



# Sustainability Report

Daiichi Sankyo Brasil

*2022/2023*

Summary Report



## Message from Leadership

**Dear partners, employees and all other stakeholders,**

The Summary Version of our 2022/2023 Sustainability Report, which highlights both the accomplishments and challenges we have faced over this period, is presented with gratitude and joy.

There have been some noteworthy accomplishments in the last year. We broke the R\$1 billion net sales threshold, which is a major accomplishment. The outcome is a reflection of our unwavering commitment to excellence, our devotion to patient care, and the outstanding quality of our goods.

With the introduction of Enhertu®, our first oncology medication, in collaboration with AstraZeneca, the Company has solidified its position as a major participant in the treatment of breast cancer in Brazil. Our work in the oncology sector has grown in significance.

We continue to strengthen our organizational culture with the “One DS” project, aimed at unifying

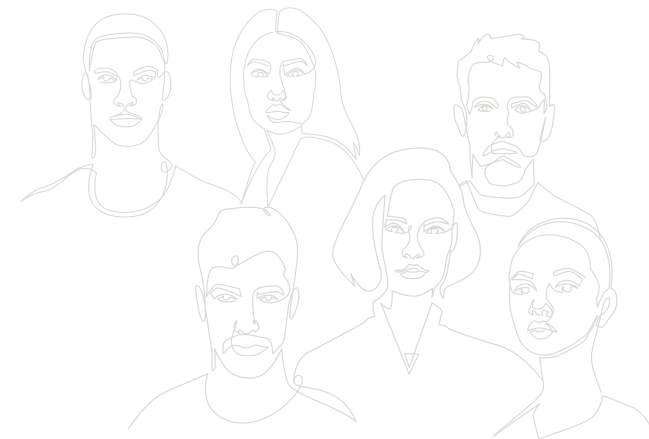
our global culture and ensuring that our more than 16,000 employees share the core values of innovation, integrity and responsibility.

Taking care of our workforce is an essential priority. The organizational climate survey carried out in 2022/2023 reflected an extraordinary level of trust, reaching 91% engagement rate.

When it comes to social issues, we are proud to have stepped up our efforts in social responsibility actions. For the first time, we have invested R\$2.1 million in social projects through incentive laws, supporting five highly relevant initiatives for society.

In addition, we launched Educa DS, a program focused on education for the employability of young people in vulnerable situations, carried out with the support of Alicerce Educação.

We would also like to highlight our commitment to the environment and our efforts to tackle climate change. For the first time ever, we zeroed out our carbon footprint through a project to plant 4,487 saplings in partnership with SOS Mata Atlântica,



neutralizing 747.83 tons of CO<sub>2</sub> and contributing to the “Forests of the Future” Program.

All these achievements stem from our strategic planning, Project Fuji, which sets ambitious goals for the next five years. Our commitment is to contribute to the sustainable development of society, delivering well-being and quality of life to our stakeholders through our products and actions.

We invite you to explore these achievements in the Report. Together, we are building a more sustainable and prosperous future.

**Thank you for reading!**  
**Gratefully,**

**Marcelo Gonçalves**  
Daiichi Sankyo Brasil Ceo

*Chapter 01*

# About Daiichi Sankyo

SDG



## Who We Are

We are Daiichi Sankyo, a global company with corporate origins in Japan, dedicated to creating and delivering pharmaceutical products that meet diverse medical needs. We are committed to providing quality of life and well-being to patients who need our medicines, with a focus on research and innovation to develop new therapeutic possibilities.

We were founded in 2005 as a result of the merger of two Japanese pharmaceutical companies with over 100 years of scientific expertise: Daiichi and Sankyo.

In Brazil, we began our activities in 1962, as a German pharmaceutical industry, which, in 1997, was acquired by Sankyo and, in 2006, after the merger, became Daiichi Sankyo Brasil.

Today, our products are aimed at the following specialties: Cardiology, Oncology, Psychiatry and Neurology, Gastroenterology, Orthopedics, Inflammation and Pain; our products are commercialized in all regions of the country, besides some being exported to countries in Latin America.

### NAME MORPHOLOGY

In Japanese, “Ichi” means one, and “Daiichi” translates as “first”. Sankyo, on the other hand, comes from “San” (three, in Japanese) and “kyo” (working together) and refers to the fact that three friends founded the company. The dash “-” is a graphic element in the Organization’s brand guide that also has a meaning, representing the merger of both companies.





**1 Head Office** in São Paulo (SP)



**1 Plant** in Barueri (SP)

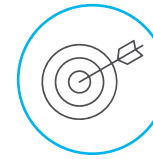
over 20.2 million  
of medicine cartridges sold

Export to

11 Latin American  
countries

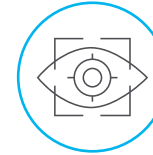
598  
employees

+ 26  
trainees and young apprentices



## Purpose

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



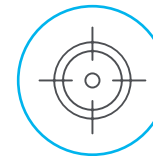
## 2030 Vision

Innovative global health company that contributes to the society's sustainable development.



## Mission

To contribute to the enrichment of quality of life around the world through the creation of innovative pharmaceuticals, and through the provision of pharmaceuticals addressing diverse medical needs.



## Core Values

Innovation.  
Integrity.  
Accountability.



## Core Behaviors

Be inclusive and embrace diversity.  
Collaboration and trust.  
Develop and grow.

# Highlights of the Year

## ETHICAL CONDUCT AND TRANSPARENCY

98% of employees have been trained in **Compliance, Privacy and Human Rights** topics

Structuring of the new **Partner Risk Assessment Policy**, for better socio-environmental management of suppliers

63% growth in **Net Operating Revenue**

## CARING THAT TRANSFORMS

Strengthening the Oncology department with the medicine **Enhertu®** impacting the **lives of 800 patients**, supporting cancer treatment

Average of **72.1 hours** of training per employee

Restructuring the **Medpedia**, portal, with new **content**, visuals and greater **accessibility**

Support to **44** patient association projects

**Women** represent **48%** of employees

**91%** employee engagement rate

First year supporting social projects through **incentive laws**, investing **R\$ 2.1 million**

## SUSTAINABLE OPERATION

We have neutralized all CO<sub>2</sub> emitted by planting **4,487 tree seedlings** in partnership with **SOS Mata Atlântica**

