



Sustainability Report

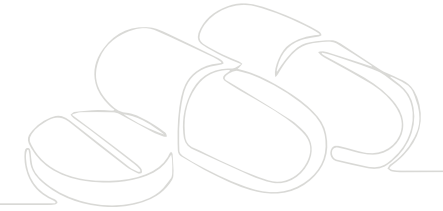
Daiichi Sankyo Brasil

2022/2023



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About the Report

GRI 2-3 | 2-14

We are happy to present the Daiichi Sankyo Brasil's Sustainability Report.

By addressing the industry's best practices as well as the key environmental, social, and economic factors, we demonstrate our dedication to openness and corporate sustainability in this document. In order to show how we create value for our employees, customers, suppliers, investors, communities, and other stakeholders, we also provide a summary of our key financial and corporate governance accomplishments.

The reported information covers our performance over the last fiscal year, from April 1, 2022, to March 31, 2023, and is analyzed and approved by the Executive Committee and the President of Daiichi Sankyo Brasil.



Reading tools

Integrated Reporting: For the third consecutive year, we followed the Integrated Reporting guidelines, created by the International Integrated Reporting Council (IIRC), which guides reporting on the interconnection between financial and non-financial business factors and their relevance to generating long-term business value. In the chapter openings, you will find the icon pointing out which capital has been addressed and, at the end of the report, on page 83, the Capitals map shows the pages where they have been referenced.

Global Reporting Initiative (GRI): For the 15th consecutive year, we have followed the guidelines of the Global Reporting Initiative Standard (GRI), the world's most widely used guidelines for sustainability reporting. At the beginning of each subchapter, you will find the indicators reported, using the acronym GRI-XX. You can also see the full list of indicators in the Contents Index (page 73).

Sustainability Accounting Standards Board (SASB): For the third year running, we have complied with the guidelines of the Sustainability Accounting Standards Board (SASB), a voluntary global standard for sectoral sustainability reporting. At the beginning of each subchapter, we point out the indicators reported, using the acronym SASB XX. The Content Index (page XX) explains the details of each indicator.

SUSTAINABLE DEVELOPMENT GOALS (SDGs): On page 24 we present the relationship between our business and the SDGs, what the priority goals are and how we contribute to achieving them. At the beginning of each chapter, you'll find the logos of the SDGs covered and, at the very end of the report, on page 84, we publish the SDG map, referencing the relevant content for each SDG impacted.



If you have any questions or suggestions about the topics presented in this Report, **please contact us by e-mail:** responsabilidade.social@dsbr.com.br

Message from Leadership

GRI 2-22

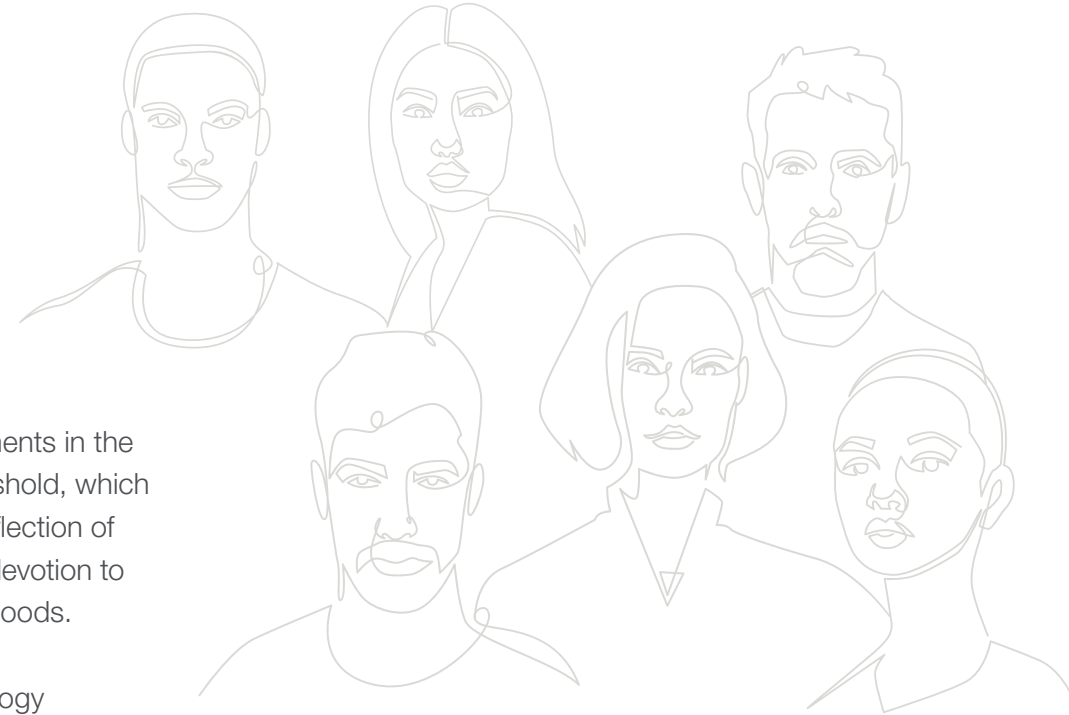
Dear partners, employees and all other stakeholders,

Our 2022/2023 Sustainability Report, which highlights both the accomplishments and challenges we have encountered over this period, is presented with gratitude and joy. We're more committed than ever to sustainability and adding value to society, and we're excited to share our achievements with you.

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. This reaffirms our goal of offering innovative approaches to enhance population health and wellbeing.

On our journey towards a more sustainable future, we continue to strengthen our organizational culture. The “One DS” project has been consolidated with several initiatives, 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%. This testifies to the commitment and trust we place in our team, aware of the importance of each person's collaboration in sustaining our mission to promote people's health and quality of life.



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, positively impacting 40 young people in the Barueri (SP) region.

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 CO₂ 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 all these achievements in more detail in the Report. Together, we are building a more sustainable and prosperous future.

Thank you for reading!

Marcelo Gonçalves
Daiichi Sankyo Brasil CEO





Highlights of the Year

ETHICAL AND TRANSPARENT CONDUCT

98% of employees have been trained in **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 for **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 CO₂ 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 01

About Daiichi Sankyo

SDGs



Related Capitals



Who We Are

GRI 2-1

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.

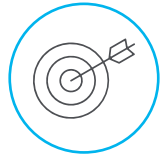
We were founded in 2005 as a result of the merger of two Japanese pharmaceutical companies with over 100 years of scientific expertise: Daiichi and Sankyo. Over these 18 years we have expanded to 27 countries, with over 16,000 employees. We are currently active in a number of therapeutic areas, particularly Primary Care and Oncology - with breakthroughs in a wide range of mechanisms and diseases.

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, we have a product line focused on the specialties of 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.





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.



Core Values

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 questioned for them.



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 Behaviors

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

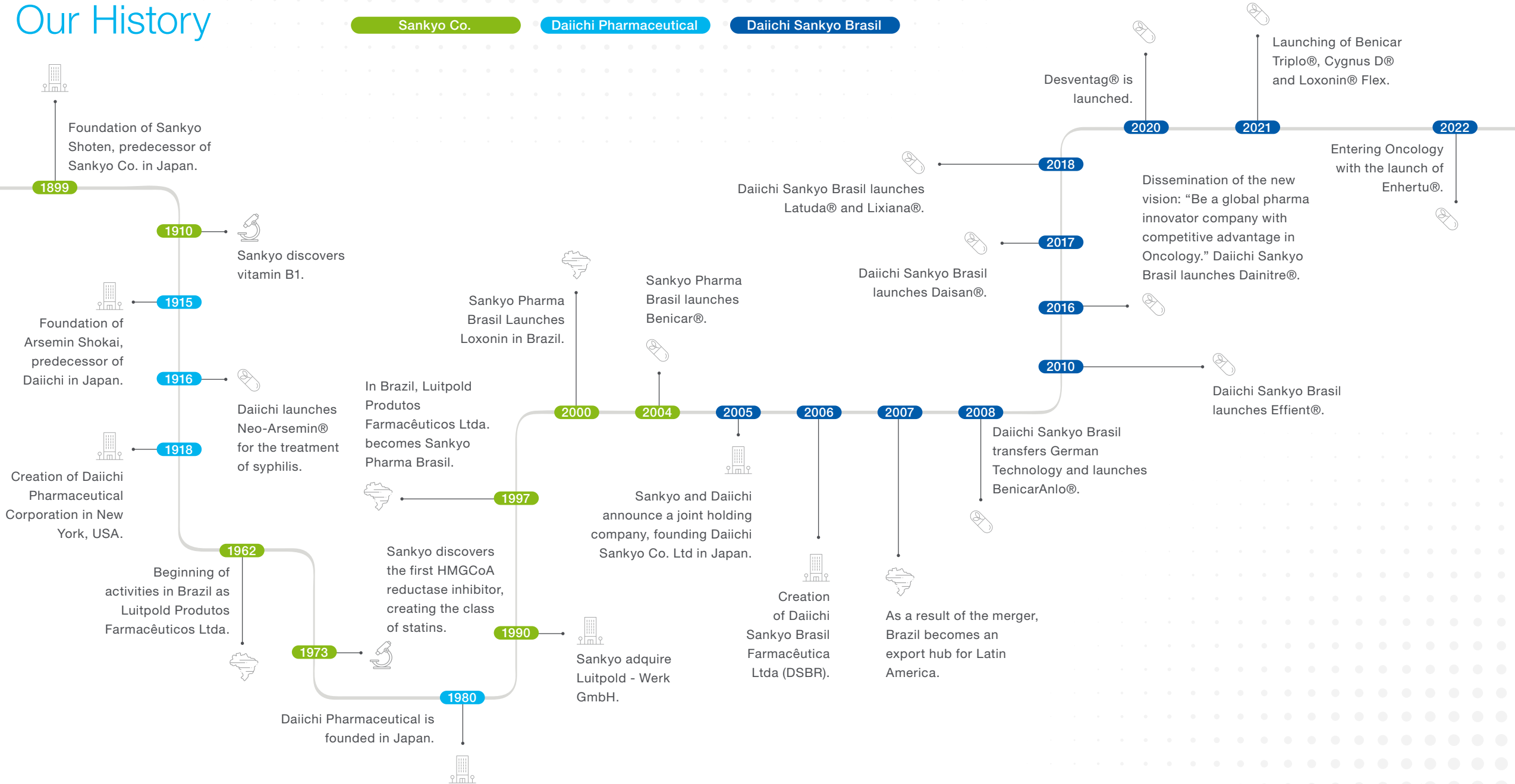
We learn, experiment, and take initiatives, which allows us to grow together every day and strengthen Daiichi Sankyo's capacity.

Our History

Sankyo Co.

Daiichi Pharmaceutical

Daiichi Sankyo Brasil





Markets Served

GRI 2-6

We operate primarily in Brazil, with administrative and commercial headquarters located in the city of São Paulo (SP) and a production plant in Barueri (SP), where we produce the medicines Benicar®, Benicar HCT®, BenicarAnlo®, Benicar Triplo®, Lixiana®, Loxonin® and Hirudoid®.

We also export to several Latin American countries, and this fiscal year 26% of all production was exported.

Our Hospital department and the Sales Force provide consultancy to physicians about the therapeutic potential of our products, and the Commercial department works with the distribution channels, which ensure the supply of our products in pharmacies all over the country, and the participation in government bids.



- Host country
- Export

- Head Office
- Plant

over 20.2 million
of medicine cartridges sold

Export to
11 Latin American countries

Total operations in 12 countries

598 employees

+ 26 trainees and young apprentices



Financial Results

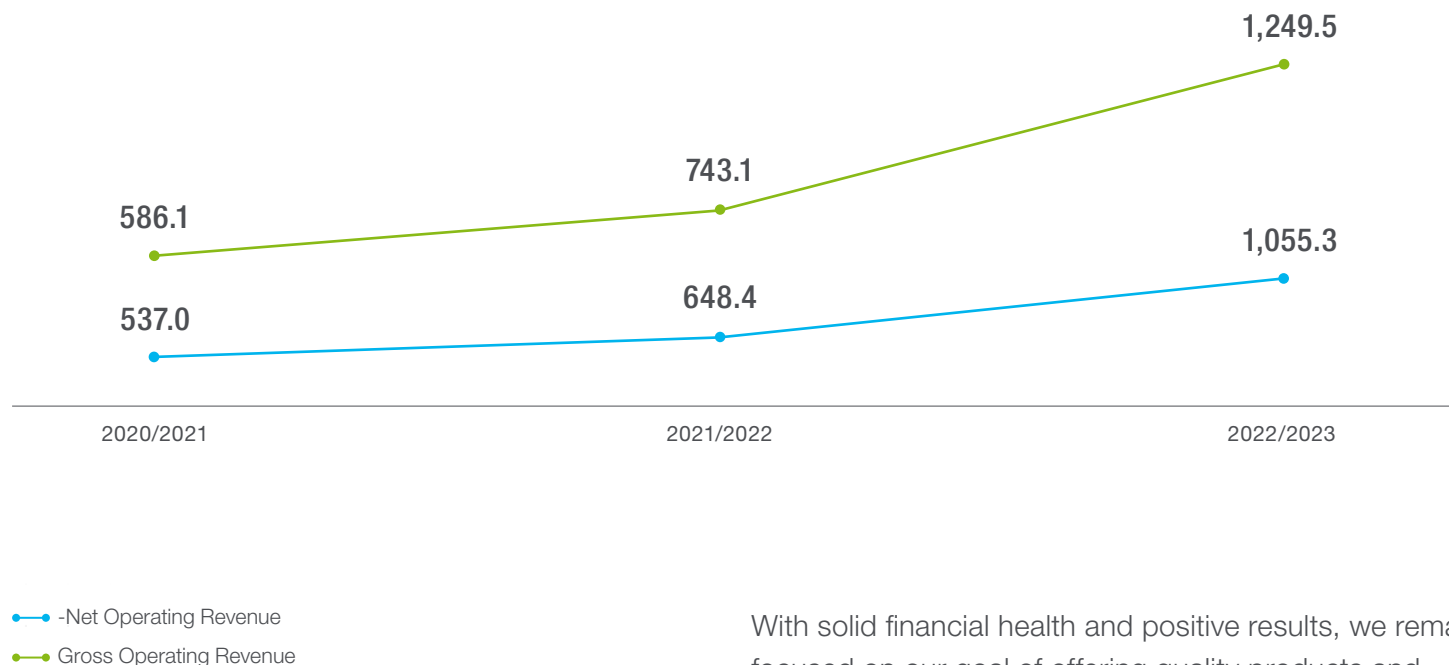
Numerous financial risks, including the conflict between Ukraine and Russia, the Brazilian presidential election, and the Covid-19 epidemic, characterized the year 2022. These elements have led to a situation that is even more difficult for different sectors of the Brazilian economy.

