



ANNUAL INTEGRITY AND COMPLIANCE REPORT 2025



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1. MESSAGE FROM THE PRESIDENCY

The year 2025 was marked by the consolidation of important transformations in Celleria, which made significant progress in initiatives that position us as a modern organization, guided by strong values, respect for people and the continuous pursuit of excellence.

The new visual identity presented in 2025 symbolizes precisely this institutional maturity that we have achieved in our management practices, governance, and relationship with society.

Strengthening the Integrity Program, expanding risk management, investing in more efficient production processes, and implementing social engagement initiatives demonstrate that we remain committed to building a safe, responsible, and welcoming company—for employees, partners, suppliers, and the communities with which we interact.

The milestones achieved this year, such as record production and sales, the cycle of health and wellness campaigns, environmental and social initiatives, and the expansion of training and capacity-building actions, reflect the combined effort of all areas. They highlight the strength of our integrated strategy, which combines performance, governance and positive impact.

Cellera has reached the end of 2025 even stronger, guided by principles that underpin our longevity and relevance in the industry. We will continue moving forward, maintaining our commitment to integrity and the responsibility of contributing to a more humane, sustainable, and innovative future.

I am grateful to everyone who has been a part of this journey — employees, suppliers, business partners, institutions, and the entire society that trusts in our work.

This report demonstrates, transparently, how much we have evolved and prepared we are to continue growing ethically and consistently in 2026.

Presidency – Celleria Farma



2. Message from the Legal, Compliance and Integrity Board

In 2025, we consolidated an important step in the journey to strengthen Celler's Integrity Program.

This report clearly demonstrates how we have progressed in maturity, depth, and autonomy, integrating compliance across the company's strategies and reinforcing an ethical culture at all levels of the organization.

The progress observed this year reflects three fundamental pillars:

- continuous commitment of senior leadership;
- increasing engagement of teams, and;
- Expanding the tools and processes that support responsible decision-making.

We expanded our operations in several structuring axes. In risk management, we improved methodologies, expanded controls, and strengthened integration with audit, governance, and operational areas.

In the field of prevention, we invest in communication, training, and educational initiatives—highlighting the expansion of leadership training, the introduction of Nonviolent Communication practices, and ongoing awareness campaigns about unconscious biases.

In the area of third-party governance, we reinforce our commitment to ethical suppliers aligned with ESG best practices. Compliance training for our business partners was conducted again in 2025, strengthening an ethical, transparent, and responsible value chain. Furthermore, we continue to adopt rigorous due diligence criteria.

The Ethics Hotline remains one of the main tools for detecting and promoting transparency. Its structured and independent management reinforces the reliability of the process and contributes directly to the continuous improvement of our internal controls.

Finally, we have also grown in the social and environmental fields. Community impact initiatives, inclusion programs, health and wellness actions, and environmental projects demonstrate that our commitment to integrity goes beyond legal obligations—it is connected to the purpose of generating value for society.

We thank the executive leadership for their constant support, the teams that engaged in every action throughout the year, and all employees, who are the true agents of integrity at Celleria.

We remain steadfast, ready to advance even further in 2026.

Legal, Compliance and Integrity Department – Celleria Farma



3. Who we are, our purposes and values

Cellera was created in 2017 to think and do differently. To build the future of health together. We are a company founded to add, to propose new formats and possibilities, through an agile and sophisticated business model, which brings efficiency, speed and intelligence to the pharmaceutical industry, mainly through partnerships, licensing, distribution, promotion and own products.

And all of this is supported by a governance and integrity framework aligned with corporate best practices.

Health does not wait. Neither can we! Therefore, inspired and driven by the health of all, we offer a new perspective on the pharmaceutical sector, challenging limits, structuring processes, aiming to guarantee a future in which people have access to the best solutions, when and where they need them.

For us, taking care of health is hard and courageous work, but one that we accomplish with the support of a company that works together, sharing responsibilities. This is how we break paradigms when it comes to people's quality of life.

We are guided by values that govern a modern and bold vision in the way we look at each person.



Hands on



Courage



We sail in the
same
direction



We are proudly
different.



People are
our priority.

4. Our Impact

Bringing health to millions of people requires much more than developing and to market medicines.

It demands a commitment to quality, close relationships with healthcare professionals, and the ability to build relevant connections across the country.

In 2025, Celleria Farma expanded its reach and consolidated its presence in the Brazilian pharmaceutical market, strengthening its work with patients, healthcare professionals, partners, and communities. The results achieved reflect a robust operation, supported by committed people, efficient processes, and a strategy focused on generating value and positive impact.

Our presence translates into a broad productive capacity, national reach and close relationship with the market. There are hundreds of employees working on a daily basis to ensure that our products reach thousands of points of sale throughout Brazil with quality and safety, contributing to access to health in different regions of the country.

In addition to operational and commercial results, we continue to invest in building qualified relationships with healthcare professionals, which are fundamental for disseminating scientific knowledge and promoting the appropriate use of medications. By 2025, thousands of healthcare professionals will have been visited in person by our teams and/or impacted through digital initiatives, demonstrating the growing relevance of hybrid channels in scientific and medical communication.

Digital transformation is redefining how health information is shared and consumed, as well as expanding the possibilities for relationship building and dissemination of scientific knowledge: digital platforms, specialized content, and multichannel strategies have broadened access to knowledge, promoted continuous professional development, and strengthened evidence-based decision-making.

