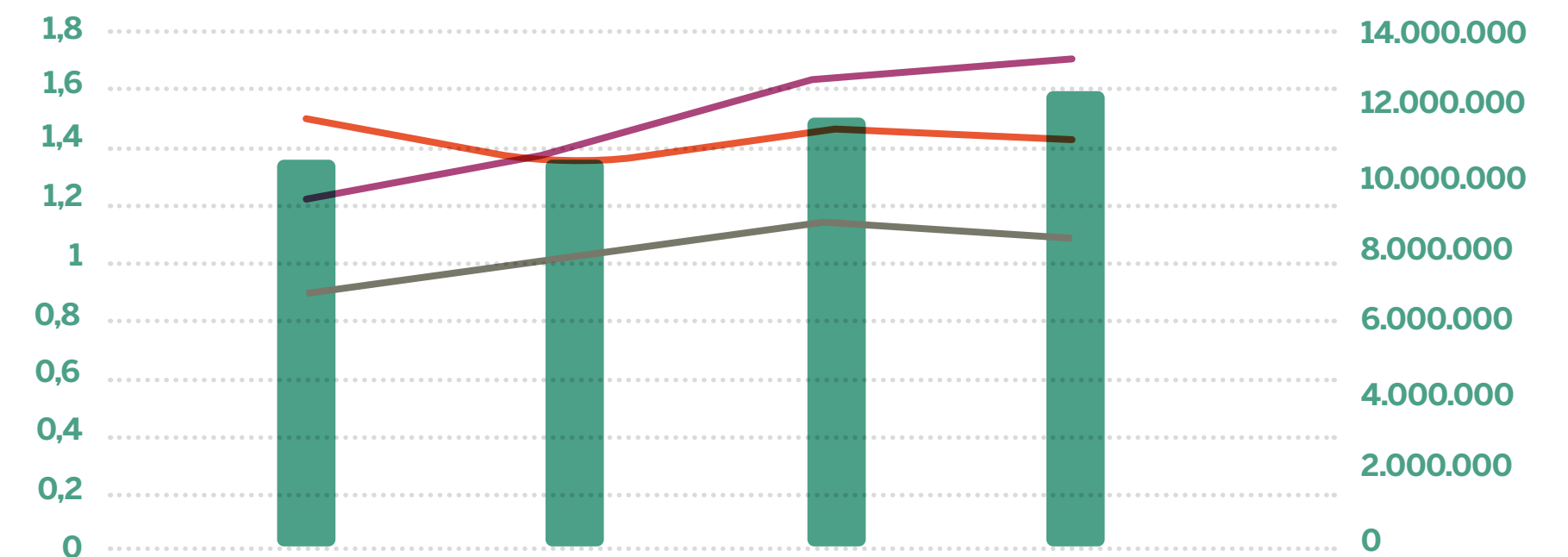


	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	Accumulated
Indicator L/UP	1,47	1,43	1,50	1,56	1,08	1,21	3,54	1,25	1,70	2,20	2,56	2,87	1,60
Water Target L/UP	1,44	1,44	1,44	1,44	1,44	1,44	1,44	1,44	1,44	1,44	1,44	1,44	1,44
Water consumption (L)	1.161.000	1.002.000	1.465.00	1.157.000	1.255.000	1.209.000	883.000	1.086.000	953.000	1.114.000	1.134.000	840.000	13.259.000
Units Produced	789.409	701.102	979.597	741.545	1.165.231	999.980	249.226	868.712	560.744	505.363	442.617	292.966	8.296.492

The following chart shows an analysis of the indicator over time. It can be observed that there was stability in the indicator's result in 2020 and 2021, with proportional growth in water consumption and UP. In relation to 2022 and 2023, there was an increase in consumption, due to the higher number of UPs and the arrival of bvtec's Purified Water System (nasal spray production). During this period, there was also an increase in the number of employees at the plant, but the need to continuously produce water in the systems was the main factor that influenced the increase in consumption.

Stability in the indicator's result considering 2020 and 2021 (growth proportional to water consumption and units produced).

Comparing the performance of 2023 with 2022, water consumption was 4% higher and the number of UP was 4% lower.



	2020	2021	2022	2023
Water Indicator L/UP	1,37 ✓	1,38 ✗	1,48 ✗	1,60 ✗
Water Target L/UP	1,49	1,31 ✗	1,44 ✗	1,44 ✗
Water consumption (L)	9.402.000	10.732.000	12.719.000	13.259.000
Units Produced	6.859.602	7.755.889	8.602.282	8.296.492

Considering the total water consumption, the variation between 2022 and 2023 was not significant, as it registered an increase of 4% (this means an additional consumption of 540,000 liters or 540 m³).

In Paraná, CERH Resolution No. 09/2020 provides the guidelines and criteria for defining critical areas concerning the use of surface and underground water. These areas, when identified by the Basin Committees or other entities involved in water resource management, go through the Critical Areas Declaration (DAC) process and are registered in IAT Ordinances, so that permit applicants and technicians evaluating the processes are aware of them. This information can be found on the IAT's official website:

<https://www.iat.pr.gov.br/Pagina/Areas-Criticas-quanto-ao-uso-de-Recursos-Hidricos>.

Analyzing all the areas identified as critical, through the Critical Areas Declarations, it becomes clear that we are not located in areas characterized by water stress. In fact, the municipalities of Colombo and Curitiba do not have any areas identified with this characteristic.

In 2023, there were no changes to the company's water system, from abstraction to internal distribution. There were no alterations to storage, which consists of a water tank and a cistern, both with a capacity of 25 m³. There was also no significant increase in consumption from 2022 to 2023. As such, we did not identify any significant impact related to this topic.

EFFLUENTS MANAGEMENT

GRI 303-2; 303-4

For the effluent discharge process, we also have Permit No. 1743/2018 - DPCA, which establishes additional effluent quality parameters that are included in the monthly analysis. This permit will also be renewed in 2024, along with the Effluent Treatment Plant retrofit process.

To discharge the effluent under appropriate conditions, aiming to minimize environmental impacts, we have two environmental documents that establish the parameters: the Operating License and the Effluent Discharge Permit. The parameters considered in each document are shown in the table below.

PARAMETERS	RLO 305661-R2	PERMIT 1743/2018
Flow rate - m ³ /h	-	1,6
BOD5 - mg/L	50	25
COD - mg/L	200	100
pH	Between 5 and 9	-
Settable Solids - mL/L	1	-
Suspended Solids - mg/L	-	25
Temperature - °C	40	-
Acute Toxicity / FTbl for <i>Vibrio fischeri</i>	4	-
Acute Toxicity / Ftd for <i>Daphnia magna</i>	4	822.897

Our Operating License, issued by the Water and Land Institute (IAT), was renewed in 2023. There were no changes to the effluent discharge parameters, as established in the previous document. The effluent discharge permit will be renewed in 2024 and any possible changes to the quality parameters will be published in the report for that period.

We conduct monthly analysis at the treated effluent discharge point to ensure compliance with the established parameters. An accredited third-party laboratory is responsible for the samples, and the results are reported annually to the IAT through a document called the Polluting Load. Although the requirement is to perform quarterly analysis, we have opted to conduct them monthly for a more efficient control.

We understand that complying with the parameters established in the documentation mentioned above is the best way to minimize environmental impacts, as they consider the characteristics of the activity and the receiving water body, as well as the location of the project in relation to water resource management guidelines.

In addition to the analysis conducted by the third-party company, IAT itself collects the final treated effluent annually for analysis. The collection is performed without prior notice, and we haven't had any episodes of needing to re-collect it, which confirms that the effluent met the required quality standards.

The results of the analyzed parameters are also monitored monthly at performance meetings, and all actions taken in the whole process are reported. In 2023, we achieved 96% compliance with all the analyzed parameters, and all the actions related to the non-compliant parameters were effective, preventing recurrence.

In the following table, you can see the limit for each one of these parameters and the value obtained in the month, as well as being able to compare it with the subsequent collection where the parameters were recovered and met.

PARAMETERS	MAXIMUM ALLOWABLE VALUE (MOST RESTRICTIVE)	FEBRUARY	MARCH	JUNE	JUNE RECOLLECTION
BOD	25	50,11	5	x	x
COD	100	102,1	48,5	217,7	30
Settlable Solids	1	2	0,1	x	x

Although the non-compliance occurrences may be related to the rainfall during the collection periods and the organic load that the green area can carry to the lagoons, we went to great lengths to check the performance of the Effluent Treatment Plant and determined the need to retrofit the system, specifically to improve the process. With a higher technology treatment process that is more adaptable to the characteristics of the incoming effluent, we will ensure the best performance in terms of quality parameters and service safety, while consistently minimizing environmental impacts.

Regarding the receiving water body (unnamed stream), which is monitored quarterly at points upstream and downstream of the discharge point, the analysis results show that the river water quality after the discharge remained even better in general than before the discharge, according to the trend shown in previous analysis.

SAMPLING POINT	UPSTREAM DOWNSTREAM AVERAGES 2021		UPSTREAM DOWNSTREAM AVERAGES 2022		UPSTREAM DOWNSTREAM AVERAGES 2023	
BOD (mg/L) Lower, better	6,1	5,1	4,4	2,7	5,2	5
COD (mg/L) Lower, better	50	50	34,2	42,7	36,3	36,9
Susp. Sol. (mg/L) Lower, better	101,6	118,6	168,2	161,2	20	20
DO (mg/L) Higher, better	4,3	5,4	5,3	6,5	5,8	6,4
pH	7,5	7,5	7,2	7,3	7,1	7,3
Temperature (°C)	19,5	19,5	18,1	18,4	19,1	18,8

For proper operational control of the Effluent Treatment Plant, analyzing only the final effluent is not enough. Therefore, we also sample and analyze four additional points in the ETP, totaling 23 parameters analyzed monthly. The raw effluent entry, the effluent inside the treatment tanks and the exit from the last treatment tank are analyzed. With the retrofit of the ETP, in 2024 the operation will be automated, and a new treatment process will be introduced. The performance monitoring points will also be improved.