Reduction of around **20%** in **GHG emissions intensity**

**99.4%** of electricity consumed from **renewable sources**

## Chapter 02

# Ethical Conduct and Transparency

SDG



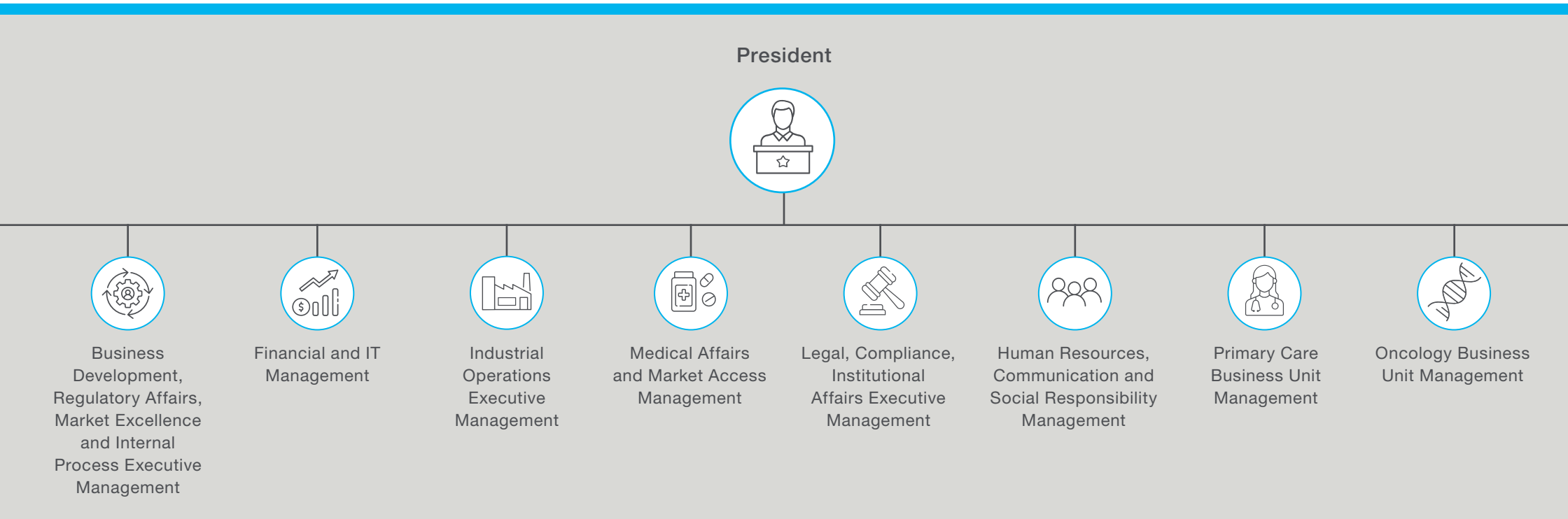
# Corporate Governance

With a dedication to behaving with transparency, ethics, and equality in its relationships with its *stakeholders*, Daiichi Sankyo Brasil aspires to embrace the finest governance standards available.

Our governance is organized into eight specialized committees, with the Executive Committee being the highest governance body, responsible for defining v Company's strategy and actions. All Committees' members are employees of the Company and do not hold any other positions that could lead to conflicts of interest.

 For further details of the Daiichi Sankyo Brazil Committees, please access our **22/23 Sustainability Report**.

## Executive Committee composition





# Ethics & Compliance

Daiichi Sankyo Brasil's actions are ethically based when making strategic decisions, based on the Company's core values. Integrity and responsibility represent our way of acting and doing things, contributing to maintaining Daiichi Sankyo's reputation and legacy worldwide.

Since 2017, we have had the Daiichi Sankyo Brasil Integrity Program (PROGRID), that establish measures to prevent, detect and remedy risks associated with the business, while seeking to disseminate an ethical, transparent and fair culture among our employees and partners.



COMPLIANCE  
PROGRAM

## Our codes and policies

We have codes and policies that guide our operations and reinforce our values.

Code of Conduct

Code of Conduct for Business Partners

Code of Promotional Practices and Interactions

Anti-Corruption Policy



## Hotline

We make available to all stakeholders (internal and external) the Confidential Channel (Hotline) for questions or reports related to actual or potential violations against our codes and internal policies, current legislation, as well as health and safety issues at work.

The Hotline is a global, online, secure and reliable tool, managed by a specialized third-party company that manages the reports, ensuring information confidentiality.



## Contact

Hotline:

<https://daiichisankyo.com.br/fale-conosco/canal-confidencial/>

# Training & Communication

We carry out a number of training courses focusing on Ethics and Compliance issues to promote our employees' engagement in the Integrity Program.

In fiscal year 2022, we held four major training sessions, attended by all employees, focused on:

- Human Rights;
- Anti-corruption policy and Code of Conduct;
- Hotline;
- Data privacy.

We also had another 65 trainings related to Compliance issues, which impacted different areas of the Company.

In 2022/2023, **584 employees** completed anti-corruption training, representing **98.5% of the team**. Training on the **Code of Conduct** and **Hotline** has been carried out by **98% of eligible employees** since its implementation.

# Sustainability

At Daiichi Sankyo Brasil we believe that caring for people is caring for the future. To this end, we have a sustainability strategy that unites our passion for innovation with our commitment to caring for people, generating value for our stakeholders.

With a view to strengthening our actions on the subject, we defined in our Strategic Planning, backed by the Board, the objective of consolidating ESG in the Company, starting with the structuring of a multidisciplinary ESG Working Group.

The strategy is organized into three pillars:

## ETHICAL CONDUCT AND TRANSPARENCY

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

## SUSTAINABLE OPERATION

Identify and develop opportunities for ecoefficiency gains in our operation, focusing on the efficient use of resources and the fight against climate change, stimulate Environmental management progress from suppliers and ensure the safety and protection of our customers' data.

## CARING THAT TRANSFORMS

To boost the value creation for our audiences, ensuring the supply and access to innovative medicines that meet diverse medical needs, supporting employees' development and the socioeconomic inclusion of communities.



# Information Security & Privacy



Information Security and the Privacy of our stakeholders' personal data are primary commitments in our Code of Conduct.

To manage this topic, we have a structure dedicated to Privacy Governance and Data Protection, which complies with the requirements of the General Data Protection Law (LGPD).

To support this structure, we rely on Privacy Policies (domestic and global), an Employee Privacy Notice, an Information Security Policy, a Code of Conduct and a Code of Conduct for Business Partners, available on our intranet.

## Safety culture

At Daiichi Sankyo Brasil, all employees have a personal responsibility to comply with the General Data Protection Law (LGPD) and our internal policies. Our aim is to promote a safety culture which is why we maintain education and awareness initiatives on the subject.