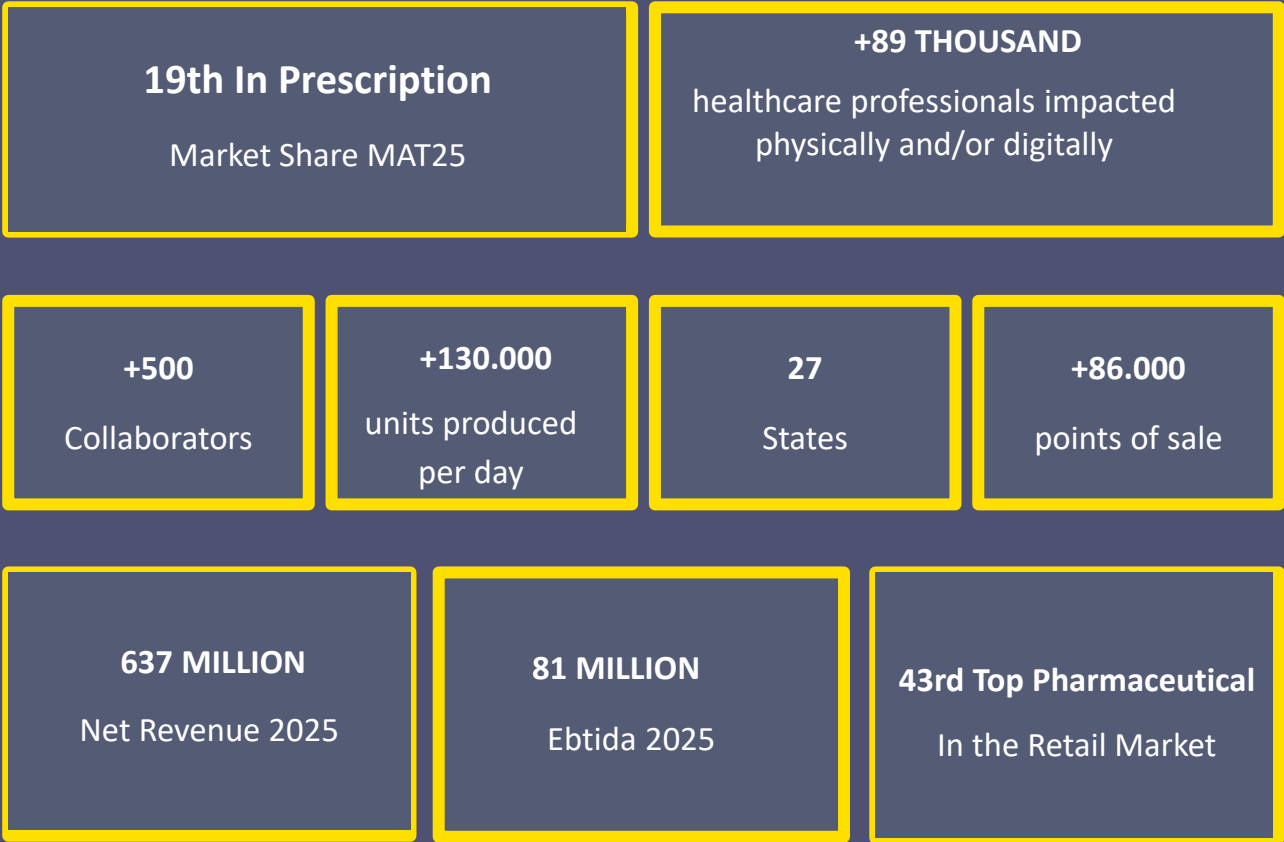


5. Our Numbers

For Celleria, the digital environment represented, and still represents, an opportunity to expand its reach, generate value, and strengthen relationships in an agile, responsible manner, aligned with market needs.

The figures presented below illustrate the magnitude of this impact and reflect Celleria's contribution to strengthening healthcare in Brazil.

2025



6. Regarding the 2025 Integrity Report

Cellera's actions in 2025 consolidated its purpose of promoting access to health with quality, responsibility and ethics. With a trajectory marked by consistency and commitment to people's well-being, this year we have advanced initiatives that have reinforced our institutional identity and expanded our social impact.

This report demonstrates our unwavering commitment to the patient, our pursuit of effective solutions, and our responsible actions throughout the value chain. Cellerá remains committed to the availability of quality pharmaceuticals, efficient risk management and a strong organizational culture based on integrity, respect and transparency.

This year, we also went through a symbolic moment of evolution: the update of our visual identity. More than just an aesthetic renovation, this transformation expressed an internal movement toward strategic strengthening, organic growth, and process consolidation. The new identity represents the maturity achieved and a forward-looking perspective, focusing on innovation, responsibility, and positive social impact.

Our corporate environment continues to be recognized, both internally and externally, as a space that values people, and with expanded involvement in ESG initiatives, Cellerá reaffirms its role as a relevant player in the pharmaceutical industry. This presence strengthens governance and expands our ability to generate value for society, contributing to the development of the sector as a whole. Cellerá ended 2025 stronger, more integrated, and better prepared for the challenges of 2026, with consolidated processes, skilled teams, and a culture that places integrity at the center of all decisions.