All the parameters analyzed in the treated and discharged effluent comply with those established by the Operating License and Effluent Discharge Permit. In addition to the parameters and limits established in the documentation mentioned above, we also monitor at the discharge point the total mineral and vegetable oil and grease parameters, along with ammoniacal nitrogen, due to their importance given the characteristics of the effluent.

Regarding data acquisition and recording, it is worth noting that the volume of effluent treated daily at the ETP is monitored through a water meter installed at the end of the system. Reading the data from this device makes it possible to accurately identify the volume discharged. Besides the hydrometer, at the end of lagoon 3, which is the discharge point, we have a Parshall flume in operation, so that we can check the effluent discharge flow rate and ensure compliance with the established parameter.

EMISSIONS

GRI 305-1; 305-2; 305-3

Direct Emissions (Scope 1) of Greenhouse Gases (GHG)

CATEGORY	EMISSIONS tCO ₂ E	EMISSIONS OF BIOGENIC CO ₂	REMOVAL OF BIOGENIC CO ₂
Mobile combustion	57,533	489,495	-
Stationary combustion	23,174	0,886	-
Industrial processes	-	-	-
Solid waste and liquid effluents	5,560	-	-
Runaways	0,348	-	-
Agricultural activities	-	-	-
Change in land use	-	-	-
Total emissions Scope 1	86,615	490,381	-

The following table shows emissions by category and by each greenhouse gas, as well as the consolidated figure in tCO₂e and biogenic CO₂. Here it is evident that all gases are used in the calculation

	STATIONARY COMBUSTION	MOBILE COMBUSTION	RUNAWAY EMISSIONS	WASTE (SOLID + EFFLUENT)	TOTAL EMISSIONS SCOPE 1
CH ₄ (t)	23,15	38,45	0,35	-	61,94
CH ₄ (t)	0,00	0,08	-	0,09	0,16
N ₂ O (t)	-	0,06	-	0,01	0,08
HFC (t)	-	-	-	-	-
PFC(t)	-	-	-	-	-
SF ₆ (t)	-	-	-	-	-
NF ₃ (t)	-	-	-	-	-
CO ₂ e (t)	23,174	57,533	0,348	5,560	86,615
Emissions of biogenic CO ₂ (t)	0,886	489,495	-	-	490,381
Removal of biogenic CO ₂ (t)	-	-	-	0	-

Indirect Emissions (Scope 2) of Greenhouse Gases (GHG) from Energy Purchases

APPROACH BASED ON LOCATION	EMISSIONS OF tCO ₂ E	EMISSIONS OF BIOGENIC CO ₂	REMOVAL OF BIOGENIC CO ₂
Electricity purchase	105,419	-	-
Thermal energy purchase	-	-	-
Transmission and distribution losses	-	-	-
Total de emissions - Scope 2 (location)	105,419	-	-

APPROACH BASED ON LOCATION	EMISSIONS OF tCO ₂ E	EMISSIONS OF BIOGENIC CO ₂	REMOVAL OF BIOGENIC CO ₂
Electricity purchase	-	-	-
Thermal energy purchase	-	-	-
Transmission and distribution losses	-	-	-
Total emissions Scope 2 (purchase choice)	-	-	-

Note: As we acquired I-REC for all the energy used, we have no residual values due to the purchase choice approach.

Other Indirect Emissions (Scope 3) of Greenhouse Gases (GHG)

CATEGORY	EMISSIONS OF tCO ₂ E	EMISSIONS OF BIOGENIC CO ₂	REMOVAL OF BIOGENIC CO ₂
4. Transport and distribution (upstream)	7.784,12	927,533	-
5. Waste generated by operations	13,720	-	-
6. Business trips	122,657	0,904	-
7. Home-to-work emissions	208,345	48,319	-
Total emissions - Scope 3	8.128,844	976,776	-

	CATEGORY 4 TRANSPORTATION AND DISTRIBUTION	CATEGORY 5 WASTE GENERATED FROM OPERATIONS	CATEGORY 6 BUSINESS TRIPS	CATEGORY 7 HOME-TO-WORK EMISSIONS
CO ₂ (t)	7.649,34	-	121,54	200,88
CH ₄ (t)	0,46	0,49	0,00	0,01
N ₂ O (t)	0,46	-	0,00	0,03
HFC (t)				-
PFC (t)				-
SF ₆ (t)				-
NF ₃ (t)				-
CO ₂ e (t)	7.784,12	13,72	122,66	208,35
Emissions of biogenic CO ₂ (t)	927,55	-	0,90	48,32
Removal of biogenic CO ₂ (t)				

Total Emissions – Scope 3

CO ₂ (t)	7.971,77
CH ₄ (t)	0,96
N ₂ O (t)	0,49
HFC (t)	-
PFC (t)	-
SF ₆ (t)	-
NF ₃ (t)	-
CO ₂ e (t)	8.128,84
Emissions of biogenic CO ₂ (t)	976,78
Removal of biogenic CO ₂ (t)	-

To calculate Scope 3 emissions, the following categories were considered:

- Transportation and distribution (upstream).
- Waste generated from operations.
- Business trips.
- Home-to-work emissions.

WASTE MANAGEMENT

GRI 306-2; 306-3; 306-5

Through our partnership with a company specialized in waste management, we have further strengthened the reliability of our processes for transporting and properly disposing of waste, issuing environmental permits, data management and related documentation.

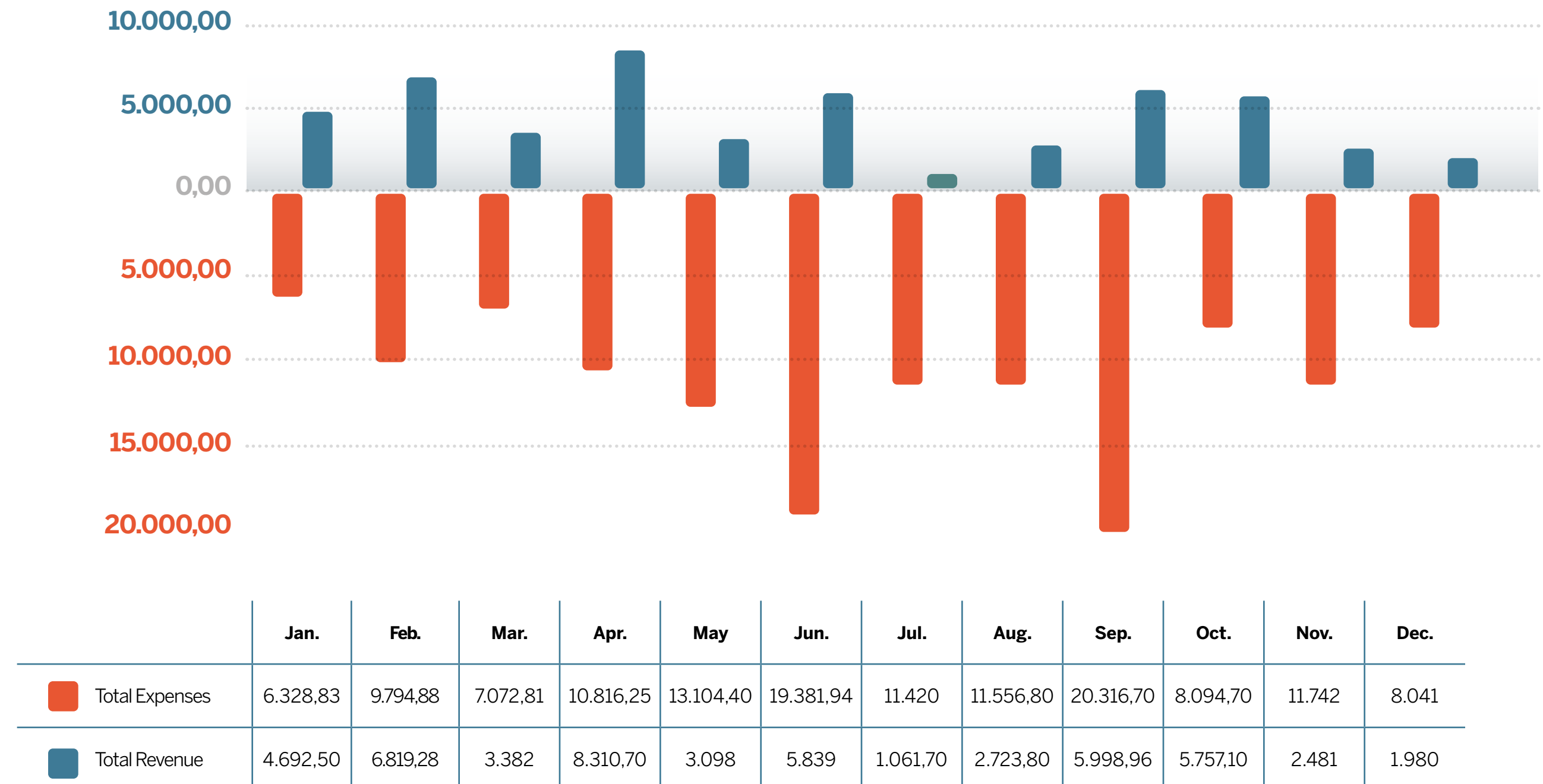
Those responsible for transportation and disposal are all verified in relation to compliance with the mandatory documentation to carry out their activities, which are now recorded and monitored through an online management platform. It is also possible to manage waste-related documentation and environmental permits.