In 2022, we launched the information security training platform, Guardians of Information, with training programs using content in a more friendly and entertaining language. A total of eight tasks and some quizzes were launched for employees and third parties. At the end of the fiscal year, the top three in each team were recognized through the Mandou Bem recognition program.



## Learn about our other actions:

- Annual training on the Information Security Policy and Privacy Policy;
- Regular communications on the main topics related to the subject on our internal channels, such as the Intranet;
- Privacy Influencer group, made up of employees selected by the Boards to act as multipliers of Information Privacy and Security.



Visit our **Privacy Policy** on our website to find out more.

## Chapter 03

# Caring that Transforms

ODS



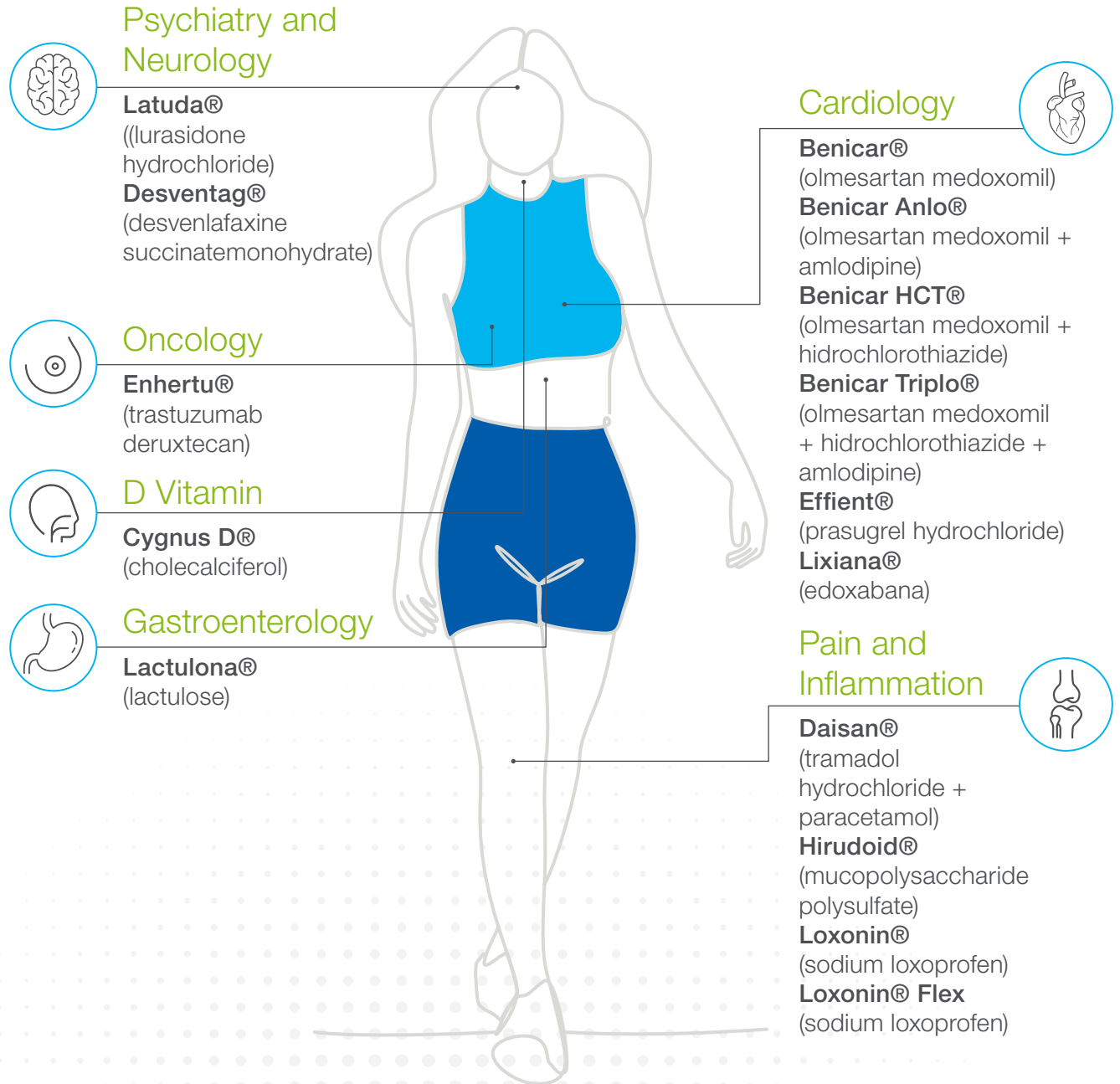
# Health Care Services

We believe that our success is due to the combination of cutting-edge scientific research, strategic partnerships and an unwavering commitment to our patients' health and well-being.

The main therapeutic areas in which we operate are:

- **Cardiology**, with anticoagulants, anti-hypertensives and platelet antiaggregants;
- **Psychiatry**, with treatment for bipolar disorder and schizophrenia;
- **Orthopedics**, with anti-inflammatory medicines;
- **Gastroenterology**;
- **Oncology**.

Our expansion into the Oncology sector further strengthens our commitment to offering innovative treatments, starting with the launch of our first cancer treatment medicine, Enhertu®, in partnership with AstraZeneca. The approved indications for Enhertu® are metastatic breast cancer. The treatment allows more time for disease progression, with a significant tumor reduction response rate. We ended 2022 with approximately 800 oncology patients undergoing treatment.



## Access to Health

We are aware of our responsibility when dealing with high-cost medicines. To this end, we strive to guarantee access to healthcare for an ever-increasing number of people and we have several initiatives underway to this end. Furthermore, we evaluate possible regulatory scenarios, always aiming to make it possible to register new medicines quickly through expedited registration routes.

As a result of our dedication to promoting greater access to the market, our **Intelligent Access** project was awarded at the 47<sup>th</sup> edition of Lupa de Ouro, held by Sindusfarma. The initiative consists of using Data Science and a dedicated server to improve the accuracy of analysis and boost decisions in the healthcare sector.



Discover more about market access and pricing of our medicines in our **22/23 Sustainability Report**.

### Next, we detail the action fronts taken to promote access to healthcare:



#### Access to the Medicines Market

Through the In-House and Field Access team, we work on a daily basis to obtain and expand knowledge about the most diverse medical needs of the population, as well as the behaviors resulting from treatments, in order to develop solutions that allow us to expand the availability of efficient and safe medicines for our patients.

Within this context, we interact with different audiences, such as hospitals, health plans and public authorities, creating institutional relationships that facilitate access to our products and have a positive impact on the health of millions of Brazilians.



