

CORPORATE SOCIAL RESPONSIBILITY POLICY

REDE D'OR SÃO LUIZ S.A.

1. PURPOSE

1.1. To establish the Corporate Social Responsibility guidelines of Rede D'Or, continuously promoting value creation for stakeholders in the regions where Rede D'Or operates.

2. SCOPE

2.1. The guidelines set forth in this Policy apply to all hospital units, corporate areas, and other business units of Rede D'Or and must be observed by both direct and indirect employees.

3. REFERENCE DOCUMENTS

- (a) PEESGDOR – Rede D'Or ESG Strategic Plan
- (b) POLDOR 005 – Sustainability Policy
- (c) POLDOR 017 – Human Rights Policy
- (d) Rede D'Or Code of Conduct
- (e) POLDOR 023 – Stakeholder Engagement Policy

4. NATIONAL AND INTERNATIONAL REFERENCES AND APPLICATION

4.1. This Policy is based on guiding documents that include, but are not limited to, the following:

- (a) United Nations Global Compact (UN);
- (b) Sustainable Development Goals (SDGs);
- (c) International Standard of the International Organization for Standardization – ISO 26000;
- (d) Guidelines of the Global Reporting Initiative – GRI.

5. DEFINITIONS

For the purposes of this Policy, the following definitions apply:

5.1. Communities: groups with which Rede D'Or interacts as a result of its operations.

5.2. Sustainable Development: promotion of development aimed at meeting the needs of the present generation without compromising the ability of future generations to meet their own needs.

5.3. Corporate Governance: the system by which organizations are directed, monitored, and incentivized, involving practices and relationships among shareholders, the Board of Directors, Executive Management, and oversight bodies.

5.4. Private Social Investment: the voluntary, planned, and monitored use of private resources to implement actions of public-interest actions, with or without tax incentives.

5.5. Stakeholders (publics of relationship or interest): as defined in POLDOR 023 – Stakeholder Engagement Policy.

5.6. Corporate Social Responsibility: conducting business and activities in a manner committed to sustainable development, engaging in and promoting ethical and transparent dialogue with stakeholders, and considering their expectations, needs, and social, cultural, economic, political, and environmental contexts.

6. GUIDELINES

6.1. Incorporate and internally disseminate CSR concepts as part of Rede D’Or’s organizational culture.

6.2. Train employees and raise awareness among physicians, patients, clients, partners, and suppliers on topics related to Corporate Social Responsibility.

6.3. Build a reputation for excellence in corporate citizenship by recognizing Rede D’Or’s impacts in the regions where it operates and its contribution to sustainable development.

6.4. Promote Private Social Investment initiatives in the regions where Rede D’Or operates, contributing to the construction of a more balanced and just society.

6.5. Ensure ongoing dialogue with communities, respecting their values and interests.

6.6. Contribute to the participatory development of public policies and/or collective agendas for sustainable development.

6.7. Promote health and disease prevention initiatives in the regions where Rede D’Or operates.

6.8. Support and/or develop projects that improve access to healthcare for low income populations.

6.9. Allocate part of the results generated to support social, educational, and cultural initiatives as part of the Private Social Investment Program, in accordance with this Policy.

7. PRIVATE SOCIAL INVESTMENT

7.1. Geographic Scope: Rede D’Or undertakes private social investment initiatives in the regions where its business units are located, contributing to and fostering local sustainable development agendas.

7.2. Select, for social investment purposes, actions, projects, and programs that contribute to improving the social, economic, and environmental conditions of the regions where Rede D’Or operates.

7.3. Carry out structured social investment initiatives aligned with Rede D’Or’s priority Sustainable Development Goals (SDGs) (Agenda 2030) and public policies, across six key areas prioritized according to Rede D’Or’s potential contribution:

7.3.1. Health Promotion and Disease Prevention: promote and support initiatives for health promotion and disease prevention in the regions where Rede D’Or operates.

7.3.2. Access to Healthcare: support healthcare-related projects aimed at minorities and low-income populations.

7.3.3. Social Inclusion: support projects that, among other actions, generate employment and income and ensure individuals and their families achieve autonomy.

7.3.4. Environmental Education: support environmental initiatives through training programs targeted at children, youth, and educators.

7.3.5. Cultural Promotion: support and promote cultural and artistic development in areas such as music, theater, literature, and cinema.

7.3.6. Sports: promote the development and practice of sports among children and youth in the regions where Rede D’Or operates.

7.4. Rede D’Or’s priority Sustainable Development Goals (SDGs) are defined in the ESG Strategic Plan (PEESGDOR).

7.5. The selection process for social investment initiatives considers specific requirements established by Rede D’Or.

8. RESPONSIBILITY MATRIX AND GOVERNANCE STRUCTURE

8.1. Roles and responsibilities are defined in NORDOR 104 – ESG Management Roles and Responsibilities. In general terms:

i. Board of Directors	Approves this Policy.
ii. Executive Board	Contributes to its implementation.
iii. Internal Sustainability and Climate Change Committee	Guides, monitors, and evaluates the implementation of this Policy.
iv. Communications Management	Oversees the implementation, disclosure, monitoring, and evaluation across Rede D’Or.

9. MISCELLANEOUS

9.1. This Policy, named the Corporate Social Responsibility Policy, was approved in its first version by the Board of Directors on August 3, 2021. Its update was approved by the Board of Directors on December 13, 2024.

9.2. Matters not covered in this Policy shall be referred to Marketing Management and deliberated on by the Medical Vice Presidency.