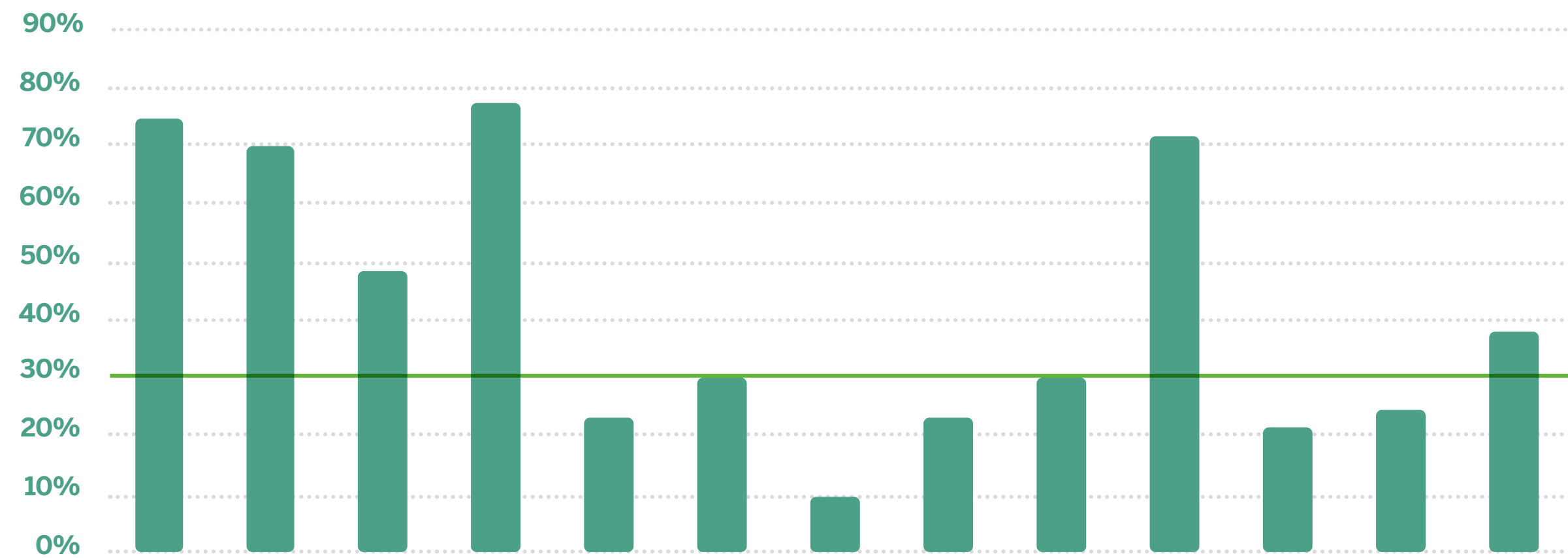
This platform is integrated into the National Solid Waste Management Information System (Sinir), established by the National Solid Waste Policy. Therefore, the base that was already used to manage all the waste generated at the plant remained the same.

Through the SINIR system and the management platform, we issue all the environmental documentation that attests to the correct management of waste, from the generation and issue of the Waste Transport Manifest (MTR) to the delivery and issue of the Final Destination Certificate (CDF) by the receiver. In addition, in this same system we make quarterly declarations of waste movements and declare an inventory at the end of each year. All these documents include the companies authorized to transport and dispose of the waste.

With the management software integrated into the SINIR System, we have a reliable platform that provides daily, weekly and monthly waste data, covering the type, quantity, characteristics, classification, treatment and final disposal of all the waste generated at the plant. In this way, we increase the reliability of the data used for management, decision-making and performance monitoring.

In 2023, we had a target related to the revenue generated from the waste sales in relation to the total amount spent on disposal involving costs. This target is important to drive and prioritize recycling over other destinations. The performance of the indicator was satisfactory at the end of the year, with the target being achieved.





	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	Accumulated
Achieved	74,14%	69,62%	47,82%	76,84%	23,64%	30,13%	9,30%	23,57%	29,53%	71,12%	21,13%	24,62%	37,88%
Target	30%	30%	30%	30%	30%	30%	30%	30%	30%	30%	30%	30%	30%

The target considered the amount collected from the recyclables sales, compared to the total cost spent on disposing of the other waste (co-processing, composting, incineration). The aim was to recover at least 30% of the amount invested.

The result for 2023 was over 110%. The highest cost of the year was for co-processing disposal, BRL 67,000.00 out of a total cost of BRL 138,000.00 for Solid Waste Management.

The waste sent to this destination were Production Rejects and Sludge from the Effluent Treatment Plant, the latter being the largest generated by the plant.

By 2024, a specific project is planned to reduce sludge generation and improve effluent treatment efficiency.

Total Waste Generated

In 2023, there were 233,978 tons of waste generated, as detailed below. The data was compiled from internal waste management and from the documentation issued in the National Solid Waste Management Information System (SINIR).

WASTE	AMOUNT GENERATED 2023 (KG)
Sludge from the ETP and grease trap	68.960
Paper and cardboard	47.231
Production Rejects (solid waste suitable for coprocessing)	18.735
Non-recyclable	15.879
Out of specification product (expired, damaged)	15.326
Organics (cafeteria)	15.009
Plastic	12.470
Blister packs	11.346
Residual alcohol (cleaning process)	11.070
Metal scrap	7.090
Laboratory liquid waste	3.294
Wood (renovations and broken pallets)	3.120
Glass	1.746
Various light bulbs	784
Electronic scrap	658
Vegetable oil	610

Empty packaging	479
Controlled product waste	94
Batteries	43
Paints	30
Infectants (laboratories) and sharps	3
Total in tons	233,978

HAZARDOUS WASTE (CLASS I)

WASTE	QUANTITY GENERATED 2023 (KG)	ABNT	TREATMENT/DISPOSAL
Residual alcohol (cleaning process)	11.070		Recycling
Laboratory Liquid Waste	1.994		Incineration
Laboratory Liquid Waste	1.300		Blending/coprocessing
Various light bulbs	784 units		Decontamination
Controlled Product Waste	94		Incineration
Batteries	43		Others (encapsulation)
Paints	30		Recycling
Infectants (laboratories) and sharps	3		Incineration
Total hazardous waste in tons	15,318		

NON-HAZARDOUS WASTE (CLASS II)

WASTE	QUANTITY GENERATED 2023 (KG)	ABNT	TREATMENT/DISPOSAL
ETP sludge and grease trap	68.960		Blending/coprocessing
Paper and cardboard	47.231		Recycling
Production rejects (solid waste suitable for coprocessing)	18.735		Blending/coprocessing
Organics (cafeteria)	13.921		Composting
Plastic	12.470		Recycling
Blister	11.346		Recycling
Product out of specification (expired, damaged)	8.599		Incineration
Non recyclable	8.055		Blending/coprocessing
Non recyclable	7.824		Landfill
Metal scraps	7.090		Recycling
Product out of specification (expired, damaged)	6.727		Blending/coprocessing
Wood (renovations and broken pallets)	3.120		Recycling
Glass	1.746		Recycling
Organics (cafeteria)	1.088		Pig farming
Electronic scraps	658		Recycling
Vegetable oil	610		Recycling
Empty packagings	479		Recycling
Total non-hazardous waste in tons	218,659		

As in 2022, the waste with the highest generation was sludge from the ETP and grease trap, which is sent for coprocessing. This waste is inherent to the operation of the effluent treatment plant model we have installed at the factory, along with the waste from the cafeteria grease trap. With the ETP retrofit, we expect to significantly reduce this waste, due to the improved efficiency and operation of the new system, as well as the sludge drying process. The results will be partially visible in 2024, as the entire retrofit process will take place throughout the year.

Recyclable paper and cardboard waste ranked second in terms of generation, followed by production rejects waste. Paper and cardboard waste is significant due to the disposal of packaging boxes for production inputs, as well as the disposal of packaging materials, which are separated in sorting processes.

