Annual and Sustainability Report

2025

RDsaúde

Contents

A Message from the **Board of Directors**

GRI 2-22

In 2025, the world called on us once again to be better—to be more agile, more responsible, and more attuned to the changes that are reshaping the global landscape and business environments.

It is in contexts like this that a solid business model, disciplined execution, and the ability to generate long-term value set truly sustainable companies apart. Our results over the period reflect this consistency: we attained BRL 47.6 billion in gross revenue, expanded our presence by opening 330 new pharmacies, made progress in internal mobility and personnel development, and continue to strengthen our relationship with millions of customers across the country, achieving a record 29.3% share of multichannel sales and an NPS of 90.68%.

Carried out with careful planning and a sense of responsibility, 2025 also marked the completion of a significant phase in RD Saúde's succession process, both in relation to the chair of the Board of Directors and the position of CEO.

Selecting leaders who have been developed within the organization itself preserves key elements of our history: our culture, the purpose that guides our decisions, strategic clarity, and the conviction that sustainability is not a separate agenda, but an integral part of how we build long-term success and competitiveness. At the same time, the arrival of two new board members has broadened the board's scope and strengthened our ability to navigate a more complex external environment and rapidly changing competitive landscape.

Looking ahead, we foresee unprecedented acceleration in the development of new technologies and artificial intelligence that will profoundly impact the way people live, study, work, consume, and manage their health. IBGE projections indicate that one in three Brazilians will be over 60 years old by 2050, representing one of the fastest rates of population aging in the world. At the same time, nearly 60% of Brazil's adult population is overweight, according to public health data, while GLP-1-based medications are rapidly gaining traction and beginning to reshape the scenario of prevention, wellness, and ongoing healthcare.

These changes are significantly increasing the demand for health, well-being, prevention, convenience, and ongoing care. They are also redefining the role played by the pharmacy retail sector in the public's healthcare journey. Within this context, RD Saúde's scale, its trusted relationship with Brazilians, its extensive reach, and its capacity for innovation position the company as a key player in building a healthcare model that is more accessible, preventive, integrated, and closely aligned with people's daily lives.

Technological and demographic changes are driving increased demand for healthcare, wellness, and preventive care, redefining the role of pharmacy retail in the **care journey**

We believe that the role of the Board of Directors is to serve as the guardian of the company's strategy, the culture that underpins the execution of this strategy, and its long-term vision. This means ensuring that sustainability remains an integral part of business decisions, capital allocation, and risk management.

The hosting of COP30 in Belém was strategically important in this regard. The conference made it unequivocally clear that the climate agenda, public health, and the reduction of social vulnerabilities are increasingly interdependent issues. For a company with the purpose of contributing to a healthier society, keeping pace with this transformation and responding to it consistently is not merely an institutional commitment, but part of our strategic and fiduciary duty.

Marcilio Pousada,
Chairman of the Board of Directors

A Message from the **CEO**

GRI 2-22

It is with great pleasure that I am able to present RD Saúde's combined 2025 Annual and Sustainability Report. More than just chronicling our progress over the course of the year, this report illustrates how we place care at the heart of everything we do—with scale, presence, and purpose.

For RD Saúde, 2025 was a year that required resilience but, at the same time, reaffirmed the strength of our business model. In a challenging and volatile macroeconomic environment, we started the year with margins under pressure and ended it with the best quarter in the company's history.

We responded to this scenario with financial discipline, cross-departmental collaboration, and a focus on operational excellence. This ability to perform allowed us to once again become profitable and end the year with a net income of BRL 1.3 billion and EBITDA of BRL 3.4 billion.

Throughout this journey, we have remained firmly committed to a core belief: sustainability remains an integral part of our long-term vision. It guides how we grow, make an impact, and build a sustainable business. It is this perspective that guides our decisions and reinforces our commitment to creating value for people, the business, and the planet.

This vision takes shape as a more accessible and meaningful presence in people's lives, offering care, convenience, and support at every stage of their healthcare journey. In a country where millions rely on pharmacies as a primary source of care—especially those living with chronic conditions—we remain committed to a customer-centric approach and are expanding our presence through personalized service.

In 2025, we opened 330 new pharmacies and expanded RD Saúde's operations across the country. With our qualified teams, we provide approximately 7 million healthcare services, including exams, vaccinations, and other essential procedures.

For us, expanding also means taking responsibility for how we grow. We ended 2025 with 28.8% of short-haul supply routes operated by electric vehicles and 32.6% of customer deliveries made using carbon-neutral modes of transport. In addition to the use of 100% renewable energy across all facilities, these initiatives contributed to a 48% reduction in direct Scope 1 and 2 emissions compared to 2021.

Our ability to transform depends, above all, on our people—on their commitment, the strength of our leadership, and a culture that is constantly evolving. In 2025, we made progress on our Employee Value Proposition and continued to invest in training and career advancement, with more than 22,000 promotions and 100% of our operational leaders developed internally.

In the virtuous cycle of RD Saúde, performance, sustainability, culture and social impact progress towards a **more integrated, digital and humane future**

As part of our diversity and inclusion efforts, we are celebrating the milestone of having Black individuals fill half of our leadership positions—an achievement that reflects the kind of culture we wish to foster.

Our commitment to society is also reflected in direct investment and measurable impact. In 2025, we allocated BRL 36.6 million to social impact initiatives. Since 2021, more than 1.3 million people have benefited from initiatives that promote healthy habits, expand access to healthcare, and strengthen the sector's ecosystem.

These advances reinforce a virtuous cycle in which performance, sustainability, culture, and social impact go hand in hand. It is from this foundation that we look to the future of healthcare—one that is increasingly integrated, digital, and human—and reaffirm our ambition to help shape it.

I would like to thank our employees, investors, and partners for the trust they have placed in us on this journey. What we have built in 2025 reinforces our commitment to keep moving forward, every day, in our mission to contribute to a healthier society.

Renato Raduan, CEO

About this **report**

GRI 2-1, 2-2, 2-3, 2-5, 2-14

This annual report provides an overview of RD Saúde's (Raia Drogasil S/A) performance between January 1 and December 31, 2025, aligned with the financial reporting period, in the environmental, social, and governance (ESG) areas. Formed following the merger of the Raia and Drogasil brands, the company treats sustainability as a central pillar of its business strategy.

To ensure transparency, reliability, and comparability, the report follows the standards of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) indicators for the pharmaceutical sector. It also incorporates the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the MSCI's rating metrics, and is aligned with the UN's Sustainable Development Goals (SDGs).

The identification of relevant topics is based on the double materiality framework, which was revised in 2024, taking two perspectives into account:

- **Impact:** the company's effects on people, communities, and the environment;
- **Financial:** the impact of ESG issues on performance, strategy, and business continuity.

This report includes information from RD Saúde (the parent company), which consolidates data from pharmacies, distribution centers, and the head office. Subsidiaries were not included in this report due to their low materiality in relation to the company's social, environmental, and economic impacts.

The financial data complies with Brazilian accounting standards and the International Financial Reporting Standards (IFRS). All information has been validated internally, approved by senior management, and submitted for **independent assurance**.

Chapter 3 provides an overview of RD Saúde, including our values, business model, the locations of our facilities, information about our exclusive brands, and our financial results for 2025.

In Chapter 4, we present the year's highlights, a summary of information on governance, and the company's Sustainability Strategy.

The following chapters outline the initiatives related to the three pillars of our 2030 Sustainability Strategy: Healthier People, Healthier Business, and a Healthier Planet. For each of these, we outline the company's impacts, our commitments, and their status at the end of 2025.

All the people pictured in the photographs in this document are RD Saúde employees and authentically reflect the pride they take in being part of the company's culture.

We hope you enjoy the report!

RD Saúde

Who we are and **where we operate**

GRI 2-1, 2-6, 2-7, 2-9

We are Brazil's largest pharmaceutical retail company, dedicated to building a healthier society. Our recent history began in 2011 with the merger of Drogasil and Raia, two century-old brands with a strong reputation.

As leaders in the Brazilian pharmaceutical retail sector, we combine technology with personalized service to provide prevention, care, and well-being, integrating our pharmacies with digital channels.

RD Saúde is a Brazilian publicly-traded company with shares trading on the B3 stock exchange (RADL3) and listed on the *Novo Mercado* (New Market), a segment that brings together companies with the highest standards of corporate governance. About 75% of the shares are publicly traded, while 25% remain with the controlling group, which is committed to the company's long-term vision.

We have 73,379 employees, including 14,360 pharmacists. In 2025, we served 51.7 million customers at 3,547 pharmacies located across 663 municipalities in every state of the country. This network is coordinated from the RD Saúde Campus in São Paulo and includes 15 distribution centers and 1 logistics hub.

Our newest Distribution Center, which opened in Viana (ES) in 2025, brings together more than 200 professionals who work alongside 90 robots in an environment that combines innovation, efficiency, and safety.

The automation system combines autonomous mobile robots (AMRs), which transport shelves to sorting stations, and autonomous case-handling robots (ACRs), which perform automated handling of packages.

The model has led to a 75% increase in productivity, a 99% reduction in operational errors, and doubled stock density—that is, the ability to store more products in the same space.

RDsaúde

A Nationwide Presence

GRI 2-1, 2-6

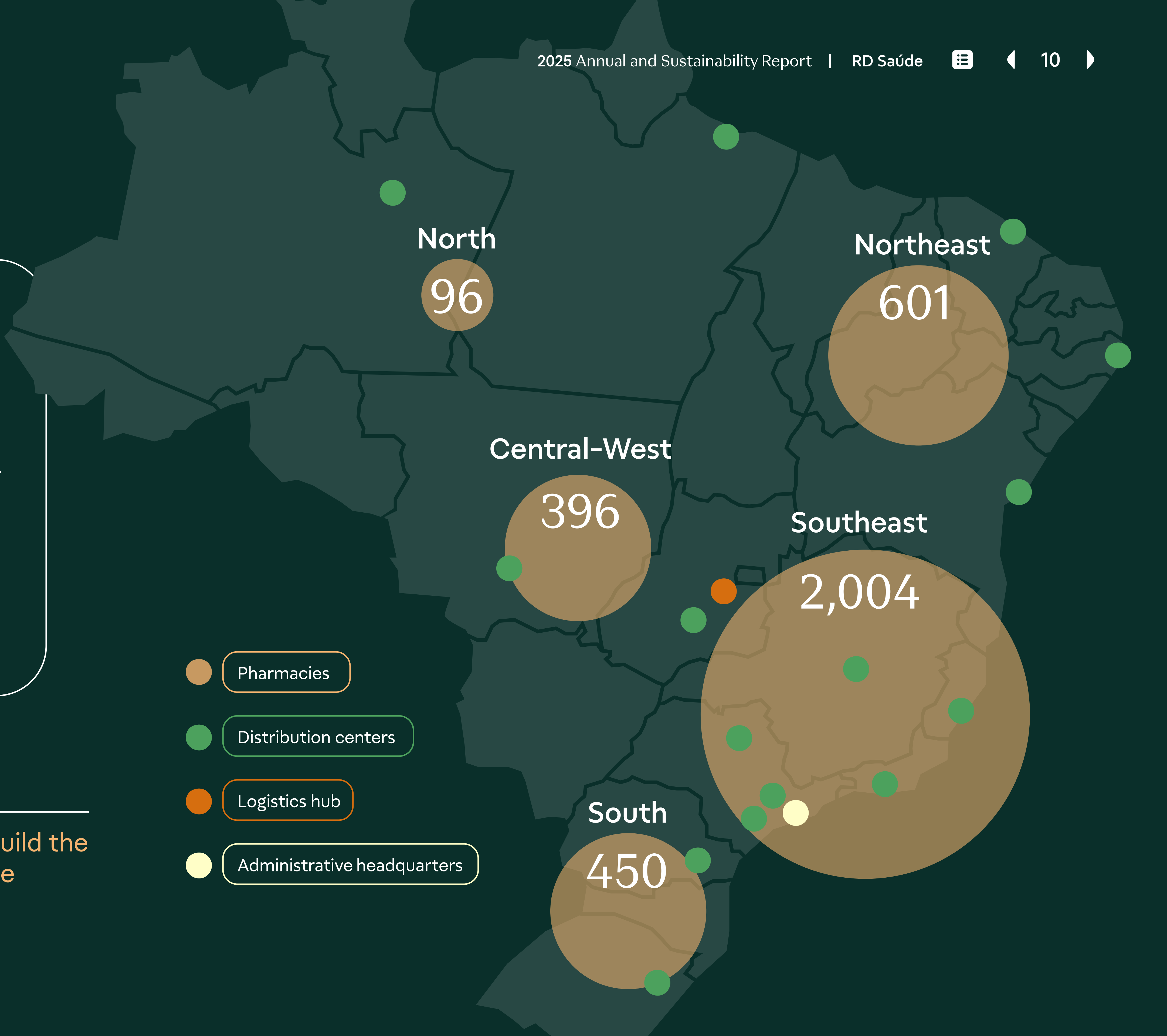
SDGs 8, 11

3,547
Raia and Drogasil pharmacies in operation

15
distribution centers + **1** logistics hub

Present in
663
municipalities across all Brazilian states

51.7 million
active customers



Our values

We care for people

We work with focus

We build the future

Value creation

GRI 3-3, 2-6

Resources (inputs)

- **Manufactured capital:** a network of 3,547 pharmacies located in 663 municipalities across all regions of Brazil, 2,800 of which are equipped with *Espaço Mais Saúde* rooms and 426 with vaccination rooms. The pharmacies are supplied by 15 distribution centers using both our own and third-party fleets.
- **Natural capital:** renewable and non-renewable environmental resources used in our operations, particularly water, electricity, and fuels.
- **Social and relationship capital:** services designed to promote the overall well-being of our clients, as well as engagement with our stakeholders (customers, suppliers, partners, investors, professionals, healthcare providers, local communities, and acquired companies), guided by dialogue and transparency to strengthen our reputation and the social license for RD Saúde to operate.
- **Financial capital:** resources to allow us to provide our services, obtained through investor capital or funding, or generated by operations based on the investments made.
- **Human capital:** the skills, expertise, experience, and motivation of our 73,379 employees, 416 interns, 1,566 young apprentices, and 5,300 contractors, who together are helping to build a healthier society.
- **Intellectual capital:** intangible assets (proprietary brands, the Raia and Drogasil brands). Information technology systems and infrastructure.

How we create long-term value

WHAT GUIDES US

Purpose
Institutional values
2030 Commitment: to become the group that contributes most to a healthier Brazilian society.

Governance
Corporate structure
Strategic planning
Institutional policies and codes
Risk and opportunity management
Transparency
Sustainability

Business model
New pharmacy
Healthcare platform

Value generated (products and results)

- **Manufactured capital:** net opening of 317 pharmacies this year | 2,800 pharmacies with a full product range in the *Espaço Mais Saúde* network.
- **Natural capital:** 100% of operations powered by low-impact renewable energy plants | 100% of pharmacies equipped with collection bins for expired or unused medications, with 534 tons collected (+24% vs. 2024).
- **Social and relationship capital:** BRL 36 million allocated to comprehensive healthcare social projects | BRL 635,900 donated to employees through the Emergency Fund | Monitoring of social investment results via a dashboard of indicators | Our social enterprise, Farol, has conducted 377 care sessions with 3,850 active users since 2023.
- **Financial capital:** BRL 3.4 billion in adjusted EBITDA (+12.8% vs. 2024) | BRL 1.3 billion in consolidated adjusted net income (+4.3% vs. 2024) | BRL 13.3 billion in value added distributed to stakeholders: 33% employee remuneration; 15% third-party remuneration; 42% government (taxes, fees, and contributions); and 10% shareholders (return on equity).
- **Human capital:** 12.68% increase in team size | 14,360 pharmacists working in health promotion, prevention, protection, and primary care | Women on Board (WOB) certification for gender representation on Boards of Directors | An average of 95 hours of training per professional.
- **Intellectual capital:** a 59.3% increase in revenue from digital channels.

External business impacts (risk management):

→ Sector-specific legislation and regulations, recent policy changes, healthcare market dynamics, and macroeconomic issues.

Own brands

GRI 3-3

SDG 3, SDG 12

Our own brands play a strategic role in our health and wellness proposal, setting us apart in terms of sustainability, increasing margins, and strengthening customer engagement. This makes the company more appealing to environmentally-conscious consumers, reduces regulatory risks in the medium and long term, generates efficiency gains, and helps build customer loyalty.

In 2025, as a result of growing efforts to use sustainable packaging, our own brands contained 7.59% of recycled content. The projects currently underway already incorporate the directive to include at least 40% recycled material in packaging by 2030.

The strategy will continue to focus on categories characterized by recurring demand, high growth potential, and importance to the consumer, with expansion driven by continuous innovation and sustainable solutions in formulas and packaging.

Our own brands

needs

A comprehensive line of daily hygiene and beauty products

NUTRI GOOD

Foods for healthy nutrition

NatZ

Natural products focused on well-being and sustainability

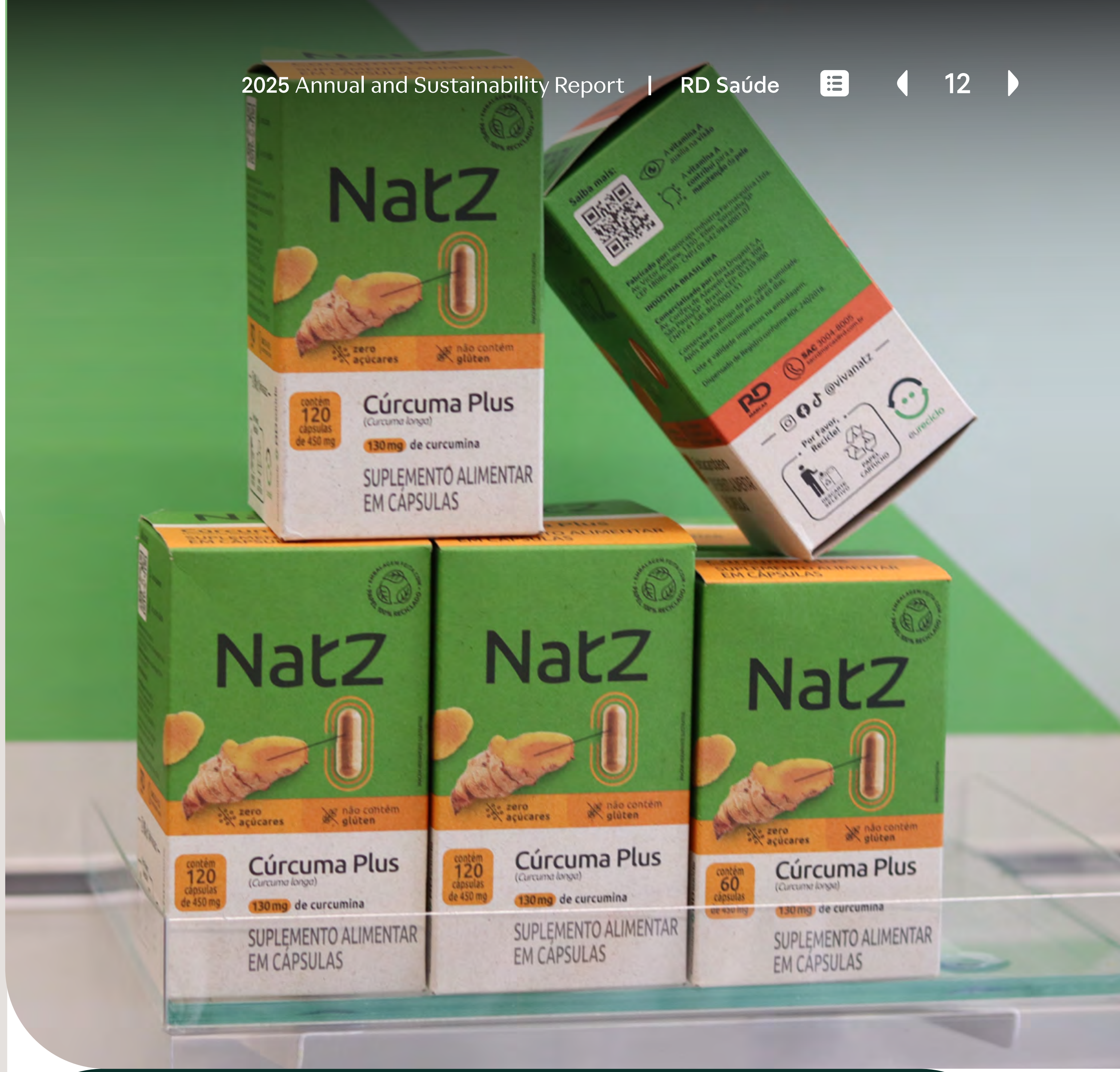
bwell

Focused on wellness and prevention, with a portfolio of vitamins, minerals, and supplements

CARE>TECH

A line of health monitoring equipment and accessories

Take a look at our portfolio



Economic and **Financial Performance**

GRI 3-3, 201-1

In the first half of 2025, we faced a challenging environment, with a slowdown in retail sales and pressure on margins. The company responded quickly by restructuring its organizational framework to increase agility, streamline decision-making, and align strategic areas.

Below, we present our performance from two complementary perspectives: the economic perspective, focused on creating shared value; and the financial perspective, focused on efficiency and return on capital.

BRL 1.3 b

net profit in 2025, consolidating the **return to profitability**

Creating shared value

GRI 3-3

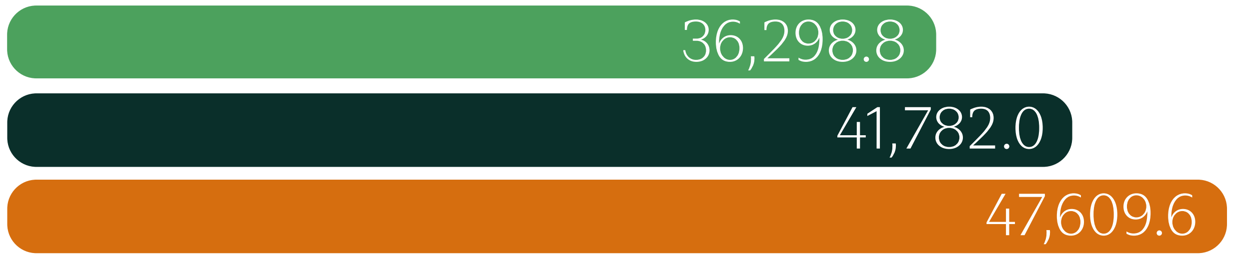
In the second half of the year, the retail business gained momentum. We ended the year with a 13.9% increase in gross revenue compared to the previous year, driven by the diversification of our product range and the maturing of our new pharmacies.