In the pharmaceutical sector, the period was affected by increased competition in the segments in which we operate, which represented a considerable challenge for the Company.

Faced with this scenario, Daiichi Sankyo Brasil maintained efficient management of financial resources and a constant search for process improvements, achieving positive results during the year.

Due to the opening of the Oncology division, we saw a huge boost in sales. We exceeded last year's net revenue by 63%, reaching R\$1.1 billion.

ECONOMIC PERFORMANCE - OPERATING REVENUE
(Local Market, Third-Party And Exports), in Millions of R\$



With solid financial health and positive results, we remain focused on our goal of offering quality products and contributing to the development of the pharmaceutical sector in the country. The pursuit of excellence and commitment to customer satisfaction remain core pillars of the company, fueling our success in the market.



Chapter 02

Ethical Conduct and Transparency

SDGs



Related Capitals





Corporate Governance

GRI 2-9 | 2-10 | 2-11 | 2-12 | 2-13

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.

The Company's governance is organized into specialized committees, which are responsible for defining its strategies

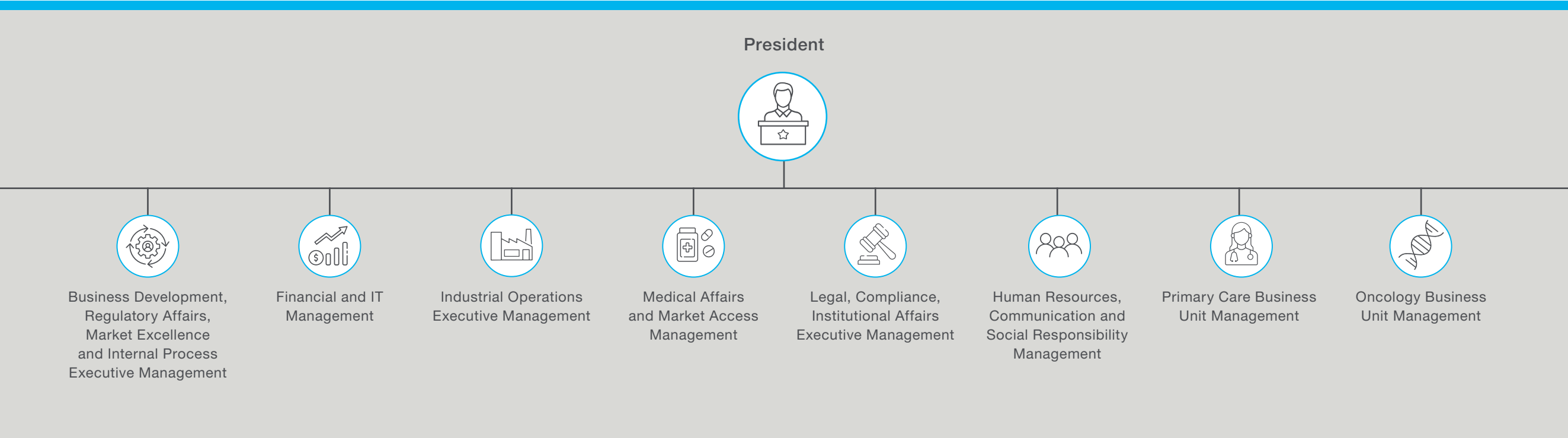
and actions. Decisions are taken in a collegiate manner, taking the standpoint of different departments in order to ensure assertiveness in decisions.

All Committees' members are employees of the Company and do not hold any other positions that could lead to conflicts of interest.

Find out about the composition of each Committee below:

Executive Committee

Made up of the Directors and the President. It is the highest level of leadership in the Company, made up of nine members. The Executive Committee is responsible for managing the Company and overseeing its impacts, appointing the areas and people responsible for managing each issue.





Crisis Committee

Composed of the President, Human Resources, Communication and Social Responsibility Board, Finance and IT Board and Legal, Compliance and Institutional Affairs Board. The aim of this committee is to discuss action plans for moments of crisis, such as conditions or events caused by internal and external factors.

People Committee

Consisting of the President; Human Resources, Communication and Social Responsibility Director; Medical Affairs and Market Access Director, Industrial Director; Legal, Compliance and Institutional Affairs Director and Oncology and Primary Care Sales Directors. This committee discusses issues related to people management, culture, organizational climate and labor.

New Business Committee

Comprises the President; Finance and IT Director; Business Development Director; Regulatory Affairs and Internal Process Management; Medical Affairs and Market Access Director; Oncology Business Unit Director; Industrial Director and Primary Care Sales Director. Responsible for evaluating new business projects before they are submitted for regional evaluation.

Ethics Committee

Made up of the President; Human Resources, Communication and Social Responsibility Director; Finance and IT Director; Legal, Compliance and Institutional Affairs Director and Expansion Plan Director (LATAM). It is involved in discussions and decisions on conduct and ethics and addresses reports received through confidential channels.

Diversity Committee

Comprising leaders from different areas and employees who are leaders of the affinity groups; Human Resources, Communication and Social Responsibility Director and the sponsor Director for the topic on the committee.

IT Committee

Made up of the Finance and IT Director; Business Development Director; Financial Planning and Treasury Director and Senior Technology Manager.

Patient Advocacy Committee

Formed by the Recruitment and Selection and Social Responsibility Manager; Accounting, Tax and Industrial Controllershship Manager; Medical Oncology Group Manager; Institutional Affairs Manager and Legal, Compliance and Institutional Affairs Director. The group discusses and analyzes the support/sponsorship of projects that are sent to the Institutional Affairs department. Various criteria are taken into account, such as: the Company's strategy, the budget available, the impact of the project and the institution's level of maturity. It also supports the choice of projects that receive tax incentives.

Public Relations Committee

Made up of the Human Resources, Communication and Social Responsibility Board; Legal, Compliance and Institutional Affairs Board; Business Development Board, Regulatory Affairs and Internal Process Management Board; Medical Affairs and Market Access Board and Primary Care and Oncology business units Boards. This committee is responsible for making decisions regarding the Company's external communication strategy.



Risk management is the basis for the decisions made, supporting our **strategic planning** and laying down **guidelines to minimize potential negative impacts** that could affect the Company's objectives.

Risk Management

Daiichi Sankyo Brasil strives to manage the emerging and current risks to which it is exposed, with an approach focused on analyzing, evaluating and measuring these risks and their impact on the Company's business and results.

To make this possible, we have management tools and, every quarter, we hold Quarter Review meetings with Daiichi Sankyo Global, our parent company, represented by ASCA (Asia, South and Central America), where the financial results for the period and any impacts on the business are analyzed.

Risk Management of Business Partners

GRI 308-1 | 414-1

In 2022, in an effort to establish a more effective and integrated business partner risk management process, we structured our Business Partner Risk Assessment Policy, to be implemented in fiscal year 2023.

Throughout this process, we work according to four globally defined pillars: anti-corruption, human rights, information security/data privacy and the environment. These pillars should guide the management of Daiichi Sankyo Brasil's business partners, considering local needs, focusing on the evaluation and suitability of contracts and opinions as well as setting up preventive risk management with suppliers.

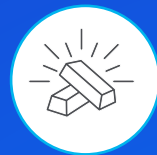


Listed below are the main risks monitored by the Company:



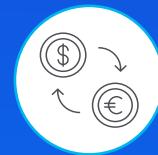
Market risks

The identification of market risks, such as new competitors, price revision, the medicine registration approval date by the responsible regulatory agency, among others, is monitored annually during the preparation of our budget planning and is put into the context of the potential impact on the budget if they materialize. Identified risks are monitored during the fiscal year and we implement actions to prevent or react to the progress of certain risks.



Liquidity risks

These are monitored by the Financial Management. The Company's cash flow is daily controlled, and new projections are updated at least once every quarter, based on the review of sales, expenses and costs.



Exchange risks

We monitor daily and implement hedging strategies whenever necessary. The updated exchange rate projection is reflected in Daiichi Sankyo Brasil's quarterly results review and submitted to our parent company.



Information security risks

Information Security, as observed in the fields of processes and technology, may present situations and technical weaknesses in the Company's technological components. These are analyzed by the CGSI (Information Security Management Committee), which discusses mitigation actions and keeps a record of security risks.



Ethics & Compliance

Daiichi Sankyo Brasil's actions are ethically based when making strategic and day-to-day 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)**, a set of measures based on five main pillars 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

1

Top Management Support

The ethical culture is modeled after our leaders, who will guide other employees on how to act correctly and respect the applicable rules.

2

Code of Conduct, Applicable Policies and Legislation

All employees and external partners who interact with DSBR must respect the standards set by the Company and the good market practices of the pharmaceutical industry.

3

Training and Communication

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

4

Hotline

In the event of misconduct or behavioral irregularities, DSBR must have in place tools to identify and deal with them. Any internal or external agent who has relations with Daiichi Sankyo Brasil can use this channel and their identity will be protected. The Channel values confidentiality and non-retaliation of those who report in good faith.

5

Monitoring and Auditing

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

Top Management Support

The Ethics Committee and the Compliance, Legal, Privacy, Internal Audit and Institutional Affairs Board monitor and follow up on the effectiveness of the Integrity Program and actions to promote ethics and compliance within the Company.

Ethical Conduct

GRI 2-23 | 2-24

We have codes and policies that guide our operations and reinforce our values, stimulating ethical behavior among our employees, third parties and partners.

The **Code of Conduct** sets out the guidelines for employees and third parties, while the **Code of Conduct for Business Partners** lays down the guidelines for partners; both present the Company's values, indicating the behaviors established as standard in day-to-day business. The documents are available on our intranet and institutional website, easily accessible to all.

Ethics Committee

The Ethics Committee is a deliberative body whose aim is to strengthen the Company's commitment to an ethical culture, transparency and integrity, following the global corporate guidelines of the Daiichi Sankyo Group Employees Code of Conduct (ECC) and the Daiichi Sankyo Group Corporate Conduct Charter (CCC).

Among its responsibilities are:

- Promoting initiatives to raise the awareness for internal and external audiences;
- Analyzing reports on conduct inconsistent with the Company's principles;
- Recommending the application of any educational or punitive measures that may be necessary.

Over the course of fiscal year 2022/2023, the Committee held ten meetings.

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

The Board is responsible for supporting the Company in addressing the new sustainable growth strategic challenges and for ensuring practices aligned with business protection, such as risk analysis, legal and moral guidance, damage prevention and containment, protection of personal data and conducting internal audits.

Newly hired employees are provided with the Code of Conduct and sign the Term of Awareness and Commitment, pledging to comply with its guidelines. For business partners, we make the document available on our institutional website and require, through our contracts, that everyone undertakes to comply with the established guidelines.

We also have an Anti-Corruption Policy which restates the Company's commitment to ethics and integrity and defines the rules to be observed in interactions with partners, public agents and health professionals, in order to prevent and avoid corrupt practices.

The Policy is also made available on our intranet for employees and shared with business partners when they are hired. Everyone must sign the Term of Awareness and Commitment to the guidelines established by the Policy upon receipt.



In fiscal year 2022/2023, we launched the Media Guide, with information on how our employees may take a position on social networks with subjects related to Daiichi Sankyo and our products. The guidelines outline what is recommended or not to post, share and like, among other actions, in publications with institutional content or with direct or indirect mention of the Group's products. We believe that this approach provides greater security, transparency and protects the Company's reputation.

Conflicts of Interest

GRI 2-15

To prevent and manage Conflicts of Interest, we hold annual information sessions on the subject for all Daiichi Sankyo Brasil employees.

In addition, our stakeholders and partners are also subject to these issues and, if there is a conflict of interest, the area responsible for the incident is notified and the procedures are checked.

Hotline

GRI 2-16 | 2-26

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 Code of Conduct, Internal Policies, Code of Conduct for Business Partners and current legislation, as well as health and safety issues at work.

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

Reports, which can be made anonymously, are forwarded to the Compliance department. All reports are kept confidential, unless legal and/or regulatory standards or competent authorities determine otherwise.

Our Whistleblowing and Non-Retaliation Policy prohibits any reprisals against people who, in good faith, report concerns or provide information for an investigation. The truthfulness of the information reported is the responsibility of the whistleblower and the information and/or documents submitted are verified during the investigation process.