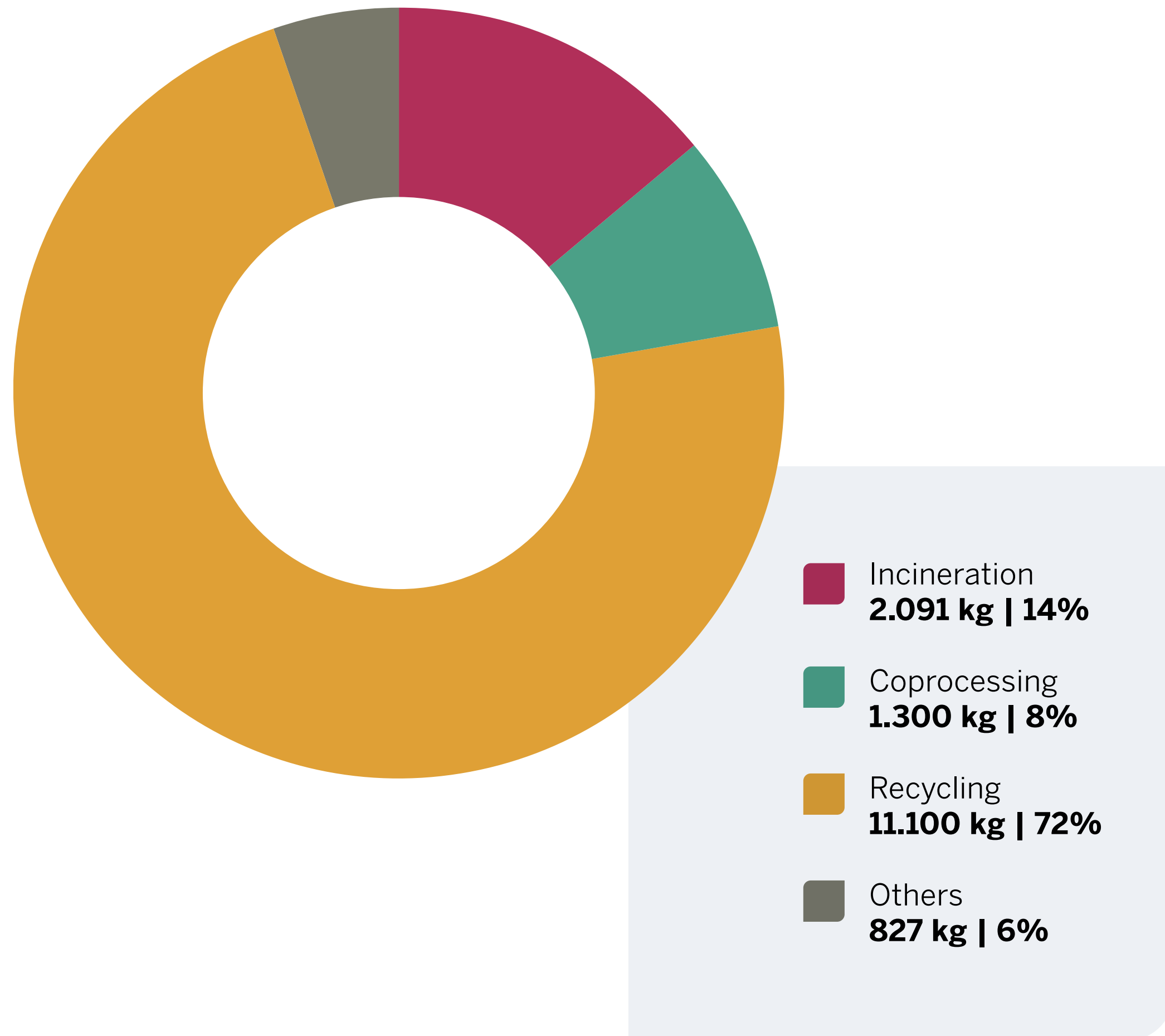
The waste called Production Rejects has increased compared to 2022, mainly due to the inclusion of uncleaned empty packaging in this amount (packaging from products that have been emptied, such as glass and PET bottles). Until June 2023, this waste was sent directly with the product for incineration, before the waste management change for Zero Landfill certification.

Regarding class I waste, the most used destination in 2023 was recycling, entirely represented by Residual Alcohol waste, which is used in the cleaning process of some equipment. The Others destination refers to the encapsulation of batteries and the decontamination of light bulbs.

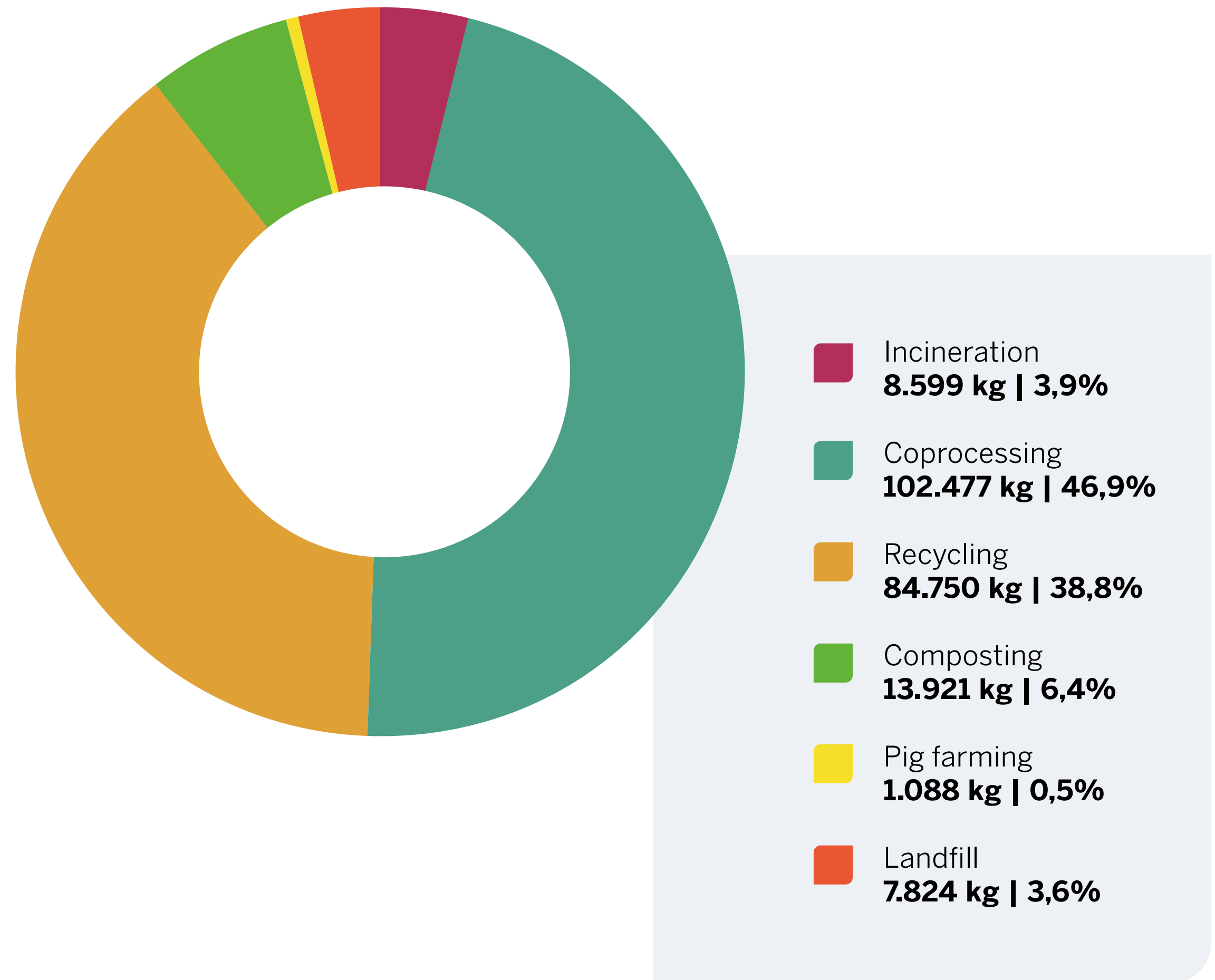
Considering class II waste, the most significant destination is coprocessing. This is justified by the sludge sent from the ETP and the grease trap, which corresponds to the highest weight/volume. In addition, with the Zero Landfill Certification, the waste previously sent to landfill is now destined for coprocessing, which is the reason for the significant increase in this type of destination in our management policy.

It is worth noting that in 2024, none of the waste classifications will be sent to landfill. In 2023, the Zero Landfill method was fully implemented starting from July, which is why landfill disposal still accounts for a small percentage of waste.

Class I - division by destination (kg)



Classe II - division by destination (kg)



Note: Incineration and coprocessing are distinct divisions, as only the latter recovers the energy from the waste, which is sent to the cement industry.

EMPLOYEES

GRI 2-7; 2-8

Number of employees (gender and region)

Ecoh	FEMALE			MALE			GRAND TOTAL
	TRAINEE	EMPLOYEE	FEMALE TOTAL	TRAINEE	EMPLOYEE	MALE TOTAL	
31/12/2021	12	286	298	4	212	216	514
PART-TIME	12	0	12	4	0	4	16
Colombo-PR	12	0	12	4	0	4	16
Rio de Janeiro-RJ	0	0	0	0	0	0	0
FULL TIME	0	167	167	0	109	109	276
Colombo-PR	0	152	152	0	103	103	255
Rio de Janeiro-RJ	0	10	10	0	4	4	14
Other	0	5	5	0	2	2	7
WITHOUT WORKING HOURS CONTROL (ART. 62 CLT)	0	119	119	0	103	103	222
Colombo-PR	0	18	18	0	15	15	33
Rio de Janeiro-RJ	0	3	3	0	8	8	11
Other	0	98	98	0	80	80	178

Ecoh	FEMALE			MALE			GRAND TOTAL
	TRAINEE	EMPLOYEE	FEMALE TOTAL	TRAINEE	EMPLOYEE	MALE TOTAL	
31/12/2022	10	324	334	4	227	231	565
PART-TIME	10	0	10	4	0	4	14
Colombo-PR	9	0	9	4	0	4	13
Rio de Janeiro-RJ	1	0	1	0	0	0	1
FULL TIME	0	194	194	0	122	122	316
Colombo-PR	0	179	179	0	116	116	295
Rio de Janeiro-RJ	0	10	10	0	4	4	14
Other	0	5	5	0	2	2	7
WITHOUT WORKING HOURS CONTROL (ART. 62 CLT)	0	130	130	0	105	105	235
Colombo-PR	0	25	25	0	21	21	46
Rio de Janeiro-RJ	0	3	3	0	9	9	12
Other	0	102	102	0	75	75	177

Ecoh	FEMALE			MALE			GRAND TOTAL
	TRAINEE	EMPLOYEE	FEMALE TOTAL	TRAINEE	EMPLOYEE	MALE TOTAL	
31/12/2023	12	308	320	0	229	231	551
PART-TIME	12	0	12	0	5	5	17
Colombo-PR	11	0	11	0	5	5	16
Rio de Janeiro-RJ	1	0	1	0	0	0	1
FULL TIME	0	174	174	0	126	126	300
Colombo-PR	0	145	145	0	117	117	262
Rio de Janeiro-RJ	0	15	15	0	6	6	21
Other	0	14	14	0	3	3	17
WITHOUT WORKING HOURS CONTROL (ART. 62 CLT)	0	134	134	0	98	100	234
Colombo-PR	0	23	23	0	18	18	41
Rio de Janeiro-RJ	0	3	3	0	7	9	12
Other	0	108	108	0	73	73	181

Data extracted from the payroll report (Senior System), grouped according to the premises highlighted below:

Contract type:

Trainee: A worker aged between 14 and 24 years old who is under an apprenticeship contract is considered a trainee. This type of work was regulated by the Federal Law No. 10.097/2000, known as the Apprenticeship Law, which amended the Consolidation of Labor Laws (CLT). The employment contract can last up to two years and, during this period, the young person is trained at the training institution and in the company, combining theoretical and practical training.