#### Engagement with Patient Organizations

Our Institutional Affairs department establishes partnerships with Patient Associations (Patient Advocacy) and seeks to understand the needs and challenges of this public in order to find new solutions that expand access to health and improve quality of life.

In 2022/2023, we worked in collaboration with various associations to support projects aimed at technical training, raising public awareness of health issues and spreading appropriate information about treatments, prevention and diagnosis of diseases.



#### Patient Support Program

Adere Saúde, is our Patient Support Program (PSP), which offers the following services:

- **Patient support:** offers qualified information and guidance on diseases and treatments.
- **Access to medicines:** features discount programs, partnerships with pharmacies and other initiatives aimed at reducing financial barriers and ensuring that patients can receive the right treatment.

Four of our products are eligible for discounts: Benicar®, Benicar HCT®, Latuda® and Lixiana®. At the end of the fiscal year, we had 304,000 people enrolled in the Program.

## Research & Development

We are recognized for its passion for innovation and its ability to disrupt medical treatments around the world.

In Brazil, we are committed to supporting global research into the efficacy of new medicines, as well as carrying out local clinical studies to validate the results of this research within our context. Our Clinical Research department was designed to structure these local research actions in the country.

We are engaged in pivotal studies, which are global studies and have a broad scope, with the aim of obtaining robust clinical evidence on the efficacy and safety of our products for regulatory approval. We also have studies of Brazilian

All new studies carried out in Brazil are submitted to **ANVISA** and the **Research Ethics Committee**, which are vital steps in obtaining authorization to conduct studies in the country and subsequently **regulatory approval** and **marketing** of the medicines.

initiatives, with the aim of evaluating treatments' efficacy in conditions specific to the local reality.

In fiscal year 2022/2023, we registered the first presentation of data from a real-life study, known as (RWE – Real World Evidence), at DSBR. This type of study involves the analysis of RWD (Real World Data) that is obtained outside the clinical research context.

We believe that having the ability to correctly generate and interpret RWEs will position us strategically ahead of our competitors and, above all, will help us achieve our strategic objectives.



## Quality and Safety

We ensure the safety, quality and continuous supply of our products through a Quality Management System (QMS) that meets the highest regulatory standards, as well as the global guidelines established by the Daiichi Sankyo Group.

All suppliers and service providers participating in our medicines manufacturing and distribution chain are evaluated through audits and quality control tests.

We also have the Manufacturing Quality and Pharmacovigilance and Medical Affairs Quality departments, which work on planning quality processes, implementing new routines based on an analysis of metrics and trends related to product safety.

That's how we take care of quality from the selection of raw materials to after-sales service, with strict control of the supply chain, careful evaluation of production processes and continuous monitoring of the safety profile of medicines.



### Customer Service

Our patients can use our Customer Service Center (SAC) to ask questions, request information about our products and technical guidance on their correct use, and submit opinions, complaints and information about adverse events.

In 2022/2023, we had 10,824 customer service calls through the SAC, 83% of which were information requests. Annually, we conduct a survey that evaluates the satisfaction level of the 0800 phone service and we achieved 98.28% satisfaction rate.



### Customer Service

The Customer Service (SAC) is available by phone **0800 055 6596**, from Monday to Friday, from 8:00 AM to 6:00 PM

You can also reach us through **Contact Us**, by **e-mail** or by **online chat**.



## Healthcare Professionals



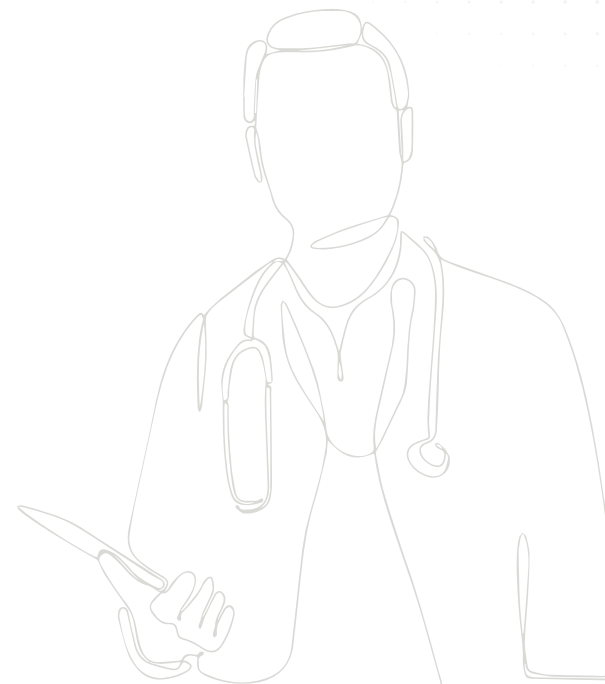
Healthcare professionals play an essential role in promoting the well-being of the population, serving as a link between Daiichi Sankyo Brasil and patients.

We guide our interaction with these professionals through our new Code of Promotional Practices and Interactions, with fundamental principles and guidelines that govern our relationship with physicians, patients and institutions. As of the 2022 revision, it has incorporated some of the new provisions of the Interfarma (Association of the Pharmaceutical Research Industry) Code of Conduct.

To regulate these interactions, we rely on the Medical Excellence department, which lays down policies, procedures and tools based on ethics and transparency.

We are also committed to providing quality medical information to health professionals, through the Medical Affairs and Medical Information departments. These departments share neutral, relevant and reliable scientific information, with the aim of supporting professionals in choosing the most appropriate treatments for their patients, without any professional or commercial bias.

In addition, our specialized teams, such as the Sales Force and the Hospital Team, provide up-to-date information on our products and therapeutic areas through visits to doctors in offices, clinics and reference hospitals.



## Medical education

### Continuous medical education program:

offers scientific information on diseases, medicines and different treatments to keep healthcare professionals up to date. We highlight events such as *small meetings* and symposiums, production of materials and the SPREAD Cardio and SPREAD SNC (Central Nervous System) programs, which aim to bring quality medical information to young doctors. In 2022, we had 350 doctors trained in our (*Speaker Training*) program for *Primary Care* and *Oncology* products.

**Medpedia:** digital portal that offers comprehensive content on technology and innovation for medical practice with the aim of improving patient care. On the platform, physicians have access to video classes, podcasts and *meetups*, and can learn and share information with innovative professionals. In 2022/2023, Medpedia celebrated its two-year anniversary and underwent a makeover, both in terms of visual aspects and accessibility, as well as content, with a focus on becoming more relevant.