Once the complaint has been received, we carry out a preliminary assessment to confirm that the case has been

opened and begin the investigation. Once completed, the case is taken to the Ethics Committee, which meets as necessary, at least twice a year.



Contact

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



Training & Communication

GRI 205-2

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

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

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

July saw the launch of the global Speak Up campaign, which consisted of various impact activities for the entire Company, including the provision of totems to capture Compliance-related questions and queries, the distribution of information materials and the display of campaign messages in the office and factory, among other things.

In October, Compliance Week was held, in which a variety of compliance-themed activities were held, including interactive activities (with escape room gamification) and a lecture with Leandro Karnal, which impacted all the Company's employees.



At the same time, we held 12 Compliance and Privacy Influencers meetings, five of which focused on Compliance issues and seven on Data Privacy issues.

We also published a range of communications throughout the year, in the form of a Minuto Compliance (comic book), on different Compliance topics, including giveaways, hotline, conflicts of interest, fraud, etc. These publications were aimed at all employees.

Sustainability

GRI 2-17 | 3-1 | 3-2

At Daiichi Sankyo Brasil we believe that caring for people is caring for the future and we are a Company committed to developing innovative products that promote health for everyone. 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.

The topics covered in this report were selected based on those identified as the most relevant (material) for the Company and its sustainability management, with the potential to create risks or opportunities for our business over the coming years. To find this result, we carried out a study that identified the topics considered most relevant to the main ESG indices and frameworks, as well as our peers in the sector.

In order to strengthen our efforts in this regard, the objective of consolidating ESG was defined in the Company's Strategic Planning and supported by the Board, with concrete initiatives, firstly by structuring an ESG multidisciplinary working group.

The themes were organized into three pillars:

ETHICAL AND TRANSPARENT CONDUCT

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.



Stakeholders

GRI 2-29

Aware that our stakeholders are directly linked to our operations and are therefore more exposed to the positive and negative impacts of our business, we seek to maintain a close relationship with them.

Find out more about our main stakeholders below:



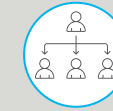
Daiichi Sankyo Brasil Stakeholders



Daiichi Sankyo Global



Pharmaceutical Industries



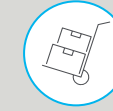
Sector organization



Sustainability specialists



Employees



Suppliers



Healthcare professionals



Patients



Contribution to the SDG

For 13 years, we have been signatories to the United Nations Global Compact, which aims to mobilize the business community to adopt principles that reflect core values in the areas of human rights, labor relations, the environment and the fight against corruption. Since 2018, we have changed our engagement level to “participant” in the Global Compact, increasing our representativeness and visibility at events and committees, as well as other counterparts.

As Global Compact participants, we have aligned our sustainability strategy with the Sustainable Development Goals (SDGs) defined by the United Nations (UN) with the aim of engaging organizations around the world in the goals for sustainable development. This is a universal action plan aimed at protecting people, the environment and the climate. There are 17 goals and 169 targets that complement each other and provide clear guidelines to be met in priority areas such as health, education, the environment, the economy and justice.

We recognize that our business impacts at least 14 of the 17 objectives:



Human Rights Protection

GRI 2-23 | 2-24 | 2-30 | 3-3 | 202-1 | 405-2 | 408-1 | 409-1

At Daiichi Sankyo Brasil, we have a solid commitment, guided by the best national and international practices, to the permanent protection of human rights in our operations. We make sure that everyone we deal with feels respected and has their rights guaranteed. Therefore, to support the management of Human Rights, we have: Human Rights Policy, **Code of Conduct** and **Code of Conduct for Business Partners**. We also have a **Hotline**, a global communication channel for internal and external audiences to report any cases of non-compliance with Human Rights, among other issues.

As Global Compact signatories, we are committed to eliminating all forms of forced or compulsory labor and abolishing child labor, and we demand the same commitment from our suppliers and partners in our contracts.

We ensure that our employees are formally hired in accordance with current labor legislation and we are responsible for guaranteeing these rights, fair wages and valuing our teams. In 2021/2022, 100% of our employees were covered by collective bargaining agreements.

RATIO BETWEEN THE LOWEST WAGE AND THE LOCAL MINIMUM WAGE, BY GENDER

GRI 202-1

Region	2022		2021	
	Men	Women	Men	Women
Midwest	5.5	5.5	5.4	6.3
Northeast	5.5	5.5	6.3	5.3
Southeast	2.1	2.1	2.1	2.1
South	6.4	5.5	5.4	5.4

FEMALE/MALE PAY RATIO

GRI 405-2

Job category	2022	
	Ratio of women's to men's basic wages	Ratio of women's to men's pay
Sales force	0.94	0.89
Operations	0.82	0.91
Administrative	0.92	0.93
Management	1.11	0.91
Coordinators	0.94	0.98

We keep track of important indicators for monitoring and continuously improving our employees' pay conditions, providing fair and equitable compensation for all.

Finally, we try to make everyone aware of the importance of respecting human rights by offering training in our internal training and qualification system. This year, 100% of permanent employees were trained in human rights policies. In all, they received 92 hours of training.

100% of our permanent employees have taken the **TRAINING SESSIONS** and accessed our **COMMUNICATION** on policies.

Information Security & Privacy

GRI 3-3 | 418-1

Our **Code of Conduct** includes crucial promises regarding **Information Security** and the **Protection** of the personal information of our stakeholders.



To manage this matter, we have a structure devoted to Privacy Governance and Data Protection, which complies with the requirements of the General Data Protection Act (LGPD), in order to guarantee full compliance with the rules governing this matter. The structure is made up of:

- Privacy and Personal Data Protection Committee;
- Managing Information Security Committee (CGSI), which meets whenever necessary to deal with critical issues relating to information security;
- Privacy and Personal Data Protection Department, which is part of the Compliance, Legal, Privacy, Internal Audit and Institutional Affairs Board;
- Information Security Department under the responsibility of the Information Technology (IT) department.

To support this structure, we have 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.

Data protection and information security incidents

Daiichi Sankyo Brasil has implemented a number of measures to guarantee information security in its technological environment. For example, we have a management system for the activities of the Privacy department, which covers customer service, supplier and risk management, privacy assessments (risks and treatments), activity and asset mapping, cookie and consent management, policy management, privacy notices and incidents, among others.



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



During 2022/2023 **we received no complaints** about customer data loss or privacy violations.

Moreover, we have a comprehensive contingency plan to ensure information security in our operations. In fiscal year 2022, intrusion tests were carried out with the aim of identifying and correcting existing weaknesses.

A Maturity Analysis Project was carried out, based on ISO Standard 27.001, which establishes an Information Security Management System. The aim of this project was to assess the Company's maturity level in terms of information security practices and to implement improvements.

In addition to these initiatives, we also carried out awareness campaigns against phishing, seeking to educate and warn employees about the risks and how to identify and avoid this type of cyber-attack.

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. It is everyone's duty to report any violations to the Privacy and Personal Data Protection department, using our Confidential Channel or the specific channel for reporting Information Security and Privacy incidents.

Our aim is to promote a safety culture which is why we maintain education and awareness initiatives on the subject, aimed at our employees and third parties.

We offer annual training on the Information Security Policy and Privacy Policy, covering all employees and third parties.

On our internal channels, such as the Intranet, Yammer, News and podcasts, we regularly communicate on the main topics related to information security.

In 2022, the Privacy department, together with Information Security, launched the information security training platform, Guardians of Information, with training programs using short videos to present the 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.

We also have the Privacy Influencers group, made up of employees selected by the Executive Boards to act as multipliers and representatives of Information Privacy and Security in each area. These employees meet regularly with the Privacy and Information Security team to share knowledge and raise awareness of the issues.



Membership Associations

GRI 2-28

We are **members of associations** that support the development of our business, and we **actively** participate in the discussion and proposition of public policies that contribute to the sustainable **development** of the pharmaceutical sector.



Get to know, below, the main associations in which we participate:

Sindusfarma

Sindicato da Indústria Farmacêutica: has the role of defending the causes of the sector in the State of São Paulo, providing services to its associates.

ACESSA

Brazilian Association of Self-Care Products Industry: the organization is the former ABIMIP (Brazilian Association of the Over-the-Counter Medicines Industry) and brings together domestic and multinational industries that manufacture, import, market non-prescription medicines or in other health and wellness segments.

IAB Brasil

Interactive Advertising Bureau: since 2019, we are part of the international network of associations whose main objective is to develop the interactive media market in Brazil. The network has offices in over 44 countries, including the USA, Australia, Singapore, Spain, France, England, Italy, Chile, Mexico and Brazil.

Alagev

Latin American Association of Event and Corporate Travel Managers: integration hub focused on the sector's evolution, it operates in the corporate travel and events market in Latin America, sharing best practices and promoting the training and development of the sector.

CIESP

São Paulo State Industries Center: a non-profit civil entity that brings together industrial companies and associations linked to the productive sector, as well as companies whose objective is activities directly related to the interests of Industry.

Chapter 03

Caring that Transforms

SDGs



Related Capitals



Health Care Services

GRI 2-29 | 3-3



Health Promotion

Throughout its history, Daiichi Sankyo has positioned itself as an innovative pharmaceutical company, capable of transforming established treatment patterns, improving the health and well-being of thousands of people around the world. We believe that our success is due to the combination of cutting-edge scientific research, strategic partnerships and an unwavering commitment to patients.

The main therapeutic areas in which we operate are:

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



Our expansion into the Oncology sector in 2021 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.**

Products

GRI 2-6



Psychiatry and Neurology

- Latuda®**
(lurasidone hydrochloride)
- Desventag®**
(desvenlafaxine succinate monohydrate)



Oncology

- Enhertu®**
(trastuzumab deruxtecan)



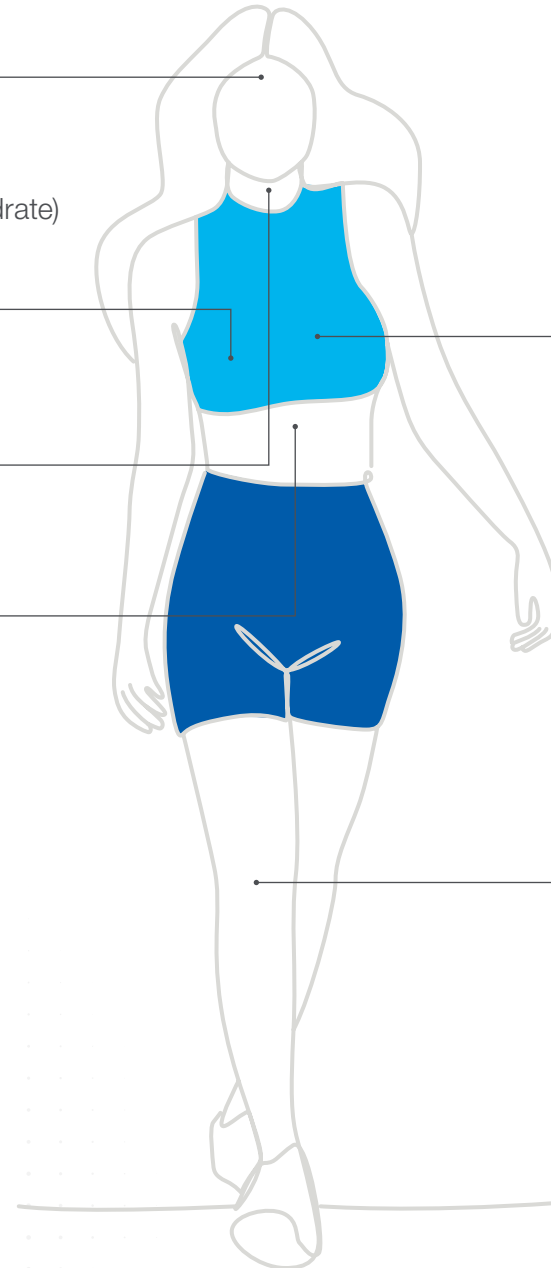
D Vitamin

- Cygnus D®**
(cholecalciferol)

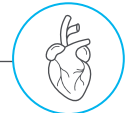


Gastroenterology

- Lactulona®**
(lactulose)



Cardiology



- Benicar®**
(olmesartan medoxomil)
- Benicar Anlo®**
(olmesartan medoxomil + amlodipine)
- Benicar HCT®**
(olmesartan medoxomil + hidrochlorothiazide)
- Benicar Triplo®**
(olmesartan medoxomil + hidrochlorothiazide + amlodipine)
- Effient®**
(prasugrel hydrochloride)
- Lixiana®**
(edoxabana)

Pain and Inflammation



- Daisan®**
(tramadol hydrochloride + paracetamol)
- Hirudoid®**
(mucopolysaccharide polysulfate)
- Loxonin®**
(sodium loxoprofen)
- Loxonin® Flex**
(sodium loxoprofen)

Access to Health

GRI 2-29 | SASB HC-BP-240a.1

Daiichi Sankyo Brasil’s consolidation in the oncology sector is also a testimony to its commitment to making a difference in patients’ lives by providing innovative and highly effective treatments. Despite this, 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.

These initiatives are led mainly by the Market Access, Institutional Affairs, Commercial and Marketing departments, with a focus on demonstrating the therapeutic value of medicines in terms of overall recovery, quality of life and disease-free recovery. This effort extends to other therapeutic areas, such as Primary Care, with a focus on psychiatry and cardiology.

We also maintain a **close commercial relationship** with distributors and large pharmacy chains and offer patients online channels such as the **Customer Service Center** and **Adere Saúde Portal**.