Employee: Article 3 of the CLT defines an employee as: “any individual who provides services of a non-occasional nature to an employer, under their dependence and for remuneration”.

Work schedule

Part-time: Schedule that is shorter than conventional working hours, with weekly working hours of less than 40 hours.

Full-time: Schedule that exceeds 30 hours per week, with a daily limit of 8 hours per day.

Without working hours control: The Article 62 of the CLT allows employees who work outside the company, incompatible with fixed working hours, in home office, managers, directors, heads of department or people of trust to work without working hours control, as the position does not determine a fixed working day.

Region

Colombo-PR: Our industrial plant is located at Colombo, in the metropolitan region of Curitiba-PR.

Rio de Janeiro-RJ: Marketing office, located in the city of Rio de Janeiro-RJ.

Others: Professionals in the medical and commercial demand areas, located in the various cities of Brazil.

NON-EMPLOYED WORKERS

Ecoh	FEMALE					MALE					GRAND TOTAL
	TRAINEE	SERVICE PROVIDER (TEMP.)	SERVICE PROVIDER (THIRD-PARTY)	INDEPENDENT CONTRACTOR	FEM. TOTAL	TRAINEE	SERVICE PROVIDER (TEMP.)	SERVICE PROVIDER (THIRD-PARTY)	INDEPENDENT CONTRACTOR	MALE TOTAL	
31/12/2021	6	2	9	1	18	0	1	2	4	7	25
Colombo-PR	5	2	9	0	16	0	1	2	2	5	21
Rio de Janeiro-RJ	1	0	0	1	2	0	0	0	2	2	4
31/12/2022	0	0	9	1	10	0	4	2	5	11	21
Colombo-PR	0	0	9	0	9	0	4	2	3	9	18
Rio de Janeiro-RJ	0	0	0	1	1	0	0	0	2	2	3
31/12/2023	6	0	0	1	7	3	0	0	4	7	14
Colombo-PR	6	0	0	0	6	2	0	0	2	4	10
Rio de Janeiro-RJ	0	0	0	1	1	1	0	0	2	3	4

Ecoh	FEMALE					MALE					GRAND TOTAL
	TRAINEE	SERVICE PROVIDER (TEMP.)	SERVICE PROVIDER (THIRD-PARTY)	INDEPENDENT CONTRACTOR	FEM. TOTAL	TRAINEE	SERVICE PROVIDER (TEMP.)	SERVICE PROVIDER (THIRD-PARTY)	INDEPENDENT CONTRACTOR	MALE TOTAL	
31/12/2021	6	2	9	1	18	0	1	2	4	7	25
Part-time	6	0	0	0	6	0	0	0	0	0	6
Colombo-PR	5	0	0	0	5	0	0	0	0	0	5
Rio de Janeiro-RJ	1	0	0	0	1	0	0	0	0	0	1
Full time	0	2	9	0	11	0	1	2	0	3	14
Colombo-PR	0	2	9	0	11	0	1	2	0	3	14
Without working hours control (Art. 62 CLT)	0	0	0	1	1	0	0	0	4	4	5
Colombo-PR	0	0	0	0	0	0	0	0	2	2	2
Rio de Janeiro-RJ	0	0	0	1	1	0	0	0	2	2	3
31/12/2022	0	0	9	1	10	0	4	2	5	11	21
Part-time	0	0	0	0	0	0	0	0	0	0	0
Colombo-PR	0	0	0	0	0	0	0	0	0	0	0
Rio de Janeiro-RJ	0	0	0	0	0	0	0	0	0	0	0
Full time	0	0	9	0	9	0	4	2	0	6	15
Colombo-PR	0	0	9	0	9	0	4	2	0	6	15
Without working hours control (Art. 62 CLT)	0	0	0	1	1	0	0	0	5	5	6
Colombo-PR	0	0	0	0	0	0	0	0	3	3	3
Rio de Janeiro-RJ	0	0	0	1	1	0	0	0	2	2	3

Ecoh	FEMALE					MALE					GRAND TOTAL
	TRAINEE	SERVICE PROVIDER (TEMP.)	SERVICE PROVIDER (THIRD-PARTY)	INDEPENDENT CONTRACTOR	FEM. TOTAL	TRAINEE	SERVICE PROVIDER (TEMP.)	SERVICE PROVIDER (THIRD-PARTY)	INDEPENDENT CONTRACTOR	MALE TOTAL	
31/12/2023	6	0	0	1	7	3	0	0	4	7	14
Part-time	6	0	0	0	6	3	0	0	0	3	9
Colombo-PR	6	0	0	0	6	2	0	0	0	2	8
Rio de Janeiro-RJ	0	0	0	0	0	1	0	0	0	1	1
Full time	0	0	0	0	0	0	0	0	0	0	0
Colombo-PR	0	0	0	0	0	0	0	0	0	0	0
Without working hours control (Art. 62 CLT)	0	0	0	1	1	0	0	0	4	4	5
Colombo-PR	0	0	0	0	0	0	0	0	2	2	2
Rio de Janeiro-RJ	0	0	0	1	1	0	0	0	2	2	3

Note: The non-employed workers headcount at the end of 2023 was approximately 33% lower compared to 2022, due to adjustments between productivity and market demand.

Data extracted from the payroll report (Senior System), grouped according to the premises highlighted below:

Trainee: Law No. 11.788, from September 25th, 2008, defines an internship as a supervised educational activity, carried out in the workplace, which aims to prepare students for productive work. The internship is an integral part of the student's educational path and is included in the course's pedagogical project.

Service Provider (temporary): A third-party company is hired to provide employees on a temporary basis. According to Law No. 6.019/1974, temporary work is that which is provided by an individual to a company to meet the temporary need to replace its regular and permanent employees or an extraordinary increase in services.

Service provider (third-party): A third-party company is hired to provide specific services within the contracting company's production process. The contracted company will be the intermediary for the service, and the labor relations will be between the worker and the company providing the services, not with the contracting company. The concept of outsourcing stipulates that the contracted company must perform the services with its own organizational, technical and legal autonomy, fulfilling the purpose of the contract.

Independent contractor: Regular service providers who are part of the company's organization chart but are not classified as employees.

BENEFITS POLICY

GRI 401-2

- **Medical assistance:** we offer a health plan for employees and their dependents with coverage for elective or emergency treatment and care, with no monthly fee.
- **Dental assistance:** employees and their dependents can undergo dental treatment throughout the accredited network; the monthly fee is charged according to the employee's monthly remuneration.
- **Immunization:** we carry out an annual flu vaccination campaign, free of charge, at the workplace or at partner clinics.
- **Physical activity:** we promote physical activity through the Running Group and Functional Training Group, in which all permanent employees at the Colombo unit can take part.
- **Total Pass Agreement:** employees also have this benefit for practicing physical activities at various gyms in the country, and can choose the modality that best suits their profile.
- **Restaurant:** at the Colombo unit, we have a restaurant that serves breakfast, lunch and dinner to employees, with a balanced menu developed by a nutritionist.
- **Food voucher:** benefit card to subsidize the purchase of food by employees and their families.
- **Meal voucher:** benefit card to subsidize the purchase of meals by employees working in external services or at the Rio de Janeiro branch.
- **Life insurance:** 100% paid for by the company and automatically signed up when the employee joins, it offers cover in the event of a fatality or accident.
- **Funeral assistance:** 100% paid for by the company and automatically signed up when the employee joins the company, it covers services in the event of the death of the employee or legal dependents (spouse/children).
- **Transport vouchers:** benefit granted to employees for their own commuting to the company.
- **Fuel vouchers:** benefits granted to managers for their own commuting to the company.
- **Bridge and holiday calendar:** with quality of life in mind, we follow a bridge and holiday calendar, providing time off on national holidays and extensions when they fall on Tuesdays and Thursdays.
- **Birthday Day:** the employee is entitled to one day off in the month of their birthday.
- **Graduation Day:** graduates are entitled to have their graduation day off.
- **Pharmacy Agreement:** access to several pharmacy chains with differentiated discounts on products and payroll deduction.
- **Payroll loans:** loans requested from Itaú bank and paid into the payroll, with a differentiated interest rate.
- **Herbarium Shop:** convenience and low prices so that the employees can buy products from the portfolio at a discount of up to 40%.