In 2025, we had 3,547 units in operation, maintaining our rapid pace of expansion. Our expanded reach has increased our national market share to 18%, 1.5 percentage points higher than in 2024 (market share according to IQVIA's ex-factory price metric), reinforcing our leading position in the sector.

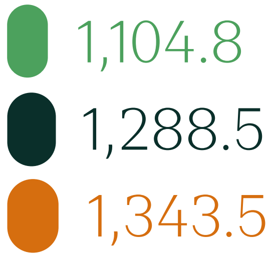
The wealth generated by RD Saúde continues to be shared with society. In the distribution of value added, the biggest share remains in taxes, fees, and contributions, followed by the salaries of the more than 70,000 employees.

Direct economic value generated and distributed[1] GRI 201-1

Gross revenue (BRL millions)



Adjusted net income (BRL millions)



Gross value added (BRL billions)

IQVIA Market Share (consolidated Brazil %) – ex-factory price

2023 2024 2025

1 See the breakdown of the 2025 results in the **financial statements**

Discipline and efficiency

GRI 3-3

Financial management prioritized restoring operating profitability and increasing high-margin digital revenue, reinforcing the strategic role of omnichannel operations.

Digital channels were the main driver of growth, with revenue of BRL 11.3 billion—a 59.3% increase over the previous year—a 25.7% market share in the retail sector, and 97% of orders picked up or delivered in less than an hour.

Strict control of administrative expenses made it possible to reverse the margin squeeze seen at the beginning of the year. Adjusted EBITDA reached BRL 3.4 billion (+12.8%), with the margin stabilizing at 7.1%, even in a year of heavy investment in pricing.

Adjusted net income rose 4.3%, reaching BRL1.3 billion. The results supported growth and investments in innovation without increasing leverage, which ended the period at 1.2x net debt to EBITDA.

97%

of online purchases are **delivered or picked up in less than an hour**

Customer Service

In 2025, RD Saúde's Customer Service Center (SAC) handled more than 2.3 million calls, reflecting the high level of interaction and close relationship with customers across the country. Of that total, 96% of the cases were resolved, and 4% were shelved because the clients withdrew their claims.

So far this year, 57% of calls have been resolved within 24 hours, contributing to a more efficient experience. The average response time was 22 minutes, reflecting our ongoing commitment to responding promptly and ensuring adequate support for customer requests.

The year's highlights

Healthier People

81%
employee participation in the 2025 Health Assessment

87%
of own-label products **are free of controversial ingredients**

7million
consultations in pharmaceutical services

1.3million
people impacted by **social initiatives** since 2021

412,000
vaccinations administered: a leader in immunization in the private sector

Healthier Business

50.5%
of leadership positions are held by **Black people**

63.3%
of leadership positions are held by **women**

100%
of the **operational leaders** have been developed internally

80%
of employees who responded to the GPTW survey say they feel prepared to address **diversity issues**

7 million
training hours conducted by our team

Healthier Planet

100%

renewable energy at all pharmacies, distribution centers, and campuses, ahead of the 2030 target

534tons

of expired or unused medicines collected under the **Responsible Disposal program**

28.8%

of short-distance routes (up to 200 km) for supplying pharmacies are carried out by **electric trucks**

78.9%

of primary suppliers in terms of emissions have greenhouse gas inventories

32.6%

of customer deliveries are made using **carbon-neutral forms of transport**, such as bicycles

Awards and **recognition**

Leadership in ESG ratings

MSCI ESG Ratings: We maintained our A rating, reaffirming our leadership in environmental, social, and governance management.

CDP: We maintained our A- rating for climate change management.

B3 Recognition: We are among the 30 companies listed on all three of the stock exchange's main ESG indexes (ISE, IDIVERSA, and ICO2).

Reputation and brand

RepTrak: the company with the best reputation in Brazilian retail, placing in the Top 10 of the ranking for all sectors.

Merco Companies and Leaders: the undisputed leader in reputation in the pharmaceutical retail sector.

Top of Mind Folha: Droga Raia and Drogasil are the brands most recognized by Brazilians in the pharmacy category.

Health Leaders Award: recognition in the Pharmacy category, highlighting companies that play a strategic role in the sector's development.

Brazil's Most Valuable Brands: For the second year running, Raia and Drogasil ranked among Brazil's most valuable brands, according to Interbrand. In 2025, Raia ranked 17th, while Drogasil remained in 14th place.

Empresas Mais: recognized by the *O Estado de São Paulo* newspaper for the best financial performance in the Retail category.

People and Culture

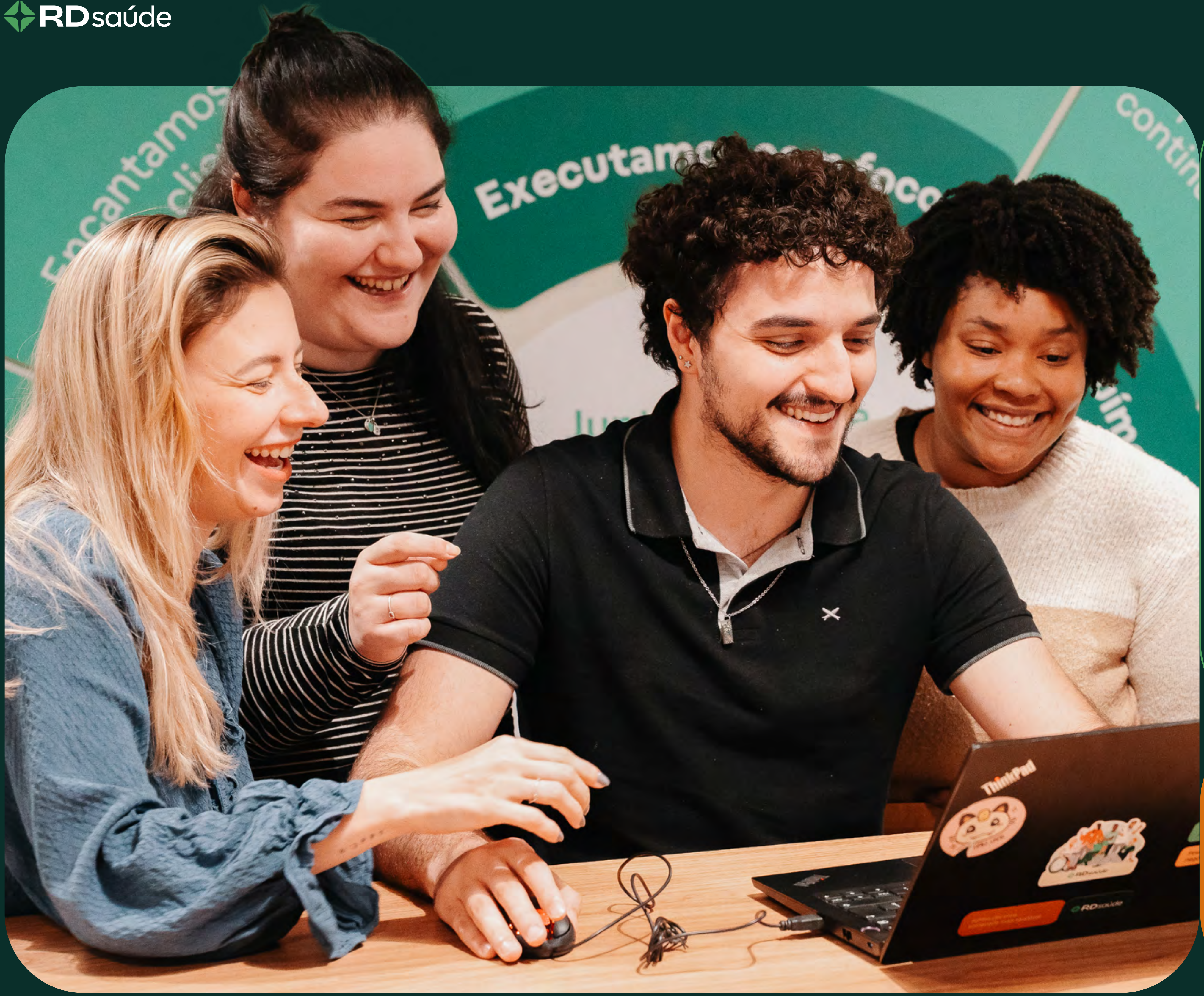
Top Employers 2025: certification for excellence in human resources practices.

Top 3 HR Leaders of 2025: Recognition for Maria Susana de Souza, Vice President of People, Culture, and Sustainability.

Environmental Responsibility

Eco Award (Amcham): winner in the Services category, for the social enterprise *Farol*.

Merco ESG Responsibility Ranking: No. 1 in the Pharmacy sector.



Governance

Integrity and **transparency**

RD Saúde follows a governance model aligned with best practices in corporate governance, adhering to the B3 Novo Mercado standards with a focus on investor protection and the principles of corporate sustainability to serve the interests of all other stakeholders, as set forth in our Articles of Incorporation.

At the heart of our organizational culture lies **Our Code**, a set of ethical principles that guide the behavior of our entire team—from protecting customer data to business relationships and the supply chain.

Changes to the Board of Directors

GRI 2-1, 2-9, 2-10

In 2025, RD Saúde underwent a major change in leadership. Marcilio Pousada took over as Chairman of the Board, and Renato Raduan became the new CEO.

The company also created the position of COO, held by Marcello De Zagottis, bringing together the Sales, Marketing, Logistics, Pharmacy Operations, and Multichannel divisions under a single Executive Director.

Two career executives have been promoted to the Board of Directors: Juliana Lopes (VP of Sales) and Melissa Cabral (VP of Pharmacy Operations), bringing the number of women in C-level positions up from one to three.

Governance **structure**

GRI 2-1, 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-17, 2-18

SDG 16

The company is led by the Board of Directors, with support from advisory committees that contribute technical expertise to decision-making.

This body undergoes an external evaluation conducted by an independent consulting firm, which assesses its performance in terms of value creation and the dynamics of meetings, among other factors. The results of the assessment are discussed with the Human Resources and Corporate Governance Committee, which establishes action plans for continuous improvement.

The appointment of board members is governed by the **Internal Rules of the Board of Directors** and the Nomination Policy, both of which were revised in May 2022. No board members hold executive positions.

We maintain a **Conflict of Interests Policy** managed by the Ethics and Compliance department, which reports to the governance bodies whenever necessary.

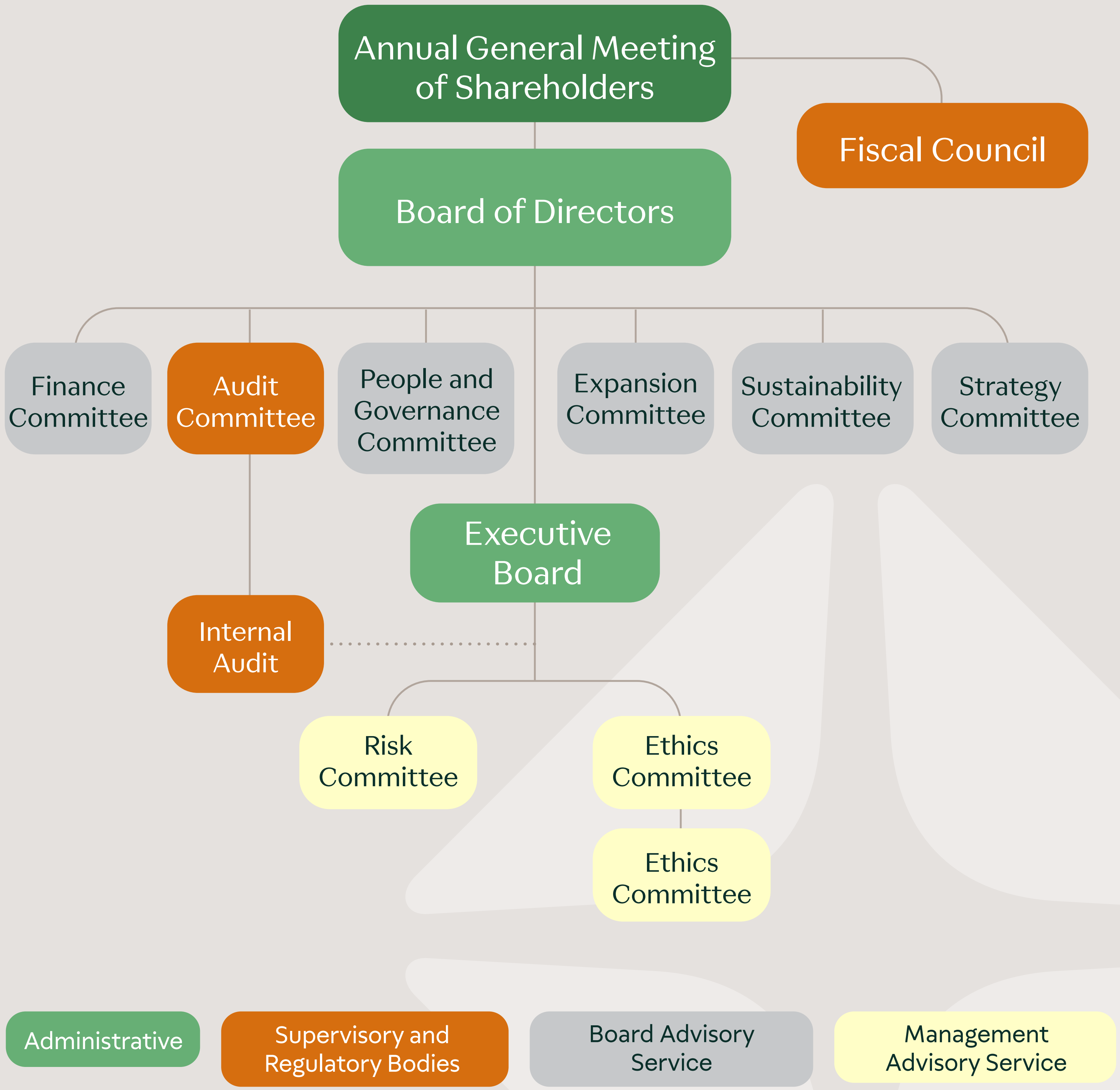
The Board of Directors is supported by the Sustainability Committee, which provides input on technical and strategic decisions related to the ESG agenda.

Composed of three board members and company executives, the Committee meets on a monthly basis and regularly holds training sessions with external experts, as well as discussions with internal teams.

In 2025, we expanded the gender diversity and independence of the Board of Directors, ending the year with six independent directors and three women among the 13 members.

RD Saúde's Board of Directors plays a central role in ensuring the business' long-term viability from an ESG perspective by approving and updating sustainable development strategies and policies.

Learn more about our ownership and governance structure, the composition of the Board of Directors, and other information on our website for **investor relations**.



Report published on May 28, 2026, and updated on June 1, 2026.

Remuneration policies

GRI 2-19, GRI 2-20

SDG 8

At RD Saúde, remuneration follows formal and transparent procedures, with the goal of attracting, developing, and retaining qualified professionals, while aligning incentives with the business strategy.

The figures are based on market research conducted by specialized consulting firms, ensuring competitiveness relative to companies of similar size and in similar a similar sector. All changes are approved by the Board of Directors.

The Administrative Committee is responsible for approving the annual budget and, when necessary, additional funding. The opinions and recommendations of the stakeholders are incorporated directly through the annual budget approval process.

For the Board of Directors, remuneration consists of a fixed monthly stipend, which is the same for all members except the Chair, who has additional responsibilities.

The Board of Directors receives a fixed salary, benefits, and variable remuneration, including bonuses, stock, and incentives tied to short-, medium-, and long-term goals.

All corporate employees eligible for the Profit-Sharing Program (PSP) have a portion of their variable compensation tied to performance on sustainability indicators. Social and environmental goals are set annually, based on the company's long-term commitments.

Ranked by hierarchical level, the weight of these sustainability indicators in variable compensation ranges from 7.5% for the CEO to 1.5% for analysts.

Composition of variable remuneration

GRI 2-19

All RD Saúde employees are eligible for variable remuneration through the PSP, which is tied to indicators related to:

- **Company goals (corporate):** financial, customer, engagement, and sustainability (climate change and diversity);
- **Departmental goals:** specific to each activity or role.

Risk **management**

GRI 2-12, 2-13, 2-16, 3-3, 201-2, 413-2

SDG 3, 13

TCFD

At RD Saúde, risk management is guided by the Risk Management Policy, which draws on national and international best practices, such as ISO 31000 and COSO ERM, as well as the guidelines of the Brazilian Institute of Corporate Governance (IBGC) and the Institute of Internal Auditors Brazil (IIA Brazil).

The policy establishes guidelines and responsibilities based on the Three Lines of Defense Model, defining the methodology for the processes of identifying, assessing, addressing, monitoring, and communicating risks. This set of practices ensures the continuous monitoring and proper management of the company's exposures.

Risks classified as 'high' or 'very high' are reported separately to the Risk Committee (through executive reports), the Audit Committee, the Fiscal Council, and the Board of Directors.

Currently, the company has 14 critical risks, 13 of which are classified as 'high' and one as 'very high'. They are divided into strategic, operational, compliance, information technology (IT), and ESG functions.

Actual and potential impacts on communities

GRI 3-3, 413-2

The materiality analysis assesses the likelihood and severity of risks by consulting multiple stakeholders. Based on this premise, we identify the impacts our operations may have on communities, customers, and society. We have defined mitigation measures for each of these impacts.

Impact category	Description of the risk or impact	Mitigation and control measures
Environment and neighborhood	Greenhouse gas emissions and air pollutants resulting from transportation to pharmacies and distribution centers (DCs)	Continuous monitoring of logistics efficiency and development of alternatives for the use of low-emission transportation
Product quality	Any safety issues with private-label products that could endanger consumers' health	Conducting pre-market safety assessments, strict labeling, and streamlined recall protocols and supplier investigations
Service continuity	Vulnerabilities in technological systems that result in the interruption of essential health services	Maintaining redundancy analyses and investing in infrastructure to ensure the availability of services to the public
Quality of service	Impacts of high employee turnover on the accuracy and consistency of health guidance provided to customers	Focus on training new employees and developing leadership skills to improve team retention
Value chain	Risks related to labor laws, working conditions, and compliance, particularly those related to the supply chain and the provision of services	Conducting background checks and on-site audits, including follow-up on the resulting action plans

Impacts of the supply chain

GRI 308-2, 414-2

SDGs 5, 8, 12, 16

RD Saúde employs a multi-layered verification approach to mitigate social, environmental, and compliance risks throughout its value chain. The model combines large-scale integrity and compliance assessments, on-site audits of working conditions, infrastructure, and social and environmental practices, as well as continuous 24/7 monitoring, which alerts the company to significant changes in the behavior or risk profile of companies and their partners.

In 2025, 6,005 companies in the supply chain were monitored, with ongoing assessments of integrity, socio-environmental, and compliance issues.

Of these partners, approximately 450 companies classified as priority cases were monitored more closely, involving the performance of 162 on-site audits.

We visited and inspected more than 100 construction sites, focusing on the assessment of working conditions at the sites, including safety, well-being, and adequate housing conditions.

When opportunities for improvement are identified, corrective action plans are established and monitored, reinforcing our commitment to continuous improvement and to building an increasingly responsible and resilient value chain.

In the reporting period, no business relationships were terminated solely due to social and environmental impacts. The blocks imposed were based on other risk and commercial criteria.

Impacts of the products

GRI 3-3, 416-1, 417-1

RD Saúde continuously monitors the health and safety impacts of its products to ensure consumer confidence and well-being. During the reporting period, 100% of the exclusive brand portfolio was evaluated for this purpose.

Product development adheres to strict internal policies and the guidelines established by regulatory agencies for each category, with risk assessments conducted across the entire product lifecycle.

The labeling of own-label products is evaluated by a specialized technical team, based on the laws applicable to each category. This process includes: (i) documentation of raw materials and their sources in the Analytical Parameters Sheet, which guides formulation control; (ii) the assessment of the environmental and social impacts of the substances, in accordance with the **Ingredients Safety Policy**; guidelines for the correct and safe use of the products; and (iv) where applicable, information on proper disposal, recycling, and socio-environmental aspects.

Regulatory compliance is ensured by consultation of the specific regulations for each sector,

such as RDCs 768/2022, 243/2018, 429/2020, 907/2024, 751/2022, and 830/2023. The process is also guided by institutional policies, such as the **Product and Service Quality and Safety Policy** and the **Animal Welfare Policy**, ensuring that products comply with legislation and meet requirements for safety, transparency, and social and environmental responsibility.

Ethics and compliance

GRI 3-3, 2-23, 2-24, 2-25, 2-26, 205-3

RD Saúde formalizes its commitment to responsible business conduct through the **Code of Conduct** and complementary policies, such as the **Human Rights Policy** and the **Conflict of Interests Policy**.

These commitments are based on national and international anti-corruption standards, as well as related legislation. The guidelines explicitly call for respect for internationally recognized human rights, the application of the precautionary principle, and the exercising of due diligence.

At RD Saúde, integrity guides decision-making at every level, from the service counter to senior leadership. The Integrity Program is overseen by the Board of Directors through the Audit Committee and is primarily guided by the **Code of Conduct**, which sets out guidelines for employees and partners.

In 2025, 21,899 employees completed the course on the Code of Conduct on the RD Saúde University platform, equivalent to 32% of the company's average annual headcount.

Ethical standards also apply to business partners. To receive approval, suppliers must adhere to the **Supplier Code of Ethics and Conduct** and anti-corruption policies.

In cases of human rights violations or labor law violations, we impose contractual penalties, including a trade embargo. In 2025, there were no recordings of any such violations in the value chain.

Ethical Conversation Channel

GRI 406-1

SDG 16

The **Ethical Conversation Channel** is available 24 hours a day, and is operated by an external, independent company, ensuring confidentiality, proper handling of reports, and protection against retaliation against the whistleblower. It can be used by employees, former employees, customers, suppliers, and other stakeholders. Reports may be anonymous or identified.