7. Celler's Compliance and Integrity Program

Cellera's Integrity Program evolved significantly in 2025, reaffirming its role as one of the fundamental pillars of corporate governance. Structured to prevent, detect, and respond to integrity risks, the Program operated across the board, connecting people, processes, and systems.

Cellera Program's 8 Pillars



Based on national and international best practices, the Integrity Program is based on five essential principles:

- Commitment from senior management (Tone from the Top):
- Ethical culture and continuous awareness.
- Structured risk management and internal controls
- Transparency and reliable reporting mechanisms.
- Engagement and training of employees and partners.

Throughout 2025, we expanded our communication initiatives, strengthened our training programs, improved our third-party governance, advanced integration with the risk management system, and reinforced the Ethics Channel as an essential instrument of transparency.

Below, we present the main results and progress of the program's structural pillars.

7.1 Main Highlights of 2025

Production and Operational Efficiency Record: Cellerá achieved record production volumes in 2025, a result of continuous improvements, machinery modernization, process optimization, and technical training of its teams.

Record Net Revenue: Commercial performance reflected the strengthening of the portfolio, product reliability, and operational efficiency, expanding the company's presence in the sector.

Strengthening Governance and Ethical Culture: Training, internal campaigns and behavioral actions consolidated an integrated culture of respect, responsibility and integrity.

Advances in ESG: Partnerships with social projects, environmental initiatives, and educational programs have broadened Cellerá's positive impact on the community.

GPTW Recognition 2025: Maintaining certification demonstrates a continued commitment to a safe, inclusive, and welcoming environment.

Strategic Institutional Participation:

Participation in CPHI Worldwide 2025, in Frankfurt – Germany, and in the Abiquifi International Mission to Colombia, reinforcing Cellerá's strategic plans to expand its connections and presence in the international market.



8. Pillars of the integrity program

1. *Corporate Governance and Senior Management*

Cellera is a private company that seeks to operate in accordance with national and international laws, as well as the regulatory standards applicable to the sector.

We apply recognized and recommended corporate governance practices to our internal processes and daily decision-making.

Thus, in 2025, Celleria remained committed to basing its actions on the principles of transparency and trust, thereby strengthening its relationship with shareholders, investors, and other stakeholders.

In 2025, we maintained the corporate governance structure from 2024, and the four committees responsible for advising the Board of Directors remained active and engaged in addressing relevant issues through regular meetings.

Audit, Finance and Compliance



Monitoring the company's audits, risk management and financial statements.

People, Governance and Appointment



Supports corporate governance, people strategies, succession, compensation and improvement of organizational processes.

Strategy, Marketing and New Business



Evaluates the company's corporate strategies, growth opportunities, partnership, market, products and commercial structure.

Ethics



Supervises the Integrity Program, conducts investigations of the Ethical Channel and improves the company's standards, policies and procedures.

Cellera's senior leadership also reinforced its active role in promoting integrity through structured meetings, direct participation in monitoring compliance actions, and continuous support for strategic initiatives, which strengthened the Tone from the Top.

Furthermore, the Leadership Academy, created to train ethical, prepared managers who are sensitive to human dimensions, has established itself as a fundamental channel for disseminating the company's values.

8.2. Risk Management, Internal Controls, Auditing and Monitoring

Risk management, internal controls, and monitoring activities represent essential elements of Celleria Farma's governance strategy and constitute important instruments for preserving integrity, business sustainability, and generating value for the organization.

In 2025, the Company continued the process of strengthening its corporate risk management structure, promoting periodic reviews of the risk matrix and expanding the integration between Compliance, business areas and executive leadership. The objective was to ensure a comprehensive view of the risks that could impact the company's strategy, operations, and compliance with legal and regulatory obligations.

The corporate matrix included 16 risks mapped and monitored in 2025, distributed among different categories, including operational, regulatory, financial, environmental, strategic, and new business-related risks. The methodology adopted in 2025 remained consistent with the 2024 model and considered the assessment of the probability of occurrence and the potential impact of each risk, allowing for the prioritization of mitigation actions and the appropriate allocation of control resources.

In addition to the mapping and monitoring of risks, Celleria promoted training aimed at strengthening the culture of risks, including specific training to employees and leadership, reinforcing the importance of preventive identification of vulnerabilities and timely action in the face of potential risk events.

In the area of internal controls, the Company maintained an approach based on continuous monitoring, conducting periodic analyses of processes considered critical to the business. These assessments allowed to verify the effectiveness of controls implemented, identify deviations or inconsistencies and propose improvements that contribute to increased operational efficiency and reduced risk exposure.

Throughout the year, monitoring was conducted related to commercial, financial and fiscal processes, including analysis of price variations, transaction approvals, tax controls and adherence to internal procedures. The periodic performance of these tests made it possible to identify and the timely processing of exceptions, reinforcing reliability of corporate processes.



Audit and monitoring activities also played a key role in assessing adherence to internal policies, corporate procedures, and applicable regulatory requirements. In addition to verifying the effectiveness of existing controls, these initiatives contributed to identifying opportunities for improvement and to the continuous strengthening of the Company's control environment. Complementing this structure, Celleria monitored the action plans resulting from the assessments carried out in 2024, aiming to measure the implementation of the necessary corrective and preventive measures and promoting the continuous improvement of processes.

The Internal Audit area also executed, in 2025, the annual audit plan approved by the Executive Board, covering processes critical to the sustainability and performance of the business.