OCCUPATIONAL HEALTH AND SAFETY TRAINING

GRI 403-5

TRAINING	COMPLIANCE WITH STANDARDS	SECTORS	PARTICIPANTS
NR-01 GENERAL PROVISIONS - ORDER OF SERVICE - 1.7 Occupational Safety and Health Training, 1.7.1 The employer must provide training for workers, in accordance with the provisions of NR	NR-01 - Determines that the regulatory standards on occupational safety and medicine must be complied with by all public and private companies that have workers employed under the CLT (Consolidation of Labor Laws) regime.	ALL	ALL
TRAINING - NR-05 - TRAINING OF CIPA - OVER 20 EMPLOYEES	NR-05 - CIPA, with the aim of preventing work-related accidents and illnesses, in order to permanently make work compatible with the preservation of life and the promotion of workers' health.	ALL	ELECTED AND NOMINATED MEMBERS OVER 20 EMPLOYEES
NR-06 - TRAINING ON THE PROPER USE AND STORAGE OF PPE	NR-06 - 6.7.2.1 The organization must provide training on the PPE to be supplied, when the characteristics of the PPE require it, considering the activity carried out and the requirements established in regulatory standards and legal provisions.	ALL	ALL EMPLOYEES EXPOSED TO RISKS
NR-07 - FIRST AID TRAINING	NR-07 - PCMSO Worker(s) responsible for emergency response within the company environment.	SESMT, BRIGADE AND CIPA	BRIGADE, NURSING TECHNICIAN, SAFETY TECHNICIAN, CIPA

TRAINING	COMPLIANCE WITH STANDARDS	SECTORS	PARTICIPANTS
NR-09 - ASSESSMENT AND CONTROL OF OCCUPATIONAL EXPOSURE TO PHYSICAL, CHEMICAL AND BIOLOGICAL AGENTS	The identification of occupational exposure to physical, chemical and biological agents should consider: a) description of the activities; b) identification of the agent and forms of exposure; c) possible injuries or health problems related to the exposures identified; d) factors determining the exposure; e) existing prevention measures; and f) identification of the exposed workers' groups.	ALL	ALL
NR-10 - SAFETY IN ELECTRICAL INSTALLATIONS AND SERVICES	NR-10 - 10.6.1.1 The workers referred to in the previous item must receive safety training for working with energized electrical installations, with minimum curriculum, workload and other requirements set out in Appendix III of this NR.	MAINTENANCE	ELECTRICIAN, MAINTENANCE TECHNICIAN
NR-10 - COMPLEMENTARY COURSE - SAFETY IN THE ELECTRICAL POWER SYSTEM (SEP) AND IN ITS SURROUNDINGS	Workers in the Electric Power System (SEP) with a basic course, 10.6.1.1 The workers referred to in the previous item must receive safety training for working with energized electrical installations, with minimum curriculum, workload and other determinations established in Appendix III of this NR.	MAINTENANCE	ELECTRICIAN, MAINTENANCE TECHNICIAN
NR-11 - TRANSPORTATION, MOVEMENT, STORAGE AND HANDLING OF MATERIALS	NR-11 - 11.1.5 In transport equipment with its own motive power, the operator must receive specific training from the company, which will qualify him for this role.	WAREHOUSE AND DISPATCH	FORKLIFT TRUCK OPERATOR
NR-12 - MACHINERY AND EQUIPMENT PROTECTION	12.16.2 Workers involved in the operation, maintenance, inspection and other interventions on machinery and equipment must receive training provided by the employer and compatible with their duties, covering the risks to which they are exposed and the existing and necessary protection measures, under the terms of this NR, for the prevention of accidents and illnesses.	MAINTENANCE, OPERATION AND PRODUCTION	MAINTENANCE TECHNICIANS, ELECTRICIANS, PRIMARY MACHINE OPERATORS, SECONDARY PACKAGING MACHINE OPERATORS, PRODUCTION AUXILIARIES

NR-13 - PRESSURE VESSELS	NR-13 - 2.1 The operation of process units that have category I or II pressure vessels must be carried out by professionals with safety training in the operation of process units.	MAINTENANCE	MAINTENANCE AND PROCESSES TECHNICIANS
NR-17 - ERGONOMY	17.1.1.1 Working conditions include aspects related to lifting, transporting and unloading materials, furnishing workstations, working with machines, equipment and hand tools, comfortable working conditions and the organization of work itself.	ALL	ALL
33 - CONFINED SPACE	NR-33 - Initial training for work in CONFINED SPACES - authorized workers and watchmen - in accordance with sub-item 33.3.5.4 of NR-33.	MAINTENANCE	INVOLVED EMPLOYEES/ MAINTENANCE /THIRD PARTIES
NR-35 - WORK AT HEIGHT	35.3.3.1 The biennial periodic training must have a minimum workload of eight hours, according to the program content set by the employer.	MANUTENÇÃO, EXPEDIÇÃO E ALMOXARIFADO	INVOLVED EMPLOYEES / MAINTENANCE/THIRD PARTIES
RPP - RESPIRATORY PROTECTION PROGRAM	NR-22 - ORDINANCE No. 672, OF NOVEMBER 8th, 2021, Art. 44. The employer must adopt a set of measures to adapt the use of respiratory protection equipment, when necessary to complement the collective protection measures implemented, or while they are being implemented, with the aim of guaranteeing complete protection for the worker against the risks existing in the work environment.	LABORATORY, FORMULATION AND MAINTENANCE	ALL EXPOSED TO RISKS

TRAINING	COMPLIANCE WITH STANDARDS	SECTORS	PARTICIPANTS
HEARING PROTECTION PROGRAM	NR-15 - INSALUBLE ACTIVITIES AND OPERATIONS - The Hearing Control Program (PCA) is included in appendix 1, table 2, of regulatory norm No. 7, which is part of the Occupational Health and Medical Control Program (PCMSO).	PRODUCTION	ALL
CPSDS - CHEMICAL PRODUCT SAFETY DATA SHEET	NR-15 APPENDIX 13 TOLERANCE LIMITS FOR CONTINUOUS OR INTERMITTENT NOISE - NR-26 26.4 Chemical product identification, 26.4.1.1 The chemical product used in the workplace must be classified according to the hazards to workers' health and safety, in accordance with the criteria established by the United Nations Globally Harmonized System of Classification and Labelling of Chemicals - GHS.	PRODUCTION, WAREHOUSE, LABORATORIES AND MAINTENANCE	ALL
EMERGENCY BRIGADE	5.1 The obligation to have a fire brigade, as a preventive measure, is determined by the characteristics of the building and/or risk area and respective occupations, in accordance with the rules of the Fire and Panic Safety Code (CSCIP).	ALL	VOLUNTEER EMPLOYEES
ER - EMERGENCY RESPONSE PLAN	NR-23 - FIRE PROTECTION The employer must provide all workers with information on: a) the use of fire-fighting equipment; b) procedures for safely evacuating the workplace; c) existing alarm devices.	ALL	ALL

SUPPLIERS

GRI 3-3; 308-1; 308-2; 408-1; 409-1; 414-1; 414-2

As part of the in-person audit schedule, the socio-environmental assessment of suppliers, manufacturers and direct service providers considers the following aspects:

EVALUATED SECTOR/AREA	IN-PERSON AUDIT ITEMS ASSESSED
Waste and Effluents	There must be a standard operating procedure for the treatment of solid, liquid or gaseous effluents.
Waste and Effluents	There must be written procedures for the waste disposal in accordance with current legislation.
Waste and Effluents	Solid, liquid and gaseous waste and effluents must be disposed of in a way that complies with health and safety regulations until their destination.
Waste and Effluents	Containers and pipes for disposal material must be identified.
Waste and Effluents	The discharge location, the controls carried out and the destination of the waste and treated effluents must be established, and the discharge frequency and controls must be recorded.
Occupational Health Quality System	All employees must undergo health examinations on admission and, afterwards, the regular examinations required for the activities they perform.
Occupational Health Quality System	In order to ensure that employees and products are protected, the manufacturer must provide Collective Protective Equipment (CPE) and Personal Protective Equipment (PPE) in accordance with the activities performed. The use of the equipment must be provided for in standard operating procedures (evaluate PGR/PPRA and PCMSO).
Occupational Health Quality System	During the inspection, were any conditions, actions or practices identified that did not comply with the human rights principles described in our code of conduct? (work analogous to slavery, child labor, unsafe work or work in precarious conditions)

GRI SUMMARY

GRI CONTENT SUMMARY

Declaration of use: Ecoh has reported based on the GRI Standards for the period from January 1st, 2023, to December 31st, 2023. GRI 1: Fundamentals 2021.

GENERAL CONTENTS

STANDARD	CONTENTS		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement omitted	Reason	Explanation
GRI 2: General Content - 2021	2-1	Organization details	p. 07; Herbarium Laboratório Botânico Ltda., a private legal entity in the form of a limited liability company, located in Colombo, Paraná state, at Avenida Santos Dumont, No. 1.100, ZIP code: 83.403-500.			
	2-2	Entities included in the organization's sustainability report	p. 03, 04 and 20			
	2-3	Reporting period, frequency and contact point	p. 03			
	2-4	Reformulations of information	The report for 2022 contained data only for the Herbarium brands, Phytera and Intua. For the 2023 period, bvtec and Oshadhi join the business ecosystem and their data is reported here. All these plants are part of the same industrial site, named Eco-Park, and have shared environmental and social data.			
	2-5	External verification	This report has not been externally verified.			
	2-6	Activities, value chain and other business relationships	p. 07 and 08			
	2-7	Employees	p. 32 and 72			
	2-8	Workers who are not employees	p. 32 and 72			
	2-9	Governance structure and composition	p. 53			
	2-10	Appointment and selection for the highest governance body	p. 53			
	2-11	President of the highest governance body	p. 53			
	2-12	Role played by the highest governance body in supervising impact management	p. 53			