General inquiries—such as questions, requests, or suggestions—are directed to the appropriate managers. Sensitive cases, such as harassment, discrimination, corruption, or conflicts of interest, are investigated by the Ethics and Compliance department and reviewed by the Ethics Committee (CAE), which is composed of executives.

The channel is governed by the **Ethical Conversation Channel Policy**, which establishes a procedure for complaints involving managers or members of senior management, ensuring that the accused do not participate in the investigation or in determining any measures to be taken.

In 2025, 9,858 calls were logged on the Ethical Conversation Channel. Of that total, 6,329 were classified as general and 3,529 as sensitive. Of the sensitive cases, 36% were deemed valid, resulting in the imposition of measures such as dismissal, suspension, or verbal or written warnings, as provided for in the Disciplinary Penalties Policy.

Since 2023, the Ethics and Compliance Program has undergone biennial external audits, with reports submitted to the Audit Committee. The effectiveness of the channel is assessed in the engagement survey, which measures employees' perceptions of the company's ethical culture.

Ethical Conversation Channel

canalconfidencial.com.br/conversaetica/

contato@conversaetica.com.br

0800 778 9009

Conflict of interests GRI 2-15, 2-23

The **Conflict of Interests Policy** requires executives and employees to disclose any situations that may conflict with the company's interests. When necessary, those involved abstain from discussions and voting. In 2025, there were no confirmed cases of corruption.

Tax strategy

GRI 3-3, 207-1, 207-2, 207-3, 201-1, 415-1

For RD Saúde, tax management is an essential part of its financial sustainability and social responsibility. The company operates with transparency and in strict compliance with the law, thereby avoiding legal and reputational risks.

The unit, which reports to the Vice President of Finance and Administration, operates on two fronts:

- **Shared Services Center:** tax assessment and payment;
- **Corporate team:** interpreting regulations and enforcing compliance.

All decisions regarding tax regimes are made by the senior management, with internal and external audits conducted to ensure the accuracy of the data.

In addition to paying taxes, the company uses tax incentives to support social projects focused on holistic health in the areas of culture, sports, and the protection of children, the elderly, and people with disabilities.

The company's involvement in issues such as tax reform is conducted through its membership of the Brazilian Association of Pharmacy and Drugstore Chains (Abrafarma) and the Institute for Retail Development (IDV), with a focus on legal security for the sector and an orderly transition to the new model.

Privacy and **information security**

GRI 3-3, 418-1

SASB HC-DR-230a.1, HC-DR-230a.2, HC-DR-230a.3

RD Saúde treats the privacy and data security of its customers and employees with the same care it devotes to healthcare, through continuous monitoring of digital threats and the use of technologies to detect and block attacks in real time.

The management of personal and sensitive data is governed by internal and external policies that establish guidelines for the collection, use, storage, and disposal of information.

With the rise of digital channels, the company has been increasing its investments in technological modernization and in strengthening controls and procedures, with a focus on operational excellence. This practice was confirmed by the company's attainment of the ISO/IEC 27001:2022 and ISO/IEC 27701:2019 international certifications, which pertain, respectively, to information security management systems and information privacy management systems.

The certifications cover the physical and logical security measures and controls related to the infrastructure, processes, and personnel that support the website and the Univers management portal (our Prescription Drug Benefits Program), as well as the Raia and Drogasil websites and apps. They also cover the processing of personal data and sensitive data handled in these processes and services.

Team training is a central part of the strategy. We conduct frequent drills using simulated attacks and, in 2025, we trained approximately 24,000 employees on the Brazilian General Data Protection Law (LGPD) and information security. Suppliers adhere to strict data protection rules and undergo periodic risk assessments.

In 2025, RD Saúde did not experience any leaks, breaches, or unauthorized access to customers' personal data and/or sensitive data.

2030 Sustainability Strategy

Ambition

GRI 2-22

SDGs 3, 16

Since the launch of our Sustainability Strategy in 2021, we have evolved from having an aspirational vision to an agenda focused on action and results.

RD Saúde bases its Sustainability Strategy on 22 public commitments, organized into **three pillars**:

Healthier People

Our commitment begins with the safety and well-being of our employees, extends to our customers, and reaches out to society and local communities through our social investments in healthcare.

Healthier Business

We promote diversity and inclusion at all levels, through continuous career development, ethical conduct, and by holding our value chain to the same standards.

Healthier Planet

We recognize the interdependence between human and environmental health. We are committed to a low-carbon economy, with a focus on mitigation, adaptation, and climate resilience, as well as practices that reduce waste generation, promote circularity, and optimize the use of resources.

Materiality

GRI 2-29, 3-1, 3-2, 3-3

To achieve our 2030 Ambition, RD Saúde allocates resources to the topics that generate the most value, based on the double materiality model, which was revised in 2024 with input from stakeholders and continued in this cycle.

The materiality matrix guides the selection of indicators and the content of the report. Every two years, the priorities are reviewed to ensure that the strategy remains aligned with the actual challenges and health needs of the public.

Our priorities

The identification of priority topics for Health R&D was the result of active listening, guided by the **Stakeholder Engagement Policy**, updated in 2024. The process involved 14 groups, including employees, customers, suppliers, NGOs, board members, executives, and communities.

We also conducted market analyses based on global indexes such as the MSCI ESG Ratings, and the SASB standards for the pharmaceutical retail sector.

The technical data was cross-referenced with surveys and interviews with customers, employees, investors, suppliers, and community partners, and the results were validated by the senior management.

Ultimately, we identified 12 material topics that guide the management and content of this report. The following table shows how these topics relate to the pillars of Healthier People, Healthier Business, and a Healthier Planet, five of which are cross-sectional. It also links each topic to specific impacts, GRI and SASB indicators, and the UN's SDGs.

Material topics GRI 3-2

Pillar	Material topic	Definition of the topic	Sphere of impact	SDGs
Healthier People	**Customer experience**	The way customers perceive and interact with the company throughout their customer journey	Customers	8, 9, and 12
	Healthy customers	The company's commitment to promoting the health and well-being of its customers	Customers	3
	Holistic employee health and safety	The commitment to ensuring the physical and mental well-being of our employees by providing a safe and risk-free working environment	Employees, unions, regulatory agencies	3 and 8

Material topics GRI 3-2

Pillar	Material topic	Definition of the topic	Sphere of impact	SDGs
Healthier Business	**Diversity and inclusion**	The elimination of prejudice, ensuring equitable treatment, and creating an inclusive environment that embraces differences in gender, race, ethnicity, sexual orientation, disability, generational diversity, and other factors	Customers, employees, and third parties	5, 8, 10, and 16
	Human rights	Respect and promotion of the fundamental rights and freedoms of everyone involved in the operations	Employees, business partners, customers, and communities	10 and 16
Healthier Planet	**Climate Action (Energy and Emissions)**	The company's efforts to reduce GHG emissions and sustainably optimize energy use	Customers, investors, and society	7 and 13
	Product and service innovation	The company's ability to develop new products and services or improve existing ones	Customers and business partners	9 and 12
Cross-sectional themes	**Product safety and quality**	Ensuring that products and services are safe to use and comply with regulatory, technical, and health standards	Customers, business partners, and regulatory agencies	3 and 12
	Ethics and compliance	The company's commitment to operating in accordance with legal and regulatory standards and ethical principles	Employees, third parties, customers, business partners, and investors	16
	Privacy and information security	The company's ability to protect the personal and confidential data of its customers, employees, and partners	Employees, third parties, customers, and business partners	16
	Responsible value chain management	Ensuring that operations throughout the value chain are ethical, sustainable, and aligned with social, environmental, and governance standards	Business partners, third parties, and customers	8 and 12
	Tax strategy	The company's practices, policies, and decisions regarding tax payments and management of the tax burden	Government and investors	8 and 16

Alliances and **affiliations**

RD Saúde actively participates in coalitions, business initiatives, and voluntary commitments that advance the sustainability agenda, aligning its operations with global best practices in human rights, diversity and inclusion, labor, the environment, and social impact. The table on the right outlines our membership with associations.

Membership associations

GRI 2-28

SDG 17

Healthier Business

- Mover (Racial Equity)
- Movimento Mulher 360
- Women's Empowerment Principles (UN Women)
- Business and LGBTI+ Rights Forum
- Business Network for Social Inclusion (REIS)
- Business Initiative for Racial Equality
- Procon Racial SP
- Generations and the Future of Work Forum
- Amigos da Poli
- National Pact for the Productive Inclusion of Youth

Healthier People

- Instituto Ethos
- Group of Institutes, Foundations, and Enterprises (Gife)
- Latimpacto
- Corporate Social Investment Benchmarking (BISC)
- Citizen Company Program (Internal Revenue Service)
- Compromisso 1%
- Institute for the Development of Social Investment (Idis)
- The *Na Mão Certa* Program (World Childhood Foundation)

Healthier Planet

- UN Global Compact
- Brazilian Business Council for Sustainable Development (CEBDS)

Pharmacy Sustainability Index

The Pharmacy Sustainability Index (ISF) is a tool that was created by RD Saúde in 2022 to integrate sustainability goals into pharmacy operations. It monitors the performance of each unit based on social and environmental indicators, thereby strengthening the sustainability agenda at the point of contact with customers.

The ISF brings together indicators from the three pillars of the strategy:

- **Healthier People:** sales from the *Sorria* book series, which funds social health projects.
- **Healthier Business:** team engagement through the RD Saúde University career path, featuring courses on professional development, sustainability, and diversity.
- **Healthier Planet:** reverse logistics for medications, adoption of digital coupons, and a reduced use of plastic bags.

The index serves as a bimonthly assessment that recognizes the most engaged pharmacies.

Through bimonthly evaluations, the index recognizes those pharmacies that have been **most committed** to turning our strategy into concrete actions

Healthier People

2030 Commitments

GRI 2-22

SDG 12

Promoting healthy habits and access to healthcare

Targets	2025 Status
To have 3 million customers enrolled in our healthcare services by 2030, including primary care[1]	By 2025, we had more than 830,000 clients enrolled in our healthcare services, including primary care
To have 16% of the customer base regularly purchasing products that promote a healthy lifestyle or have sustainability features	9.34% of our customer base regularly purchases products that promote a healthy lifestyle or have sustainability features
To have 100% of our own-brand cosmetic and food products free of ingredients considered to be controversial	87% of our own-brand products are free of ingredients considered to be controversial
To invest (at least) 1% of our net revenue in holistic healthcare projects every year through until 2030	In 2025, we invested 1.20% of our net revenue in comprehensive healthcare projects ✓
To improve the health metrics of customers connected to the health platform	To be defined
To improve the health of our staff	To be defined
To achieve a satisfaction rate of at least 80% regarding a healthy working environment, based on the WHO pillars[2]	71% of our employees rate the working environment as healthy (according to the Great Place to Work survey conducted in 2025)
To reach 3 million socially-vulnerable people through holistic health initiatives	Since 2021, we have reached 1.3 million people through our social impact projects

1 Customers who have used at least two services in the past 12 months.

2 Physical work environment, psychosocial work environment, resources for personal health in the workplace, and the company's involvement in the community.

Caring for **our customers**

GRI 3-3

SASB HC-DR-000.B

SDG 3

Thanks to the network's extensive reach and proximity to the public, RD Saúde pharmacies serve as an accessible healthcare infrastructure in the daily lives of communities, expanding access to advice and simple services.

This approach allows these units to play a complementary role in the healthcare system by providing care for minor health issues, promoting health education, and advising patients on when to seek care from other levels of the healthcare system.

To fulfill this role, the company offers a wide range of products and services, as well as qualified technical teams, making each pharmacy a reliable resource.

Within this context, healthcare stands out as one of RD Saúde's key strategic differentials. The company has been evolving its business model to expand the role of pharmacies in patient care and strengthen its collaboration with the healthcare ecosystem.

Qualified technical teams make every pharmacy a **trusted source of support** for customers' everyday health

New Pharmacy

The **New Pharmacy** embodies this evolution by transforming the traditional model into a space that combines convenience, technology, and expert guidance.

Our facilities now offer pharmaceutical services and simple procedures, expanding access to primary care and strengthening the role of pharmacists in promoting the rational use of medications, vaccinations, prevention, and health education.

2,800

pharmacies now offer the **Espaço Mais Saúde**, which combines technology with high-quality clinical care

Providing an omnichannel service, the in-store experience is integrated with the Raia and Drogasil apps and other digital channels, thereby expanding access to information and strengthening customer relationships.

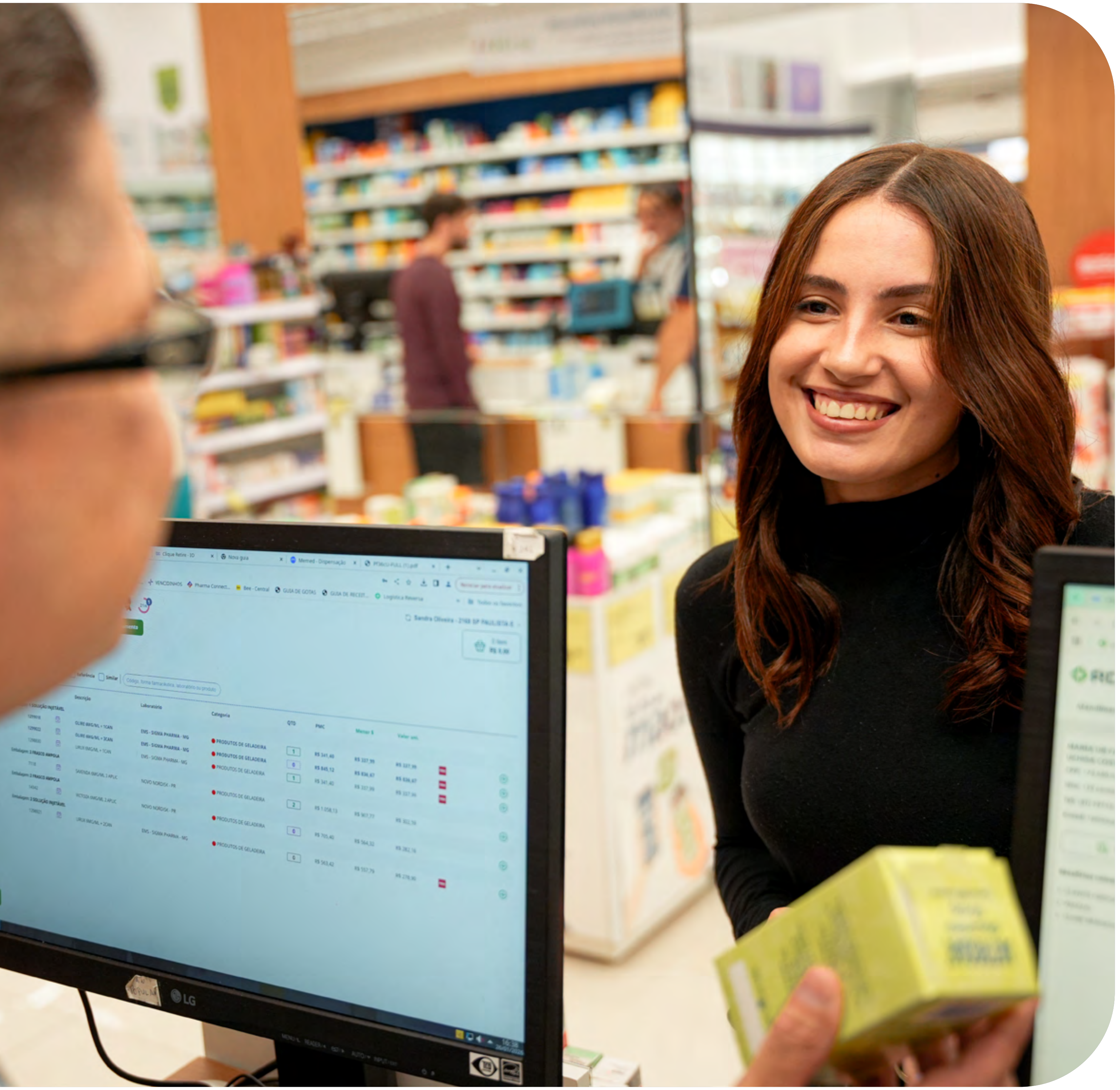
To support this transformation, the company has developed training programs for pharmacists featuring clinical content, in partnership with Dr. Drauzio Varella.

In 2025, more than 2,800 pharmacies with service rooms—the *Espaço Mais Saúde* —provided approximately 7 million pharmaceutical services, including tests, vaccinations, and other procedures.

RD Saúde also consolidated its position as the national leader in private immunization, with more than 400,000 vaccines administered—a 38% increase over the previous year. Customers who use the healthcare services visit pharmacies up to four times more often and have a higher average level of spending, highlighting the perceived value of this care offering.

Espaço Mais Saúde

- **Pharmaceutical services:** dressing changes, administration of injections, and blood glucose and blood pressure monitoring, etc.;
- **Exams and rapid tests:** pregnancy tests, dengue fever tests, yellow fever tests, COVID-19 tests, and influenza tests, as well as tests for hormone levels and glycated hemoglobin, among others;
- **Vaccinations:** meningitis, HPV, shingles, yellow fever, pneumonia, influenza, dengue, etc.



Treatment support

To encourage people to continue with their treatment, we have developed a post-purchase support and guidance initiative. Through this program, our pharmacists reach out to registered customers to monitor their treatment, answer questions, and provide guidance on the proper use of medications. In 2025 alone, we recorded 14.3 million new registrations with 12.9 million contacts being made.

We also offer the *Na Rotina* program, which sends out personalized reminders about medication dosing times and refill dates. Notifications can be sent via email, SMS, or through the Raia and Drogasil apps. In 2025, 2.5 million customers were signed up to receive these reminders.

AI in customer care support

In 2025, digitalization was the driving force behind scaling up care. The artificial intelligence agent 'MIA' now assists pharmacy staff in reviewing prescriptions, flagging potential drug interactions, and providing guidance on the use of medicines based upon information from package inserts available on the Anvisa website.

The tool also provides guidance on vaccines, information on interchangeable medications, and support for internal procedures.

Over the course of the year, the MIA chat feature recorded more than 2 million interactions, with 55% related to direct customer support and 45% to operational and regulatory guidance.

Health Platform

GRI 3-3

SDGs 3, 12

This progress made with our business model is linked to the Health Platform, a phygital ecosystem that integrates in-store pharmacy services with the company's digital channels and supports the care journey—from promoting healthy habits to the prevention and monitoring of chronic conditions, as well as addressing simple needs.

In 2025, 11 million customers benefited from healthcare solutions, with approximately 30% of users returning to the platform. The satisfaction rate scored an NPS of 86.

The platform also takes into account the aging population, with initiatives aimed at people with multiple chronic conditions and who are on long-term medication.

The impact of pharmacies on the healthcare system

This model strengthens preventive measures, promotes the early identification of risks, supports treatment adherence, and helps people navigate the healthcare system, thereby contributing to public health strategies.

In 2025, we expanded our efforts to support the public sector, including participation in a data interoperability project led by the Hospital das Clínicas of the University of São Paulo School of Medicine, bringing together hospitals, laboratories, and other stakeholders in the healthcare system.

As a result, RD Saúde brings its infrastructure and expertise in pharmaceutical services to the table, with a strong focus on privacy, information security, and regulatory compliance, reinforcing its commitment to collaborative solutions that strengthen the healthcare system.

Products free of controversial ingredients

GRI 416-1

RD Saúde's exclusive brands expand access to safe, high-quality products with a lower environmental impact.

All items undergo rigorous audits with suppliers and comply with regulatory and efficacy standards. The company monitors controversial ingredients based on current research and regulations, and maintains a list of banned substances, such as parabens, triclosan, and formaldehyde.

In 2025, 87% of the products in the own-brand line were already free of these components, with the goal of reaching 100% by 2030.

Learn more about our own-brands.

Holistic health and **employee safety**

GRI 403-1, 403-6, 403-8

SDGs 3, 8

Employee health ecosystem

Caring for caregivers is a central part of RD Saúde's strategy. That is why we have developed a comprehensive ecosystem of healthcare that takes a preventive and ongoing approach in the physical, mental, social, spiritual, and environmental areas.

The strategy is implemented through the My Best Self program, which combines initiatives for promotion, prevention, and support, with a focus on employee well-being and quality of life.

Health Map: lines of care

These initiatives are organized into ongoing programs that support employees throughout different stages of life and health needs.

Mental Health Day
Psychological support available 24 hours a day, with chatbot support, management of serious cases, and a team specialized in addressing situations involving violence, substance and behavioral addictions, as well as severe mental disorders. The service also has a medical team, consisting of clinical psychologists and psychiatrists, to provide emergency care.

Continuous Care Program (Chronic Conditions)
Support for employees with hypertension, diabetes, and dyslipidemia, with a focus on managing risk factors.

Changing habits
Initiatives focused on physical activity, nutrition, sleep, and mental well-being.

Health Unit
Monitoring of seasonal illnesses, a primary care clinic, and management of specific cases.

The Parenting Journey
Support ranging from family planning to early childhood, including prenatal care, provision of baby care items for a period of 12 months, support and guidance for parents, support groups for autism spectrum disorder (ASD), and guidance and support for women passing through the menopause.

Financial Health Program
Financial planning and assistance including debt negotiation.

Mental health

Mental health is an integral part of holistic health. This is why we aim to be recognized as a company that promotes this issue. Since 2020, with the launch of Mental Health Awareness Week, it has taken center stage in our health and wellness agenda.

Our strategy is built on pillars that promote self-care, diversity, and the fight against stigma; active listening and connection; balance and respect; as well as a collective commitment to this issue at all levels of the organization.

Starting in 2025, this strategy has been monitored through the Mental Health Census, which is part of the Health Profile—an annual survey that tracks the health and well-being of employees.

The survey achieved an 81% response rate and analyzed eight indicators: psychological distress, susceptibility to burnout, presenteeism and loss of performance, suicidal ideation, psychological safety, work organization, perception of harassment, and mental health NPS.

Based on this assessment, we have strengthened our **Mental Health Initiative,** which includes intervention measures such as care and treatment:

Emergency Assistance
We offer 24/7 support channels for employees and their dependents. These channels ensure immediate assistance, guidance, and referral to the appropriate services.