Assessments were conducted on the processes of Sales Returns and Refusals, Variable Compensation, Pricing, Obsolescence, Marketing, and Outbound Logistics, encompassing the analysis of the effectiveness of controls, adherence to corporate policies, and compliance with the procedures performed.

The results were consolidated into executive reports presented to the Executive Board, accompanied by recommendations and action plans aimed at strengthening internal controls, mitigating risks, and continuously improving corporate processes. This action reinforces the role of Internal Audit as an important instrument of governance and value creation for the organization.

The integration between Risk Management, Compliance, Internal Controls, and Audit strengthens the Company's corporate governance, expands its capacity for prevention and response to adverse events, and contributes to building an increasingly ethical, safe, and resilient business environment.



8.2.1. 2025 Highlights

- Review and monitoring of the corporate risk matrix;
- Training of employees and leaders in risk management;
- Strengthening the integration between Compliance, Risk Management and operational areas;
- Conducting periodic monitoring of critical processes;
- Execution of tests of controls related to commercial, financial and fiscal processes; Continuous monitoring of action plans and mitigation measures;
- Evolution of governance practices and strengthening of a preventive culture.

8.2.2. Risk Management and Monitoring Indicators 2025

INDICATOR	RESULT 2025
Corporate risks mapped and monitored	16
Risk categories monitored	Operational, Regulatory, Financial, Environmental, Strategic and New Business
Risk Management Training	Performed
Periodic control monitoring	Performed
Action plans followed	5
Tested controls	4

8.3. Code of Ethics and Conduct and Corporate Policies

Cellera Farma's Code of Ethics and Conduct and corporate policies form the basis of our Integrity Program and guide the actions of employees, leaders, business partners, and third parties in their dealings with the Company. These documents consolidate principles, guidelines, and responsibilities that guide decision-making, promoting a business environment based on ethics, transparency, respect, and compliance.

In 2025, Celleria maintained its commitment to the continuous updating and broad dissemination of its internal regulations, promoting, throughout the period, important initiatives to expand access, visibility, and knowledge of these documents among employees.

Throughout the year, the policies that comprise the Integrity Program were made available on the new corporate learning platform, Celleria Hub. Developed to provide a more intuitive and accessible experience, the environment centralizes training content and institutional documents, facilitating access to internal regulations and strengthening their dissemination throughout the organization.

This initiative contributes to increasing transparency, publicity, and knowledge of corporate guidelines, reinforcing a culture of compliance and shared responsibility.

In addition to making documents available on the platform, the Compliance area maintained an active role in promoting and disseminating an ethical culture through training and awareness-raising initiatives aimed at employees.

Throughout the year, the team participated in onboarding programs for new employees, presenting the main pillars of the Integrity Program, the Code of Ethics and Conduct, the available communication channels, and the individual responsibilities related to compliance with corporate policies.

These actions aim to ensure that all professionals begin their journey at the Company understanding the values that guide Celleria's operations and the importance of integrity for the sustainable success of the business.

Complementing this work, specific training sessions were conducted aimed at strengthening corporate guidelines and preventing integrity risks, including:

- Annual Compliance Training;
- Labor Compliance Training;
- Contractual Compliance Training;
- Training on Harassment and Discrimination Prevention;
- Training related to ethics, conflict of interest, and third-party governance.





The training activities aimed to reinforce knowledge and practical application of the guidelines set forth in the Company's Code of Ethics and Conduct and corporate policies, with particular attention to topics related to the prevention of harassment and discrimination, management of conflicts of interest, hiring of third parties, due diligence, relationships with business partners, and compliance with legal and regulatory obligations.

More than just communicating rules, Cellerá seeks to promote a culture of integrity based on awareness, dialogue, and individual responsibility. Continuously strengthening knowledge of internal regulations helps employees and partners act in alignment with the Company's values, fostering an ethical, respectful, and sustainable work environment.

The effectiveness of these initiatives could be concretely observed through the **Internal Compliance Maturity Index (IMC) 2025**, developed by the Compliance area to assess the degree of adherence and the culture of Compliance in different areas of the organization.

The survey included employees from the areas of Purchasing, Marketing, Human Resources, Information Technology, Logistics, and Quality Assurance, evaluating five fundamental dimensions of maturity in Compliance: Knowledge of Standards, Risk Management, Communication and Transparency, Engagement and Training, and Ethical Leadership.

The result obtained placed Celleria at the highest level of the evaluation scale, achieving a **Overall CMI of 95.5%**, corresponding to the classification of **Consolidated Maturity**. The result reinforces the effectiveness of the strategy adopted by the Company to disseminate the culture of integrity.

The high performance in the criteria of **Communication and Transparency (99.1%)**, **Ethical Leadership (98.8%)** and **Knowledge of Standards (96.3%)** demonstrates that employees are aware of corporate guidelines, trust the communication and reporting channels provided by the company, and recognize the leadership's commitment to promoting an ethical and transparent environment.

In this context, the initiatives adopted by the Compliance area have proven to be important instruments for strengthening the organizational culture and for internalizing corporate values.

More than just a compliance indicator, the CMI 2025 represents a validation of the maturity achieved by Celleria's Integrity Program. The results demonstrate that ethics, transparency, and accountability are already part of the organizational routine and are incorporated into how people make decisions, conduct their activities, and interact with colleagues, partners, and other stakeholders.