GRI 2: General
Content - 2021

2-13	Delegation of responsibility for impact management	p. 53;			
2-14	Role played by the highest governance body in sustainability reporting	p. 53;			
2-15	Conflicts of interest	p. 55; The board of shareholders is composed by members of the Geraldi family, who define the relationship between them and the companies in the shareholder agreement.			
2-16	Communication of crucial concerns	p. 55;			
2-17	Collective knowledge of the highest governance body	p. 53;			
2-18	Performance assessment of the highest governance body	Performance assessment is not applied.			
2-19	Remuneration policies	p. 39			
2-20	Remuneration determination process	p. 39			
2-21	Proportion of total annual remuneration	p. 39; The highest salary is 11 times higher than the average; the average increase has grown at the same rate as the highest salary.			
2-22	Declaration on sustainable development strategy	p. 3			
2-23	Political commitments	p. 50; 55; 56			
2-24	Incorporation of policy commitments	p. 41; 50; 53			
2-25	Processes for repairing negative impacts	p. 55			
2-26	Mechanisms for advising and raising concerns	p. 55			
2-27	Compliance with laws and regulations	No cases of non-compliance with laws and regulations were recorded in the reporting period.			
2-28	Participation in associations	p. 56			
2-29	Stakeholders engagement approach	p. 09; 20; 41; 50			
2-30	Collective negotiation agreements	p. 34			

MATERIAL THEMES - MATERIAL TOPICS

STANDARD	CONTENTS		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement omitted	Reason	Explanation
GRI 3: Material Topics - 2021	3-1	Process for defining material themes	p. 12			
	3-2	List of material themes	p. 12			

MATERIAL THEMES - BE RESPONSIBLE

Governance and Transparency						
STANDARD	CONTENTS		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement omitted	Reason	Explanation
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 20			
GRI 202: Market Presence - 2016	202-1	Ratio between the lowest salary and the local minimum wage, broken down by gender	p. 20			
	202-2	Proportion of board members hired from the local community	The ecoh Ecosystem does not have board members hired from the local community, as the board is made up of professionals who are not considered to be CLT employees, but rather participants in the company's social contract.			
GRI 417: Marketing and labeling	417-1	Requirements for product and service information and labeling	p. 48			
	417-2	Cases of non-compliance regarding product and service information and labeling	p. 48			
	417-3	Cases of non-compliance in relation to marketing communication	p. 48; In 2023, no cases of non-compliance with laws and/or voluntary codes were identified in relation to marketing communications, including advertising, promotion and sponsorship.			

MATERIAL THEMES - BE RESPONSIBLE

Integrity						
STANDARD	CONTENTS		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement omitted	Reason	Explanation
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 55			
GRI 406: Non-discrimination - 2016	406-1	Cases of discrimination and corrective measures taken	p. 55			
GRI 418: Customer Privacy - 2016	418-1	Substantiated complaints about breaches of privacy and loss of customer data	p. 55; We had no record of any violation of the client's privacy.			

MATERIAL THEMES - BE RESPONSIBLE

Economic Performance						
STANDARD	CONTENTS		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement omitted	Reason	Explanation
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 20			
GRI 201: Economic Performance - 2016	201-1	Direct economic value generated and distributed	p. 20			

MATERIAL THEMES - BE RESPONSIBLE

Relationship Chain						
STANDARD	CONTENTS		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement omitted	Reason	Explanation
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 50			
GRI - 203: Indirect economic impacts - 2016	203-1	Investments in infrastructure and support services	p. 50			
	203-2	Significant indirect economic impacts	p. 20; 50			
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 50			
GRI 413: Local communities - 2016	413-1	Operations with engagement, impact assessments and development programs aimed at the local community	p. 50			
	413-2	Operations with significant negative impacts - actual and potential - on local communities	p. 50			
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 48			
GRI 416: Health and safety of consumers	416-1	Assessment of health and safety impacts caused by products and services categories	p. 48			
	416-2	Cases of non-compliance in relation to health and safety impacts caused by products and services	p. 48; In 2023, no cases of non-compliance with laws and/or voluntary codes were identified in relation to the health and safety impacts caused by products and services.			

MATERIAL THEMES - BE RESPONSIBLE

Supplier management						
STANDARD	CONTENTS		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement omitted	Reason	Explanation
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 57 and 83;			
GRI 308: Environmental assessment of suppliers - 2016	308-1	New suppliers selected based on environmental criteria	Currently, 100% of suppliers are approved based on environmental criteria.			
	308-2	Negative environmental impacts in the supply chain and measures taken	p. 57 and 83;			
GRI 3: Material Topics - 2021	3-3	Material topics management	No approved supplier is currently identified as having an actual or potential negative environmental impact;			
GRI 408: Child labor - 2016	408-1	Operations and suppliers with a significant risk of child labor cases	Due to the formal commitment made to socio-environmental issues by signing the Supplier Social Responsibility Code, we have not identified any suppliers as causing actual or potential negative environmental impacts.			
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 57 and 83			
GRI 409: Forced or slave-like labor - 2016	409-1	Operations and suppliers with a significant risk of cases of forced or compulsory labor	p. 57 and 83			
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 57 and 83			
GRI 414: Social assessment of suppliers - 2016	414-1	New suppliers selected base on social criteria	p. 57 and 83			
	414-2	Negative social impacts in the supply chain and measures taken	p. 57 e 83; No approved supplier is currently identified as causing actual or potential negative social impacts; Due to the formal commitment made to socio-environmental issues, by signing the Supplier Social Responsibility Code, we have not identified any supplier as causing real or potential negative social impacts.			

MATERIAL THEMES - BE NATURAL

Diversity and Inclusion						
STANDARD	CONTENTS		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement omitted	Reason	Explanation
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 32			
GRI 401: Employment - 2016	401-1	New hirings and employee turnover	p. 32 and 38			
	401-2	Benefits offered to full-time employees that are not offered to temporary or part-time employees	p. 41 and 78			
	401-3	Maternity/paternity leave	p. 41			
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 32			
GRI 404: Training and education - 2016	404-1	Average hours of training per year, per employee	p. 43			
	404-2	Programs for improving employee skills and career transition assistance	p. 43			
	404-3	Percentage of employees receiving regular performance and career development assessments	p. 46			
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 32			
GRI 405: Diversity and equality of opportunities - 2016	405-1	Diversity of governance bodies and employees	p. 32			
	405-2	Ratio between base salary and remuneration received by women and those received by men	p. 34; We consider important operational units, our industrial plant located in Colombo, in the Metropolitan Region of Curitiba (PR); the Marketing and Commercial Office, located in the city of Rio de Janeiro (RJ); and others: Medical and Commercial Demand Area professionals located in the various cities in Brazil.			

MATERIAL THEMES - BE NATURAL

People's health and well-being						
STANDARD	CONTENTS		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement omitted	Reason	Explanation
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 47			
GRI 403: Occupational Health and Safety - 2018	403-1	Occupational health and safety management system	p. 47			
	403-2	Hazard identification, risk assessment and incident investigation	p. 47; Our principle is the well-being of people, and this includes the right to refuse to employees or third parties to carry out any activity that may eventually expose them to serious and eminent risk.			
	403-3	Occupational health services	p. 47			
	403-5	Training workers in occupational health and safety	p. 47 and 79			
	403-6	Promoting worker health	p. 41			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relations	p. 47			
	403-8	Workers covered by an occupational health and safety management system	p. 47			
	403-9	Work-related accidents	p. 47; There was a total of 2,433,266 h/worked in 2023; Within the indicators monitoring, we can mention the FI and GI. For the FI, the value was 8.22 and the GI was 50.96.			
	403-10	Occupational diseases	p. 47; During the period analyzed, for our employees and resident third-party companies, we had no occurrences of work-related occupational illnesses, or even accidents considered serious or fatal; The company is in the process of validating Categorizations by Risk Criticality (probability and consequence), as well as implementing Absolute Rules. During the period under review, it did not have a Prioritization Matrix.			

MATERIAL THEMES - BE INSPIRING

Biodiversity						
STANDARD	CONTENTS		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement omitted	Reason	Explanation
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 23			
GRI 304: Biodiversity - 2016	304-1	Operational units owned, leased or managed within or adjacent to environmental protection areas and areas of high biodiversity value located outside environmental protection areas	p. 23			

MATERIAL THEMES - BE INSPIRING

Eco-efficiency						
STANDARD	CONTENTS		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement omitted	Reason	Explanation
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 26			
GRI 301: Materials - 2016	301-1	Materials used, broken down by weight or volume	p. 26 and 59			
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 25			