Specialized team
More complex situations are handled by specialized professionals.

Support for treatment
Support includes free psychotherapy sessions. If necessary, free emergency care with a psychiatrist is also available, followed by inclusion in either the private or public healthcare system.

Technical Committee
The program is overseen by a committee composed of a psychiatrist, a psychologist, and representatives from the Employee Support Center (NAF). The group ensures technical discipline and proper monitoring of cases.

As part of the action plan, starting in 2026, three key initiatives focused on promotion and prevention will take center stage:

1. **Mandatory mental health training** for all the leaders;
2. ***Programa RD para o B.E.M.***, a mental health advocacy community made up of volunteers trained to serve as points of contact and referral;
3. **Continuation of *IntegraMente***, an initiative focused on on-site listening to address critical areas of the business.

Active listening and engagement

GRI 2-29

SDG 8

We listen carefully to those who make RD Saúde happen every day, so we can take more informed decisions. Employees' voices are amplified by means of two tools:

- **Engagement Survey:** this is our annual, in-depth assessment of the team's experience. It guides strategic initiatives and served as the basis for developing our new Employee Value Proposition (EVP).
- **Thermometer Survey:** this is a quick, short, and to-the-point survey. Conducted between annual surveys, it allows us to track aspects such as increases in engagement, the day-to-day experience of our culture, and perceptions of strategic issues.

In 2025, the Engagement Survey showed a 4-point increase compared to 2024 in the rating of the statement that the company is "a psychologically and emotionally healthy place to work."

Eight out of ten people said they feel prepared to address the issue of diversity. There was a ten-point increase in the rate of operational leaders recommending a colleague to their immediate supervisor.

In the Thermometer Survey, a sense of purpose and a welcoming environment were the strongest areas, with a score of 83 for the statement regarding pride in how we contribute to the community, and a score of 81 for the feeling of being welcomed upon joining the company.

Occupational Health and Safety Management GRI 403-1

RD Saúde maintains an Occupational Health and Safety Management System designed to promote safe, healthy working environments that comply with applicable legal requirements.

The RD Saúde Campus and 12 of the 15 distribution centers are ISO 45001 certified, adhering to international standards for risk prevention and management, with continuous monitoring of safety indicators.

We encourage our employees to identify risks, adopt safe forms of behavior, and promote a collective commitment to the well-being of our people and our operations. Safety is treated as a core organizational value and a shared responsibility.

12

of our 15 distribution centers and the RD Campus have **ISO 45001 certification** for risk prevention and management

Safety guidelines and practices apply to everyone working on company premises, standardizing requirements, operational controls, and safety standards across all work environments.

At RD Saúde, workplace safety is built collectively, forming an integral part of our culture of care, prevention, and respect for life

Risk assessment

GRI 2-30, 403-2, 403-4, 403-5, 403-7

SDG 8

Occupational safety management is guided by the Risk Management Program (RMP) and the list of occupational hazards and risks, which is updated based on field inspections, technical analyses, operational changes, and lessons learned. The assessment takes into account physical, chemical, biological, ergonomic, and accident-related factors, and is supplemented by routine inspections, operational checks, and monthly checklists to identify irregularities and opportunities for improvement.

To mitigate risks, we follow the hierarchy of control, prioritizing preventive and structural measures. When elimination is not possible, we implement physical modifications, safety devices, and ergonomic improvements, followed by administrative controls (such as procedures, training, and signing), and, as a last resort, the use of PPE.

We have made the Ethical Conversation Channel and the Safety Report Form available for both identified and anonymous reports, providing a guarantee of no retaliation. Workers participate in these channels, training programs, and the CIPA, which works in coordination with the SESMT to identify risks and propose improvements. In situations involving serious and imminent risk, activities may be suspended until the risk has been eliminated or effectively controlled. All incidents are investigated to prevent them from happening again.

Prevention of risks in business relationships

GRI 403-7

We take a preventive approach to mitigating health and safety risks in the activities carried out by our partners.

Their contracting is contingent upon meeting certification requirements, such as document validation—including occupational health certificates, a Risk Management Program, and other proofs of compliance—as well as mandatory training with role-specific training certificates. Operational controls are also implemented through checklists, field inspections, and verification forms. In 2025, the Occupational Health and Safety Management System covered 1,654 third-party workers.

This model also encourages service providers to participate in the safety culture by promoting the reporting of hazards, unsafe conditions, and suggestions for improvement.

Employees and contractors assigned exclusively to pharmacies were not included in the scope of the audit, even though they follow the legal safety procedures applicable to the operation.

Collective bargaining

GRI 2-30

RD Saúde ensures that 100% of its employees are covered by collective bargaining agreements, respecting freedom of association and collective bargaining as the foundation of labor relations.

Since the company was founded, there have been no strikes or lockouts, reflecting a transparent relationship with our teams. Collective bargaining agreements guarantee rights and representation for workers through more than 300 unions across the country.

Social **impact**

GRI 3-3, 203-1, 203-2, 413-1

SASB HC-DR-240a.1

SDGs 1, 3, 10

In 2025, we evolved our structure to integrate social investment and philanthropy into the company's innovation and impact agenda. The initiative is now organized into three complementary areas:

1. **Management of the company's social investment agenda and strategic partnerships**, including incentive programs and customer donations;

2. **Connections with startups and impact businesses** aligned with our key commitments; and

3. **Development of an in-house social enterprise**, *Farol Saúde Integrativa*, created to test innovative solutions and expand access to more integrated and preventive care models.

RD Saúde's work is guided by the **Theory of Change**, a planning tool that links our business strategy and resources to the real needs of communities. It is based on three pillars, designed to maximize the scope and depth of care: promoting healthy habits and access to healthcare, contributing to environmental health, and strengthening public policies and the healthcare ecosystem.

Our goal is to help **3 million people** in vulnerable situations by 2030

Social engagement and collective impact

GRI 3-3, 413-1

SDGs 3, 13, 17

2025 reinforced our belief that comprehensive healthcare has a greater impact when delivered collaboratively. We prioritize strengthening strategic partnerships to link the extensive reach of our pharmacy network with the expertise of nonprofit organizations and academia, particularly in the area of social innovation.

In 2025, we launched the *Sorria* Collection – RD Saúde Call Notice, which selected civil society organizations working in the health sector to receive financial support over a three-year period, with funds raised from the sale of social products at Raia and Drogasil pharmacies.

We are advancing women's health through our partnership with the Natura Institute through the creation of the Breast Care Movement, an initiative that aims to raise awareness about breast cancer and strengthen public policies for early detection and reduce mortality. The initiatives included mass media campaigns, community outreach, and the distribution of educational materials, reaching more than 132.1 million people. In 2025, during Breast Cancer Awareness Month, the screens at Raia and Drogasil pharmacies were used to encourage people to schedule appointments and undergo routine screenings.

In response to Brazil's aging population, the company launched the *Nova Longevidade Lab*, an initiative facilitated by Ashoka Brazil (see the box on the next page). The group is working to replace the view of old age as a problem with a paradigm of autonomy and access to healthcare at all ages.

Our partnership with *Uma Concertação pela Amazônia* sought to strengthen structural proposals for the SUS (Brazilian public healthcare system) in the region, integrating health and climate issues, and promoting local solutions. In 2025, this multi-sectoral network made progress on the "SUS in the Amazon" initiative, participating in international forums and establishing a technical team in collaboration with Harvard, UFMG, and Fiocruz.

The *Sorria* Collection has already raised **more than BRL 70 million in donations** for health projects

Social impact investments

This year, we invested BRL 36.6 million in social impact initiatives through four main fundraising mechanisms:

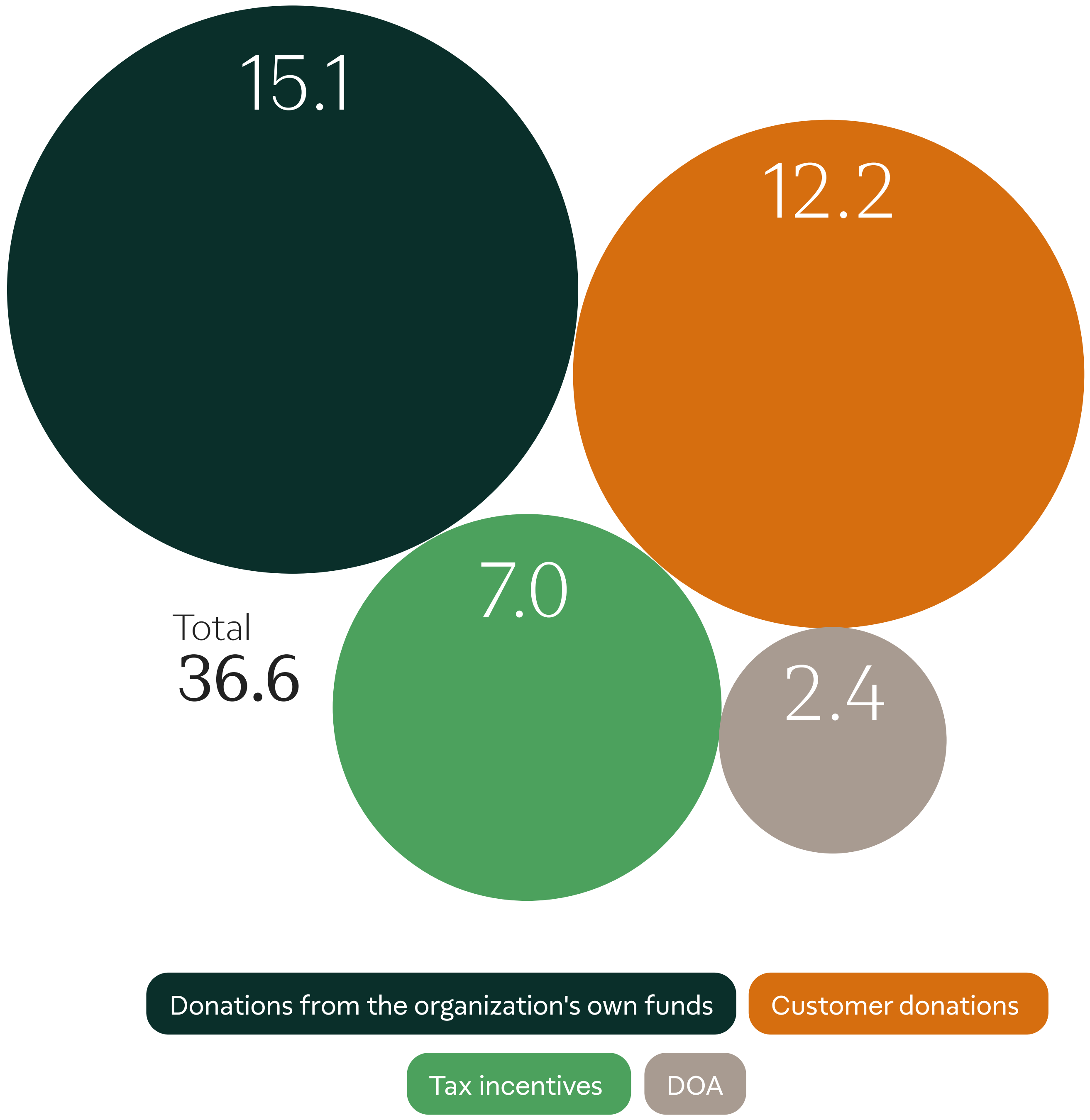
1. **Own resources:** annual allocation of at least 1% of our net revenue to holistic health initiatives, reaching BRL 15.1 million by 2025;
2. **Customer donations:** through the *Sorria* (Smile) Collection and the *Troco Solidário* (Charity Change) initiative, which raised BRL 12.2 million in donations from customers;
3. **Tax incentive laws:** BRL 7 million in funding for projects in the areas of culture, sports, recycling, children and adolescents, the elderly, Pronon, and Pronas;
4. **Product Donation Program (DOA):** A donation of hygiene products and medications worth BRL 2.4 million to partner organizations.

We also encourage a culture of giving among our employees. In 2025, through the Volunteer Program, 586 employees participated in volunteer activities organized by the company. That same year, 735 members of our team received support from the Emergency Fund, which is funded by voluntary donations from our employees. RD Saúde matches all the funds raised, further amplifying the impact of the support.

Our social investments – 2025 (in millions of BRL)

GRI 413-1

SDGs 1, 3, 10



Nova Longevidade Lab

RD Saúde is part of Nova Longevidade Lab, an initiative that strengthens networks and solutions focused on active aging, a culture of care, digital inclusion, and employment opportunities for older adults.

During the project's first year, them-based meetings and interaction forums were held, local networks were expanded, and content was produced to raise awareness and advocacy, contributing to the debate surrounding the National Care Policy. The initiative reached more than 500,000 people, identified approximately 200 digital inclusion initiatives for the 60+ community, and engaged 44 leaders in public policy initiatives.

Farol

Farol Saúde Integrativa is an RD Saúde social enterprise, founded in 2023 in Capão Redondo (SP), that brings together the private sector, the public health system, and integrative practices. Since then, it has provided free healthcare to nearly 4,000 people through the Unified Health System (SUS).

We provide care in collaboration with professionals from Basic Health Units (UBS) and Psychosocial Care Centers (CAPS), ensuring that the care complements conventional treatment. As a result, 82% of users experienced positive health outcomes, and 68% reported an improvement in their quality of life.

The model adopts an integrative approach to healthcare, including Integrative and Complementary Health Practices (PICS), recognized by the World Health Organization and the Ministry of Health as strategies for health promotion and prevention of disease. The services offered include herbal medicine, yoga, meditation, auriculotherapy, and art therapy.

In addition to providing care, Farol serves as a hub for innovation and evidence-based research in public health, helping to strengthen the SUS and develop models of holistic care that can be replicated in other regions.

Investments in infrastructure and services supported

GRI 203-1

SDGs 3, 10

Indicator	2025	Consolidated (2023–2025)
Activities with the local community	3,575	5,226
Participation in activities	60%	58%
User satisfaction	9.9	9.9
NPS	98	98
Beneficiaries	2,289	3,850
Users enrolled in the Care Journey	72%	74%
Beneficiaries of the Care Journey[1]	264	377
Users with positive health outcomes	82%	82%
Users who have experienced an improvement in their quality of life	68%	68%

1 This includes users who have completed at least one cycle of the journey with engagement at or above the established minimum.

Learn more about our full portfolio of initiatives in the Private Social Investment Report.

Healthier Business

2030 Commitments

GRI 2-22

SDG 12

Inclusion through diversity and professional development

Targets	2025 Status
To achieve at least 50% female representation in all job categories by 2030	In 2025, 63.3% of leadership positions were held by women
To have at least 50% representation of Black people in leadership positions by 2030	We ended 2025 with 50.5% of leadership positions occupied by Black people ✓
To ensure that 5% of RD Saúde's professional staff are people with disabilities and to develop professional development strategies	In 2025, our workforce included 2,842 people with disabilities, and we implemented initiatives focused on meaningful inclusion and career guidance
To achieve 6% representation of people aged 50 and older at RD Saúde	In 2025, 4.7% of our professionals were from this age group
To achieve a work environment that our employees rate at 90% in terms of its level of inclusion in pharmacies, the RD Saúde Campus, and distribution centers[1]	In 2025, 76% of our employees rated the RD Saúde work environment as inclusive
To promote the training of 10,000 professionals in undergraduate and/or graduate programs through incentives from RD Saúde, with at least 90% of them enrolled in health-related programs	Since 2021, we have supported the training of 3,912 professionals through educational incentives provided by RD Saúde
To provide a cumulative total of 150,000 opportunities for increased income by 2030	Since 2021, 98,351 people have received awards and promotions
To train 40,000 professionals through programs that have an impact[2] on their professional careers and/or help them develop skills for the future	Since 2021, we have trained a total of 17,005 people

1 Reporting the professionals who responded to the survey.

2 When a professional's career advances as a result of their training.

Diversity **and inclusion**

GRI 3-3, 405-1, 405-2

SDGs 5, 10

Diversity is central to RD Saúde's culture and serves as a catalyst for innovation and connection with Brazilian society. We have developed initiatives based on the strategic pillars of race, gender, people with disabilities, older adults (50+), and the LGBTI+ community, which are organized by the **RD Saúde+Diversa** platform under the motto "Be yourself here."

The diversity and inclusion platform strategy is structured around four key areas:

- attracting a diverse talent pool;
- an inclusive culture and a sense of belonging;
- career development and advancement; and
- impact on the value chain and society.

Women account for 63.3% of the company's overall leadership, with 67.6% of women in operational leadership roles and 46.6% in middle management. The Human Resources department continuously monitors leadership metrics to correct imbalances and promote equal opportunities at all levels of the organization.

In our recruitment efforts, we utilize affirmative action initiatives, institutional partnerships, and apprenticeship programs. Internally, we promote diversity initiatives, leadership development, and inclusion and career advancement policies for underrepresented groups.

In 2025, we made progress on the agenda for people with disabilities, shifting our focus from hiring to career development. Of particular note is the Supported Employment program, carried out in partnership with the Jô Clemente Institute, which focuses on meaningful inclusion and provides ongoing support through career counseling to help participants build successful career paths. At the end of 2025, we had 2,842 professionals with disabilities on our staff.

Our leaders completed the Our Way of Leading program, which included specific training on diversity and addressing unconscious bias. The initiative reinforced the role of the leaders in fostering safer, more respectful, and more inclusive environments.

Combating racism

GRI 3-3

In 2025, we continued the *Respeito tá na gente* (Respect comes from within) program, which guides a movement aimed at eliminating racism through anti-racist practices. As part of this initiative, we have launched the Policy on Racial Equity and Combating Racism and the Guide to Combating Discrimination.

These documents establish guidelines for preventing and combating racism in all of the company's processes, relationships, and environments, promoting safe and welcoming spaces, and valuing diversity in terms of race, color, religion, gender, sexual orientation, national origin, disability, age, and other individual characteristics.

Watch RD Saúde's video of the manifesto against racism.

Enrollment in the Procon-SP Racial Program

In 2025, RD Saúde voluntarily joined the Procon-SP Racial program, reinforcing the initiative's principles and guidelines across all our facilities. The program aims to combat racism in the retail sector and reinforces the role of our pharmacies as safe and welcoming spaces for everyone.

Among our key initiatives, we highlight racial literacy training for employees, which in 2025 involved more than 16,000 participants, including leaders. We have also posted the ten principles for combating racism in consumer relations in pharmacies and encouraged our partners and suppliers to join the program.

Black leadership

GRI 3-3

SDG 10

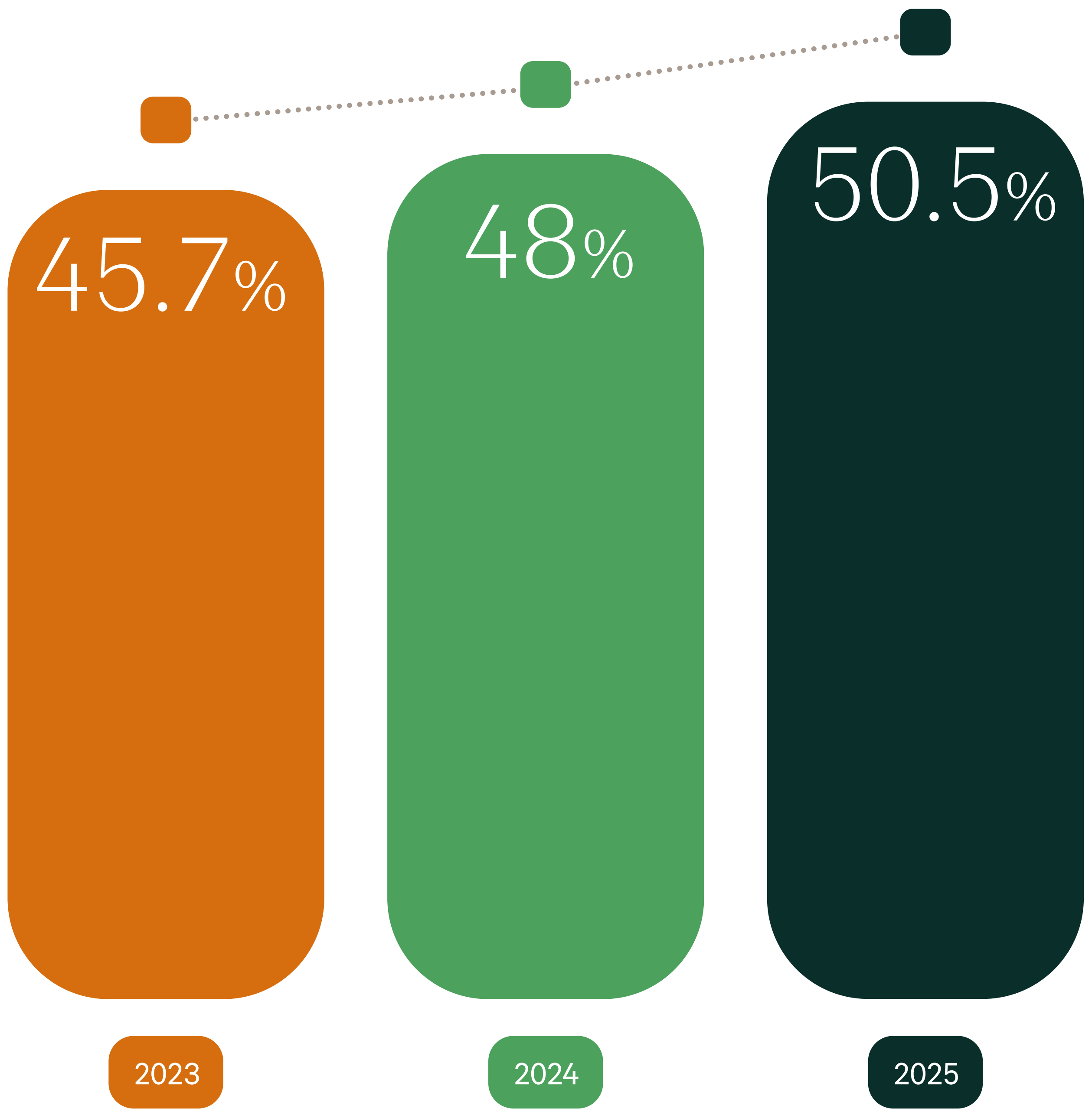
Career advancement and leadership development for Black individuals were top priorities on the diversity agenda in 2025. By the end of the year, the representation of this group in leadership positions had reached 50.5% - an increase of 2.5 percentage points compared to 2024.