8.4. Ethical Channel

Cellera Farma provides its employees, partners, suppliers, and other stakeholders with an independent, secure, and confidential Ethics Channel for reporting situations that may represent a breach of the Code of Ethics and Conduct, corporate policies, or applicable legislation.

The Ethics Hotline is an important tool for preventing, detecting, and addressing potential misconduct, strengthening the culture of transparency, accountability, and integrity that guides the Company's actions. All reports received are handled with impartiality, confidentiality, and respect for the parties involved, following structured analysis and investigation procedures.

In 2025, 13 reports were registered through the Ethics Channel. The observed volume demonstrates the continued confidence of internal and external stakeholders in the reporting mechanism provided by the Company, as well as the effectiveness of the communication and awareness campaigns promoted over the past few years.

Most reports were submitted through the Ethics Channel Portal, which accounted for approximately 77% of the reports received, reinforcing users' preference for digital channels and the ease of access to the tool. Reports were also registered via the telephone and email addresses provided for this purpose.

PORTAL



10

PHONE



2

EMAIL



1

The feedback received covered various topics related to conduct and the work environment. The reported categories covered topics such as Fraud, Dangerous Driving, Abuse of Authority, Harassment, Favoritism, Security in Units, Non-compliance with Internal Regulations, Misappropriation of Materials, and Privacy, demonstrating the scope of the Channel as a tool for identifying different types of risks and deviations.

All reports received were submitted to internal investigation procedures, conducted in a technical, independent and confidential manner. As result of analyzes performed, six cases were classified as unfounded, two as partially granted and five as granted, evidencing the Company's commitment to the proper investigation of the reported facts and to the adoption of appropriate corrective measures whenever opportunities for improvement or misconduct are identified.

More than just a reporting mechanism, the Ethics Channel represents an important organizational listening tool, contributing to the strengthening of internal controls, risk prevention, and the continuous evolution of Celler's integrity culture.

The results observed in 2025 reinforce the maturity of the process and the confidence of employees and partners in the Company's ability to handle reports with seriousness, impartiality, and respect.

8.5. Due Diligence and Background Check

Third-party management remains one of the fundamental pillars of Celleria Farma's Integrity Program.

In an increasingly complex and interconnected business environment, the Company recognizes that the integrity of its business relationships is essential for mitigating risks and preserving its reputation.

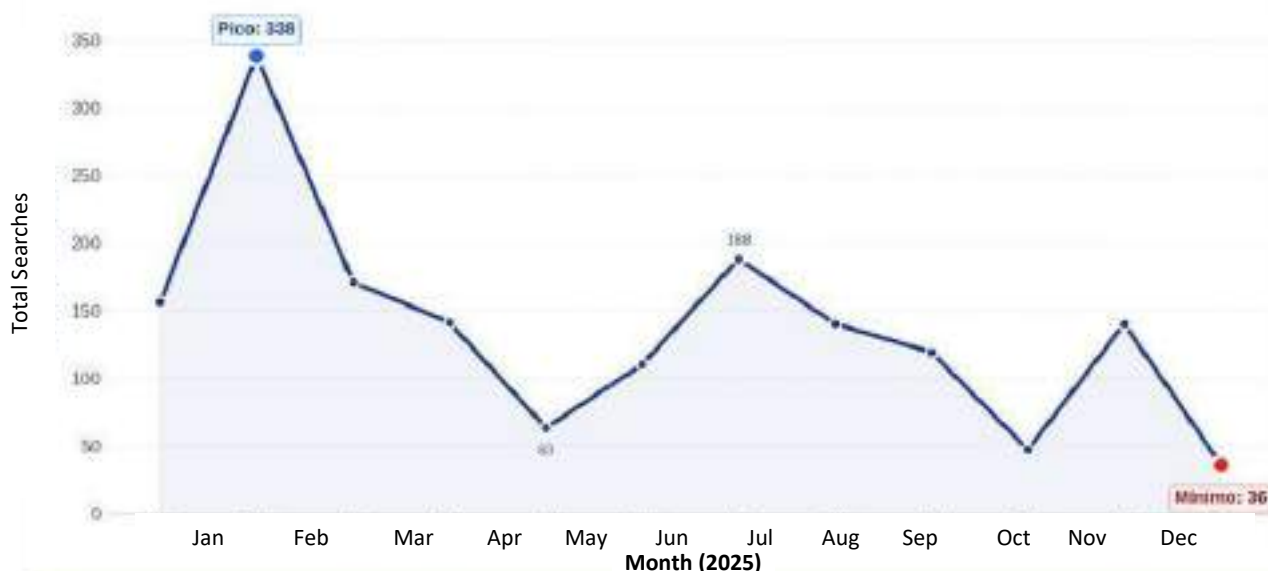
For this reason, Celleria maintains a structured Due Diligence and Background Check process, designed for the prior evaluation and continuous monitoring of third parties, including suppliers, business partners, service providers, and other stakeholders with whom it maintains relationships.

The process aims to identify potential integrity, reputational, regulatory, financial, and operational risks, allowing the responsible areas to have additional information for making safer, more transparent decisions aligned with the Company's ethical principles.

