



CLIMATE CHANGE POLICY



REDE *D'*OR

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Climate Change Policy

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 to the principles of the UN Global Compact, a member of the GHG Protocol and the Global Green and Healthy Hospitals Network, it is committed to reducing greenhouse gas (GHG) emissions through a culture of mitigation and adaptation to climate change.

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 Network - 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) Securities and Exchange Commission - CVM
- (l) Brazilian Sustainability Pronouncements Committee - CBPS

Objectives

To establish Rede D'Or's guidelines and commitments for risk management and the impact of climate change on its business units, providing mitigation and adaptation mechanisms.

Scope

The guidelines contained in this policy apply to the Rede D'Or business units and must be complied with by direct and indirect employees.

Guidelines

The guidelines presented below reflect Rede D'Or's principles for achieving its objectives on the subject in question:

- Consider the reduction of the impacts of climate change in planning, strategy and the decision-making process for investments and decision-making;
- Disclose the Climate Change Policy to employees, investors, suppliers, service providers, patients, customers and partners, which includes stakeholders provided for in the Stakeholder Engagement Policy and the entities that make up Rede D'Or's value chain.
- Periodically publish the GHG emissions inventory, submitting it to third-party verification.
- Participate in working groups, committees and voluntary programs on climate change and GHG emissions manage-

ment through sectoral and intersectoral debates.

- Identify the risks and opportunities of climate change in the sector of activity and in the operations of Rede D'Or, considering its value chain and climate scenarios.
- Identify opportunities in the sector of activity of Rede D'Or (products, services and technologies) enabling the reduction of GHG emissions and climate adaptation.
- Consider strategic goals for the direct or indirect reduction of recorded emissions and for climate adaptation.
- Seek the engagement of entities that can directly and indirectly influence national and international climate change policies.
- Consider the guidelines of the Sustainability Policy.
- Promote transparency on climate information through standardized climate-related reports.



Responsibilities Matrix and Governance Structure

Given the importance of environmental issues for the company, we count on the support of all employees to disseminate Rede D'Or's knowledge and sustainability practices throughout the company, customers, suppliers, society and other stakeholders. As for roles and responsibilities, the following are responsible:

Executive Board

- Promote the strengthening and development of human and financial resources, institutional development and policies in favor of actions to mitigate and adapt to climate change.
- Consider goals related to climate change for management, governance and compliance.

Sustainability Management

- Manage the guidelines of the Climate Change Policy, preparing GHG inventories, ensuring the flow of information related to the topic to Rede D'Or's stakeholders.
- Ensure the integrity of GHG inventory information, in addition to working on the management, monitoring and follow-up of sustainability and climate change guidelines and goals.

Supply Management

- Promote actions to mitigate and adapt to climate change along the supply chain.
- Identify and monitor materials, medicines and suppliers that may be impacted by climate change.

Communications Management

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

Human Resources Management (Internal Communications)

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

Corporate Risk Management

- Strengthen and develop the capacity of business units to plan, implement, monitor and evaluate adaptation interventions in order to improve their response capacity to be prepared and respond effectively to the risks of climate change.
- Consider the risks associated with climate change in Rede D'Or's risk management

Internal Sustainability and Climate Change Committee

- Monitor and anticipate trends in global sustainability issues, identifying critical issues that pose risks or may have a significant impact on the business, relationships with

stakeholders, image and results in the short, medium and long term.

- Prepare recommendations for the Executive Board regarding policies and strategies that govern the management of the main environmental risks.
- Evaluate products, technologies and processes, proposing actions that reduce exposure risks and reduce emissions for Rede D'Or.
- Advise and recommend to the Executive Board the main actions for mitigating and adapting to climate change.
- Periodically monitor the main actions for mitigating and adapting to climate change.

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