Furthermore, we evaluate possible regulatory scenarios, always aiming to make it possible to register new medicines quickly through expedited registration routes such as priority review and optimized analysis, in order to serve the population as quickly as possible. In addition, Daiichi Sankyo Brasil maintains close contact with the health authorities, strengthening a solid and transparent relationship.

Aware of our responsibility for the supply of medicines, our Sales, Marketing and Supply Chain departments work together, through a monthly internal process, to forecast the production and consumption of each product, thus ensuring a continuous supply to patients undergoing treatment. To this end, we also maintain a close commercial relationship with distributors and large pharmacy chains and offer patients online channels such as the Customer Service Center and the Adere Saúde Portal.



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

Access to the market

SASB HC-BP-240a.1

We work with a dedicated in-house and field access team, responsible for interacting with payers and providing information on the positive impacts resulting from the incorporation of new technologies.

As such, 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. By doing so, we enable access to cutting-edge treatments at acceptable costs that can save even more lives.

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.



As a result of our dedication to promoting greater access to the market, our **Intelligent Access** project was awarded at the 47th 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.

Engagement with patient organizations

Our Institutional Affairs department plays a key role in establishing partnerships with Patient Associations (Patient Advocacy) and seeking 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.

Accordingly, 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.

In line with the previous fiscal year, we launched the second Call for Proposals, with the aim of receiving proposals for social projects developed by civil society organizations working on behalf of patients in the therapeutic areas we serve. In 2022/2023, we supported 44 projects.

Patient support program

We believe that providing a solid support network, which offers comprehensive support to patients, is crucial for them to achieve more effective results in their pharmacological treatments and have guaranteed access to healthcare.

That's why we have Adere Saúde, 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 for their health conditions. Currently, four of our products are eligible for discounts: Benicar®, Benicar HCT®, Latuda® and Lixiana®.

To join Adere Saúde, patients register on the online portal or at their nearest pharmacy.



At the end of the fiscal year, we had

304 thousand

people enrolled in the Program.



To find out more, visit the Program's website by [clicking here](#).



PRICING

In an effort to facilitate access to medicines, we seek to guarantee a fair price for our products. To this end, the price is defined in accordance with Resolution 2/2004 of the Medicines Market Regulation Chamber (CMED), including aspects related to the pathology, positioning of the medicine, local and international regulatory approval scenario, cost of international treatment and risk analysis of CMED’s possible price categorization scenarios.

The strategy is then aligned with the Brand Team (Access, Medical Area, Marketing and Regulatory) and external consultants. The final strategy is presented and approved by CMED, by approving the final price of the medicine, which is definitively complied with by the Company in accordance with current regulations.

We also work within the limits set by the regulatory bodies to put into practice our relationship strategy with patient associations, ensuring that the low-income population has access to our medicines.

REGULATORY AGENCIES

To ensure that the population is supplied with our medicines, we have established partnerships with regulatory bodies in all the countries where we operate. These relationships are guided by core values of honesty and transparency, which are the basis of all our collaborative ties.

In Brazil, we collaborate with the National Health Surveillance Agency (Anvisa), conducting a thorough analysis of all local regulations and carefully planning how to meet the requirements effectively.

In Latin America, we work together with the regulatory agencies of the countries to which we export our products, with the support of regional partners who help us with the processes locally.

Research & Innovation

Daiichi Sankyo is recognized for its passion for innovation and its ability to disrupt medical treatments around the world. We invest in Research, Development and Innovation, relying on a qualified team of researchers who seek to create pharmaceutical solutions to meet medical needs.

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, as well as enable new clinical studies to be conducted.

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.



In 2022, our research and development actions covered a wide range of areas and approaches. 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 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), with the DSBR. This type of study involves the analysis of RWD (Real World Data) that is obtained outside the clinical research context. Currently, the healthcare sector has a wide range of RWD sources: clinical records, reimbursement data, pharmacy data, patient self-reported data, among others. The challenge lies in transforming RWD, which in isolation do not generate knowledge, into RWE and generating insights that can help in decision-making, providing information related, for example, to the effectiveness and safety of treatments.

Our access team, in partnership with the medical departments of oncology, cardiology and psychiatry, has dedicated itself to this initiative in order to increase our knowledge about the application of our medicines in daily clinical practice and about the diseases we are currently treating.

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 objectives year after year.

Ethics in research

In our clinical research, we follow all ethical and legal parameters, including the relevant global regulations, such as the Good Clinical Practices guide (2016) from the International Conference of Harmonization (ICH), and the Document of the Americas.

As for ethical aspects, we also follow the resolutions of the National Research Ethics Commission (CEP/CONEP System) and the Regulatory System of the National Health Surveillance Agency (Anvisa). As far as health aspects are concerned, we comply with the Collegiate Board Resolutions relevant to clinical research, based on RDC 09/2015 and RDC 10/2015. All clinical trials are submitted to the Medicines Clinical Development Dossier (DDCM), which must be approved by Anvisa before they can be carried out.

Quality and Safety Guaranteed

GRI 3-3 | 416-1 | 417-1 | 417-2 | 417-3 | SASB HC-BP-260a.1

At Daiichi Sankyo Brasil we are committed to earning the trust and preserving the health of patients by ensuring the safety, quality and continuous supply of our products. To this end, we have adopted a Quality Management System that meets the highest regulatory standards and follows global guidelines established by the Daiichi Sankyo Group.

As part of this system, all suppliers and service providers participating in our medicines manufacturing and distribution chain are also evaluated with the highest standards, through audits and quality control tests.

We 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. 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.

We guarantee our products' traceability, linking each raw material, packaging to its supplier, and tracking the entire production process. For this reason, we have adopted a number of safety features in our products, such as:

- Use of reactive ink in secondary packaging;
- Information and standards relating to batch numbers on primary and secondary packaging;
- Embossed lettering on solid pharmaceutical products;
- Recording the code and version of the packaging material used in the production batch;
- Establishing gluing standards on the cartridge flaps;
- Defining a standard format and color for the product.



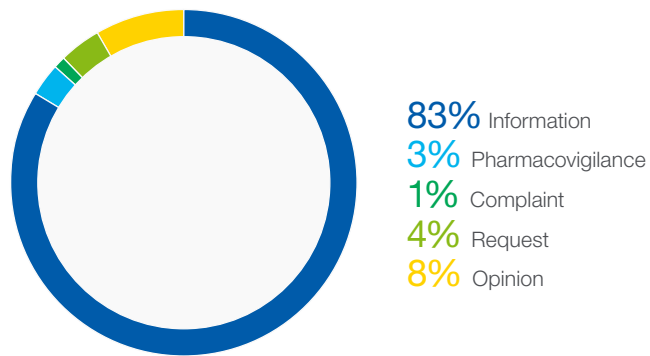
Additionally, we ensure that we provide **accurate** and **appropriate information** through labeling and responsible marketing communication, following the **established regulations** and **procedures**.



Customer Service GRI 2-29

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.

CONSULTATIONS HANDLED BY THE SAC



If there is a suspicion of counterfeiting and a sample of the product is received, checking for non-conformity in any of these safety items can confirm the suspicion. If confirmation is not possible in this way, our Quality Control carries out a detailed analysis of the product to identify any tampering.

We are committed to implementing our serialization process throughout the production chain. With serialization, we will have even tighter control over manufacturing and traceability throughout the production cycle, ensuring a full view and greater control of the entire process.

In this respect, 100% of our medicines comply with labeling requirements, which includes information such as the trade name (“brand”), pharmaceutical form and concentration of the active ingredient, conservation instructions, regularization data with the National Health Surveillance Agency (ANVISA), batch number and expiry date, Customer Service number (SAC) and information on the safe use of the medicine and proper disposal. In fiscal year 2022/2023, we recorded four cases of non-compliance related to product labeling, such as spelling mistakes and printing errors. In all cases, there was no risk to patient health or to the safety and efficacy of our products.

Marketing actions related to medicines are governed by various regulations, including ANVISA laws and standards, as well as a number of Daiichi Sankyo’s internal policies and guidelines. As such, Daiichi Sankyo Brasil operates in a highly regulated market and in fiscal year 2022 no non-compliance cases were identified in relation to the Company’s communication and marketing actions.



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

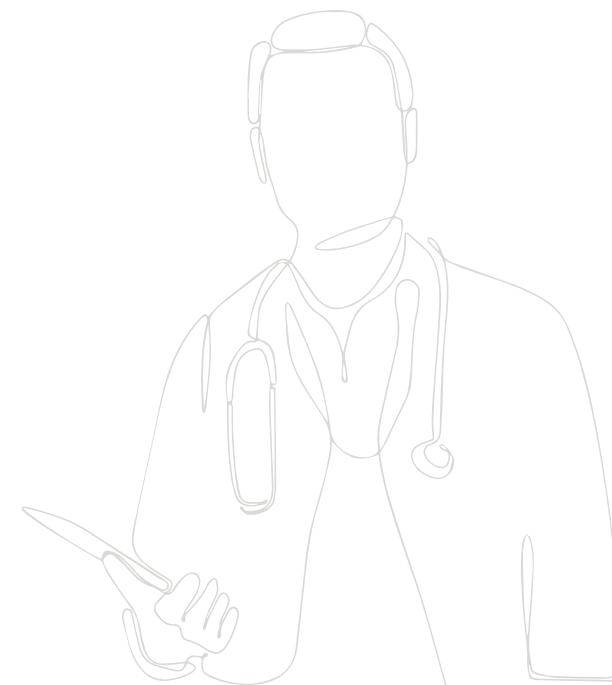
GRI 2-29 | HC-BP-270a.2



Healthcare professionals play an essential role in promoting the well-being of the population, serving as a link between Daiichi Sankyo Brasil and patients. It is therefore critical that we maintain a close relationship with this public, in accordance with the principles established by our new Code of Promotional Practices and Interactions. This code was drawn up based on ethical and transparent guidelines, following Daiichi Sankyo's Global Marketing Code of Conduct. Moreover, as of 2022, it has incorporated some of the new provisions of the Interfarma (Association of the Pharmaceutical Research Industry) Code of Conduct.

The document lists the good conduct practices that should guide the interactions of DSBR employees, third parties or contractors acting on its behalf with healthcare professionals, healthcare-related professionals, public agents, patient associations, medical societies and healthcare institutions, among others. It also presents the rules applicable to promotional practices related to pharmaceutical products manufactured or marketed by Daiichi Sankyo Brasil.

Among the principles described in the document are the dissemination of information on healthcare, the preservation of the autonomy of healthcare professionals, the adoption of policies that ensure transparency in the relationship with this public and guidelines to guide interaction with prescribing professionals, among others.



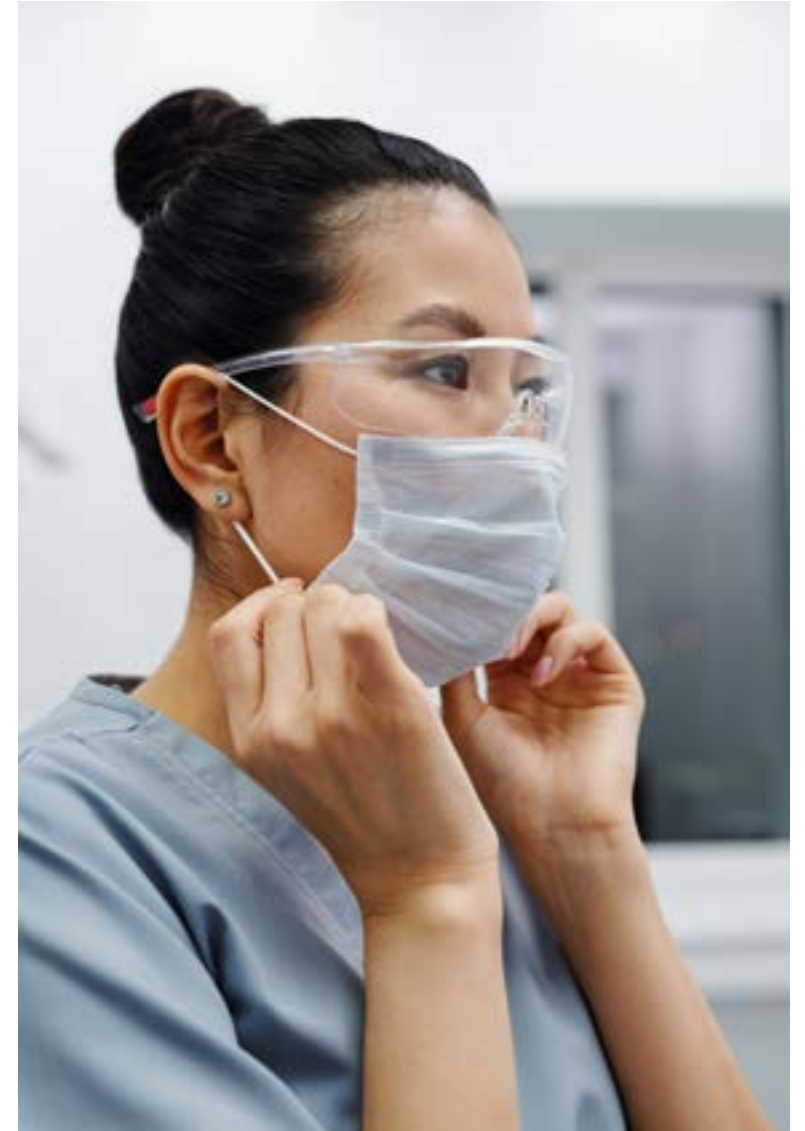
To regulate relations with doctors, patients and institutions, we have a **Medical Excellence** department, which lays down **policies, procedures** and **tools** based on **ethics** and **transparency**.

