

CLIMATE CHANGE POLICY
REDE D'OR SÃO LUIZ S.A.

1. PURPOSE

1.1. To establish Rede D'Or's guidelines and commitments for managing climate-related risks and the impact of climate change on its business units, providing mechanisms for mitigation and adaptation.

2. SCOPE

2.1. The guidelines set forth in this Policy apply to Rede D'Or business units and must be observed by both direct and indirect employees.

3. REFERENCE DOCUMENTS

- (a) PEESGDOR – Rede D'Or ESG Strategic Plan
- (b) POLDOR 003 – Sustainable Procurement Policy
- (c) POLDOR 005 – Sustainability Policy
- (d) POLDOR 004 – Human Resources Policy
- (e) POLDOR 008 – Health, Safety and Environment Policy
- (f) POLDOR 013 – Rede D'Or Corporate Risk Management Policy
- (g) 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
- (b) Sustainable Development Goals – SDGs
- (c) Global Reporting Initiative – GRI
- (d) Task Force on Climate-Related Financial Disclosures – TCFD
- (e) Lancet Countdown – Tracking Progress on Health and Climate Change
- (f) Global Green and Healthy Hospitals – Health Care Without Harm (HCWH)
- (g) Carbon Disclosure Project – CDP
- (h) International Financial Reporting Standards – IFRS
- (i) IFRS S2 – Climate-related Disclosures
- (j) Sustainability Accounting Standards Board – SASB
- (k) Brazilian Securities and Exchange Commission – CVM
- (l) Brazilian Committee on Sustainability Pronouncements – CBPS

5. DEFINITIONS

5.1. Climate change: a set of changes in Earth's climate conditions caused by the accumulation of greenhouse gases (GHG) — such as carbon dioxide (CO₂) and methane (CH₄) — in the atmosphere, emitted in excessive quantities for at least 150 years since the Industrial Revolution, through the burning of fossil fuels (such as oil and coal) and land-use change, including the conversion of forests and natural vegetation into pastures, croplands, urban areas, or degraded land.

5.2. Weather: the momentary (instantaneous) state of the atmosphere at a given location, defined by its physical characteristics and the appearance of the sky.

5.3. Climate: the prevailing and fluctuating set of chemical, physical, and biological elements that characterize the atmosphere of a given place.

5.4. Greenhouse effect: the natural phenomenon of Earth's thermal warming, essential to maintaining the planet's temperature at habitable levels.

5.5. Enhanced greenhouse effect: caused by the increase in concentrations of greenhouse gases (GHG), altering natural temperature conditions and negatively affecting terrestrial fauna and flora.

5.6. Atmospheric emissions: substances in the form of particulates, gases, and aerosols generated as by-products of combustion processes or raw material transformations, which, when released into the atmosphere in concentrations exceeding the environment's absorption capacity, alter air quality.

5.7. Greenhouse gases (GHG): gaseous constituents of the atmosphere, both natural and anthropogenic, that absorb and emit infrared radiation. Their emission is regulated by the Kyoto Protocol, an international treaty complementary to the United Nations Framework Convention on Climate Change.

5.8. GHG inventory: a diagnostic assessment of the company's potential climate impact within a given period.

5.9. Adaptation: initiatives and measures to reduce the vulnerability of natural and human systems to the current and expected effects of climate change. (Source: Law No. 12,187 of December 29, 2009, establishing Brazil's National Policy on Climate Change).

6. PROVISIONS

6.1. Rede D'Or, as a healthcare company, recognizes the risks of climate change and its potential impacts on human health and the planet. As a signatory of the UN Global Compact principles, a participant in the GHG Protocol program, and of the Global Green and Healthy Hospitals network, Rede D'Or is committed to reducing greenhouse gas (GHG) emissions through a culture of mitigation and adaptation to climate change.

6.2. The following guidelines reflect Rede D'Or's principles to achieve its objectives on this subject:

6.2.1. Incorporate climate change impact reduction into planning, strategy, and investment decision-making.

6.2.2. Disseminate the Climate Change Policy to employees, investors, suppliers, service providers, patients, clients, and partners, including stakeholders listed in the Stakeholder Engagement Policy and entities comprising Rede D'Or's value chain.

6.2.3. Periodically publish the GHG emissions inventory and submit it to independent third-party assurance.

6.2.4. Participate in working groups, committees, and voluntary programs on climate change and GHG management through sectoral and cross-sectoral discussions.

6.2.5. Identify climate-related risks and opportunities within Rede D'Or's sector and operations, considering its value chain and climate scenarios.

6.2.6. Identify opportunities in Rede D'Or's sector (products, services, and technologies) that enable GHG reduction and climate adaptation.

6.2.7. Set strategic targets for reducing direct and indirect emissions and for climate adaptation.

6.2.8. Engage with entities that may directly or indirectly influence national and international climate change policies.

6.2.9. Consider the guidelines in the Sustainability Policy.

6.2.10. Promote transparency through standardized climate-related disclosures.

7. RESPONSIBILITIES

7.1. Given the relevance of environmental matters to the Company, all employees are expected to disseminate knowledge and Rede D'Or's sustainability practices throughout the organization, to clients, suppliers, society, and other stakeholders. Responsibilities include:

7.1.1. Executive Board

- (a) Promote the strengthening and development of human and financial resources, institutional development, and policies to support climate change mitigation and adaptation actions.
- (b) Integrate climate-related risks into Rede D'Or's enterprise risk management framework.

7.1.2. Sustainability Management

- (a) Manage the guidelines of the Climate Change Policy, preparing GHG inventories, and ensuring the flow of climate-related information to Rede D'Or stakeholders.

- (b) Ensure the integrity of GHG inventory data, while managing, monitoring, and following up on sustainability and climate change guidelines and targets.

7.1.3. Procurement Management

- (a) Promote mitigation and adaptation actions with the supplier chain.
- (b) Identify and monitor materials, medicines, and suppliers that may be impacted by climate change.

7.1.4. Communications Management

- (a) Promote external communication, dissemination of information, and a multidisciplinary approach to the topic of Climate Change.

7.1.5. Human Resources Management (Internal Communications)

- (a) Encourage and support the generation of knowledge on health risks associated with climate change and Rede D'Or's response to this phenomenon.

7.1.6. Corporate Risk Management

- (a) Strengthen and develop the capacity of business units to plan, implement, monitor, and evaluate adaptation interventions, enhancing response capabilities to effectively address climate risks.
- (b) Incorporate climate-related risks into Rede D'Or's risk management framework.

7.1.7. Internal Sustainability and Climate Change Committee

- (a) Monitor and anticipate trends in global sustainability issues, identifying critical matters that pose risks or may significantly impact the business, stakeholder relations, corporate image, and short, medium, and long-term results.
- (b) Provide recommendations to the Executive Board on policies and strategies for managing material environmental and climate-related risks.
- (c) Assess products, technologies, and processes, proposing actions to reduce Rede D'Or's exposure and emissions.
- (d) Advise and recommend to the Executive Board the main actions for climate change mitigation and adaptation.
- (e) Periodically monitor key mitigation and adaptation measures related to climate change.

8. MISCELLANEOUS

- 8.1. This Policy, named the Climate Change 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.
- 8.2. Cases not covered in this Policy must be referred to the Sustainability and Environment Management and deliberated by the Executive Office of Risk and Internal Controls.