**Medpedia** saw a **44% increase in website users** compared to the previous year, with almost **30,000 active users**.

## Events

Every year, we participate in, organize and sponsor various medical events with the aim of sharing our discoveries, innovations and exchanging technical and scientific knowledge with health professionals.



Discover the main events of the year in our **22/23 Sustainability Report**.

During the fiscal year, we promoted 983 events.



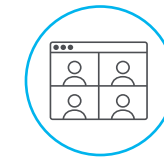
**18**  
International Events



**85**  
Regional Events



**193**  
Domestic Events



**615**  
*Small meetings*



**72**  
Exclusive Event from **Daiichi Sankyo Brasil**

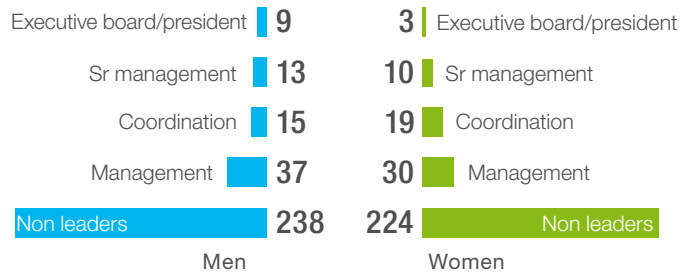
# Caring for the Team

## Our Team

Our employees are our company’s ambassadors, representing our values and principles in their daily interactions. In 2022/2023, we had 598 permanent employees and 26 interns and young

apprentices, in addition to 78 third-party workers who work in DSBR’s cleaning, property security and maintenance areas.

### EMPLOYEES BY JOB CATEGORY



Gender	Men	Women
<b>By contract type</b>		
Permanent and Full-time	312	286
Temporary	1	1
Interns	5	16
Young apprentices	0	5
<b>Total</b>	<b>318</b>	<b>308</b>

Region	Midwest	Northeast	North	Southeast	South
<b>By contract type</b>					
Permanent and Full-time	15	30	2	500	51
Temporary	0	0	0	2	0
Interns	0	0	0	21	0
Young apprentices	0	0	0	5	0
<b>Total</b>	<b>15</b>	<b>30</b>	<b>2</b>	<b>528</b>	<b>51</b>

## Compass

The Compass app presents the most important performance indicators for our operations. Using *Business Intelligence* (BI) resources, the Compass app aims to capture data from all the platforms used by the Company and translate it into performance indicators that are useful and understandable for managers and leaders.

Through its implementation, we aim to empower leaders by democratizing access to performance indicators and connecting them to Daiichi Sankyo Brasil’s strategic plan. This initiative aims to create a common language and offer the possibility for all employees to actively participate in the Company’s operations and contribute to our mission and vision.



## Diversity & Inclusion

We believe that by placing the issue of diversity and inclusion first, we are able to recognize and harness the value of different groups and individuals, which allows us to broaden perspectives and experiences, increasing their contributions and driving innovation.

To this end, we have five affinity groups on priority topics: gender, race, LGBTQIA+, generations and PWD. In all, around 100 employees from different areas of the Company take part in the initiative and meet monthly.

To promote issue internally, we organize forums, workshops, lectures and training sessions. Among the activities carried out was a lecture for all leaders with the philosopher and black feminist Djamila Ribeiro, focusing on the role of leadership in the inclusion process. In addition, all leaders received the “Little Anti-Racist Handbook” and the item became part of the welcome kit for new managers.

### Diversity profile

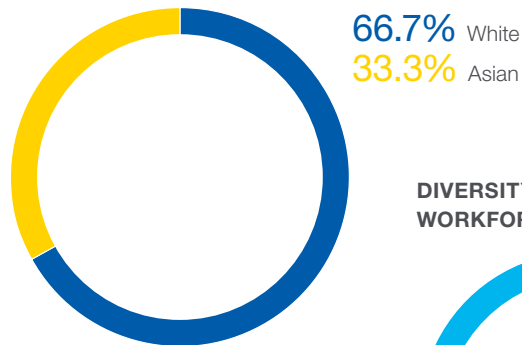
Currently, women make up 48% of the workforce, 46% of middle management (Coordination and Management) and 25% of top management (Executive Committee). Moreover, 16.6% of our staff declare themselves brown and black and 3% are people with disabilities.

By age group	Senior leadership	All employees
Up to 30 years old	0	58
Between 30 and 50 years old	5	447
Over 50 years old	7	93

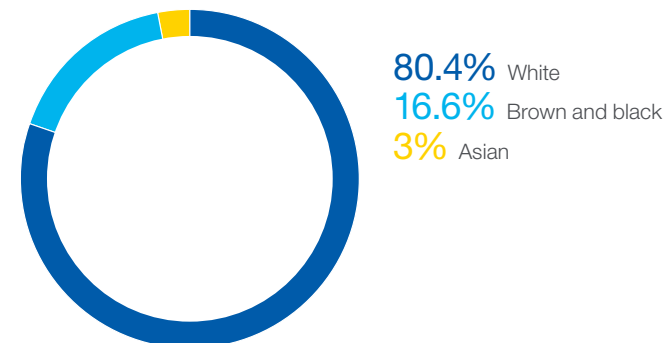
To foster inclusion, in 2022/2023 we implemented a strategy focused on hiring people with disabilities, which included:

- Hiring specialized consultants;
- Formalization of affirmative positions;
- Creation of multidisciplinary *squads* to create the action plan, including policy review, *benchmarking*, *employer branding* and leadership training;
- PWD census to map employees with disabilities who had not been mapped when they were hired.

#### DIVERSITY OF SENIOR MANAGEMENT



#### DIVERSITY IN THE WORKFORCE



PwDs	Total
Managers	1
Non-leaders	18

## Inclusive talent attraction

We continued our initiatives to attract and select young talent from minority groups and those in situations of social vulnerability. The main objective of our internship program is to promote greater representation, offering exclusive positions to socioeconomically vulnerable students and providing opportunities for black, indigenous, quilombola, LGBTQIAP+, people with disabilities (PWDs) and students of all ages.



## Educa DS

In 2022/2023, we launched Educa DS, an educational program focused on employability for young people aged 14 to 19. The project involved 40 young people, divided into two classes, selected according to criteria such as social vulnerability and diversity.

The activities were carried out in person, the content covered included subjects such as Portuguese, mathematics, skills for the job market, and life project.

Each young person received a R\$ 300.00 grant, with the aim of increasing engagement and permanence in the program.

The first group finished the first stage of the course and were invited to a second module focused on employability. As a result, some of them have entered university or found opportunities in the job market.