What's more, Daiichi Sankyo Brasil is committed to providing quality medical information to healthcare professionals through its 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. We also carry out scientific curation, involving bibliographic research and making available relevant publications related to our products and therapeutic areas.

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.

To make it easier for the Company's medical consultants to keep up to date with the science and to promote interaction between them and other opinion leaders, we have implemented a curation program that includes sending out impartial and relevant scientific content on a monthly basis. By doing so, we provide ongoing support to healthcare professionals, promoting the exchange of knowledge and contributing to the improvement of medical practice.

In order to ensure that the information passed on to healthcare professionals is accurate, our sales team is trained in person and online through the internal training and qualification system. All promotional materials are developed by the Marketing and Training departments, with the support/approval of the Medical Affairs, Compliance and Regulatory Affairs departments, to ensure compliance with internal rules and policies.



Continuous medical education program

Our education program for healthcare professionals offers scientific information on diseases, medicines and different treatments so that they can keep up to date on different health-related topics.

Some of our initiatives include holding events such as small meetings and symposiums, producing materials and the SPREAD Cardio and SPREAD SNC (Central Nervous System) programs, which aim to bring quality medical information to young doctors, encouraging contact and the exchange of experiences with opinion leaders.

In 2022, we had 350 doctors trained in our Speaker Training program for Primary Care and Oncology products.

Medpedia

Medpedia is a digital portal that offers comprehensive content on technology and innovation for medical practice and study programs addressing the health area as a whole, 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.

As resources, Medpedia offers training for speakers (Speaker Training), a website with scientific information to support clinical decisions (Quick IM) and an interactive platform for simulating clinical cases called Patient 360.



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. In this context, we carried out three major surveys - Adboard, technology and digital - which allowed us to analyze the main trends in the industry in order to understand, from the point of view of the almost 40 physicians consulted, the points for improvement in our operating model, language and user experience.

Internally, with a focus on digital acculturation, we promoted a training course on Medpedia, Digital Tips, with an average attendance of 80% of employees and a total of 10,000 views.

In terms of numbers, **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.

Here are some of the year's key events:

The Future of Being

During the year, we held the exhibition The Future of Being at Praça Mauá in Rio de Janeiro, which looked at advances in science and their possible impact on human longevity. The exhibition brought an immersive experience with art and technology, promoting playful and sensory entertainment. The aim of the exhibition was to promote the institutional image, with over 2,4 thousand participants and 19.5 million page views during the exhibition period.

HER2 Day & Reframing Oncology Forum

The event was attended by over 100 HCPs, 20 speakers and over ten hours of scientific content. At the end, participants rated the event with an NPS of 9.73, as a result of the satisfaction survey.

Second edition of the Reframing Oncology Forum

The Forum's main theme was the journey towards innovation in Oncology, and it was attended by over 100 people, who rated the event with an NPS of 9.48.

During the fiscal year, we promoted 983 events.



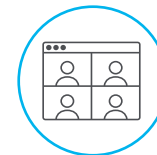
18
International events



85
Regional events



193
Domestic events



615
Small meetings



72
Exclusive Events from
Daiichi Sankyo Brasil

Caring for the Team

GRI 2-29 | 3-3

Our Team

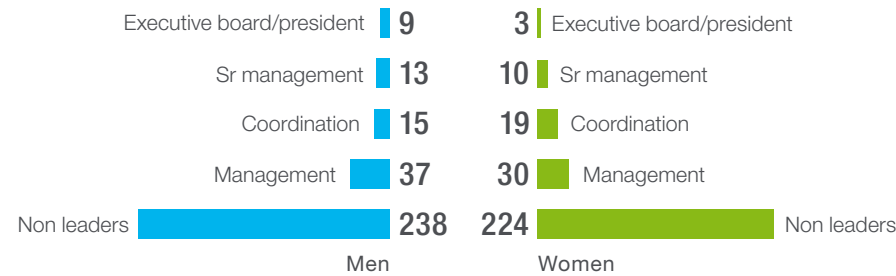
GRI 2-71 | 2-8

Daiichi Sankyo Brasil recognizes and values the relevance of its employees as the basic cornerstone for the success of our operation. As a leading pharmaceutical Company in the development of innovative therapies, we are aware that the talent and commitment of our team are the key drivers of our sustainable growth and the improvement of the quality of life of the patients we serve.

Our employees are our company’s ambassadors, representing our values and principles in their daily interactions. Teamwork and synergy between different areas and departments are crucial to overcoming challenges and achieving our strategic goals.

In 2022/2023, our team had 598 permanent employees and 26 interns and young apprentices. Out of this total, 84% are located in the southeast and 8.1% in the south. In addition, we have 78 third-party workers who work in DSBR’s cleaning, property security and maintenance areas.

EMPLOYEES BY JOB CATEGORY



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

Region	Midwest	Northeast	North	Southeast	South
By contract type					
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
Total	15	30	2	528	51

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, guiding them in their decision-making.

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.

In 2022, we completed the Human Resources, Commercial and Finance modules, providing those responsible for these departments with the information they need for effective management. For the future, we will be entering new divisions to expand Compass' reach.



Diversity and Inclusion

GRI 405-1

For us, diversity and inclusion are a priority. We believe that by keeping this issue at the forefront, 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.

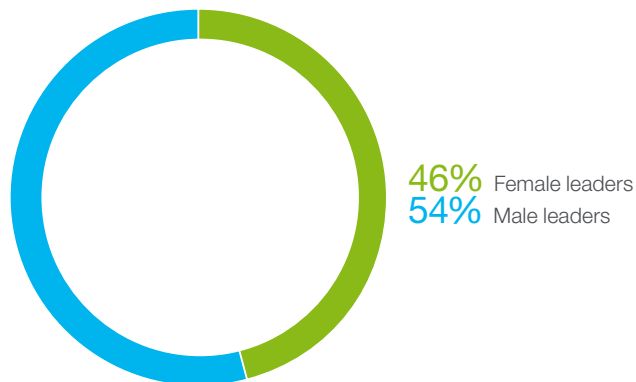
To this end, we have five affinity groups on priority topics: gender, race, LGBTQIA+, generations and PCD. In all, around 100 employees from different areas of the Company take part in the initiative and meet monthly. The agendas are monitored by the Corporate Social Responsibility (CSR) area.



By gender	Senior leadership	All employees
Male	9	312
Female	3	286

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

LEADERSHIP BY GENDER



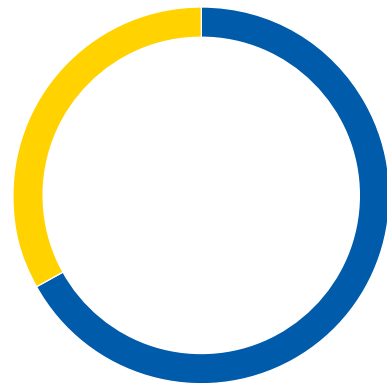
By job category	Male	Female	Up to 30 years old	Between 30 and 50 years old	Over 50 years old
Coordination	15	19	1	31	2
Board/President	9	3	0	5	7
Management	37	30	0	53	14
Senior leadership	13	10	0	18	5
Non-leaders	238	224	57	340	65



To raise awareness among employees and promote the 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. In celebration of International Women’s Day in March, we offered 40 accesses to the professional development platform for women, Todas Group.

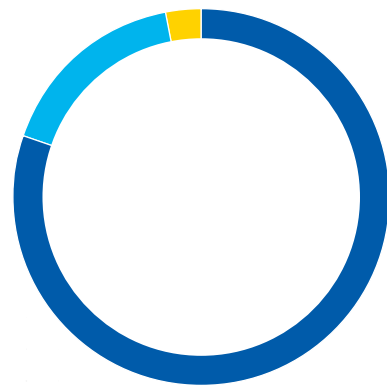
Currently, women make up 48% of the workforce, 46% of middle management (Coordination and Management) and 25% of top management (Executive Committee). Moreover, 16.6% of our staff declare themselves brown and black and 3% are people with disabilities.

DIVERSITY OF SENIOR MANAGEMENT



66.7% White
33.3% Yellow

DIVERSITY IN THE WORKFORCE



80.4% White
16.6% Black and brown
3% Yellow

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

- Hiring specialized consultants, who have provided us with support for our affirmative positions;
- Formalization of affirmative positions, with the recruitment and selection team being responsible for deciding which positions will be exclusively for disabled professionals;
- Creation of multidisciplinary squads with HR employees and employees who are key players in the cause 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.

PwDs	Total
Managers	1
Non-leaders	18



Inclusive talent attraction

Throughout the fiscal year, 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.

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

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 content covered included subjects such as Portuguese, mathematics, life skills, skills for the job market, digital education and a life project. The activities were carried out in person, three times a week, over six months, at the Alicerce Center, in the Barueri region.

Besides the learning provided, 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.

MATERNITY AND PATERNITY LEAVE GRI 401-3

Since 2014, we have been part of the Corporate Citizen Program, which provides for the extension of maternity leave to six months and paternity leave to 20 days, guaranteed to all employees. In 2022, 17 employees took maternity and paternity leave, 10 women and 7 men.

PARENTAL LEAVE

TOTAL WHO WENT ON MATERNITY/PATERNITY LEAVE:



100%
of employees returned from leave in 2022/2023

81%
of employees remained employed after twelve months

8 men and 10 women have completed **24 months** of work since returning from their leave



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. This project is being instrumental in getting all employees to reflect on what is unique about our culture and we can evolve to ensure that we build a culture where everyone in the Daiichi Sankyo Group globally can thrive by helping to provide the best care for the patients who need it.

We are part of a global company that is embedded in different countries with different cultures and people. Therefore, for us, inclusion and diversity is the driving force behind our value creation, enabling an understanding of the shared cultural values among the people who are part of the Organization around the world, recognizing and valuing differences, striving to nurture a culture that represents “One Daiichi Sankyo”.

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, allowing us to build on these values, while recognizing and appreciating our differences to create and foster our “One Daiichi Sankyo” culture. By working together to develop our strengths, we can better serve our patients, grow Daiichi Sankyo and fulfill our “Purpose” of contributing to the enrichment of quality of life around the world.

The graphic below shows how our Core Behaviors become our Mission, Vision and Core Values. Each of these functions together to shape the basis of how we will succeed as an organization and as individual professionals.

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



Elements of our Unique Daiichi Sankyo Culture

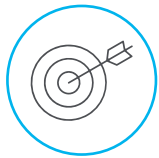
Elements of Culture

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, which enables 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.

At Daiichi Sankyo Brasil, we had **95%** participation in the **Glint survey**, with a high level of **engagement of 91%**.



CLIMATE AND ENGAGEMENT

As part of this transformation, in February 2022, we invited employees in all countries to take part in our first One DS Global Engagement Survey. The Daiichi Sankyo group of companies is on a journey to think, act and operate globally with a unified culture.

The power of over 16,000 employees, focused together on the same goals with the same values and culture. Collectively, it's not just our science and technology that sets us apart, but also the Daiichi Sankyo team, which stands out as a real competitive advantage.

It was an opportunity for all 16 thousand+ employees of the Daiichi Sankyo group of companies to share collective viewpoints, insights and experiences to empower us to give our best to patients and create the culture in which we can all grow and thrive, with the motto: **Every voice matters.**

In early 2023, we applied One DS Voice (GLINT), our annual global engagement survey. At Daiichi Sankyo Brasil, 95% 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 (Develop and Grow, Be Inclusive and Embrace Diversity, and Collaborate and Trust), as well as the opportunities for improvement that have been identified.

Attraction and Development

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

To move ever closer to our vision of “being an innovative global pharmaceutical company with a competitive edge in Oncology by 2025”, we focus our efforts on attracting and retaining the best talent.

To this end, we work to value internal talent, enabling career transitions and widely publicizing opportunities in our internal networks. This fiscal year, 33.5% of vacancies were filled by internal employees. When we look at vacancies in leadership positions, the in-house recruitment was 45%.

We also advertise openings on career portals and have referral programs. After hiring, we carry out an onboarding process so that the new employee becomes familiar with our culture and can get to know our facilities.

In 2022/2023, we hired **142 new employees** to join our teams.

HIRING AND TURNOVER RATES

Age group	Total hires	Hiring rate	Total terminations	Turnover rate
Up to 30 years old	34	59%	9	16%
Between 30 and 50 years old	95	21%	42	9%
Over 50 years old	13	14%	10	11%
Gender				
Female	84	29%	35	12%
Male	58	19%	26	8%
Region				
North	1	50%	0	0%
Northeast	5	17%	1	3%
Midwest	6	40%	3	20%
Southeast	127	25%	53	11%
South	3	6%	4	8%

TERMINATIONS IN THE YEAR, BY JOB CATEGORY

Job category	INVOLUNTARY		VOLUNTARY	
	Total	Turnover rate (%)	Total	Turnover rate (%)
Executives/senior managers	6	1.0%	1	0.2%
Mid-level managers	10	1.7%	4	0.7%
Mid-level employees (with higher education)	8	1.3%	22	3.7%
Other employees	1	0.2%	0	0.0%
Other employees (not mentioned above)	6	1.0%	3	0.5%

Corporate education

GRI 404-1 | 404-2 | SASB HC-BP-330a.1

We value the development of our employees and offer opportunities that enable our team to learn, grow and explore new ways of thinking. To this end, we have structured programs with specific training for each business unit, and development trails focused on improving organizational and human skills, according to the People Management Cycle, available at our Corporate University.