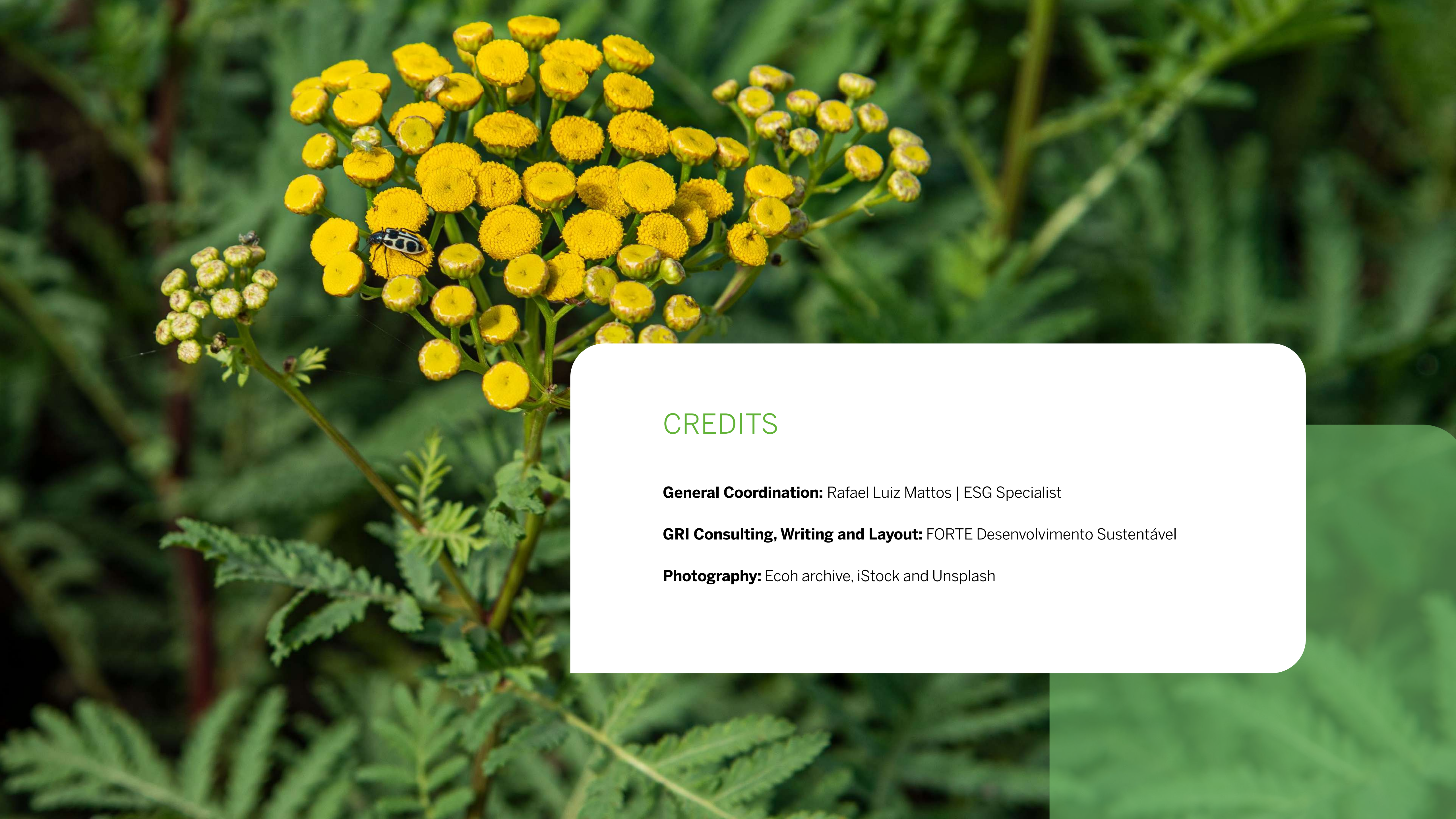
GRI 302: Energy - 2016	302-1	Energy consumption within the organization	<p>p. 25; We don't generate energy through combustion. We only consume electricity; We do not consume heating, cooling or steam, only electricity, nor do we sell any type of energy; Consumption monitoring is reported and recorded online by the company responsible for management, and the amount can also be checked on invoices; To express the data, the value of electricity consumption was converted from kWh to gigajoule, using the conversion factor 1 kilowatt-hour = 0.0036 gigajoule.</p>			
	302-3	Energy intensity	p. 25			
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 24; 25 and 60			
GRI 303: Water and effluents - 2018	303-1	Water interactions as a shared resource	p. 24 and 60			
	303-2	Managing impacts related to water discharge	p. 25			
	303-3	Water abstraction	<p>p. 24; The total amount reported in item "a" is fresh water. We do not use water classified in other categories; Water consumption is checked daily on the water meters installed at strategic points in the distribution network. The main one is the artesian well water meter, which records the volume of water abstracted. Sanepar's water meter registers the minimum water intake from this source.</p>			
	303-4	Water discharge	<p>p. 25 and 62; Our effluent discharge permit (Ordinance No. 1743/2018) establishes the receiving body as "Unnamed Stream", being classified as "Surface Water and Freshwater". In 2023, we treated and discharged 6,478 megaliters of effluent; Ecoh is located in a water-stressed area.</p>			
	303-5	Water consumption	p. 24; 60			

MATERIAL THEMES - BE INSPIRING

Emissions						
STANDARD	CONTENTS		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement omitted	Reason	Explanation
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 27			
GRI 305: Emissions – 2016	305-1	Direct emissions (Scope 1) of greenhouse gases (GHG)	p. 27 and 64			
	305-2	Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy purchases	p. 27 and 64			
	305-3	Other indirect emissions (Scope 3) of greenhouse gases (GHG)	p. 27 and 64			
	305-4	Intensity of greenhouse gas (GHG) emissions	p. 27; The denominator used to determine the intensity of GHG emissions is "Units Produced". In this way, it is possible to understand how much carbon is emitted with each unit of product manufactured; For better management, the indicator is divided into two views. One that considers the total Scope 1 + Scope 2 emissions (approach and purchasing choice) per unit produced; and another emission perspective that considers the emissions of the three scopes, in this case including Scope 3, per unit produced. As Scope 3 is very significant in relation to the others, accounting for everything in just one indicator would not provide the necessary clarity for decision-making and management of emission reduction strategies.			
	305-5	Reduction of greenhouse gas (GHG) emissions	p. 27			
	305-7	Emissions of NOX, SOX and other significant atmospheric emissions	We have no significant emissions of the air pollutants mentioned. We monitor the chimneys of the coating plants that emit particulate matter, but the emission rate is not significant. In addition, as we only use electricity, we don't have equipment such as boilers, heaters and others.			

MATERIAL THEMES - BE INSPIRING

Waste						
STANDARD	CONTENTS		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement omitted	Reason	Explanation
GRI 3: Material Topics - 2021	3-3	Material topics management	p. 29			
GRI 306: Waste – 2020	306-2	Management of significant impacts related to waste	p. 29 and 67			
	306-3	Waste generated	p. 29 and 67			
	306-4	Waste not destined for final disposal	All waste generated in the company is only stored until it is transported and disposed of, and we do not treat any waste for internal reuse. All waste generated at the plant is sent for disposal outside the company. Therefore, as last year, the response to this indicator is not applicable.			
	306-5	Waste destined for final disposal	p. 29 and 67			

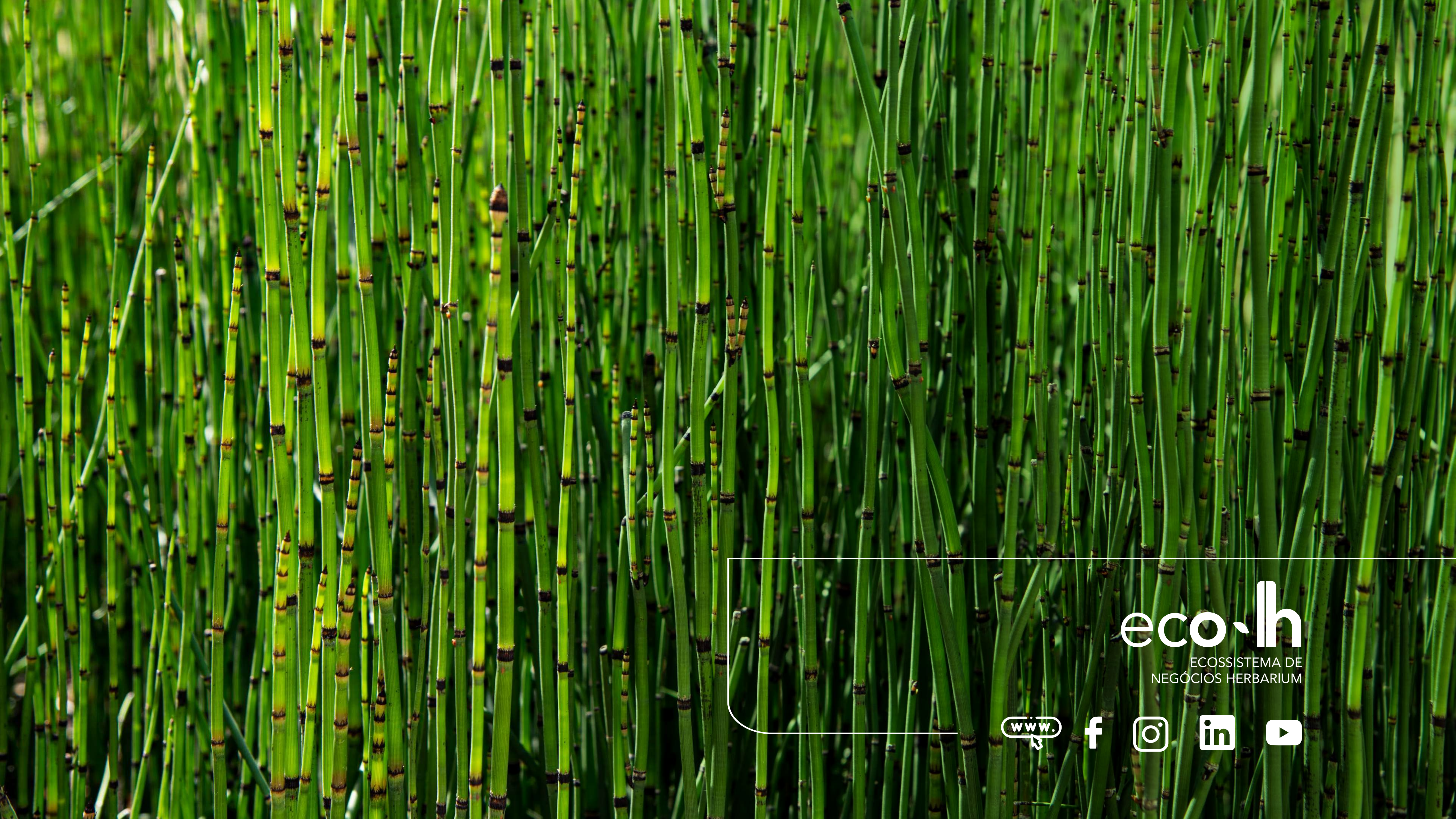


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ECOSSISTEMA DE
NEGÓCIOS HERBARIUM