In 2025, Celleria significantly expanded the scope of its Due Diligence and Background Check activities, conducting approximately 1,600 assessments, including preventive analyses and periodic monitoring:

Monthly Evolution of Total Surveys (2025)

Seasonal behavior reveals volume concentration in Q1 and a sharp drop in Q4.



The result represents a significant improvement compared to the previous year, reinforcing the Company's commitment to an increasingly proactive and risk-based approach.

The assessments carried out made it possible to identify and address potential vulnerabilities before the formalization or continuation of business relationships, contributing to the reduction of exposure to risks and the strengthening of controls related to third-party management.

In addition to the initial integrity analysis, the Company maintained continuous monitoring practices, allowing it to track any changes in the risk profile of already approved third parties. This approach strengthens the organization's responsiveness and contributes to maintaining sustainable business relationships aligned with corporate guidelines.

Another relevant aspect observed throughout the year was the strengthening of the integration between Compliance and the requesting areas. The information generated by the analyses began to support hiring, contract renewal, and decision-making processes in an even more strategic way, providing greater security to managers and increasing the effectiveness of preventive controls.

As part of this evolution, Celleria also maintained its commitment to spreading a culture of integrity throughout its value chain, promoting compliance training for business partners and reinforcing expectations related to ethics, transparency, prevention of conflicts of interest, combating corruption, and adherence to corporate guidelines.

The Company also continues to value partners who share its ethical principles and commitment to social and environmental responsibility. In this context, aspects related to governance, integrity, and ESG practices continue to be considered in the evaluation and selection process of third parties, contributing to the strengthening of an increasingly responsible and sustainable value chain.

The progress observed in 2025 demonstrates the continuous maturation of Celleria's Integrity Program and reinforces the understanding that third-party management must be conducted in a proactive, transparent manner, aligned with best market practices.

8.5.1. Due Diligence and Background Check Indicators – 2025

2025

Indicator	Result
Background Check and Due Dilligence assessments performed.	Approximately 1,600
Type of evaluation	Preventive and Monitoring
Evaluated public	Suppliers, business partners and third parties
Compliance training for employees	Performed
Analysis of third-party actions and compliance programs.	Yes

The growth in compliance assessments recorded in 2025 represents an increase of over 80% in volume compared to 2024, demonstrating the expansion of preventive integrity mechanisms and the strengthening of third-party governance at Celleria Farma.

8.6. ESG – Celleria building sustainable value for the future

Issues related to sustainability, social responsibility, and governance are assuming an increasingly strategic role in organizations. In a scenario where investors, partners, clients, employees, and society demand greater transparency and corporate responsibility, the ESG agenda has ceased to be a complementary initiative and has become an essential element of business strategy.

At Celleria Farma, we believe that sustainable growth and value creation go hand in hand. Therefore, we continue to strengthen our performance in environmental, social and governance matters, promoting initiatives that contribute to the construction of an ethical, responsible business environment aligned with the best market practices.

In this respect, the year 2025 represented an important milestone in consolidating this agenda at Celleria. The initiatives developed throughout the period demonstrate the Company's progress in incorporating ESG principles in different business dimensions involving employees, partners, communities and other relationship audiences.

8.6.1. Environmental: Awareness and Responsibility Regarding Natural Resources

The environmental actions developed in 2025 reinforced Celleria's commitment to the responsible use of natural resources and to raising environmental awareness among its internal and external stakeholders.



Among the highlights of the period are the initiatives carried out during Environment Week, which promoted environmental education, raised employee awareness, and encouraged the adoption of sustainable practices in daily life.

Sustainable Commitment Mural

A moment for reflection on the role of CELLERA employees in environmental preservation and commitment to sustainability.

Selective Collection Game

Dynamics on the separation and responsible disposal of waste.

Lecture on Recyclable Waste Management

Reinforcement of the importance of recycling and adoption of sustainable practices in the daily lives of CELLERA employees.

No Print Day

Reflection on the rational use of resources and review of automatic habits.

Sustainable Meals Week

Meal preparation in the CELLERA cafeteria is done by reusing food that is usually discarded, encouraging waste reduction and valuing food as a whole.

Seed Distribution

An initiative to encourage cultivation, self-care, and connection with the land.



The Company also supported projects focused on recycling and the circular economy, including initiatives related to blister packaging recycling and campaigns for the proper disposal of medicines through reverse logistics, contributing to the reduction of environmental impacts associated with the improper disposal of these materials.

Project Recycling Blisters

Partnership with Unicomper to promote the recycling of materials generated from the disposal of blisters and reels.

These residues are reused and reintroduced into a sustainable production cycle, being transformed into materials used in civil construction.

1. Reducing CO2 emissions, Avoiding the release of greenhouse gases generated by burning waste.

2. Preservation of natural resources, since PVC and aluminum are returned to the production cycle.

3. Cost reduction by eliminating disposal costs, maintaining environmental compliance, and expanding sustainable benefits.