Also, in order to make the best use internally of the development of employees considered to have high potential and performance, in 2022 we launched the DSBR Academy, with the aim of training Future Leaders for the Sales Force and preparing professionals for areas with greater technical demands, such as Oncology Technical Consultants, MSL and Market Access Managers.

Our main learning programs are:

- **Educational Training Program:** includes Undergraduate, Technological, Specialization, Postgraduate, MBA, Professional Master's/Doctorate and similar courses, in face-to-face, distance or mixed learning models, provided that they are recognized by the National Education Ministry (MEC).
- **Language Educational Program:** covers English, Spanish or Japanese courses, in face-to-face, distance or mixed learning models, to improve the employee's performance in their activities.
- **Continued Education Program:** focused on employees who need specific knowledge and technical improvement. It includes functional courses, such as workshops, congresses and lectures, in face-to-face, distance or mixed formats.
- **Educational Partnerships:** we have partnerships with educational institutions where our employees have benefits and discounts on tuition fees.
- **“Learning from Colleagues” program:** an information exchange network between employees to share knowledge about the areas in which they work.
- **Intern Development Program:** proposes a sequence of soft skills topics to develop competencies connected to the business strategy, deliveries over the next few years and culture. It is aimed only at interns and participation is compulsory in all the themes proposed, with a schedule that includes monthly meetings of 3 hours for each of the themes, as well as self-studies.





• **Development Program for Analysts, Lawyers and Buyers:** proposes a sequence of soft skills topics to develop competencies connected to the business strategy, deliveries over the next few years and culture. The topics covered include Problem Solving, Systemic Vision, Emotional Intelligence, Time Management & Organization, Communication - Selling Ideas, Communication - Public Speaking, Interpersonal Relations, Accountability and Creativity. It is aimed at professionals with Analyst, Lawyer and Buyer positions, who must take part in three of the proposed topics and may choose those that are best connected to their Individual Development Plan.

Average training hours

By gender	Average hours
Male	84.46
Female	73.56
Job category	
Director	29.43
Manager	84.64
Coordinator	66.51
Administrative	68.87
Operators	84.91
Trainee	5.75

• **Leadership Development Program:** In 2022 we continued the Leadership Development Journey, which began in 2021. We considered the concept of the leadership pipeline to structure the training groups, with a focus on developing senior and middle management.

In this second cycle, we had four modules, the first two focused on retrieving content from the Design Thinking experience, based on the dimensions of the ADAPT Leader and aspects required for the Company’s development, articles of association and strategic plan. In the third and fourth modules of this Cycle, we dedicated the meetings to reflecting on what the participants had learned so far and the possibilities for practical implementation, as well as discussing People Management issues.

For the new First Leadership leaders, we offered the Fundamentals of Leadership Program. There were four sequential modules in which we worked on concepts such as the Leadership Contract, Powerful Questions, Inspiring Leaders, Creating Trusting Relationships, Management Tools for promoting autonomy and development and Situational Leadership.

We also have Corporate Internship and Young Apprentice programs. The Corporate Internship provides hands-on experience for young people in training, allowing them to apply the knowledge acquired in their academic life to their professional activity. The Young Apprentice Program, carried out in partnership with Nube and the Saber Learning Institute, aims to prepare young people aged 14 to 24 for 11 months for their first professional experience in the job market.

In 2022, we had an average of **72.07 hours of training** per employee.

Sales force training

GRI 404-2

For our Sales Force team, which works in direct contact with healthcare professionals, we have a corporate education program based on three pillars:

- Initial training, on-site and online training offered to new employees about our products or about others recently launched in the portfolio;
- Continued Education, in which employees are continually updated on our products and corporate topics, offered through face-to-face and online activities and on-the-job training;
- Competence development, which focuses on developing skills for interacting with customers, managing key accounts and training sales managers to develop the team.

In 2022, we recorded an average **122.6 hours of training** per employee in the Sales Force team.

Performance evaluation

GRI 2-18 | 404-3

Daiichi Sankyo Brasil has a performance management model called the People Management Cycle, which aims to provide structured management of our talents. This cycle covers the assessment of competencies, target assessment, feedback, calibration processes and monitoring of the Individual Development Plan (IDP).

This way, all our employees are fully aware of their career situation and performance, and what professional development actions need to be implemented.

The performance evaluation follows the 180° methodology, in which employees evaluate themselves and managers evaluate the people in their team.

In fiscal year 2022/2023, **100% of the Company's permanent employees** went through the process.

We also carry out calibrations for employees in leadership positions, in the so-called Career Committees, where other managers contribute to the assessment, bringing examples about the employees, in order to level out the leaders' assessments. In 2022/2023, we added another hierarchical level to the process, comprising consultants, specialists, senior analysts, lawyers, buyers and sales reps.

After the appraisal cycle takes place, employees receive performance feedback. This ensures that they have input into the construction of the PDI, which is based on the 70/20/10 methodology.



Occupational Health and Safety

GRI 403-1 | 403-2 | 403-3 | 403-4 | 403-7 | 403-8 | 403-9

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, including all employees and third-party contractors.

The system follows ISO 45.001 guidelines and meets the legal requirements applicable to our operations. The Environment, Health and Safety (EHS) team works to ensure the effectiveness of the system.

In 2022/2023, we maintained the system based on the ISO 45.001 methodology. We have also published our Environment, Health and Safety Policy, which sets out the guidelines governing this issue at the Company. The policy is applicable to all employees and addresses principles relating to the preservation of the environment, workers' health and safety, through topics that address continuous improvement, awareness, communication, good practices, corporate guidelines and legislation on the subject.

Workers covered by the occupational health and safety management system

	Number	%	
Number and percentage of employees and third parties covered by the system	Employees	598	100%
	Trainees and young apprentices	26	100%
	Third parties	78	100%
	Temporary workers	2	100%

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, which result in the Risk Management Program. In addition, we carry out audits to monitor and evaluate the system's effectiveness, correcting any non-compliance identified. This process is critically analyzed by the Company's senior management, resulting in continuous improvement of the system.

We also have a tool for the Treatment of EHS Actions (TAE), through which all employees and third parties can file incidents. Once recorded, we investigate the causes and define a mitigation action plan.

Some of the main Occupational Health and Safety services we offer for managing these risks are:

- Ergonomic services;
- Occupational physician;
- Safety technician;
- Personnel administration analyst;
- Emergency Brigade;
- CIPA - Internal Commission for Accident Prevention, made up of company employees.

Our employees and third parties can also use our official communication channels to report health or safety risks and situations, including harassment, and these reports will be assessed by the Compliance department and the Ethics Committee, in accordance with the Whistleblowing and Non-Retaliation Policy.



Our concern for health and safety covers both permanent employees and third-party contractors. In this context, before providing services, we carry out a document analysis, taking into account the Occupational Health Certificate (ASO) and certifications in training and qualification related to Occupational Safety, among other

documents. After the analysis, we carry out a safety integration with basic information on how to conduct the activity in the Company. During Fiscal Year 2022 we recorded five accidents involving own employees, one with time off work and four without, and one accident involving time off work for a third party.

Work-related injuries	2022/2023		2021/2022	
	Employees	Third Party	Employees	Third Party
Number of hours worked	970,139	0*	764,995	0*
Number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Number of recordable work-related injuries (includes fatalities)	5	1	1	1
Rate of recordable work-related injuries (includes fatalities)	5.15	0*	1.3	0*
Number of work-related ill health requiring reporting	0	0	0	0
Rate of work-related ill health requiring reporting	0	0	0	0

*The injury rate for third-party contractors was not calculated, since we do not manage the working hours of this group, we only control the number of incidents.

Occupational safety training

GRI 403-5

To ensure the occupational health and safety of our employees and third parties, we offer a range of training programs designed to enable participants to carry out their activities safely and conscientiously, avoiding risks.

These programs include:

- PCA – Hearing Control Program;
- PPR – Respiratory Protection Program;
- Training at Height;
- CIPA Training;
- Training and refresher courses for the Emergency Brigade.

In 2022/2023, **there were no accidents** with serious consequences.



Employee health promotion

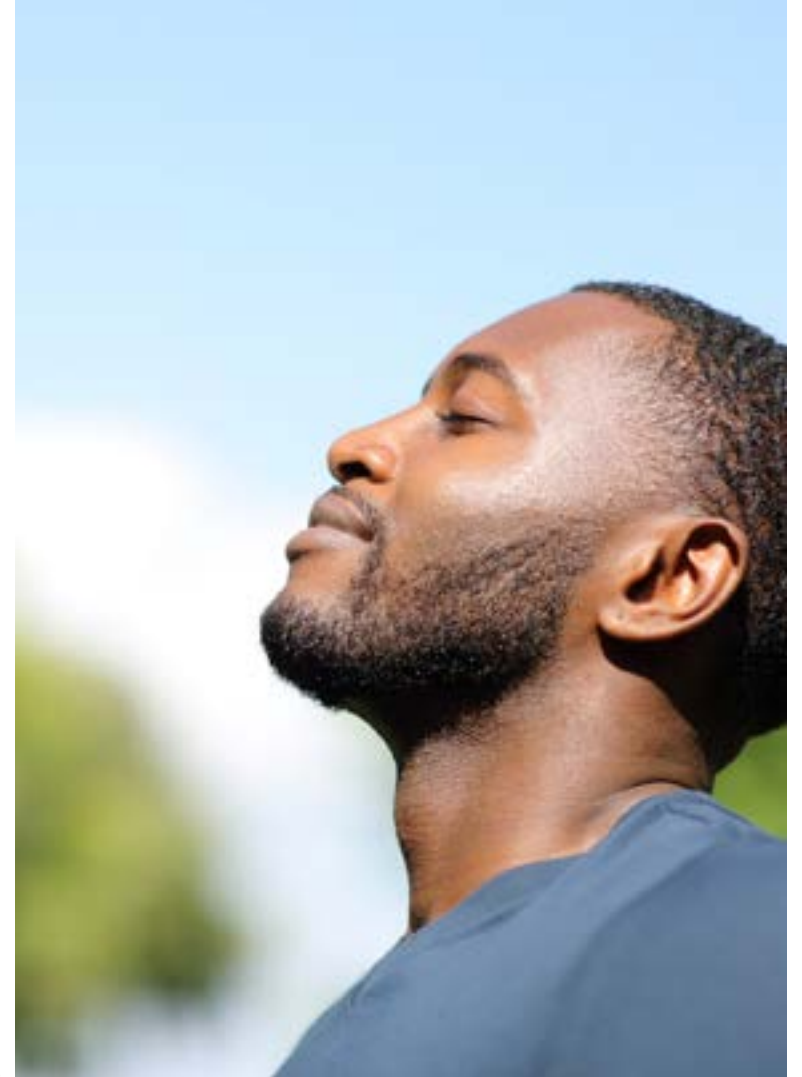
GRI 403-6

Prioritizing the well-being of our team, we offer comprehensive medical and dental care benefits for employees and their legal dependents. Moreover, we work with an insurance company that also provides telemedicine services, ensuring quick access to medical care from anywhere.

We have implemented programs dedicated to promoting health and supporting our teams, such as the Employee Support Service, which offers psychological support to help deal with emotional challenges. We also provide financial, legal and social guidance to help employees in diverse areas of life. In addition, we promote meditation and mindfulness courses and offer meditation totems at the plant and in the administrative office for a month.

Plus, we offer flexible working hours, short Fridays, holiday extensions, breakfast at the plant and in the administrative office, quick massage, occupational exercise and auricolotherapy, with the aim of providing even better quality of life for our employees.

DSBR continually reviews processes and procedures to provide a routine with quality of life and well-being for employees. To foster a more productive day-to-day life, we recently reinforced the practice of core hours as a model for scheduling meetings to ensure that everyone has time during the week to complete tasks with focus and without interruptions.



Our commitment to **scheduling meetings** is from **Monday to Thursday**, from **8:30 a.m. to noon** and from **1:30 p.m. to 5 p.m.**, and also **Friday**, from **8:30 a.m. to 1 p.m.**

Caring for Society

Social Responsibility

GRI 2-29 | 3-3

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. We are therefore committed to carrying out social impact actions that bring tangible benefits to the communities in which we operate.

The year 2022/2023 saw a historic evolution for the Company in terms of investments in social responsibility actions and initiatives, thereby showing our commitment to boosting sustainable growth and contributing to the country's socio-economic development.



CORPORATE VOLUNTEERING

Daiichi Sankyo Brasil's corporate volunteering program is an 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 47th 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. Besides offering this benefit to our employees, DSBR also provides a 100% allowance on its medicines for the legal dependents, fathers and mothers of our employees.

A total of **R\$156.8 thousand** was invested.



Investment in society

GRI 203-1

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.

Among the projects supported, we can highlight:

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

FEDERAL INCENTIVE LAWS:

- **Culture Incentive Law**

Blind Ballet: the Companhia Ballet de Cegos project, the only one in the world aimed at the visually impaired, plans, organizes and runs dance workshops for children, teenagers, adults and the elderly, with or without disabilities. The initiative intends to contribute to free access and cultural expansion for disabled people and socially vulnerable families in the city of São Paulo. The project has already served over 3,000 people and performed over 2,000 times.

- **Condeca/Fumcad**

ASA: through the Diversity project, the Santo Agostinho Association wants to expand and promote the appreciation of and respect for ethnic-racial and gender diversity for children and adolescents, reducing prejudices and offering training and supervision on the subject to the teams at the ASA's Centers for Children and Adolescents.