In all, **26 young talents** took part in the program in 2022/2023, and we held **15 training sessions**.

## Culture

To underpin our 2025 vision and business plan, the Daiichi Sankyo Group has promoted the creation of a “One Daiichi Sankyo” culture worldwide to support the professional challenges, job satisfaction and growth of every Company member.

Cultivating the One DS Culture will be the basis for achieving our Purpose, Mission and Vision. This project is giving us the opportunity to understand our cultural values around the world - shared and different, - while recognizing and appreciating our differences to create and foster our “One Daiichi Sankyo” culture.

We therefore seek to align all of our more than **16,000 global employees** with the mission, values and core behaviors that govern the Organization.

### CLIMATE AND ENGAGEMENT

In early 2023, we applied One DS Voice (GLINT), our annual global engagement survey. At DSBR, of employees signed up and we reached an engagement level of 91%, representing an increase of seven percentage points when compared to the 2022 survey.

Based on these results, we realize that we have the opportunity to work on what we do best, practicing the three essential behaviors, as well as the opportunities for improvement that have been identified.



# Elements of our Unique Daiichi Sankyo Culture

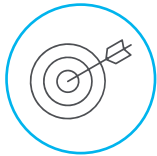
## Elements of Culture

## Descriptions

## Daiichi Sankyo Management Philosophy

ONE DS Culture

### Purpose, Mission & Vision



Statements that reflect what the company stands for and performance aspirations for the future.

**Purpose:** Contribute to enriching the quality of life worldwide.  
**Mission:** Creating innovative pharmaceutical products that meet diverse medical needs.  
**Vision:** Innovative Global Health contributing to the sustainable development of society.

### Core Values



The core set of shared and enduring principles that guide behavior.

**Innovation:** Introducing new ideas, methods or inventions.  
**Integrity:** The quality of being honest and always having high moral principles.  
**Accountability:** Being responsible for the effects of your actions and being willing to explain or be criticized for them.

### Core Behaviors



How work is done within the organization.

**Be inclusive and embrace diversity:** We value people for who they are as individuals and welcome diverse perspectives in our company, allowing us to achieve more as Daiichi Sankyo.  
**Collaboration and trust:** We treat each other with respect and build trust through transparency and willingness to listen, which enables us to collaborate simply and productively.  
**Develop and grow:** We learn, experiment, and take initiatives, which allows us to grow together every day and strengthen Daiichi Sankyo's capacity.

## Occupational Health and Safety

We take care of the health and safety of our employees through our Occupational Health and Safety Management System (OHSMS), which covers 100% of our operation.

In 2022/2023, we maintained the system based on the ISO 45.001 methodology and we published our Environment, Health and Safety Policy, which sets out the guidelines governing this issue at the Company.

We have a number of procedures in place to identify and manage occupational safety risks, such as a hazards and risks spreadsheet and ergonomic analyses of our processes.

In addition, we carry out audits to monitor and evaluate the system's effectiveness, correcting any non-compliance identified.

Our employees and third parties can also collaborate with the Company's OHSMS by registering incidents in our Treatment of EHS Actions (TAE) tool and in our official communication channels to report risks and situations of health or safety risk, including harassment. These reports are assessed by the Compliance department and the Ethics Committee, in accordance with the Whistleblowing and Non-Retaliation Policy.

We also promote our employees' health by offering comprehensive medical and dental care benefits and the Employee Support Service, which provides psychological support to help deal with emotional challenges.





# Caring For Society

## Social Responsibility

At Daiichi Sankyo Brasil we believe that caring for people and society is the key to making a difference in the world we live in.

Our Corporate Social Responsibility (CSR) department is designed to create value for society by promoting access to health and a better quality of life in the regions where we operate. Furthermore, we strive to contribute to reducing social inequality through partnerships with organizations that share our purpose.

### CORPORATE VOLUNTEERING

Initiative that aims to promote social engagement and a positive impact on the community. In the last fiscal year, our employees donated a total of 215 hours of their time, reflecting their commitment to social responsibility.

**We had the participation of 86 volunteers in a variety of actions that benefited over 230 people.**

### Mulheres Amigas (Friendly Women)

In 2022/2023, we continued with the Mulheres Amigas: Temporada Amazônia project (Friendly Women – Amazon Season), which, in partnership with the Américas Amigas organization, brings information, detection and diagnosis of breast cancer to thousands of socially vulnerable women in the region.

Besides diagnosis, our aim is to make women aware of the importance of prevention and self-care, encouraging them to have regular check-ups. We also provide training for public health professionals, such as nurses and community workers, in the city of Belém (PA).

During the fiscal year, we visited four municipalities in three states. In the end, the project, which began in fiscal year 2021 and had already covered two municipalities, served approximately 5,000 people and carried out over 4,3 thousand mammograms.



The project was also a highlight as it won the award in the “**Best ESG Project**” category at the 47<sup>th</sup> edition of Lupa de Ouro, organized by Sindusfarma.



To find out more about the project, click [here](#).

## Donations of medicines


Daiichi Sankyo Brasil's Donation Policy involves subsidizing medicines for our employees and their dependents, with the aim of increasing access to medicines and treatments.

In 2022/2023, we made changes to the program, making ePharma available to our employees, a benefits platform that provides a 100% allowance on Daiichi Sankyo medicines purchased through it. A total of R\$156.8 thousand was invested.

## Investment in society

The year 2022/2023 will be remembered as a historic period for the Company in terms of investments in society, with a significant increase in the social actions that the Company implemented, supported and/or publicized.

Over the year, we donated more than **R\$ 2.1 million** to high-impact and relevant **projects**.

 Get to know the main projects supported in the Company's **22/23 Sustainability Report**.

## Sustainability in the supply chain

We always seek to share the Company's values with our supply chain, promoting good management and sustainability practices.

In 2022/2023, we had 3,560 suppliers, 29% of which were local suppliers (located in Brazil). In total, we spent R\$500 million on contracts with suppliers, 40% of which were with local suppliers.

The relationship with this public is guided by the Code of Conduct for Business Partners, a document that establishes the guidelines that must be observed by all suppliers, third parties and business partners who act on behalf of, in the interest of or for the benefit of the Company, seeking to positively

stimulate the dissemination of an ethical and socially responsible culture.

We also have a Supplier Qualification Program, which continuously monitors our supply chain of materials and services for our manufacturing operations to ensure compliance with our policies and standards.

Thanks to the Program, during fiscal year 2022, we carried out audits on 11 suppliers, one on documents and ten on site. Also, the EHS department carried out eight document checks on suppliers.