To support this initiative, we created the **You Lead** program, focused on operational leadership, which supported the development of 42 Black leaders from community drugstores and pharmacies through in-person mentoring, group discussions, and content sharing.

We also conducted the **Affirmative Mentoring Program**, which connected leaders with 20 Black professionals over a six-month period, with monthly meetings. The initiative raised racial awareness, fostered safe spaces for dialogue, and helped foster new perspectives in the workplace.

These internal initiatives were complemented by a partnership with the **Movement for Racial Equity** (***Mover***). In 2025, 583 Black employees at RD Saúde benefited from these joint initiatives, reinforcing the company's commitment to promoting racial equity and reducing structural inequalities.

Representation of Black people in leadership positions



Career and **development**

GRI 404-2

SASB HC-DR-260b.1

SDGs 4, 8

For RD Saúde, supporting employees throughout their workday is a strategic business decision. Engagement is driven by active listening, leadership initiatives, and structured investments.

In 2025, we developed a new Employee Value Proposition (EVP) focused on operations, starting with the distribution centers and pharmacies. The initiative combines purpose, the working environment, work-life balance, career development, and remuneration, linking team development to business priorities.

Its development combined quantitative research, monitoring of the climate barometer, and in-depth qualitative analyses to better listen to and understand the factors that create the most value for our people. These insights guided the prioritization of investments and the development of action plans to strengthen engagement.

Developed through a multidisciplinary approach and approved by the Board of Directors, the EVP now guides strategic and financial decisions, reinforcing the commitment to a more consistent and sustainable work experience across the operations.

Training

GRI 404-2

RD Saúde University is committed to the holistic development of its people, recognizing that professional growth strengthens the business and has a positive impact on the lives of its employees. To this end, it promotes learning experiences aligned with the company's strategic priorities, translating organizational goals into new skills.

In 2025, the Our Way of Leading program trained 92.8% of the leaders in culture, diversity, and management tools. The Women's Leadership Program, aimed at mid-level managers, continued the journey of the 49 participants who had already completed the program, offering opportunities for discussion, recognition of progress, and encouragement of individual and collective development, including roundtable discussions with female executives and inspirational sessions.

The health education conference brought together more than 13,000 pharmacists, with the *Saúde em Foco* (Health in Focus) event being a highlight, attended by 800 professionals. The Beauty in Color program has trained more than 800 beauty consultants.

We have continued to invest consistently in training and career development, with more than 22,000 promotions and merit awards granted, nearly 7 million hours of training conducted, and 100% of pharmacy operational leadership positions filled internally.

We have also made progress with our in-house Pharmacy degree program, which already has more than 900 employees enrolled across all states, as well as provided subsidies for external courses and personal development content available on the RD Saúde University platform.

A responsible **chain**

GRI 2-6, 3-3, 308-1, 414-1

SASB HC-DR-250a.1

SDGs 8, 16

We act as a development agent for our business partners. The approval process ensures legal compliance and alignment with the company's values, mitigating risks related to human rights, labor practices, and environmental issues.

This year, 709 new companies joined RD Saúde's supplier base. Of these new partners, 80.3% underwent a formal integrity and compliance assessment, including environmental and social criteria.

80.3%

of the new partners underwent **integrity and compliance assessments**

Suppliers are classified using a social and environmental risk matrix, which determines the level of risk and, consequently, the monitoring and due diligence measures applied during the business relationship.

Monitoring prioritizes suppliers with higher transaction volumes and more frequent business dealings, as well as those exposed to risks, such as manufacturers of our own-brands, customized products, and apparel, along with service providers with third-party personnel stationed at the units and subcontractor sites.

The company maintains a zero-tolerance policy toward human rights violations and requires its business partners to adhere to the **Supplier Code of Ethics and Conduct**.

Sellers (partner sellers who sell products on our marketplace) also undergo a double-check evaluation, involving large-scale integrity and compliance assessments and continuous 24/7 monitoring, conducted by the Supplier Governance team.

Category	Active suppliers
Specials[1]	7,511
Supplies	3,652
Direct	827
Own-brands	102
Total	**12,092**

1 Business partners such as water, electricity, telephone, and gas utilities; financial institutions; property management companies; government agencies; and others.

Healthier Planet

2030 Commitments

GRI 2-22

SDG 12

Contributing to a low-carbon, waste-free economy

Targets	2025 Status
To use at least 40% recycled material in own-label packaging by 2030[1]	In 2025, 7.59% of the total weight of all materials used in our packaging was recycled content.
To eliminate the use of landfills in operations (RD Health Campus, distribution centers, and construction sites)[2]	In 2025, we sent 966 tons of waste to landfills, representing just 9.8% of the total waste generated that year
To collect 3,000 tons of pharmaceutical waste by 2030 (excluding packaging and package inserts)	Since 2021, we have collected and properly disposed of 1,577 tons of pharmaceutical waste
To reduce absolute GHG emissions (Scopes 1 and 2) to a level consistent with limiting global warming to 1.5 °C, using 2021 as the base year	Since 2021, we have reduced our absolute Scope 1 and 2 GHG emissions by 48%
To engage those suppliers responsible for emissions arising from purchased goods and services (Scope 1) to adopt science-based targets by 2030	In 2025, we engaged with 78.9% of our priority suppliers in terms of emissions which have greenhouse gas inventories
To achieve 100% of operations powered by renewable energy	In 2025, 100% of the operation was powered by renewable energy ✓

1 40% of the total packaging generated (by weight), provided that the use of recycled material is permitted under applicable law.

2 Construction waste will be disposed of in accordance with technical standards, resolutions of the National Environment Council (Conama), and applicable local regulations in the municipalities where the waste arises.

Climate action

GRI 3-3
SDGs 7, 13
TCFD

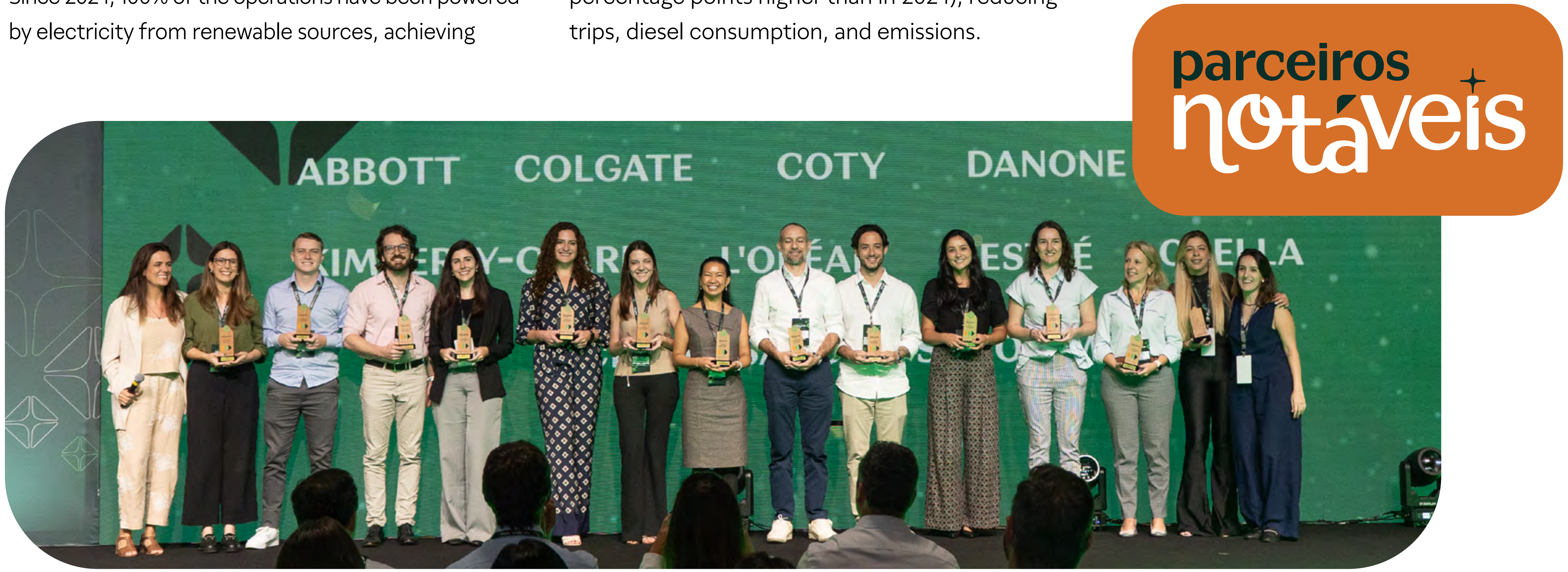
RD Saúde's climate strategy is guided by science and the management of risks and opportunities, in accordance with the TCFD guidelines. The Sustainability Committee oversees the agenda, integrating decarbonization into investment and expansion decisions.

Since 2024, 100% of the operations have been powered by electricity from renewable sources, achieving the 2030 target six years ahead of schedule. The company is also making progress in energy efficiency and low-carbon logistics (learn more on page 62).

In 2025, 28.8% of short-distance pharmacy deliveries (up to 200 km) were made using electric vehicles, and the truck load factor reached 82% (7 percentage points higher than in 2024), reducing trips, diesel consumption, and emissions.

In addition to its electric fleet, the company has been investing in the use of CNG (compressed natural gas) vehicles for long-distance and heavy-load routes.

In the last mile stage, 32.6% of deliveries were made using zero-carbon modes of transport, such as bicycles.



Value chain

GRI 2-6

In 2025, we made progress on the climate agenda in the value chain (Scope 3). To this end, we have developed a support program for our direct suppliers and own-brands, providing them with subsidized access to the calculation and consulting platform for preparing emissions inventories. As a result, 78.9% of priority suppliers in terms of emissions now publish a greenhouse gas inventory.

We have also included climate criteria in the Notable Partners recognition program. These criteria account for 15% of the total score and assess factors such as emissions inventories, science-based targets, and emissions reduction efforts by our suppliers.

In 2026, the focus will be on helping suppliers consolidate and improve the quality of their inventory data, gradually moving towards reduction targets.

Scope-based emissions (tCO_2e) GRI 305-1, 305-2, 305-3

SDG 13

	2023	2024	2025
Scope 1	16,158.68	19,341.95	16,907.16
Scope 2 (by purchase choice)[1]	3,843.31		
Scope 2 (by location)	7,968.22	12,826.94	13,123.50
Scope 3[2]	480,375.08	532,682.42	645,373.15
Total[3]	500,377.07	552,024.37	662,280.31

1 Since 2024, all the electricity consumed in the company's operations has come from renewable sources. This result was achieved through the transition to the open energy market and distributed generation, as well as the acquisition of I-RECs.

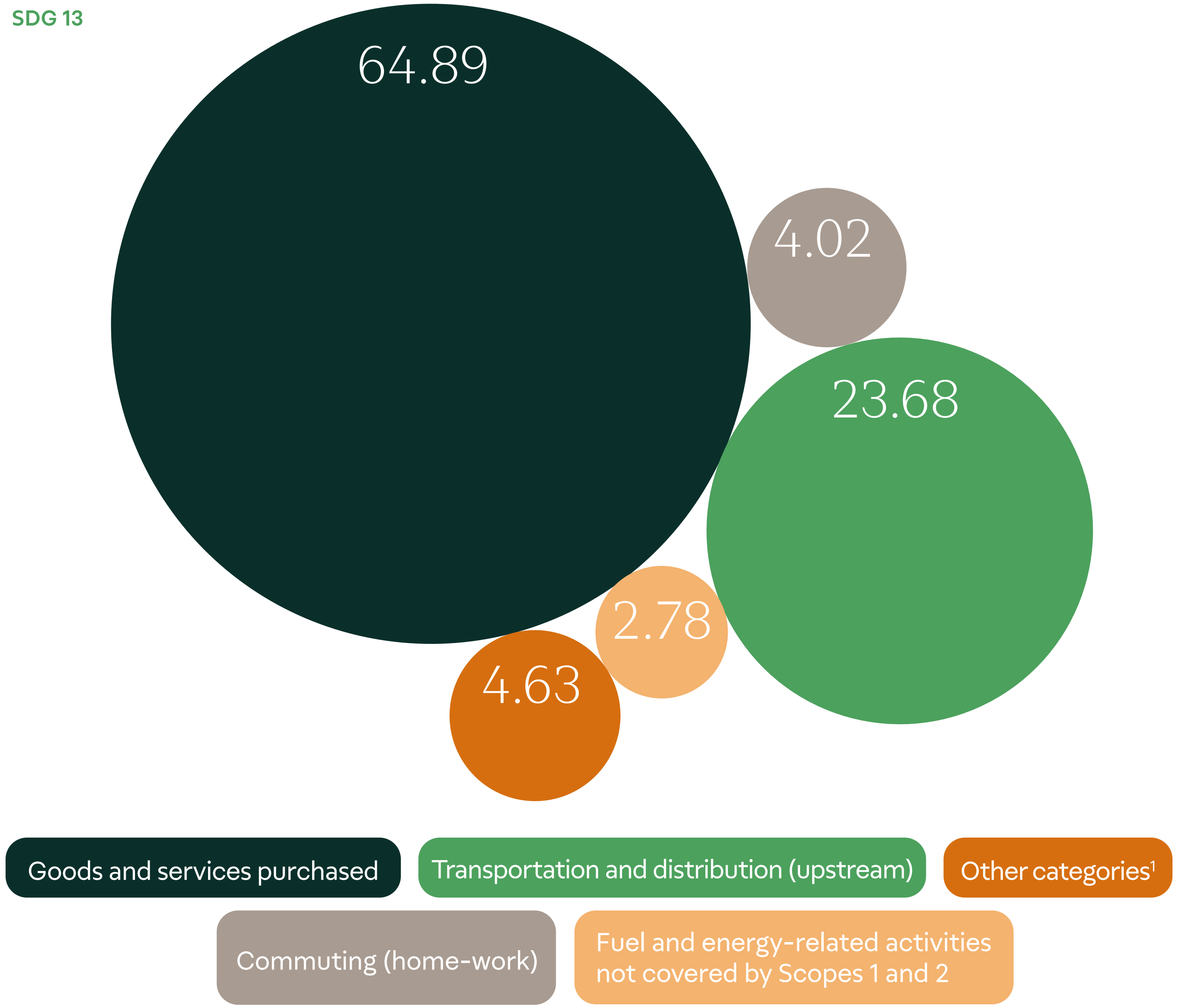
2 The increase in Scope 3 emissions in 2025 is primarily due to improvements in the calculation methodology for Category 1 (purchased goods and services), which now includes more comprehensive data on emissions associated with products purchased from suppliers.

3 Total emissions were calculated including Scope 2 based on purchasing decisions. In 2024 and 2025, the total for Scope 2 (by purchase option) was zero.

Distribution of Scope 3 emissions (%)

GRI 305-3

SDG 13



1 Includes: capital goods; waste generated during operations; business travel; transportation and distribution (downstream); use of goods and services sold; end-of-life treatment of products sold; and investments.

RD Saúde at COP30

SDG 13

Throughout COP30, we offered free healthcare services to the public at all of our locations in Belém, including bioimpedance testing and blood pressure checks.

To make the issue of climate change a more integral part to our operations, we held a contest called #PartiuCOP30, which gave two pharmacy employees the opportunity to experience a few days at the event. They had the opportunity to immerse themselves in the culture of Pará and also engage with sustainability issues.

During the event, we also supported the Health & Happiness project on its journey through the Lower Tapajós Social Technologies Corridor. The initiative linked global sustainability goals to social technologies developed by river-dwelling and indigenous communities.

We also support Casa Vozes do Oceano, run by the Schurmann family, which raises awareness about water pollution and contamination, in line with our Conscientious Disposal program. All of the managers of our pharmacies in Belém attended the event, helping to educate them on the topic.

During the month of the COP, the BRL 331,500 in proceeds from our *Troco Solidário* initiative were donated to the SOS Mata Atlântica Foundation. . Two-thirds of the funds were allocated to the protection of 132,000 hectares within conservation areas, and the remainder was used to plant 5,000 tree seedlings.

Waste-free **economy**

GRI 301-1, 301-2, 301-3, 306-1, 306-2, 306-3, 306-4, 306-5

SASB HC-DR-150a.1

SDG 12

We work to eliminate waste at every stage of our operations. Our goal is to achieve zero landfill by 2030.

The RD Saúde Campus (SP) and the regional centers in Embu das Artes (SP) and Mato Grosso (MT) maintained their zero landfill status, and in 2025 the regional center in Jaboatão dos Guararapes (PE) joined the list.

In the construction industry, the company has made progress in the strict segregation of materials, such as drywall and wiring, by certifying local recyclers. We ended 2025 with 71% of construction waste being diverted from landfills, a highly significant percentage given the rapid expansion of the business, which included the opening of 330 new locations and approximately 1,300 annual renovations.

With the Conscientious Disposal program now in place at 100% of our pharmacies, we collected a record amount of expired or unused medications: 534 tons in 2025 alone, a 24% increase on the previous year. This result is the outcome of efforts to raise customer awareness and engage the operational teams.

We have also made progress in engaging customers with the reverse logistics project in partnership with Ecoloop, which is available at nine pharmacies in the city of São Paulo. The initiative collected more than 1.5 million items of packaging, properly disposed of more than 23 tons of waste, and mobilized 7,927 people (customers and non-customers): 95% of the participants considered the pharmacy a suitable location for collecting recyclable materials.

When consumers dispose of recyclable materials, they earn Stix points, part of RD Saúde's loyalty program in partnership with other retailers. The waste is sent to cooperatives and, in the case of clear PET bottles, the material returns to store shelves as packaging for products in the Needs Natos line (2,365 kg, equivalent to 102,825 new packages, since 2024).

90.2%

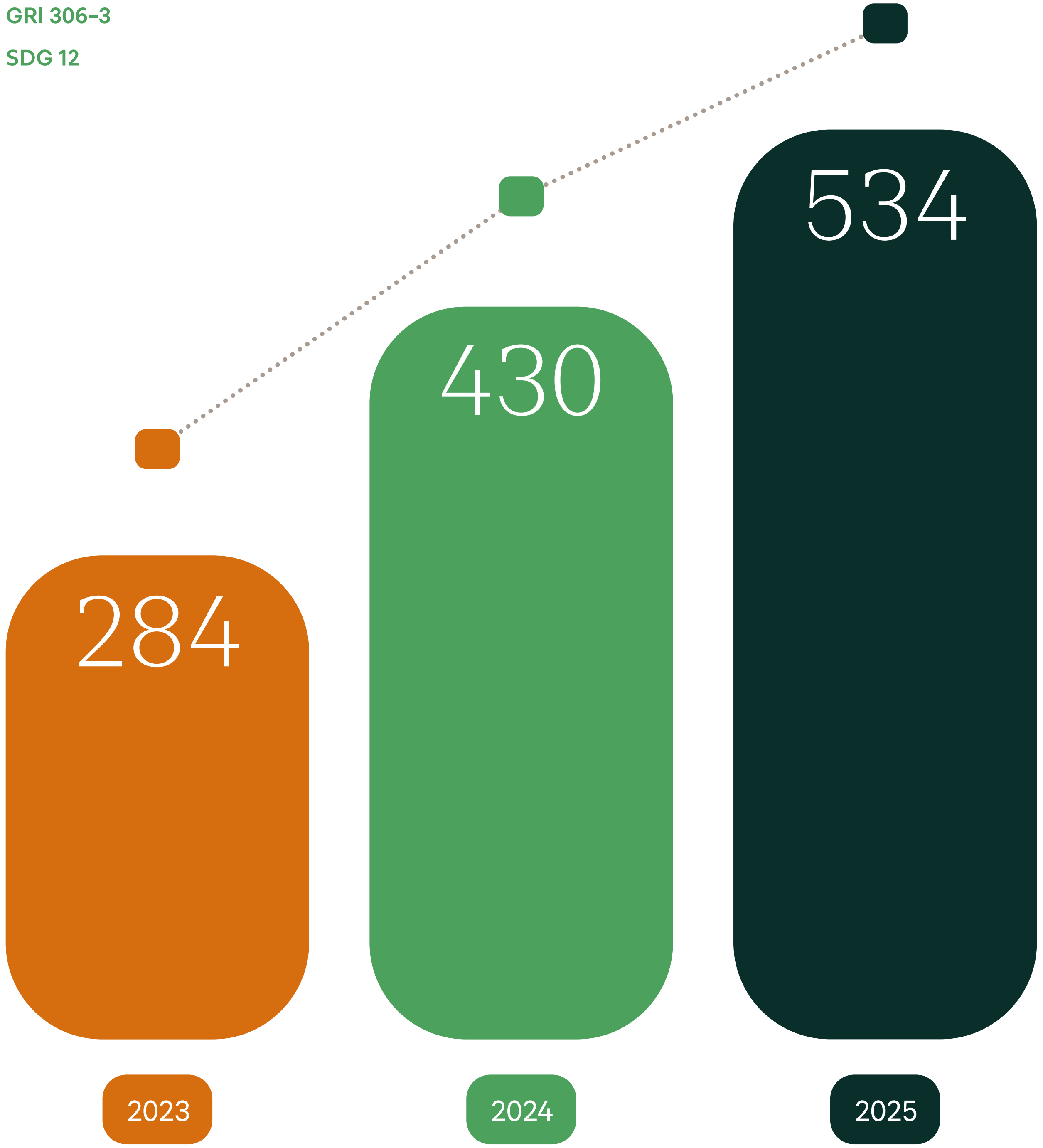
diverted from landfill[1]

1 Includes waste generated at the RD Saúde Campus, distribution centers, and construction sites. This does not include waste managed by condominiums or municipal governments.

Volume of collected pharmaceutical waste
(in tons)

GRI 306-3

SDG 12



From disposal to the shelf: packaging circularity

Faced with the challenge of reducing waste disposed of in the environment, RD Saúde has integrated the Conscientious Disposal program with products from its own-brand lines—Natz and Needs Natos. We now use paper waste collected from pharmacies (medication boxes and packaging inserts) as raw material for our packaging.