- **Sports Incentive Law**

Instituto Esporte e Educação (IEE): the IEE Nucleus Network Project is a full system of care for children and adolescents, their families and communities, through regular educational activities and events that develop sporting, cultural, health, leadership, citizenship and community integration activities. Altogether, over 5,000 students have already been assisted, distributed over 20 different sports types.

- **Municipal Elderly Fund**

Instituto de Pesquisas e Projetos Empreendedores: a “turbocharged entrepreneurship” program aimed at the skills of the elderly. In 2022, the project had 60 innovative training classes, with over 800 students in total. Moreover, IPPE promotes mini-courses, lectures, workshops, consultancies, film screenings, choirs, conversation circles, technical visits, among others, to boost its students’ businesses.

Vida Brasil Group: the Viver Bem (Living Well) Program offers the elderly an active aging process, preserving their identity and autonomy by developing activities to socialize and strengthen family and community ties, preventing isolation and promoting socializing among the elderly. The project serves around 80 elderly people through activities such as dance, pilates, music therapy, digital inclusion and cognitive stimulation.

DIRECT SOCIAL INVESTMENT:

• **Gerando Falcões**

Donation of 602 basic grocery baskets, each containing 28 cleaning items, to help families affected by the disaster on the North Coast of São Paulo.

• **Educa DS**

Education project in Barueri (SP) supported by Alicerce Educação, with full investment from Daiichi Sankyo Brasil (learn more on page 48).

VOLUNTEERING:

• **Gerando Falcões**

Online mentoring program between Daiichi Sankyo Brasil employees and young people in training at the NGO Gerando Falcões. The project lasted six months, with around 5 hours of mentoring per month. We had 48 employee volunteers and 59 young people mentored, with a total of 4,36 thousand hours donated to the project.

• **Blood donation drive - Pró-sangue**

In total, 20 employees took part in the United Nations Business Center's blood donation campaign.





Supply Chain Management

GRI 2-6 | 2-29 | 204-1

Aiming to expand our capacity to positively impact society, we share our 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.

All suppliers must accept the guidelines of our Code of Conduct, which includes topics such as human rights, safety, the environment, product and service quality, management systems, ethics, compliance and data privacy. Suppliers are also informed of our commitment towards the Global Compact, pledging to comply with the principles proposed by the initiative.

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. The program includes comprehensive audits, ranging from the analysis of legal documents to visits to suppliers' operations. The purpose of these audits is to assess the quality of the products and services supplied, as well as compliance with the relevant regulations in the sector.

These audits can be carried out in different ways, either by our in-house team, through hired consultants or by sharing reports among companies in the sector, through a

consortium established in partnership with trade associations and Daiichi Sankyo Group companies.

During fiscal year 2022, we carried out audits on 11 suppliers, one on documents and ten on site. These audits assessed the companies on Quality and Environmental issues. Also, the EHS area carried out eight document checks on suppliers.

Furthermore, over the course of the fiscal year, we developed our business partner risk assessment policy, which aims for a more complete assessment of suppliers, to be implemented in the year 2023/2024 (learn more on page 16).



Chapter 04

Sustainable Operation



SDGs



Related Capitals



Environmental Management

GRI 3-3

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.

To monitor our progress, we follow key indicators such as energy consumption, water, effluents and solid waste generation, as well as greenhouse gas (GHG) emissions. Moreover, we set targets to control these indicators and reduce our environmental impact.

We acknowledge that success in this mission depends on the support of our employees. That's why we invest in team awareness and engagement, offering training and capacity building through our Corporate University. Every year, we hold Global Environmental Training, which this year was attended by 100% of our employees, 3.7% more than in the previous financial year.

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.

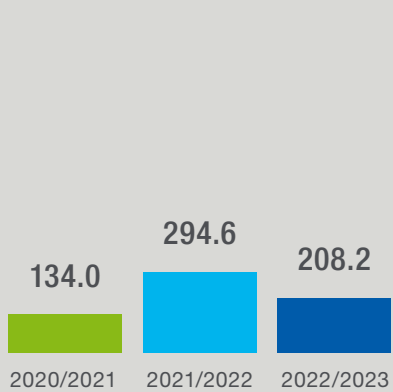
Please contact us by e-mail:

linhaverde@dsbr.com.br

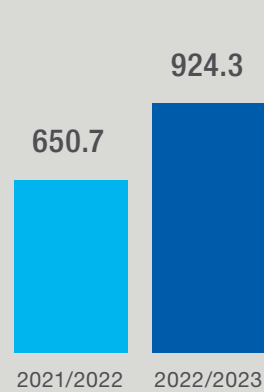




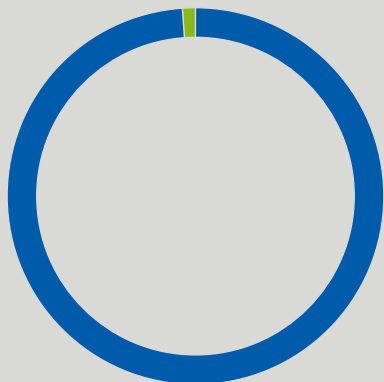
CO₂ EMISSIONS (tCO₂e)
Scope 1 + Scope 2



BIOGENIC CO₂ EMISSIONS (tCO₂e)



EMISSION INTENSITY
tCO₂e/thousand units produced



99% Scope 1
1% Scope 2

Note 1: Gases included in scope 1: CO₂, CH₄ and N₂O.
Note 2: Gases included in scope 2: CO₂.

Fighting Climate Change

GRI 201-2 | 305-1 | 305-2 | 305-4 | 305-5

Global warming has triggered extreme events all over the planet, such as intense storms, prolonged droughts and changes in weather patterns. 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 CO₂ neutralization program by planting saplings, in partnership with the SOS Mata Atlântica organization. At the end of each fiscal year, the EHS department calculates the number of saplings required to neutralize the CO₂ emitted by the company's activities and the reforestation is carried out by a trained team from SOS Mata Atlântica.

In 2022, 4,487 seedlings were planted, neutralizing 747.83 tCO₂, which is more than was emitted during the fiscal year 2021. These seedlings were donated to SOS Mata Atlântica's "Forests of the Future" program. To launch the program, we held an event which included the symbolic

planting of some seedlings at SOS-MA's Forest Experiment Center in Itu (SP), with the participation of employees, as well as our Director and President.

Our emissions are monitored annually using reference data from the Greenhouse Gas (GHG) Protocol. In the 2022/2023 period, we recorded total emissions of 208.2 tCO₂e (scopes 1 and 2), a volume 29% lower than the previous fiscal year. We also recorded a 20% drop in emissions intensity, reaching 0.00058 tCO₂e per thousand units produced. This drop is mainly due to the replacement of LPG with natural gas at our plant.

We also recorded emissions of 924.3 tCO₂e of biogenic CO₂, representing emissions from burning biomass (ethanol) in our operations. These emissions are computed separately as they are part of the natural carbon cycle, being the product of a bio-based fuel.

Energy consumption

GRI 302-1 | 302-3 | 302-4

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, thus consuming energy from renewable sources. As a result, this fiscal year, 99.4% of the electricity consumed came from renewable sources.

We also backed up our commitment to the environment by using ethanol fuel in our sales force vehicles and in the flex-fuel vehicles that use the Fuel Card benefit. Consequently, 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 CONSUMPTION BY SOURCE

(GJ)

	2020/2021	2021/2022	2022/2023
Non Renewable Fuels			
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
Total	2,760.1	3,504.6	3,094.3
Renewable Fuels			
Ethanol	4,374.2	8,310.8	10,953.2
Total	4,374.2	8,310.8	10,953.2
Other sources of consumption			
Renewable electric energy	19,863.2	23,958.7	23,163.4
Non-renewable electric energy	57.8	88.3	131.2
Total	19,921.0	24,047.0	23,294.6
Total energy consumed	27,055.3	35,862.4	37,342.1

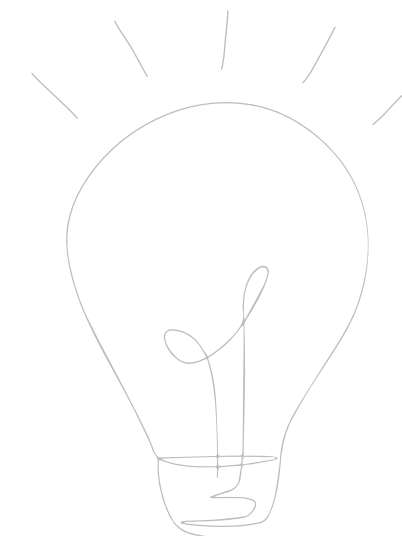
Note 1: In FY22, the Natural Gas energy matrix was included, due to the LPG substitution project.

ENERGY INTENSITY¹

GJ/thousand units produced



Note 1: The intensity considers only the energy consumed in the plant





Water and Effluents

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

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 main strategies: reducing consumption and treating effluents before they are discharged into the public sewage system.

The water used in our operation comes from two sources:

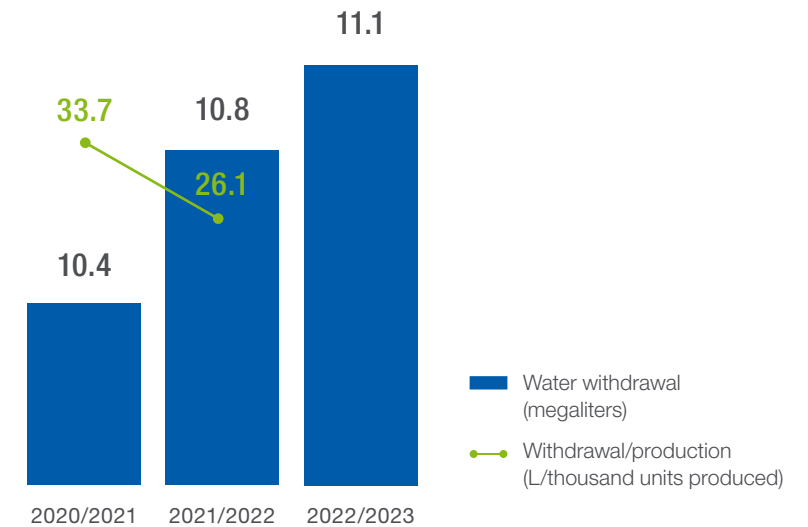
- **Local utility:** corresponds to 97% of consumption and is supplied by the Basic Sanitation Company of the State of São Paulo (SABESP);
- **Cisterns:** corresponds to 3% of consumption and originates from the reuse of wastewater from the reverse osmosis system and rainwater harvesting.

Water is used for production, cleaning, human consumption and laboratories. Because 97% of the water is obtained from utilities, we do not directly affect water sources in the water withdrawal process.

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.**

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.

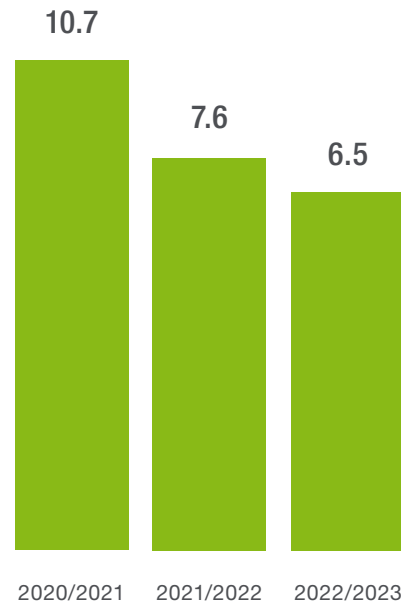


The production of medicines requires the use of various chemical and pharmaceutical products, which can pose risks to both human health and the environment if they are not disposed of correctly.

In this regard, 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 the Effluent Treatment Plant (ETE). The water discharged undergoes a treatment process which guarantees the significant removal of chemical components before being released into the public sewage system.

As a result, we recorded a consumption of 4.6 megaliters of water, with the volume withdrawn for the operation subtracted from the volume discarded, i.e., the amount of water that was incorporated into our processes.

EFFLUENT DISPOSAL
(megaliters)



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.

Waste

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

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, with a focus on reducing the volume generated and ensuring its environmentally appropriate disposal. Therefore, we identify waste when it is generated and monitor the indicators through the Environmental Management System.

To ensure proper disposal, the waste is collected by a specialized service provider, who is responsible for transporting it to a specific area, where it is stored until it is collected again. These service providers receive specific training on internal procedures to ensure proper handling.

WASTE GENERATED, BY COMPOSITION

(t)

Hazardous waste	2021/2022	2022/2023
Waste from pharmaceutical production (cleaning process waste, PPE, pills, ointments, contaminated glass and packaging, paint waste)	28.6	26.1
Subtotal	28.6	26.1
Non-hazardous waste	2021/2022	2022/2023
Paper	20.9	33.3
Cartridge	9.0	8.2
Plastic	9.4	11.1
Metal	10.0	10.1
Blister	6.7	4.7
Glass	0.2	0.3
Electronic Waste	0.1	0.4
Light bulbs	0.1	0.1
Sweepings and personal hygiene residues	9.8	-
Rubble	10.9	13.0
Wood	9.2	13.5
Organic Waste	13.6	24.2
Dry Waste	2.9	6.3
Subtotal	102.7	125.2
Total	131.4	151.3



Also, internal awareness of waste generation is promoted through training, and new projects undergo aspect and impact assessments to identify opportunities for waste reduction and proper disposal.

In an effort to minimize the impacts of waste generation, we 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.

In 2022/2023, 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.

As a result, this 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).