Reduction of approximately BRL 2,000.00/month in operational disposal costs. 16% reduction

cellera farma
construindo o futuro

DRUG DISPOSAL

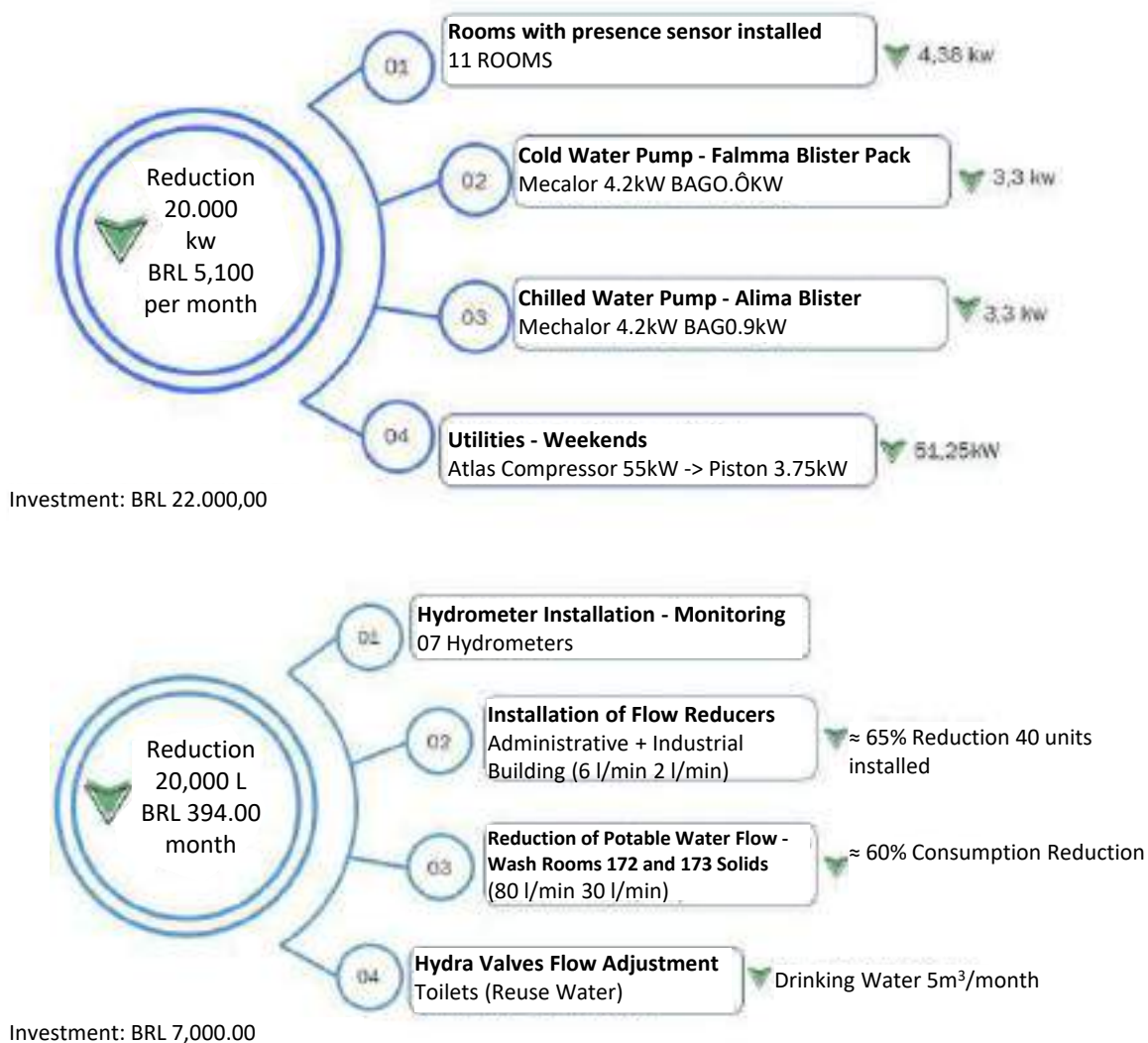
Reverse Logistics Walkthrough

DID YOU KNOW?

Which expired or unused medications should not be disposed of in regular trash because they can become a serious public health problem? Responsible disposal is conduct aligned with best ESG practices and values, reducing the possibility of accidents and negative effects on the environment and the health of people and other living beings.



Complementing these initiatives, awareness campaigns related to resource conservation were promoted, focusing on energy efficiency, the rational use of water, and waste reduction.



Another important development observed in 2025 was the strengthening of ESG criteria in third-party management. Celleria has begun to consider aspects related to sustainability and corporate responsibility when evaluating suppliers and strategic partners, encouraging the construction of a value chain aligned with the same ethical and socio-environmental principles that guide its activities.

8.6.2. Corporate: **Caring for People Inside and Outside the Organization**

The social pillar concentrated the largest volume of initiatives carried out throughout 2025, reflecting Celleria's commitment with the promotion of health, well-being, inclusion, and development of the communities where it operates.

8.6.2.1. Health and Well-being

Promoting health continued to be one of the Company's priorities. Throughout the year, several educational campaigns were developed focusing on prevention and comprehensive care for individuals, addressing topics such as mental health, healthy eating, physical activity, spinal health, cancer prevention, vaccination, and quality of life.



Campaigns such as White January, Yellow September, Pink October, Blue November, and the annual vaccination campaign have reinforced the importance of prevention and self-care, expanding access to information and encouraging healthy habits among employees.



Furthermore, educational content was disseminated through various communication channels, including podcasts, social media, and internal campaigns, broadening the reach of the messages and strengthening the culture of care.

8.6.2.2. Occupational Safety and Health

Cellera also maintained its commitment to employee safety through initiatives such as SIPAT, Safety Blitzes, Emergency Brigade training, NR-35 (Brazilian Regulatory Standard 35) training, and road safety campaigns during Yellow May (a road safety awareness campaign).