In 2025, we expanded this project to Rio Grande do Sul, replicating the model that had already been established in the state of São Paulo. In the reporting year alone, we collected and recycled 11.57 tons of paper, which was turned into new 100% recycled packaging for 71 products.

Energy **consumption**

GRI 302-1

SDGs 7, 12

Our 3,547 pharmacies and 15 distribution centers and logistics hubs are powered by electricity from renewable sources. This goal, originally set for 2030, was achieved in 2024.

To reduce energy consumption, the chain uses LED lighting, and the majority of the pharmacies are equipped with inverter air conditioners, which use less electricity. Energy usage at the facilities is also monitored by power optimizers, which help reduce waste.

We have also invested in equipping pharmacies with battery-powered generators to ensure uninterrupted service and keep medications refrigerated during power outages. The initiative is part of the Energy Management 2.0 project, which has equipped 50 pharmacies in São Paulo.

In 2025, the organization's total energy consumption reached 1,211,660.61 gigajoules (GJ). This figure represents a 17.8% increase over the previous fiscal year. Of the total energy consumed, 87.9% (1,064,929.10 GJ) comes from renewable sources, including the use of biodiesel and the purchase of electricity from clean sources.

87.9%

of the company's total energy consumption already comes from **renewable sources**, including clean electricity and biodiesel

The calculation methodology takes into account the energy supplied by utilities and the energy generated by the company's own diesel-powered generators. There were no records of energy sales to third parties.

For more information, visit page 67.

Biodiversity

TNFD

We recognize our interdependence with natural ecosystems and assess the impacts of our operations on biodiversity in accordance with the guidelines of the TNFD (Task Force on Nature-related Financial Disclosures).

Combating climate change is of primary importance in the fight to protect biodiversity, as greenhouse gas emissions are the biggest threat to species.

Our Supplier Code of Conduct sets forth guidelines to avoid operations in areas of high conservation value and on the lands of traditional communities.

Water management

GRI 303-1, 303-3, 303-5

SDG 6

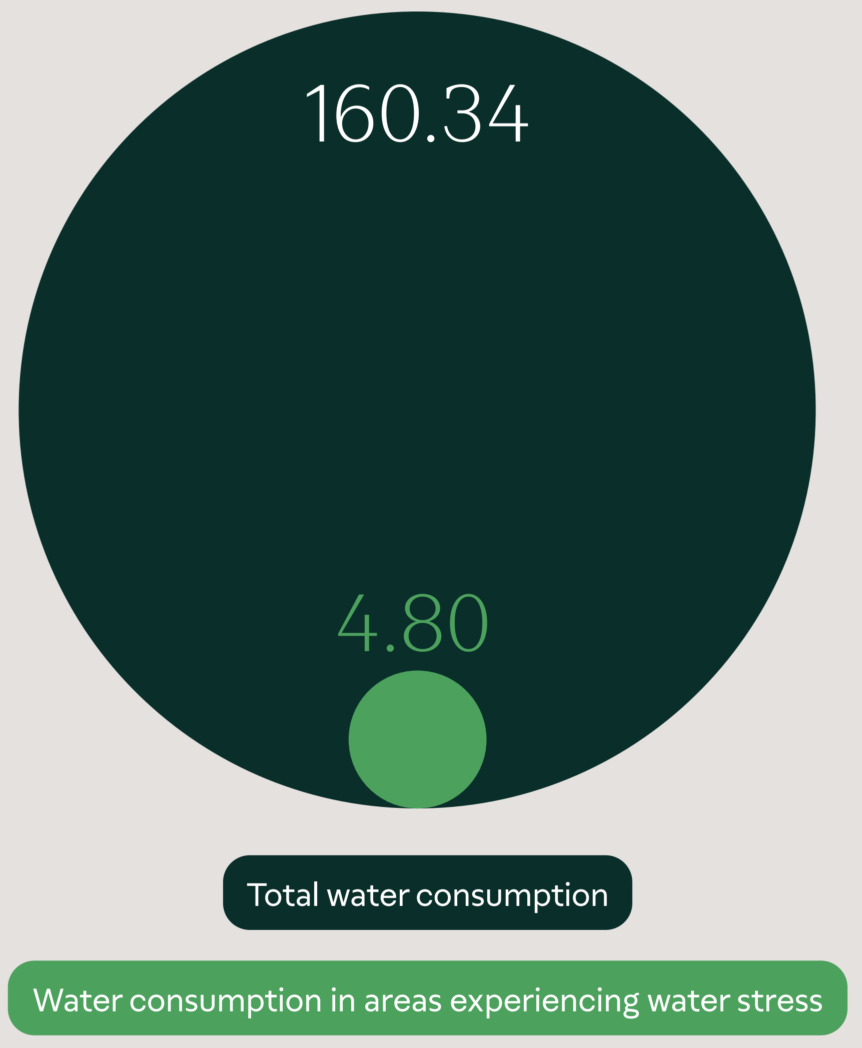
Although the pharmaceutical retail sector is not water-intensive, RD Saúde treats this resource as essential to business continuity and the well-being of communities. Its use is focused on hygiene and cleaning, with strict monitoring.

In 2025, the majority of the water supply came from sanitation companies (96.8%), supplemented by artesian wells at some distribution centers (2.74%), occasionally by water trucks (0.46%), and rainwater collection the campus (less than 0.01%).

The distribution centers in Guarulhos (SP) and Gravataí (RS) have water recycling systems. In 2025, 13.7 million liters of water were reused.

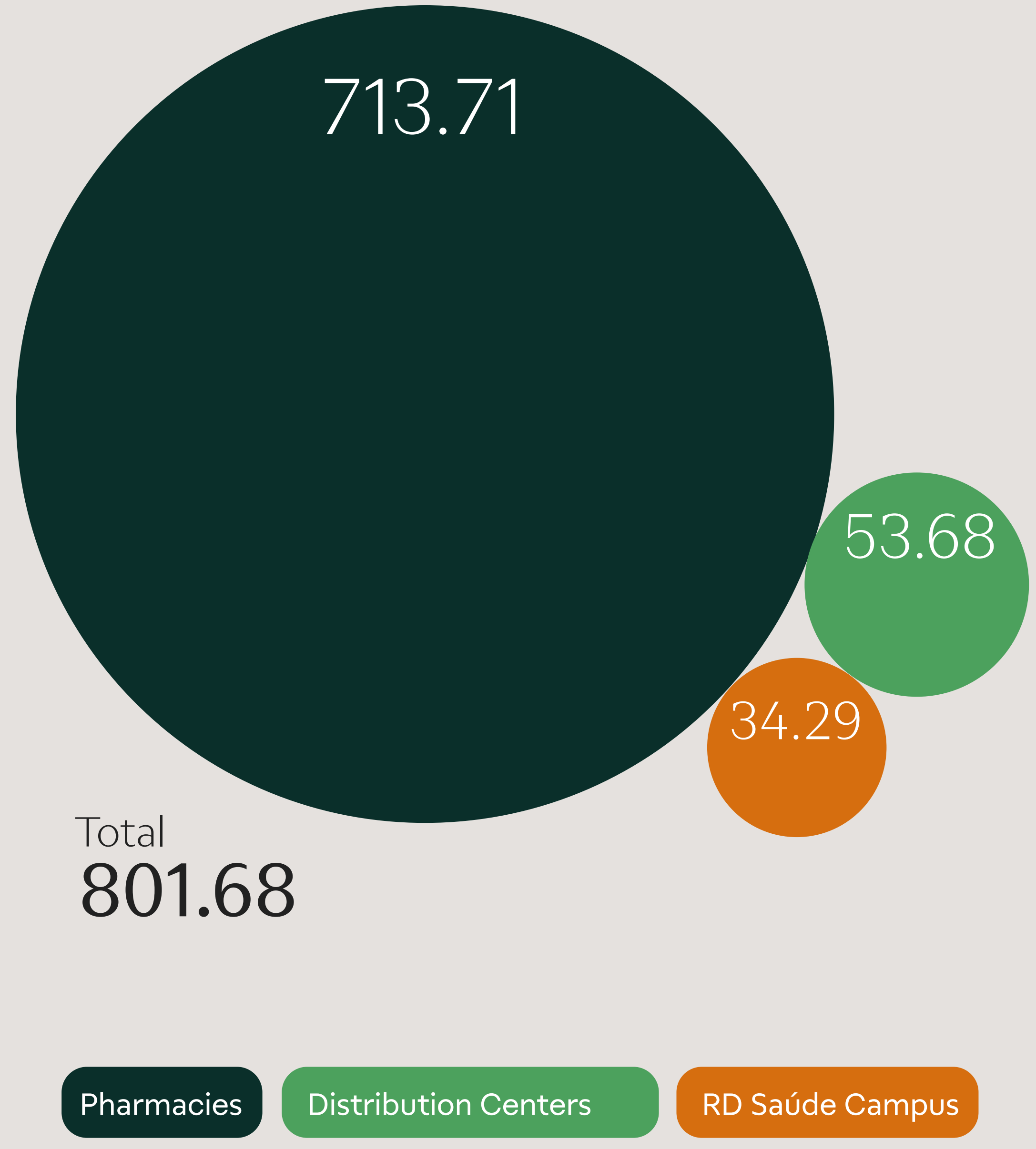
Water consumption management includes risk mapping in areas experiencing water stress. We use the Aqueduct Water Risk Atlas tool to ensure that the operation does not jeopardize the water supply to local communities.

Water consumption (ML)[1] GRI 303-5



1 In accordance with GRI 303-5, water consumption refers to the volume of water withdrawn that was neither returned to the environment nor supplied to third parties during the reporting period.

Water withdrawal (ML) GRI 303-3



Additional information

Our value chain

GRI 2-6

Stage of the supply chain	Description of activities and entities
Upstream: suppliers (Tier 1)	Purchases from direct suppliers (products for resale), own-label products (products bearing the RD Saúde brand), and supplies (products and services for consumption)
Upstream: suppliers (Tier 2)	Subcontractors affiliated with Tier 1 suppliers who perform part of the production process or provide services, including third parties operating at RD Saúde facilities
Upstream: marketplace	Companies that sell products through RD Saúde's online stores
Downstream	Activities related to distribution and retail sales

Employees by type of contract and gender GRI 2-7

Gender	2023		2024		2025	
	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary[1]
Cis men	12,721	242	18,768	192	19,248	-
Trans men	150	-	229	-	93	-
Cis women	22,391	571	34,208	93	35,697	-
Trans women	103	-	277	-	132	-
Non-binary	204	-	610	-	523	-
Not stated	657	-	851	-	1,708	-
Unanswered	20,990	-	9,291	44	15,978	-
Total	**57,216**	**813**	**64,234**	**329**	**73,379**	-

1 Due to the migration of the HR system, it was not possible to identify temporary contracts during the reporting period.

Employees by region and type of contract

GRI 2-7
SDGs 8, 10

Region	2023		2024		2025	
	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary[1]
North	1,970	9	2,288	9	2,737	-
Northeast	8,343	76	9,419	12	10,589	-
Central-West	5,712	34	6,343	8	8,106	-
Southeast	35,204	616	39,283	232	44,181	-
South	5,987	78	6,901	68	7,766	-
Total	**57,216**	**813**	**64,234**	**329**	**73,379**	-

1 Due to the migration of the HR system, it was not possible to identify temporary contracts during the reporting period.

Employees by region and type of job

GRI 2-7
SDG 8

Region	2025	
	Part-time	Full-time
North	173	2,564
Northeast	525	10,064
Central-West	310	7,796
Southeast	2,173	42,008
South	294	7,472
Total	**3,475**	**69,904**

Anti-corruption training and capacity building

GRI 205-2
SDG 16

Region	Employees trained	Rate
North	768	28.06%
Northeast	2,533	23.92%
Central-West	1,872	23.09%
Southeast	10,368	23.47%
South	1,857	23.91%
Total	**17,398**	**23.71%**

Employee category	Employees trained	Rate
Executive management	-	-
Operational	16,858	25.38%
Operational management	271	7.34%
Administration	258	13.54%
Mid-level management	8	0.98%
Specialists	3	0.66%
Total	**17,398**	**23.72%**

Energy consumption within the organization[1] (GJ)

GRI 302-1

SASB HC-DR-130a.1

SDGs 7, 12, 13

		2023[2]	2024[2]	2025
Non-renewable resources				
Fuels	LPG	166.88	179.79	196.39
	Kerosene	10,419.16	11,272.51	9,183.31
	CNG[3]	0.00	0.00	2,309.53
	Diesel	77,193.69	130,434.31	135,042.27
Electricity	Electricity (utility company)	368,740.19	0.00	0.00
Total		**456,519.92**	**141,886.61**	**146,731.50**
Renewable energy sources				
Fuels	Biodiesel[4]	8,575.57	17,702.24	19,421.60
Electricity	Electricity (open market and distributed generation)	381,602.11	519,362.89	635,879.45
	Electricity (I-REC)[5]	0.00	349,209.19	409,628.05
Total		**390,177.68**	**886,274.32**	**1,064,929.10**
Energy sold[6]		534.83	0.00	0.00
TOTAL		**846,162.77**	**1,028,160.93**	**1,211,660.61**

1 The following conversion factors were used for GJ: LPG (0.0461 GJ/kg), electricity (0.0036 GJ/kWh), kerosene (0.035 GJ/L), diesel (0.0386 GJ/L), biodiesel (0.0330 GJ/L), and CNG (0.039 GJ/m³).

2 The historical data has been restated to reflect improvements in the consolidation methodology and presentation. **GRI 2-4**

3 Since 2025, the company's own fleet has included several CNG-powered trucks.

4 The calculation of the volume of biodiesel took into account the average annual percentage of biodiesel blended with diesel, in accordance with the Brazilian GHG Protocol Program: 11.5% in 2023, 13.7% in 2024, and 14.4% in 2025.

5 Since 2024, the company has been purchasing I-RECs to offset the electricity consumption of operations still served by utility companies.

6 Sale of electricity purchased on the open market and not consumed by the company.

Energy intensity

GRI 302-3, 302-4

SDGs 7, 12, 13

-	2023[1]	2024[1]	2025
Total energy consumption (GJ)[2]	846,162.77	1,028,160.93	1,211,660.61
Floor area (m²)[3]	1,053,600.99	1,184,976.42	1,317,710.74
Energy intensity (GJ/m²)	0.80	0.87	0.92

1 The historical data has been updated to reflect improvements in the consolidation methodology and presentation format. **GRI 2-4**

2 Includes the organization's total energy consumption, taking into account both renewable and non-renewable fuels and electricity.

3 Total floor area of pharmacies, distribution centers, and campuses.

Emissions

Emissions by scope (tCO_2e)

GRI 305-1, 305-2, 305-3, 305-4, 305-5

SDGs 3, 12, 13, 14, 15

Scope	2021 (base year)	2023	2024	2025	Variation (2025 vs. 2024)	Variation (2025 vs. 2021)
Scope 1	12,461.46	16,158.68	19,341.95	16,907.16	-12.59%	35.68%
Scope 2 (by purchase option)[1]	20,108.70	3,843.31	0.00	0.00	0.00%	-100.00%
Scope 2 (by location)	24,752.74	7,968.22	12,826.94	13,123.50	2.31%	-46.98%
Scope 3	575,536.40	480,375.08	532,682.42	645,373.15	21.16%[3]	12.13%
Total[2]	**608,106.56**	**500,377.07**	**552,024.37**	**662,280.31**	**19.97%**	**8.91%**

1 Since 2024, all the electricity consumed in the company's operations has come from renewable sources. This result has been achieved through the transition to the open energy market and distributed generation, as well as the acquisition of I-RECs.

2 Total emissions were calculated using Scope 2, based on purchasing decisions.

3 The increase in Scope 3 emissions in 2025 is primarily due to improvements in the calculation methodology for Category 1 (purchased goods and services), which now includes more comprehensive data on emissions associated with products purchased from suppliers.

To better align them with the guidelines of the Brazilian GHG Protocol Program, emissions from the outsourced pharmacy supply fleet have been reclassified from Scope 1 to Scope 3 (Category 4—upstream transportation and distribution). Therefore, the historical data for Scopes 1 and 3 have been recalculated and updated. GRI 2-4

Biogenic emissions by scope (tCO_2e)

Scope	2021 (base year)	2023	2024	2025	Variation (2025 vs. 2024)	Variation (2025 vs. 2021)
Scope 1	760.88	1,033.20	2,026.09	1,849.20	-8.73%	143.03%
Scope 2 (by purchase option)	0.00	0.00	0.00	0.00	0.00%	0.00%
Scope 2 (by location)	0.00	0.00	0.00	0.00	0.00%	0.00%
Scope 3	26,634.96	7,058.37	45,742.35	30,727.15	-32.83%	15.36%
Total	**27,395.85**	**8,091.57**	**47,768.44**	**32,576.35**	**-31.80%**	**18.91%**

Water withdrawn, discharged, and consumed by source (mL)

GRI 303-3, 303-4, 303-5

SDG 6

			All areas	Areas experiencing water stress[1]
Water withdrawn	Third-party water	Concession Operators	776.02	23.31
		Water trucks	3.68	0.00
	Groundwater	Artesian wells	21.96	0.69
	Surface water	Rainwater	0.02	0.00
	Total water withdrawal		**801.68**	**24.00**
Wastewater[2]	Third-party water	Concession Operators	620.82	18.65
		Water trucks	2.94	0.00
	Groundwater	Artesian wells	17.57	0.56
	Surface water	Rainwater	0.015	0.00
	Total water disposal		**641.34**	**19.20**
Total water consumed[3]			**160.34**	**4.80**

1 The identification of operations located in water-stressed areas involves the Baseline Water Stress indicator from the Aqueduct Water Risk Atlas (WRI), classifying regions categorized as high and extremely high as being water-stressed areas. Since water data from pharmacies are managed on a consolidated basis rather than broken down by individual location, the volumes of water withdrawal, discharge, and consumption in water-stressed areas were estimated based on the proportion of pharmacies located in those regions.

2 Since it is not possible to accurately measure the volume of wastewater discharged, the return coefficient (C = 0.8) specified in ABNT NBR 9649:1986 was adopted, which shows the average ratio between water consumed and wastewater generated. It is therefore estimated that 80% of the water collected is converted into wastewater.

3 It is not possible to directly measure water consumption; therefore, we have adopted the guidance provided by GRI 303-5: consumption = total water withdrawal – total water discharge.

The distribution centers in Guarulhos (SP) and Gravataí (RS) are equipped with water recycling systems. During the period, 13.70 million liters of reclaimed water were used.

Environmental and social impacts identified and addressed – 2025

GRI 308-2, 414-2

SDG 12

Performance indicator	Environmental criteria (308-2)	Social criteria (414-2)
Audited suppliers	155	162
Suppliers with identified actual negative impacts	74	106
Percentage of suppliers with agreed improvement plans	100% of those identified	100% of those identified
Suppliers with which relationships have been terminated due to negative impacts	0	0

Waste generated by composition[1] (t)

GRI 306-3

SDG 12

Classification	Composition	2025
Non-hazardous waste	Common (waste)	1,161.27
	Civil engineering (Class A)	77.78
	Civil engineering (Class B)	5.71
	Organic	291.29
	Paper, cardboard, plastic, metal, wood, glass, and styrofoam	6,784.34
	Tree pruning	29.23
	Uniforms and personal protective equipment (PPE)	2.38
Hazardous waste	Electronic	10.51
	Non-compliant	2,155.48
	Paint cans, solvents, packaging, and contaminated cloth	0.02
	Batteries	0.25
	Healthcare waste (outpatient clinics)	0.19
	Healthcare waste (treatment rooms)	66.69
Total waste		**10,585.15**

1 Waste weighing and disposal are carried out by contracted suppliers, and the volumes collected are tracked using the Waste Transportation Manifest (MTR) and the Waste Disposal Certificate (WDC).

Waste directed to disposal (t)[1]

GRI 306-5

SDG 12

Classification	Composition	Recovery operation (outside the organization)	2025
Non-hazardous waste	Common (waste)	Landfill	833.61
	Civil engineering (Class A)		20.02
	Civil engineering (Class B)		4.14
	Organic		73.82
	Common (waste)	Incineration	10.66
Hazardous waste	Non-compliant	Incineration	23.57
	Healthcare waste (outpatient)		0.19
	Healthcare waste (pharmacy dispensing areas)		66.69
Total waste directed to final disposal (t)			**1,032.69**

1 Waste weighing and disposal are carried out by contracted suppliers, and the volumes collected are tracked using the Waste Transportation Manifest (MTR) and the Waste Disposal Certificate (WDC).

Waste diverted from disposal (t)[1]

GRI 306-4

SDG 12

Classification	Composition	Recovery operation (outside the organization)	2025
Non-hazardous waste	Civil engineering (Class A)	RCC reserve landfill	0.76
	Civil engineering (Class B)		0.03
	Civil engineering (Class A)	Transshipment and Sorting Area	2.68
	Civil engineering (Class B)		0.41
	Organic	Composting	107.32
	Tree pruning		29.23
	Common (waste)	Co-processing	317.00
	Organic		110.16
	Paper, cardboard, plastic, metal, wood, glass, and styrofoam		7.47
	Uniforms and personal protective equipment (PPE)		2.38
	Civil engineering (Class A)	Recycling	54.32
	Civil engineering (Class B)		1.13
	Paper, cardboard, plastic, metal, wood, glass, and styrofoam		6,776.87
Hazardous waste	Paint cans, solvents, packaging, and contaminated cloth	Co-processing	0.02
	Non-compliant		2,131.91
	Electronic	Recycling	10.51
	Batteries		0.25
Total waste diverted from disposal (t)			**9,552.45**

1 Waste weighing and disposal are carried out by contracted suppliers, and the volumes collected are tracked using the Waste Transportation Manifest (MTR) and the Waste Disposal Certificate (WDC).