WASTE SENT FOR DISPOSAL, PER OPERATION

Hazardous waste	2020/2021	2021/2022	2022/2023
Incinerated (no energy recovery)	0.5	28.6	26.1
Other recovery operations	0.1	0.0	0.0
Other disposal operations	28.6	0.0	0.0

Non-hazardous waste	2020/2021	2021/2022	2021/2022
Recycling	49.1	56.2	67.6
Other recovery operations	0.0	36.7	44.5

Note 1: The recycling data consists of paper, plastic, metal and glass.

Note 2: The other recovery operations consist of composting organic waste, energy recovery, as well as wood, electronics and light bulbs.

Reverse logistics for medicines

The negative effects on the environment of improperly discarding medications after patients have used them are one of the major issues confronting the pharmaceutical industry. Frequently, these medications are dumped in regular trash or the sewage system, which may harm the environment and water.

Since 2018, Daiichi Sankyo Brasil has been committed to helping reduce this impact by joining the Medicines Reverse Logistics Plan for the state of São Paulo, through which collection points have been set up in various regions of the state, allowing patients to dispose of medicines correctly at the end of their useful life.

We are also supporters of reverse logistics for medicines on a nationwide scale, an initiative led by Sindusfarma together with 16 other entities representing the sector, which aims to guarantee the proper disposal of medicines throughout the country.



Attachments





GRI and SASB Content index

GENERAL CONTENT

REFERENCE (PG.) / DIRECT ANSWER

General Disclosures

The organization and its reporting practices

2-1	Organizational details	Pages 8, 11 and 85. Daiichi Sankyo Brasil Farmacêutica Ltda.
2-2	Entities included in the organization's sustainability reporting	Daiichi Sankyo Brasil does not have any subsidiary companies; therefore, it is the only entity included in the report.
2-3	Reporting period, frequency and contact point	Page 3.
2-4	Restatements of information	There was none.
2-5	External assurance	The Report was not submitted for external assurance.

Activities and workers

2-6	Activities, value chain and other business relationships	Page 63.
2-7	Employees	Page 44.
2-8	Workers who are not employees	Page 44.

Governance

2-9	Governance structure and composition	Page 14.
2-10	Nomination and selection of the highest governance body	Page 14.
2-11	Chair of the highest governance body	Page 14.
2-12	Role of the highest governance body in overseeing the management of impacts	Page 14.
2-13	Delegation of responsibility for managing impacts	Page 14.
2-14	Role of the highest governance body in sustainability reporting	Page 3.
2-15	Conflicts of interest	Page 20.



GENERAL CONTENT

REFERENCE (PG.) / DIRECT ANSWER

2-16	Communication of critical concerns	Page 20.
2-17	Collective knowledge of the highest governance body	Page 22.
2-18	Evaluation of the performance of the highest governance body	Page 55.
2-19	Remuneration policies	There is no remuneration policy for directors. Remuneration is made up of salary, short- and long-term incentives, severance pay and private pension.
2-20	Process to determine remuneration	The Remuneration department is responsible for determining remuneration based on our salary scale, which is compiled according to a market study and evaluated on the basis of internal and external equity.
2-21	Annual total compensation ratio	The ratio between the total remuneration of the highest paid individual and the average total remuneration of the other employees is 0.1158 (11.58%). The following were included in the calculation: salary, profit sharing, bonuses, overtime and sales bonuses.

Strategy, policies and practices

2-22	Statement on sustainable development strategy	Page 4.
2-23	Policy commitments	Pages 19 and 25.
2-24	Embedding policy commitments	Pages 19 and 25.
2-25	Processes to remediate negative impacts	In the event of legal proceedings, Daiichi Sankyo Brasil's Legal department collects information and documents, and prepares any addresses to the issues. In case of recurring complaints, we carry out an analysis at the corporate level to resolve the issues at the level of reviewing and improving procedures.
2-26	Mechanisms for seeking advice and raising concerns	Page 20.
2-27	Compliance with laws and regulations	Confidential information.
2-28	Membership associations	Page 28.

Stakeholder engagement

2-29	Approach to stakeholder engagement	Pages 23, 30, 32, 39, 40, 44, 59 and 63.
2-30	Collective bargaining agreements	Page 25.



GENERAL CONTENT

REFERENCE (PG.) / DIRECT ANSWER

Material topics

3-1	Process to determine material topics	Page 22.
3-2	List of material topics	Page 22.

Material Topic: Ethics

3-3	Management of material topics	Pages 26, 30, 44, 59 and 65.
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Anti-corruption

205-1	Total number and percentage of operations assessed for risks related to corruption and significant risks related to corruption identified	Confidential information.
205-2	Communication and training about anti-corruption policies and procedures	Page 21.
205-3	Confirmed incidents of corruption and actions taken	Confidential information.

Access to Medicines

HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Page 32 and 33.
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	We do not use the active ingredients listed on the WHO List of Prequalified Medicinal Products and our medicines do not fall under the Prequalification of Medicines Program (PQP).

Affordability and prices

HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	Not applicable to the Company.
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	The price-controlled products were adjusted within the cap established by current legislation, which was 5.6%.
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	The price-controlled products were adjusted within the cap established by current legislation, which was 5.6%.



GENERAL CONTENT

REFERENCE (PG.) / DIRECT ANSWER

Medicine Safety		
HC-BP-250a.3	Number of recalls issued; total units recalled	0 recalls issued. 0 units recalled.
HC-BP-250a.4	Total amount of product accepted for take-back, reuse, or disposal	Total received: 88,879 units. Total rejected: 46,340 units. Total reincorporated: 42,539 units.
HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	There were no health actions demanded by health authorities (including the FDA) in the period evaluated.
Counterfeit medicine		
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Page 38.
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	When the customer contacts Customer Service with a report of a possible counterfeit product, we explain the step-by-step process for checking and, if necessary, we collect the product for analysis, and the customer can have access to the final report prepared by the Quality department.
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	We have not identified any cases that fall under this item for fiscal year 2022.
Business ethics		
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Confidential information.
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Our Code of Conduct and Code of Promotional Practices guide interactions with Healthcare Professionals.
Material Topic: Human Rights Protection		
3-3	Management of material topics	Page 25.
Market Presence		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Page 25.
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees with percentage of individuals by gender, age group, minority or vulnerable groups and other indicators of diversity	Page 46.
405-2	Ratio of basic salary and remuneration of women to men	Page 25.



GENERAL CONTENT

REFERENCE (PG.) / DIRECT ANSWER

GENERAL CONTENT			REFERENCE (PG.) / DIRECT ANSWER
Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken		Confidential information. Daiichi Sankyo Brasil has a noticeably clear and well-established policy and does not tolerate discrimination of any kind.
Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		We have not identified any cases that fall under this item for fiscal year 2022.
Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor		Page 25.
Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		Page 25.
Material Topic: Health Care			
3-3	Management of material topics		Page 30.
Customer Health and Safety			
416-1	Assessment of customer health and safety impacts of product and service categories		Page 38.
Safety of Clinical Trial Participants			
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials		This responsibility in Brazil lies with those conducting the studies, i.e., the third-party companies hired (CRO) by the Global team.
HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)		This responsibility in Brazil lies with those conducting the studies, i.e., the third-party companies hired (CRO) by the Global team.
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries		We have no local action.



GENERAL CONTENT

REFERENCE (PG.) / DIRECT ANSWER

Material Topic: Taking care of our team

3-3	Management of material topics	Page 44.
Employment		
401-1	Total number and rate of new employee hires and rate of employee turnover, by age group, gender and region	Page 52.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>For all regions:</p> <ul style="list-style-type: none"> Medical assistance Parking Food vouchers Meal vouchers Restaurant (at the plant) Charter (to the Plant) Executive check-up (for managers aged 40 and over, directors and president) DSBR medicines for employees, dependents and parents 100% covered by DSBR Dental care Daycare and Exceptional Child Allowance Fuel card (from the position of Coordinator and all Sales Force positions) Pharmacy agreement Home Office Card Transport voucher Employee Support Program Gympass Vehicle (Sales Force, managers, directors and presidents) Private Pension Quick massage Gymnastics.
401-3	Return to work and retention rates of employees that took parental leave, by gender	Page 48.



GENERAL CONTENT

REFERENCE (PG.) / DIRECT ANSWER

Occupational Health and Safety		
403-1	Occupational health and safety management system	Page 56.
403-2	Hazard identification, risk assessment, and incident investigation	Page 56.
403-3	Occupational health services	Page 56.
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 56.
403-5	Worker training on occupational health and safety	Page 57.
403-6	Promotion of worker health	Page 58.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 56.
403-8	Workers covered by an occupational health and safety management system	Page 56.
403-9	Work-related injuries	Page 56.
403-10	Work-related ill health	There were no work-related deaths or health problems during Fiscal Year 2022.
Training and Education		
404-1	Average hours of training per year per employee, by gender and employee category	Page 53.
404-2	Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment	Pages 53 and 55.
404-3	Percentage of employees receiving regular performance and career development reviews, by gender and employee category	Page 55.
Employee Recruitment, Development & Retention		
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Daiichi Sankyo Brasil does not have a specific retention strategy for these profiles, but for all our employees.
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	Page 52.



GENERAL CONTENT

REFERENCE (PG.) / DIRECT ANSWER

Material Topic: Caring for society

3-3	Management of material topics	Page 59.
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Indirect Economic Impacts

203-1	Infrastructure investments and services supported	Page 61.
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Supply chain management

HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third party audit programs for integrity of supply chain and ingredients.	0% of the company's facilities and 0% of suppliers' facilities take part in this audit program.
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Material topic: Responsible operation

3-3	Management of material topics	Page 38.
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Marketing and Labeling

417-1	Requirements for product and service information and labeling	Page 38.
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417-2	Incidents of non-compliance concerning product and service information and labeling	Page 38.
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417-3	Incidents of non-compliance concerning marketing communications	Page 38.
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Customer Privacy

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 26.
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Ethical Marketing

HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	We have not identified any cases that fall under this item for fiscal year 2022.
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HC-BP-270a.2	Description of aspects of the Code of Ethics or other Internal Policy covering the promotion of off-label use of products	Page 40.
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Material Theme: Eco-efficient operation

3-3	Management of material topics	Page 65.
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GENERAL CONTENT

REFERENCE (PG.) / DIRECT ANSWER

GENERAL CONTENT			REFERENCE (PG.) / DIRECT ANSWER
Economic Performance			
201-2	Financial implications and other risks and opportunities due to climate change		Page 66.
Procurement Practices			
204-1	Proportion of spending on local suppliers		Page 63.
Energy			
302-1	Energy consumption within the organization		Page 67.
302-3	Energy intensity		Page 67.
302-4	Reduction of energy consumption		Page 67.
Water and Effluents			
303-1	Interactions with water as a shared resource		Page 68.
303-2	Management of water discharge related impacts		Page 68.
303-3	Total water withdrawal by withdrawal source, including in areas with water stress		Page 68.
303-4	Breakdown of total water discharge by types of destination, including in areas with water stress		Page 68.
303-5	Total water consumption		Page 68.
Emissions			
305-1	Direct (Scope 1) GHG emissions		Page 66.
305-2	Energy indirect (Scope 2) GHG emissions		Page 66. Scope 2 calculated based on geography. The data considered the purchase of conventional electricity during fiscal year 2022 from the office and plant units.
305-4	GHG emissions intensity		Page 66.
305-5	Reduction of GHG emissions		Page 66.



GENERAL CONTENT

REFERENCE (PG.) / DIRECT ANSWER

Waste		
306-1	Waste generation and significant waste-related impacts	Page 70.
306-2	Management of significant waste-related impacts	Page 70.
306-3	Total weight of waste generated in metric tons	Page 70.
306-4	Total weight of waste diverted from disposal in metric tons	Page 70.
306-5	Total weight of waste directed to disposal in metric tons	Page 70.
Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	We do not yet select suppliers based on environmental criteria, but as of fiscal year 2023/2024, we will implement our Business Partner Risk Management Policy, which should address the issue. Learn more on page 16.
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	We do not yet select suppliers based on social criteria, but as of fiscal year 2023/2024, we will implement our Business Partner Risk Management Policy, which should address the issue. Learn more on page 16.



Capitals Map



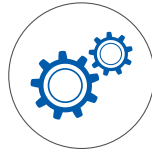
HUMAN
PAGES 7, 13, 29 and 64.



NATURAL
PAGES 7 and 64.



SOCIAL & RELATIONSHIP
PAGES 7 and 29.



MANUFACTURED
PAGE 7.



INTELLECTUAL
PAGES 7 and 29.



FINANCIAL
PAGE 13.



SDG Map

<p>1 NO POVERTY</p>		<p>2 ZERO HUNGER</p>		<p>3 GOOD HEALTH AND WELL-BEING</p>	<p>PAGES 7 and 29.</p>	<p>4 QUALITY EDUCATION</p>	<p>PAGE 29.</p>
<p>5 GENDER EQUALITY</p>	<p>PAGE 13.</p>	<p>6 CLEAN WATER AND SANITATION</p>	<p>PAGE 64.</p>	<p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>PAGE 64.</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>PAGES 13 and 29.</p>
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>PAGE 29.</p>	<p>10 REDUCED INEQUALITIES</p>	<p>PAGES 13 and 29.</p>	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>PAGE 64.</p>	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>PAGE 64.</p>
<p>13 CLIMATE ACTION</p>	<p>PAGE 64.</p>	<p>14 LIFE BELOW WATER</p>	<p>PAGE 64.</p>	<p>15 LIFE ON LAND</p>		<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>PAGE 13.</p>
<p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>PAGE 13.</p>						



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Daiichi Sankyo Brasil GRI 2-1

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Daiichi-Sankyo