Chapter 04

# Sustainable Operation



SDG



## Environmental Management

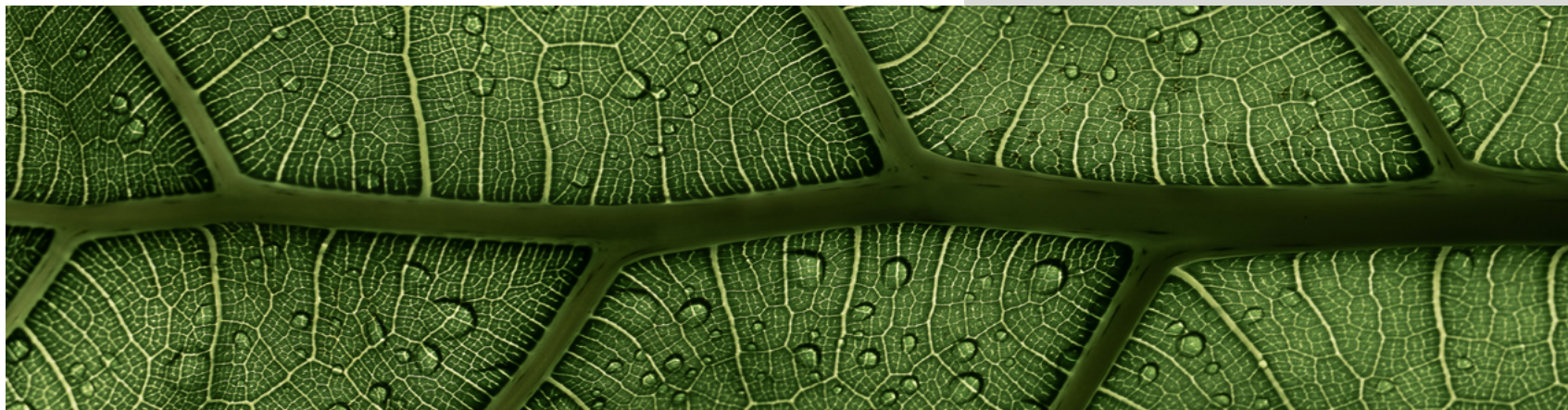
Daiichi Sankyo Brasil sees the preservation of the environment and the promotion of health as priorities in its business. For this reason, we have adopted responsible environmental management, aimed at reducing the impacts caused by our operations.

We follow the environmental guidelines established by the Daiichi Sankyo Group, which are recorded in our Global Environmental Management Policy. We also have an Environmental Management System (EMS), based on the ISO 14.001 methodology, which complies with the environmental laws and regulations in force in Brazil.

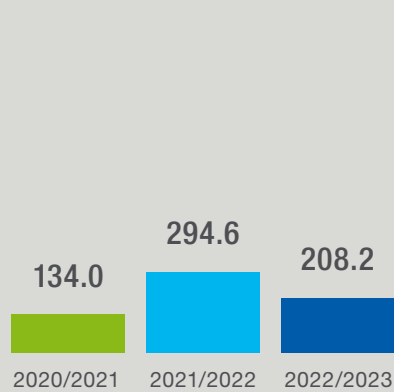
### **Green Line**

Aiming to maintain transparency and further strengthen the communication with all our stakeholders, we have made available an open channel to collect information related to our Environmental Management System.

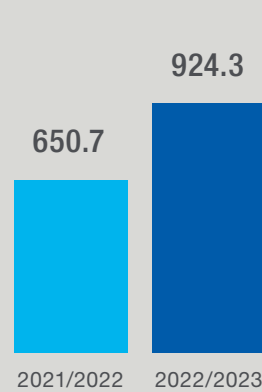
Through the Green Line it is possible to ask questions, make suggestions and/or complaints regarding issues related to the Environment area.



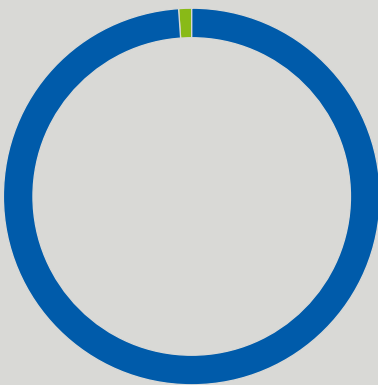
**CO<sub>2</sub> EMISSIONS (tCO<sub>2</sub>e)**  
Scope 1 + Scope 2



**BIOGENIC CO<sub>2</sub> EMISSIONS (tCO<sub>2</sub>e)**



**EMISSION INTENSITY**  
tCO<sub>2</sub>e/thousand units produced



99% Scope 1  
1% Scope 2

**Note 1:** Gases included in scope 1: CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O.  
**Note 2:** Gases included in scope 2: CO<sub>2</sub>.

## Fighting Climate Change

Global warming has triggered extreme events all over the planet. These phenomena can directly impact Daiichi Sankyo Brasil's operations, affecting critical areas for our business such as the supply of raw materials, water and energy.

With a view to mitigating the environmental impacts resulting from the Company's activities, we have adopted actions to neutralize and reduce greenhouse gas emissions. In 2022/2023, we implemented a CO<sub>2</sub> neutralization program by planting seedlings, in partnership with the SOS Mata Atlântica organization.

In 2022, 4,487 seedlings were planted, neutralizing 747.83 tCO<sub>2</sub>, which is more than was emitted during the fiscal year 2021.

Our emissions are monitored using the Greenhouse Gas (GHG) Protocol reference data. In the 2022/2023 period, we recorded total emissions of 208.2 tCO<sub>2</sub>e (scopes 1 and 2), a volume 29% lower than the previous fiscal year. We also recorded a 20% drop in emissions intensity, amounting to 0.00058 tCO<sub>2</sub> per thousand units produced.

We also recorded the emission of 924.3 tCO<sub>2</sub>e of biogenic CO<sub>2</sub>, representing emissions from the burning of biomass (ethanol) in our operations.

## Energy

Our energy consumption is monitored through our Environmental Management System (EMS). Since 2017, we have been buying the electricity used in our factory on the Free Energy Market. As a result, this fiscal year, 99.4% of the electricity consumed came from renewable sources.