New employee hires and employee turnover

New employee hires

GRI 401-1

SDGs 5, 8, 10

Contracted professionals	2023[1]		2024[1]		2025	
Gender[2]	Number	Rate[3]	Number	Rate[3]	Number	Rate[3]
Men	8,080	41.92%	10,554	50.47%	13,083	56.15%
Women	14,337	42.28%	20,563	55.37%	25,743	61.01%
Age group						
Under 30	17,137	48.85%	22,449	60.46%	27,804	68.33%
30 to 50	4,741	28.59%	7,614	40.31%	9,603	43.64%
Over 50	539	35.34%	1,054	52.10%	1,419	50.73%
Region						
North	903	50.76%	970	47.81%	1,254	51.65%
Northeast	2,481	32.27%	3,207	37.43%	3,550	37.06%
Central-West	2,607	38.33%	3,221	56.28%	5,316	78.15%
Southeast	13,451	33.92%	19,632	55.36%	23,828	60.09%
South	2,975	42.32%	4,087	65.26%	4,878	69.40%

1 The data regarding the number and rate of employees hired in 2023 and 2024, by age group and region, have been corrected. GRI 2-4

2 The data are based on biological sex.

3 Taxes are calculated based on the group's average active headcount.

Employees who have left the company

GRI 401-1

	2023[1]		2024[1]		2025	
Gender[2]	Number	Rate[3]	Number	Rate[3]	Number	Rate[3]
Men	6,465	33.54%	8,484	40.57%	10,153	43.58%
Women	11,761	34.68%	15,719	42.33%	19,550	46.33%
Age group						
Under 30	13,137	37.45%	17,150	46.19%	20.216	49.68%
30 to 50	4,723	28.48%	6,454	34.17%	8,550	38.85%
Over 50	366	24.00%	599	29.61%	937	33.50%
Region						
North	569	31.98%	651	32.08%	839	34.56%
Northeast	1,765	22.95%	2,201	25.69%	2,434	25.41%
Central-West	1,971	28.98%	2,573	44.96%	3,588	52.75%
Southeast	11,446	28.86%	15,635	44.09%	18,863	47.57%
South	2,475	35.21%	3,143	50.18%	3.979	56.61%

1 The data regarding the number and percentage of employees hired in 2023 and 2024, by age group and region, have been corrected. GRI 2-4

2 The data are based on biological sex.

3 The rates are calculated based on the group's average active headcount.

Parental leave

GRI 401-3

SDGs 5, 8

Description of the indicator	Gender[1]	2023	2024[2]	2025
Employees that were entitled to parental leave	Men	20,601	22,702	26,625
	Women	36,615	41,532	47,754
Employees that took parental leave	Men	497	490	593
	Women	1,518	1,613	1,905
Employees that returned to work[3]	Men	490	472	596
	Women	1,509	1,431	1,686
Employees retained for 12 months[4]	Men	312	363	365
	Women	759	788	793
Return rate (%)	Men	99.20%	98.30%	99.17%
	Women	96.20%	95.30%	95.09%
Retention rate (%)	Men	75.10%	74.10%	77.33%
	Women	57.20%	52.20%	55.42%

1 The data were calculated based on biological sex.

2 These figures replace those published in the previous report. GRI 2-4

3 Refers to employees who returned to work during the reporting period after their leave ended.

4 This refers to employees who returned from leave and remained with the company for at least 12 months.

Work-related ill health

GRI 403-10

SDGs 3, 8, 16

Indicator	Category	2025[1]
Number of fatalities as a result of work-related ill health	Employees	0
	Third parties[2]	0
The number of cases of recordable work-related ill health	Employees	1
	Third parties[2]	0

1 Estimate based on 193,720,560 HHT (reference 403-9). The only reported case involves an occupational disease that was officially documented through a Work-Related Injury Report (CAT). The company maintains medical confidentiality regarding the diagnosis and is handling the case in accordance with current health and rehabilitation protocols.

2 The organization does not directly manage third-party medical records; the service provider is responsible for their management and reporting. No cases were reported during this period.

Work-related injuries

GRI 403-9

SDGs 3, 8, 16

Work-related injuries[1]	2023	2024	2025	Change (2025 vs. 2024)
Work-related injuries requiring communication[2]	221	195	209	7.20%
Index[4]	1.45	1.16	1.08	-6.90%
High-consequence work-related injuries[3]	23	24	18	-25.00%
Index[4]	0.15	0.14	0.09	-35.71%
Fatalities as a result of work-related injuries	0	0	0	0.00%
Index[4]	0	0	0	0.00%
Hours worked (man-hours of exposure)	152,042,880	168,674,880	193,720,560	14.80%

1 We have internal controls and procedures in place to record and store data on all accidents. We use historical data and critical analyses to classify hazards and risks.

2 Work-related injuries requiring communication are those that are officially classified and reported through the CAT (Work-Related Accident Report).

3 High-consequence work-related injuries are those that result in time off work for more than 15 days.

4 The rates are calculated by dividing the number of cases by the total number of hours worked and multiplying the result by 1,000,000. All employees were included in this calculation.

Average hours of training per year, per employee – by gender[1]

GRI 404-1

SDGs 4, 5, 8, 10

Gender	2023	2024	2025
Men	102.50	96.49	97.54
Women	108.47	101.64	93.51

1 We used information relating to people's biological sex to calculate this indicator.

Average hours of training per year, per employee – employee category

GRI 404-1

SDGs 4, 5, 8, 10

Employee category	2023	2024	2025
Executive management	17.87	21.74	8.32
Mid-level management	13.77	14.82	15.50
Operational management	83.80	84.86	82.62
Specialists	7.24	4.96	4.30
Administration	11.66	16.39	13.95
Operational	114.23	106.22	99.63

Percentage of employees receiving regular performance and career development reviews, by employee category

GRI 404-3

SDGs 5, 8, 10

	2023	2024	2025
Executive leaders	96.67%	97.00%	53.00%
Middle management	95.94%	96.00%	94.00%
Operational management	95.21%	100.00%	68.00%
Specialists	96.80%	97.00%	98.00%
Administration	93.75%	95.00%	96.00%
Operational	82.04%	84.00%	71.00%
Total	**84.00%**	**85.00%**	**72.00%**

Percent of employees receiving regular performance and career development reviews, by gender

GRI 404-3

SDGs 5, 8, 10

	2023	2024	2025
Female	84.33%	84.50%	72.00%
Male	83.35%	85.90%	74.00%
Total	**84.00%**	**85.00%**	**72.00%**

Diversity of governance bodies and employees

Employees by employee category and self-identified gender[1]

GRI 405-1

SDGs 5, 8

	2023[2]										2024[2]									
	Cis men		Trans men		Cis women		Trans women		Non-binary		Cis men		Trans men		Cis women		Trans women		Non-binary	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Executive management	33	70.21%	0	0.00%	14	29.79%	0	0.00%	0	0.00%	44	73.33%	0	0.00%	16	26.67%	0	0.00%	0	0.00%
Mid-level management	482	55.59%	1	0.12%	384	44.29%	0	0.00%	0	0.00%	489	54.39%	1	0.11%	409	45.49%	0	0.00%	0	0.00%
Operational management	803	32.31%	5	0.20%	1,671	67.24%	2	0.08%	4	0.16%	1,020	31.80%	6	0.19%	2,170	67.64%	9	0.28%	3	0.09%
Specialists	227	55.50%	0	0.00%	181	44.25%	0	0.00%	1	0.24%	270	61.93%	0	0.00%	164	37.61%	0	0.00%	2	0.46%
Administra-tion	791	43.08%	3	0.16%	1,037	56.48%	2	0.11%	3	0.16%	827	40.05%	6	0.29%	1,220	59.08%	3	0.15%	9	0.44%
Operational	10,385	34.70%	141	0.47%	19,104	63.84%	99	0.33%	196	0.65%	16,118	33.99%	216	0.46%	30,229	63.74%	265	0.56%	596	1.26%
Total	**12,721**	**35.76%**	**150**	**0.42%**	**22,391**	**62.95%**	**103**	**0.29%**	**204**	**0.57%**	**18,768**	**34.70%**	**229**	**0.42%**	**34,208**	**63.24%**	**277**	**0.51%**	**610**	**1.13%**

1 The percentages were calculated based on the total number of people who responded to the self-reported gender questionnaire. Those who did not respond or who chose not to provide information were not included.

2 The data presented have been adjusted to exclude from the calculation those individuals who did not answer the gender self-identification questionnaire or who chose not to provide such information. GRI 2-4

Diversity of governance bodies and employees

Employees by employee category and self-identified gender[1]

GRI 405-1

SDGs 5, 8

2025										
	Cis men		Trans men		Cis women		Trans women		Non-binary	
	No.	%	No.	%	No.	%	No.	%	No.	%
Executive management	35	76.09%	0	0.00%	11	23.91%	0	0.00%	0	0.00%
Mid-level management	420	53.37%	0	0.00%	367	46.63%	0	0.00%	0	0.00%
Operational management	1,129	32.27%	0	0.00%	2,365	67.59%	0	0.00%	5	0.14%
Specialists	263	63.68%	0	0.00%	149	36.08%	0	0.00%	1	0.24%
Administra-tion	680	40.82%	1	0.06%	978	58.70%	0	0.00%	7	0.42%
Operational	16,707	33.92%	92	0.19%	31,812	64.59%	132	0.27%	510	1.04%
Total	**19,234**	**34.55%**	**93**	**0.17%**	**35,682**	**64.10%**	**132**	**0.24%**	**523**	**0.94%**

1 The percentages were calculated based on the total number of people who responded to the self-reported gender questionnaire. Those who did not respond or who chose not to provide information were not included.

Employees by employee category and self-reported race[1]

GRI 405-1

SDGs 5, 8, 10

	2023[1]	2024						2025[2]				
Employee category	Total	Asian-Brazilian	White	Indigenous	Black and brown	Not stated	Unanswered	Asian-Brazilian	White	Indigenous	Black and brown	Unanswered
Executive leaders	60	-	59	-	1	-	-	0	44	0	2	0
Middle management	904	28	581	3	295	11	26	18	483	2	289	24
Operational Leadership	3,046	31	1,467	7	1,709	22	93	25	1,590	6	1,926	143
Specialists	425	11	290	-	153	5	13	12	275	1	153	13
Administration	2,122	40	1,052	6	1,030	27	76	31	902	4	875	93
Operational	50,659	631	21,566	217	30,900	557	3,327	770	25,047	213	35,383	5,021
Total	**57,216**	**741**	**25,015**	**233**	**34,088**	**622**	**3,535**	**856**	**28,341**	**226**	**38,628**	**5,294**

1 No self-reported race data is available for the year 2023.

2 The total shown in this table differs from the total number of employees because 34 people did not have a hierarchical category assigned to their positions.

Diversity by employee category and age group

GRI 405-1

SDGs 5, 8

	2023[1]			2024			2025		
Employee category	Under 30	30 to 50	Over 50	Under 30	30 to 50	Over 50	Under 30	30 to 50	Over 50
Executive management	0.00%	76.67%	23.33%	0.00%	78.33%	21.67%	0.00%	63.04%	36.96%
Mid-level management	9.73%	83.96%	6.31%	10.70%	83.37%	5.93%	10.91%	81.99%	7.11%
Operational management	29.22%	69.67%	1.12%	29.86%	68.97%	1.17%	30.73%	67.70%	1.57%
Specialists	20.24%	72.47%	7.29%	22.03%	70.34%	7.63%	18.72%	72.91%	8.37%
Administration	50.42%	47.17%	2.40%	48.59%	47.69%	3.72%	48.29%	47.30%	4.41%
Operational	68.73%	27.98%	3.30%	65.87%	30.03%	4.09%	64.44%	30.81%	4.75%
Total	**64.58%**	**32.17%**	**3.25%**	**62.21%**	**33.79%**	**4.00%**	**61.43%**	**33.97%**	**4.65%**

1 These figures replace the data published in the previous report. GRI 2-4

Individuals within governance bodies

GRI 405-1

SDGs 5, 8

	2023									2024									
	By gender		By age group			By self-identified racial identity				By gender		By age group			By self-identified racial identity			People with disabilities	
Governance body	Cis men	Cis women	Under 30	30 to 50	Over 50	Asian-Brazilian	Black	White	Brown	Cis men	Cis women	Under 30	30 to 50	Over 50	Black	White	Brown	Disabled	Not disabled
Board of Directors	72.70%	27.30%	0.00%	36.40%	63.60%	0.00%	0.00%	100.00%	0.00%	81.82%	18.18%	0.00%	36.36%	63.64%	0.00%	100.00%	0.00%	0.00%	100.00%
Executive Board	87.50%	12.50%	0.00%	37.50%	62.50%	0.00%	0.00%	100.00%	0.00%	87.50%	12.50%	-	44.44%	55.56%	0.00%	100.00%	0.00%	0.00%	100.00%
Fiscal Council (full members)	75.00%	25.00%	0.00%	12.50%	87.50%	0.00%	0.00%	87.50%	12.50%	75.00%	25.00%	0.00%	0.00%	100.00%	0.00%	75.00%	25.00%	0.00%	100.00%
Fiscal Council (alternates)	-	-	-	-	-	-	-	-	-	50.00%	50.00%	0.00%	25.00%	75.00%	0.00%	100.00%	0.00%	0.00%	100.00%
Advisory Committees[1]	66.70%	33.30%	0.00%	25.00%	75.00%	0.00%	0.00%	100.00%	0.00%	50.00%	50.00%	0.00%	33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	100.00%
Non-Statutory Board	-	-	-	-	-	-	-	-	-	71.15%	28.85%	0.00%	86.27%	13.73%	1.92%	98.08%	0.00%	0.00%	100.00%

Individuals within governance bodies

GRI 405-1

SDGs 5, 8

Governance body	By gender		By age group			By self-identified racial identity		
	2025							
	Cis men	Cis women	Under 30	30 to 50	Over 50	Black/brown	White	Asian-Brazilian
Board of Directors	76.92%	23.08%	0.00%	7.69%	92.31%	0.00%	100.00%	0.00%
Executive Board	66.67%	33.33%	0.00%	22.22%	77.78%	0.00%	100.00%	0.00%
Fiscal Council (full members)	100.00%	0.00%	0.00%	0.00%	100.00%	25.00%	75.00%	0.00%
Fiscal Council (alternates)	75.00%	25.00%	0.00%	25.00%	75.00%	25.00%	75.00%	0.00%
Advisory Committees[1]	50.00%	50.00%	0.00%	0.00%	100.00%	0.00%	100.00%	0.00%
Non-Statutory Board	78.38%	21.62%	0.00%	72.97%	27.03%	5.40%	94.60%	0.00%

1 Consultants to the advisory committees to the Board of Directors.

Impact materiality matrix

GRI 2-6, 3-3

SDGs 8, 12

Business area	Positive impacts	Negative impacts	Social impact	Environmental impact	Economic impact	Stakeholders affected
Own brands	1. creation of indirect jobs; 2. development of the value chain; 3. sustainable/healthy products; 4. taxes paid; 5. products with a social impact.	1. air, water, and soil pollution; 2. use of natural resources; 3. GHG emissions; 4. impacts on biodiversity; 5. waste generation.	✓	✓	✓	Society, suppliers, professionals, customers, government, the environment.
Pharmacies	1. local jobs; 2. career development; 3. local development; 4. extensive reach; 5. health and well-being; 6. renewable energy; 7. reverse logistics; 8. social investment.	1. effluents and waste; 2. energy/water consumption; 3. traffic and mobility; 4. occupational hazards; 5. hazardous waste; 6. non-compliant products.	✓	✓	✓	Professionals, customers, society, government, the environment, suppliers, the market.
Logistics and transportation	1. product availability; 2. jobs; 3. support for responsible disposal; 4. protection against sexual exploitation; 5. workers' health.	1. fossil fuel consumption; 2. GHG emissions; 3. climate change; 4. sexual exploitation on the highways; 5. accidents; 6. impact on infrastructure.	✓	✓		Society, vulnerable communities, professionals, government, the environment.
DC Transactions	1. local jobs; 2. youth employability; 3. reduction of logistics distances; 4. renewable energy; 5. comprehensive healthcare; 6. product donations.	1. truck traffic; 2. local noise/pollution; 3. diesel generators; 4. risk of accidents; 5. organic waste; 6. hazardous waste.	✓	✓	✓	Society, professionals, local communities, the environment.
Administrative departments	1. job creation; 2. local development; 3. comprehensive healthcare; 4. protection of human rights.	1. organic/recyclable waste; 2. fuel consumption (travel); 3. consumption of natural resources (water/energy).	✓	✓	✓	In-house staff and third-party contractors.
Expansion and engineering	1. access to healthcare; 2. presence in remote areas; 3. stimulation of the local economy; 4. renewable energy; 5. real estate development.	1. construction waste; 2. emissions and pollutants; 3. noise at construction sites; 4. human rights risks at construction sites; 5. removal of tree species.	✓	✓	✓	Clients, vulnerable communities, professionals, the environment.

Impact materiality matrix

GRI 2-6, 3-3

SDGs 8, 12

Business area	Positive impacts	Negative impacts	Social impact	Environmental impact	Economic impact	Stakeholders affected
Healthcare	1. new business models; 2. access to public healthcare; 3. continued treatment; 4. reduction in public healthcare costs.	1. Risk of perceived competition with private medical practices (affecting the platform's recommendations).	✓		✓	Customers, vulnerable groups/communities, public health.
Mergers and acquisitions	1. provision of services; 2. increased efficiency; 3. job creation; 4. increased opportunities within the supply chain.	1. Potential market concentration.			✓	customers, society, competition, suppliers, professionals.
Multichannel	1. Online/special access; 2. increased customer base; 3. reduced fuel consumption; 4. jobs in delivery logistics.	1. packaging waste; 2. GHG emissions from logistics operations.	✓	✓		Customers, society, suppliers.
Commercial	1. indirect jobs; 2. fair prices in low-income areas; 3. healthy products; 4. tax payments.	1. waste generated by suppliers' operations; 2. carbon emissions on inbound journeys.	✓	✓	✓	Society, the environment, customers, suppliers.

GRI content index

Statement of Use	RD Saúde reported the information included in this GRI content index for the period from January 1 to December 31, 2025, with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI standard	Contents	Location/Response	SDGs
General content			
The organization and its reporting practices			
GRI 2: General disclosures 2021	**2-1** Organizational details	7, 9, 10, 21, 105	
	2-2 Entities included in the organization's sustainability reporting	7	
	2-3 Reporting period, frequency and contact point	7	
	2-4 Restatements of information	67, 68, 73, 74, 75, 79, 82	
	2-5 External assurance	7	
Activities and workers			
GRI 2: General disclosures 2021	**2-6** Activities, value chain and other business relationships	9, 10, 11, 54, 57, 65, 85, 86	
	2-7 Employees	9, 65, 66	8, 10
	2-8 Workers who are not employees	11. We have 416 interns and 5,300 contract workers in administrative, operational, and support roles, such as cleaning, security, and catering.	8

GRI standard	Contents	Location/Response	SDGs
Governance			
GRI 2: General disclosures 2021	**2-9** Governance structure and composition	9, 21	16
	2-10 Nomination and selection of the highest governance body	21	16
	2-11 Chair of the highest governance body	21	16
	2-12 Role of the highest governance body in overseeing the management of impacts	21, 23	16
	2-13 Delegation of responsibility for managing impacts	21, 23	16
	2-14 Role of the highest governance body in sustainability reporting	7, 21	16
	2-15 Conflicts of interest	21, 26	16
	2-16 Communication of critical concerns	23	16
	2-17 Collective knowledge of the highest governance body	21	16
	2-18 Evaluation of the performance of the highest governance body	21	16
	2-19 Remuneration policies	22	16
	2-20 Process to determine remuneration	22	16

GRI standard	Contents	Location/Response	SDGs
	2-21 Annual total compensation ratio	22. The ratio of the highest individual remuneration to the average individual remuneration of employees who contributed to or remained with the company throughout the 2025 fiscal year was 212.52 times. The calculation includes the total individual remuneration of RD Saúde employees, excluding apprentices, interns, board members, and statutory officers. The remuneration consists of fixed and variable components (base salary, 13th-month bonus, vacation pay, the profit-sharing program, and vested long-term incentives).	8, 16
Strategy, policies and practices			
GRI 2: General disclosures 2021	**2-22** Statement on sustainable development strategy	3, 5, 29, 35, 50, 56	
	2-23 Policy commitments	25, 26	16
	2-24 Embedding policy commitments	25	
	2-25 Processes to remediate negative impacts	25	
	2-26 Mechanisms for seeking advice and raising concerns	25	16
	2-27 Compliance with laws and regulations	In 2025, there were no significant instances of non-compliance with laws and regulations—defined as being those that could impact the company's financial, operational, administrative, or commercial capacity. During the year, fines imposed by regulatory agencies were paid or contested in administrative and judicial proceedings, totaling BRL 15.3 million, with no individually significant incidents.	
	2-28 Membership associations	32	
Stakeholder Engagement			
GRI 2: General disclosures 2021	**2-29** Approach to stakeholder engagement	30, 42	
	2-30 Collective bargaining agreements	44	8

GRI standard	Contents	Location/Response	SDGs
Material topics			
GRI 3: Material topics 2021	**3-1** Process to determine material topics	30	
	3-2 List of material topics	30, 31	
Tax strategy			
GRI 3: Material topics 2021	**3-3** Management of material topics	26	
GRI 201: Economic Performance 2016	**201-1** Direct economic value generated and distributed	13, 26	8, 9
GRI 207: Tax 2019	**207-1** Approach to tax	26	1, 10, 17
	207-2 Tax governance, control and risk management	26	1, 10, 17
	207-3 Stakeholder engagement and management of concerns related to tax	26	1, 10, 17
Climate Action (energy and emissions)			
GRI 3: Material topics 2021	**3-3** Management of material topics	57	
GRI 201: Economic Performance 2016	**201-2** Financial implications and other risks and opportunities due to climate change	23	13

GRI standard	Contents	Location/Response	SDGs
GRI 302: Energy 2016	**302-1** Energy consumption within the organization	62, 67	7, 8, 12, 13
	302-2 Energy consumption outside of the organization	RD Saúde does not monitor energy consumption outside the organization.	7, 8, 12, 13
	302-3 Energy intensity	67	7, 8, 12, 13
	302-4 Reduction of energy consumption	67. In the 2025 cycle, we recorded no reduction in energy consumption.	7, 8, 12, 13
GRI 305: Emissions 2016	**305-1** Direct (Scope 1) GHG emissions	58, 68	3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions from energy purchases	58, 68	3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	58, 68	3, 12, 13, 14, 15
	305-4 GHG emissions intensity	68	13, 14, 15
	305-5 Reduction of GHG emissions	68	13, 14, 15
Comprehensive health and safety for professionals			
GRI 3: Material topics 2021	**3-3** Management of material topics	40	