These actions reinforce a culture of prevention and contribute to building safer, healthier work environments that are better prepared to respond to risky situations.

8.6.2.3. Diversity, Inclusion and Respect

Promoting an inclusive and respectful work environment remained a cornerstone of the Company's social strategy.

In 2025, awareness campaigns on unconscious biases, awareness-raising actions on diversity and inclusion, training on preventing harassment and discrimination, as well as initiatives aimed at strengthening respect for differences and valuing the plurality of experiences and perspectives were carried out.

These actions were complemented by educational content, internal communication campaigns, and initiatives that reinforce the importance of a welcoming, safe environment free from any form of discrimination.



8.6.2.4. Social Impact and Relationship with the Community

Cellera's commitment to society has also been reflected in social impact initiatives focused on human development, education and access to health.

Among the main highlights of 2025 are the Olhar Project, focused on promoting eye health, initiatives related to raising awareness about ADHD, clothing drives, actions carried out in celebration of Children's Day, and projects developed in partnership with social and educational institutions.



The Company also expanded its relationship with educational and vocational training institutions, supporting programs such as the partnership with FIEC and promoting technical visits and initiatives aimed at developing young talent.



The promotion of sports also gained prominence through support for athletes and sports projects, reinforcing the understanding that sports, education, health, and inclusion are fundamental elements for sustainable social development.



8.6.3. Governance: Ethics, Transparency and Accountability

In the context of governance, 2025 was marked by the strengthening of mechanisms for integrity, risk management, monitoring, capacity building, and third-party governance.

The initiatives led by the Compliance area, combined with the expansion of training, the implementation of the Compliance Maturity Index (CMI), the evolution of risk management, and the strengthening of Due Diligence and Background Check processes, demonstrate the Company's ongoing commitment to transparency and the ethical conduct of business.

Active participation in industry-specific organizations, as well as presence at national and international events relevant to the pharmaceutical sector, reinforces Celleria's role as an agent committed to the sustainable development of the market in which it operates.



More than isolated initiatives, the actions taken in 2025 demonstrate the evolution of Celleria's ESG agenda towards a model that is increasingly integrated into its corporate strategy. The Company continues to advance in building an organization capable of generating sustainable results, promoting positive impacts for society, and strengthening relationships of trust with all its stakeholders.

9. NEXT STEPS 2026

The progress achieved in 2025 reinforces Celleria Farma's commitment to building an increasingly ethical, transparent, and sustainable organization, prepared for the challenges of a constantly transforming business environment.

The progress observed in maturity indicators, the strengthening of the integrity culture, the expansion of risk management mechanisms, and the consolidation of the ESG agenda demonstrate that the Company continues to advance consistently in integrating these themes into its corporate strategy.

By 2026, Celleria intends to continue this trajectory of improvement, focusing its efforts on strengthening initiatives that contribute to the sustainable development of the business and to strengthening the trust of its stakeholders.

Among the priorities for the next cycle are:

- Continuity of strengthening the ethical culture and the dissemination of corporate values;
- Expansion of training and awareness-raising activities on topics related to integrity, governance, and ESG;
- Evolution of monitoring mechanisms, internal controls and risk management;
- Strengthening due diligence processes and continuous monitoring of third parties;
- Enhancement of Compliance and ESG indicators, expanding the capacity for monitoring and data-driven decision making;
- Expansion of initiatives focused on health, well-being, diversity and inclusion;
- Continuation of social responsibility actions and relationship with the communities;
- Strengthening the integration of ESG criteria into corporate processes and value chain management;
- Development of new initiatives that contribute to generating a positive impact for employees, partners, clients, and society.

More than just future goals, these commitments represent the continuation of a journey that seeks to ensure that the Company's growth is sustained by the highest standards of ethics, responsibility, and business excellence.

Cellera will continue investing in strengthening its organizational culture, evolving its governance processes, and building lasting relationships of trust, maintaining integrity as a non-negotiable value and one of the main drivers of its operations.

10. ACKNOWLEDGMENTS

Building a culture of integrity is an ongoing process that depends on the daily commitment of individuals and the organization's ability to transform values into concrete actions.

The results presented in this Annual Integrity and Compliance Report reflect the combined effort of employees, leaders, business partners, suppliers, and other stakeholders who contribute to the strengthening of an ethical, transparent and accountable business environment.



Throughout 2025, Celleria Farma made progress on several fronts, strengthening its governance mechanisms, expanding training initiatives, consolidating risk management practices, promoting social impact initiatives, and increasing the integration of ESG principles into its corporate strategy. Each achievement presented in this report represents an important step in building a more resilient, sustainable organization, better prepared for the challenges of the future.

We thank everyone who contributed to this journey, especially employees, who on a daily basis put in practice the values that guide our actions and make integrity a constant element in every decision, process, and relationship.

We will continue working to strengthen the trust placed in our organization, promoting a culture based on respect, transparency, accountability, and the continuous pursuit of excellence. We conclude this cycle with the conviction that the progress achieved in 2025 represents not an end point, but another stage in a permanent journey of evolution.

Because, for Celleria Farma, integrity is not just an institutional commitment. It's how we build our present and prepare for the future.

Cellera Farma
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cellera farma

Sua saúde, nossa inspiração