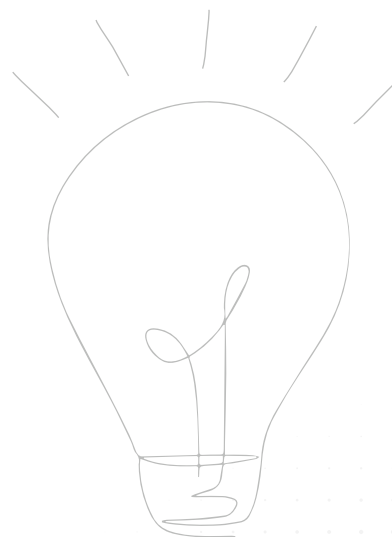
In total, we consumed 37.3 thousand GJ of energy in our operation and showed a reduction of 825.16 GJ in the year.

A major change in the 2022 fiscal year was the transition from the use of liquefied petroleum gas (LPG) to natural gas (NG) in the energy matrix. This involved removing the plant's stationary LPG tanks and beginning to use Natural Gas via pipelines, starting in July 2022.

### ENERGY INTENSITY<sup>1</sup> GJ/thousand units produced



**Note 1:** Intensity considers only the energy consumed in the plant.



### ENERGY CONSUMPTION BY SOURCE (GJ)

	2020/2021	2021/2022	2022/2023
<b>Non Renewable Fuels</b>			
LPG	2,174.8	2,575.1	784.9
Diesel	272.6	327.1	289.8
Gasoline	312.7	602.4	436.6
Natural Gas (NG)	-	-	1,583.0
<b>Total</b>	<b>2,760.1</b>	<b>3,504.6</b>	<b>3,094.3</b>
<b>Renewable Fuels</b>			
Ethanol	4,374.2	8,310.8	10,953.2
<b>Total</b>	<b>4,374.2</b>	<b>8,310.8</b>	<b>10,953.2</b>
<b>Other sources of consumption</b>			
Renewable electric energy	19,863.2	23,958.7	23,163.4
Non-renewable electric energy	57.8	88.3	131.2
<b>Total</b>	<b>19,921.0</b>	<b>24,047.0</b>	<b>23,294.6</b>
<b>Total energy consumed</b>	<b>27,055.3</b>	<b>35,862.4</b>	<b>37,342.1</b>

**Note 1:** In FY22, the Natural Gas energy matrix was included, due to the LPG substitution project.

## Water & Effluents

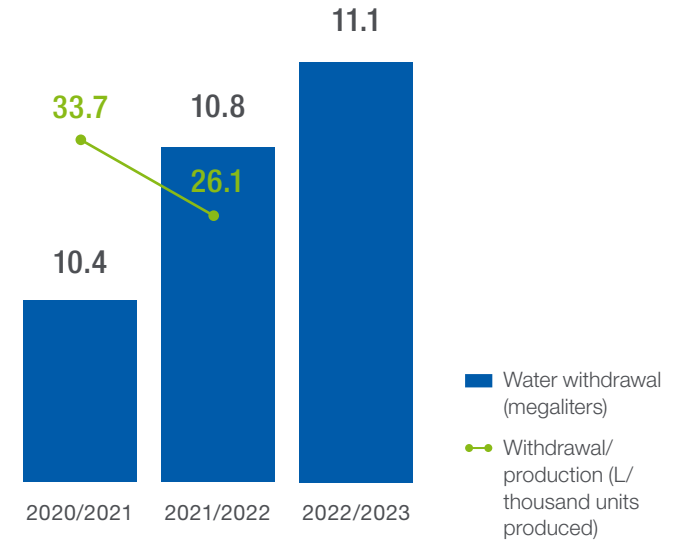
Water plays a vital role as an input in the production of medicines, and Daiichi Sankyo Brasil adopts a comprehensive approach to managing this resource. This management is based on two strategies: reducing consumption and treating effluents. The water used in our operation comes from two sources: the first one is from Local utility (Basic Sanitation Company of the State of São Paulo (SABESP), representing 97% of consumption; the second one is our cisterns, representing 3% of consumption.

In 2022/2023, we collected 11.1 megaliters of water, 3% higher than the previous year. Out of this volume, 10.8 megaliters came from the local utility, and 0.3 from reuse and rainwater harvesting.

Through the Environmental Management System (EMS), we set an annual target for reducing water consumption. This year, the target was 30.30 L/thousand units of medicines produced. We recorded a water consumption intensity of 30.26 L/thousand units.

As for effluents, Daiichi Sankyo Brasil follows the guidelines established by State Decree 8.468/76 and CONAMA 430. Furthermore, the Company has an operating license issued by Cetesb for the discharge of effluents. The entire effluent treatment process is carried out in our own Effluent Treatment Plant (ETE), following the procedures that ensure that the water discharged is released into the public sewage system in a way that is safe for the environment.

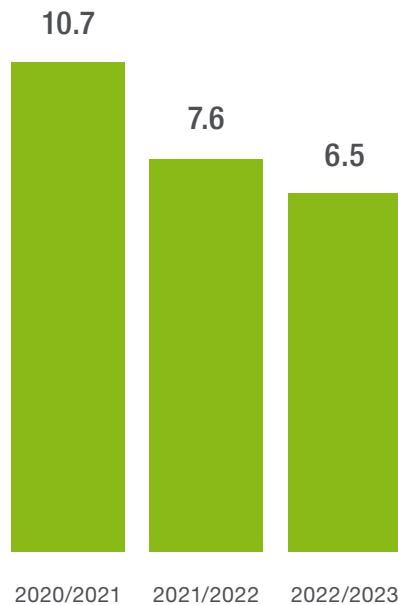
### WATER WITHDRAWAL



**Note:** we consider water consumption to be equal to the total amount of water purchased from the local utility plus the total amount of reused water and rainwater catchment.

In the last fiscal year, we discharged a volume of 6.4 megaliters of water into the public sewage system, representing a 15% reduction compared to the previous year.

**EFFLUENT DISPOSAL**  
(megaliters)



## Waste

Our production process involves the consumption of a wide variety of raw materials and includes the generation of waste both in production and in the maintenance of factory and office activities.

For this reason, we have responsible and efficient waste management, conducted internally by the Company and aligned with the guidelines of the National Solid Waste Policy. Therefore, we identify

waste when it is generated and monitor the indicators through the Environmental Management System.

We also maintain the Zero Landfill project, which aims to zero waste going to landfills in our operation. To do so, we prioritize operations that recover or reuse waste, such as composting and co-processing.

Throughout the fiscal year, we generated 132 tons of waste, 20% of which was hazardous and 80% non-hazardous. Out of this total, 49% was recycled, 32% was destined for other recovery operations and 19% was incinerated (hazardous).

Moreover, we carried out a Kaizen project to implement reverse logistics in the packaging material for our medicines. So far, the project has involved one supplier and is expected to continue in 2023/2024.



## Credits

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The full **Sustainability Report** is available online