GRI standard	Contents	Location/Response	SDGs
GRI 401: Employment 2016	**401-1** New employee hires and employee turnover	73, 74	5, 8, 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5, 22, 40	3, 5, 8
	401-3 Parental leave	75	5, 8
GRI 403: Occupational health and safety 2018	**403-1** Occupational health and safety management system	The organization ensures that 100% of its employees undergo health screenings through occupational medical exams.	8
	403-2 Hazard identification, risk assessment and incident investigation	44	8
	403-3 Occupational health services	40	8
	403-4 Worker participation, consultation, and communication on occupational health and safety	44	8, 16
	403-5 Worker training on occupational health and safety	44	9
	403-6 Promotion of worker health	40	3

GRI standard	Contents	Location/Response	SDGs
GRI 403: Occupational health and safety 2018	**403-7** Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	44	8
	403-8 Workers covered by an occupational health and safety management system	40	8
	403-9 Work-related injuries	76. During this period, we identified falls (from heights and at the same level) and collisions with objects as being the main hazards leading to serious accidents, as identified by means of a preliminary analysis of the risks associated with the tasks and the working environment. These events were linked, in part, to behavioral factors. To mitigate these risks, safety procedures, engineering improvements—such as the implementation of a safer ladder design—and communication and awareness initiatives were implemented.	3, 8, 16
	403-10 Work-related ill health	76	3, 8, 16
Diversity and inclusion			
GRI 3: Material topics 2021	**3-3** Management of material topics	51, 52	
GRI 202: Market presence 2016	**202-1** Ratios of standard entry level wage by gender compared to local minimum wage	The remuneration policy complies with current legislation. The minimum wage is equal to 1.0 times the minimum wage (BRL 1,518.00), and applies equally to men and women, regardless of gender. Wages are set at the legal minimum or the minimum rates established by collective bargaining agreements. For third parties, the ratio is also 1.0 for both genders.	1, 5, 8
	202-2 Proportion of senior management hired from the local community	In 2025, 100% of senior leadership positions were filled by individuals from the local community—defined as the entire national territory, given the company’s nationwide operations.	8
GRI 405: Diversity and equal opportunity 2016	**405-1** Diversity of governance bodies and employees	51, 79, 80, 81, 82, 83, 84	5, 8
	405-2 Ratio of basic salary and remuneration of women to men	51	5, 8, 10

GRI standard	Contents	Location/Response	SDGs
GRI 406: Non-discrimination 2016	**406-1** Incidents of discrimination and corrective actions taken	26. During the reporting period, 261 reports related to discrimination were recorded. Of these, 76 were found to be valid or partially valid following an investigation and were referred to the Ethics Committee to determine the appropriate measures to be taken. The consequences varied from case to case and included guidance, verbal and written warnings, suspensions, dismissals with and without cause, as well as responses to the reporting parties and a retraction.	5, 8
Human rights			
GRI 3: Material topics 2021	**3-3** Management of material topics	25	
GRI 410: Security practices 2016	**410-1** Security personnel trained in human rights policies or procedures	In 2025, 48% of the security personnel hired by RD Saúde received training on human rights policies and procedures.	16
Ethics and compliance			
GRI 3: Material topics 2021	**3-3** Management of material topics	25	
GRI 205: Anti-corruption 2016	**205-1** Operations assessed for risks related to corruption	During the reporting period, 100% of the operations were assessed for ethical vulnerabilities.	16
	205-2 Communication and training about anti-corruption policies and procedures	In 2025, all 73,379 employees (100%) were communicated about anti-corruption policies. No formal communication was provided to the Board of Directors, the Executive Board, or the committees. A total of 17,398 employees (24%) completed at least one course in the “Ethics and Compliance” area (Our Code; Relations with Government Agencies; Anti-Corruption and Anti-Fraud; and Conflicts of Interest). No specific training sessions were held for the Board, senior leadership, committees, or external partners. More detailed information on training sessions by employee category and region is available on page 66.	16
	205-3 Confirmed incidents of corruption and measures taken	25	16
GRI 206: Anti-competitive Behavior 2016	**206-1** Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None.	16

GRI standard	Contents	Location/Response	SDGs
GRI 415: Public policy 2016	**415-1** Political contributions	26	16
Responsible management of the value chain			
GRI 3: Material topics 2021	**3-3** Management of material topics	54	
GRI 204: Procurement Practices 2016	**204-1** Proportion of spending with local suppliers	In 2025, 99.93% of the company's procurement budget was allocated to local suppliers. All partners operating nationwide are considered local partners.	8
GRI 308: Supplier environmental assessment 2016	**308-1** New suppliers that were screened using environmental criteria	54	
	308-2 Negative environmental impacts in the supply chain and actions taken	24, 70	
GRI 414: Supplier Social Assessment 2016	**414-1** New suppliers that were screened using social criteria	54	5, 8, 16
	414-2 Negative social impacts in the supply chain and actions taken	24, 70	5, 8, 16
Privacy and information security			
GRI 3: Material topics 2021	**3-3** Management of material topics	27	
GRI 418: Customer privacy 2016	**418-1** Substantiated complaints concerning breaches of customer privacy and losses of customer data	27	16

GRI standard	Contents	Location/Response	SDGs
Product and service innovation			
GRI 3: Material topics 2021	**3-3** Management of material topics	37, 39	
Product safety and quality			
GRI 3: Material topics 2021	**3-3** Management of material topics	24	
GRI 416: Consumer health and safety 2016	**416-1** Assessment of health and safety impacts caused by categories of products and services	24, 39	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2025, there were no instances of noncompliance with laws or regulations that resulted in fines, penalties, or warnings. We recorded six cases related to internal standards and voluntary codes, involving the following products: fruit-flavored salt (original and orange – organoleptic change), dental floss (labeling error), moisturizing cream in a can (phase separation), multi-restorative oil for stretch marks and scars (regulatory issues), and mineral water (organoleptic change). All cases were addressed by means of corrective actions, in accordance with company protocols.	
GRI 417: Marketing and labeling 2016	**417-1** Requirements for product and service information and labeling	24	12
GRI 417: Marketing and labeling 2016	**417-2** Incidents of non-compliance concerning product and service information and labeling	No cases of non-compliance resulting in fines, penalties, or warnings from regulatory agencies were reported.	16
	417-3 Incidents of non-compliance concerning marketing communications	In 2025, there was one case of legal non-compliance, related to inaccurate information about the acetylcysteine product on the company's website, resulting in a warning from the regulatory agency. During this period, there were no fines, penalties, or cases related to voluntary codes.	16
Healthy customers			
3-3 Management of material topics	**3-3** Management of material topics	36	

GRI standard	Contents	Location/Response	SDGs
Customer experience			
3-3 Management of material topics	**3-3** Management of material topics	14, 30, 36	
Other indicators (new entries)			
GRI 203: Indirect economic impacts 2016	**203-1** Infrastructure investments and services supported	45, 48	5, 9, 11
	203-2 Significant indirect economic impacts	45	1, 3, 8
GRI 301: Materials 2016	**301-1** Materials used by weight or volume	60, 67	8, 12
	301-2 Recycled input materials used	60	8, 12
	301-3 Reclaimed products and their packaging materials	60	8, 12
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	63, 69	6, 12
	303-2 Management of water discharge-related impacts	69	6
	303-3 Water withdrawal	63, 69	6
	303-4 Water discharge	69	6
	303-5 Water consumption	63, 69	6

GRI standard	Contents	Location/Response	SDGs
GRI 306: Waste 2020	**306-1** Waste generation and significant waste-related impacts	60	3, 6, 11, 12
	306-2 Management of significant waste-related impacts	60	3, 6, 8, 11, 12
	306-3 Waste generated	60, 61, 70	3, 6, 11, 12, 15
	306-4 Waste diverted from disposal	60, 72	3, 11, 12
	306-5 Waste directed to disposal	60, 71	3, 6, 11, 12, 15
GRI 413: Local communities 2016	**413-1** Operations with local community engagement, impact assessment and development programs	45, 46, 47	
	413-2 Operations with significant actual and potential negative impacts on local communities	23	1, 2
GRI 404: Training and education 2016	**404-1** Average hours of training per year, per employee	77	4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	53	8
	404-3 Percentage of employees receiving regular performance and career development reviews	78. In 2025, 72% of professionals completed the evaluation cycle.	5, 8, 10

SASB content index

SASB Topic	Code	Description	Location / Response
Energy Management in Retail	**HC-DR-130a.1**	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	(1) The total energy consumption (fuel and electricity) was 1,211,660.61 GJ. (2) The percentage of electricity from the grid was 33.81%. (3) The percentage of renewable energy was 87.89%.
Data security and privacy	**HC-DR-230a.1**	Description of policies and practices to secure customers' personal health data records and other personal data	Information security and privacy management is based on the ISO/IEC 27001:2022 and 27701:2019 standards and is overseen by an Information Security and Privacy Management Committee. The key practices adopted to ensure the confidentiality and integrity of customer and employee data include: information classification, access control, encryption, backups, device and vulnerability monitoring, confidentiality agreements, risk monitoring with senior leadership involvement, audits, and an incident response plan. The guidelines governing data management are codified in internal and external corporate policies, such as the **Privacy Policy**, **Information Security Policy**, Information Classification Policy, Personal Data Retention Policy, and incident management and communication policies. The company also provides a **Privacy Portal** so that customers can exercise their rights regarding personal data.
Data security and privacy	**HC-DR-230a.2**	(1) Number of data breaches, (2) percentage involving (a) personal data only and (b) personal health data, (3) number of customers affected	None.
Data security and privacy	**HC-DR-230a.3**	Total amount of monetary losses as a result of legal proceedings associated with data security and privacy	None.
Drug Supply Chain Integrity	**HC-DR-250a.1**	Description of efforts to reduce the occurrence of compromised drugs within the supply chain	Efforts to ensure the integrity of the supply chain include continuous inventory monitoring and strict expiration date management. The Supply Chain department tracks losses at distribution centers on a monthly basis, taking proactive measures for items with short shelf lives and improving inventory management. The company has also strengthened its procedures for quality irregularities and recalls, streamlining the removal of unsuitable products. Receipt at distribution centers is handled through the Scheduling Portal, with advance visibility of volumes and dates, in accordance with the Goods Receiving Policy. Standard Operating Procedures (SOPs) guide the inspection of products, ensuring compliance with invoices, traceability, and risk mitigation, including specific guidelines for heat-sensitive items. In addition, the DOA Project donates hygiene products with minor defects or that are nearing their expiration date—but are still safe to use—to partner social organizations.

SASB Topic	Code	Description	Location / Response
Drug Supply Chain Integrity	**HC-DR-250a.2**	(1) Number of drug recalls issued, (2) total units recalled and (3) percentage of own-label products	In 2025, there were 38 drug recalls, including 2 involving own-brands and 36 involving other suppliers. The company does not consolidate the total number of units collected in these processes.
Management of Controlled Substances	**HC-DR-260a.2**	Total amount of monetary losses as a result of legal proceedings associated with controlled substances	The company does not specifically account for monetary losses related to lawsuits involving controlled substances.
Patient Health Outcomes	**HC-DR-260b.1**	First fill adherence rate	We do not track adherence at the time of the initial prescription, but we have developed an indicator to monitor the continuity of treatment over 12 months for patients with chronic conditions, based on the frequency and volume of purchases. Between December 2024 and 2025, there was an increase in adherence, reflecting initiatives such as awareness campaigns on treatment interruption and training for pharmacists. We also provide post-purchase support to help customers understand and use their medications correctly, with 12.9 million interactions in 2025. We also offer digital signatures, which allow customers to schedule purchases and deliveries, and the *Na Rotina* program, featuring personalized reminders—which involved 2.5 million active participants this year.
Patient Health Outcomes	**HC-DR-260b.2**	Description of policies and practices to prevent prescription dispensing errors	The prevention of dispensing errors follows the Good Pharmaceutical Practices Manual, which outlines a stringent verification process. Before dispensing the medication, the pharmacist verifies the prescription (clarity, dosage, administration instructions, and identification of the patient and prescriber) and the product (integrity and expiration date). If you have any questions, please contact the prescribing physician, in accordance with RDC No. 44/2009. The exemption also complies with the rules governing the recognition and validation of professional registrations (CRM or RMS), in accordance with RDC No. 52/2013.
Patient Health Outcomes	**HC-DR-260b.3**	Total amount of monetary losses as a result of legal proceedings associated with prescription dispensing errors	BRL 310,180.21
Activity metrics	**HC-DR-000.A**	Number of pharmacy locations	3,547
Activity metrics	**HC-DR-000.B**	Total area of retail space	977,478.95 m² of total floor area, comprising 3,522 branches. Data for 25 units were not available.
Activity metrics	**HC-DR-000.C**	Number of prescriptions filled, percentage of controlled substances	449,304,561 prescriptions; 90,471,787 units of controlled substances dispensed (20.14%)
Activity metrics	**HC-DR-000.D**	Number of pharmacists	14,360

TCFD content index

Topic	Code	Indicator description	Response
Governance 1	**TCFD 1**	Describe the board's oversight of climate-related risks and opportunities	RD Saúde's Board of Directors monitors climate-related risks and opportunities with the support of its advisory committee structure, which informs strategic decision-making. The Audit Committee assesses and monitors risk exposures and risk management, including climate-related risks, ensuring that appropriate control mechanisms and action plans are in place. In addition, the Sustainability Committee monitors and discusses mitigation and adaptation measures, as well as opportunities to create value related to the climate agenda.
Governance 2	**TCFD 2**	Describe management's role in assessing and managing climate-related risks and opportunities	The Board of Directors is responsible for overseeing the operational mechanisms related to risk management, ensuring that financial policies are consistent with strategic guidelines and the business' risk profile, as well as for approving the guidelines for the company's corporate governance framework for risk management—including methodology, policies, processes, and systems—when duly recommended by the Audit Committee. The Board is also responsible for monitoring compliance with established methodologies, mitigation measures, and action plans for inherent risks—particularly those that exceed the company's risk appetite—as well as supporting efforts to raise awareness among managers and employees regarding the importance of risk management and the responsibilities assigned to those involved in its management. Finally, it is the Board's responsibility to ensure the proper administration of the Risk Management Policy, as well as the effectiveness and continuity of its implementation.
Strategy 1	**TCFD 3**	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	RD Saúde conducts a structured assessment of climate-related risks and opportunities, taking into account the likelihood of each event occurring and its potential impact on the business. **Physical risks:** The following threats were identified: river flooding (distribution centers and pharmacies — long term), storms (distribution centers and pharmacies — long term), heat waves (distribution centers — long term), and rise sea levels (pharmacies — long term). **Transition risks:** The main risk identified relates to fluctuations in the cost of fossil fuels used by the logistics fleet (long term). **Opportunities:** The company has identified strategic opportunities related to the transition to a low-carbon economy: consumption of renewable electricity through migration to the open market and distributed generation (short term); and the replacement of fossil fuels through the electrification of its own fleet (long term).
Strategy 2	**TCFD 4**	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Climate risks and opportunities are linked to the company's long-term vision, influencing the development of its 2030 sustainability strategy, which guides its operations. They also have an impact on financial planning, since climate adaptation and mitigation initiatives—such as the purchase of electric trucks, the installation of flood barriers, and the purchase of insurance against extreme weather events—require investments that must be included in annual and multi-year budgets. It is worth noting that, financially speaking, climate risks have a low impact on the business, given that the company's assets are spread across various regions of Brazil, thereby reducing the individual contribution of each operation to the company's total revenue.

Topic	Code	Indicator description	Response
Strategy 3	**TCFD 5**	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	RD Saúde incorporates climate risks and opportunities into its strategy based on internationally recognized scientific scenarios, with a focus on the 2030 and 2050 time horizons. For physical risks, the IPCC's SSP1-2.6 and SSP3-7.0 scenarios are used; for transition risks, the IEA's SSP1-1.9, SSP1-2.6, and SSP2-4.5 scenarios are used—covering everything from aggressive mitigation approaches to more moderate climate policies. The analysis is reviewed annually, taking into account new assets commissioned by the company and updates to the global climate context. Based on these analyses, the organization develops mitigation initiatives—such as the use of renewable energy, expansion of its low-emission fleet, and adoption of zero-carbon modes of transport for last-mile deliveries—as well as adaptation initiatives, such as purchasing insurance and physically securing assets in critical regions, all of which are integrated into the organization's strategic and financial planning. The broad geographic distribution of assets across Brazil reduces exposure to localized impacts and strengthens the business' operational resilience. RD Saúde's strategy has demonstrated resilience across all assessed scenarios—both those involving greater physical stress and those involving rapid transition—highlighting the robustness of its business model in the face of current and future climate challenges.
Risk Management 1	**TCFD 6**	Describe the organization's processes for identifying and assessing climate-related risks	RD Saúde conducts an annual assessment to identify and analyze climate risks. The most recent one covers all assets in operation in 2025: RD Saúde Campus, 15 distribution centers, 1 hub, and 3,547 pharmacies. The process is multidisciplinary, involving the areas of Sustainability, Risk Management, Procurement, Pharmacy Operations, Engineering, and Expansion. The severity of the impacts is assessed from four perspectives—financial, image and reputation, operational, and regulatory—and each risk is classified into four levels: low, moderate, high, and very high. This classification is based on a combination of the event's potential impact and the likelihood of its occurrence. To estimate the financial impact, lost profits are used for pharmacies and the volume of units billed for distribution centers. The probability of occurrence is estimated differently depending on the type of risk. For physical risks, the MOVE® (Model for Vulnerability Evaluation) is used, a tool aligned with the IPCC (2014) methodology that combines climate, geomorphological, and vegetation variables. The analysis considers a one kilometer radius around each asset, covering not only the direct impacts on the facilities but also potential effects on the surrounding area that could jeopardize the operations. For transition risks, the probability is determined based on the trends associated with the climate scenarios used. Pharmacies are analyzed by specific geographic clusters for each type of climate-related threat.
Risk Management 2	**TCFD 7**	Describe the organization's processes for managing climate-related risks	Climate risk management at RD Saúde follows the same process as corporate risk management. Each risk is assigned to a responsible department, which conducts the necessary controls and implements improvement measures. Monitoring is performed by the Risk Management Committee, an advisory body to the Executive Board, with regular meetings organized according to the nature of each risk. This phase involves monitoring key risk indicators (KRIs), tracking the progress of action plans, and identifying new measures for management and/or mitigation. Serious and very serious risks are monitored on an ongoing basis and reported to the Audit Committee; minor and moderate risks are discussed as needed. In addition, the company conducts ongoing monitoring activities, carried out by the Risk Management Department, as well as independent assessments, conducted by the Internal Audit Department or by third-party firms (external audit). Each year, a comprehensive risk review is conducted to reassess strategic alignment and verify the effectiveness of the measures implemented. This process involves the Executive Board, the Audit Committee, and the Board of Directors.

Topic	Code	Indicator description	Response
Risk Management 3	**TCFD 8**	Describe the organization’s processes for identifying and assessing climate-related risks that are integrated into the organization’s overall risk management	Since 2022, climate risks have been formally incorporated into RD Saúde’s corporate risk matrix, following the same methodology, assessment criteria, and governance process applied to the company’s other risks. The Risk Management Department maintains ongoing coordination with the Sustainability Department and the business units directly involved to monitor and address these risks in an integrated manner.
Metrics and Targets 1	**TCFD 9**	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	To assess climate risks and opportunities, RD Saúde uses metrics structured around two dimensions: impact and probability. The impact is assessed based on four criteria—financial (percentage impact on adjusted EBITDA or net income), image and reputation (negative repercussions and reputational impact), operational (unavailability of distribution centers and systems, and disruption to e-commerce), and regulatory (penalties, notifications, and civil lawsuits, among others). The probability of occurrence is estimated based on historical data and projections from the climate scenarios used. The combination of these two factors determines the severity classification of each risk into four levels: low, moderate, high, and very high.
Metrics and Targets 2	**TCFD 10**	Greenhouse gas emissions under Scope 1, Scope 2, and, where applicable, Scope 3, and the associated risks	Data available on pages 58 and 68.
Metrics and Targets 3	**TCFD 11**	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	RD Saúde manages the risks and opportunities associated with climate change through the goals that make up its 2030 sustainability strategy: (i) to reduce Scope 1 and 2 greenhouse gas (GHG) emissions in line with the 1.5°C pathway, using 2021 as the base year; and (ii) to engage those suppliers responsible for emissions for purchased goods and services (Category 1) in setting science-based targets. Progress on these commitments is reported quarterly to the Sustainability Committee and made publicly available at **painelesg.rdsaude.com.br**. Detailed performance data is also available on page 58 of this report. In addition to its long-term commitments, RD Saúde sets annual targets that guide consistent progress toward its 2030 goals. Performance in relation to these targets is monitored periodically and is linked to the variable compensation of all leadership.

Letter of Assurance

DNV

WHEN TRUST MATTERS

Independent Assurance Statement

DNV Business Assurance Avaliações e Certificações Brasil Ltda. ("DNV") has been commissioned by Raia Drogasil S.A. ("RD Saúde") to undertake independent assurance of the Annual and Sustainability 2025 Report ("Report") and to carry out an independent verification for selected performance indicators for the year ending December 31, 2025.

Our opinion: Based on the work carried out, nothing has come to our attention to suggest that the Report does not adequately describe RD Saúde adherence to the principles described below. In terms of the reliability of the performance data, nothing came to our attention to suggest that this data had not been properly grouped from the information reported at operational level, nor that the assumptions used were inappropriate. In our opinion, the report provides sufficient information for readers to understand how the company is managed in relation to its most relevant issues and impacts.

Without affecting our assurance opinion, we also make the following observations:

Stakeholder inclusiveness

The involvement of stakeholders in developing and achieving a responsible and strategic response to sustainability.

Throughout the assurance process, DNV identified that RD Saúde systematically involves the main stakeholders in its business, including associations, clients, employees, suppliers, surrounding communities, investors, financial institutions, NGOs, public authorities and others. There is evidence that stakeholder feedback has helped define the content of the Report and influenced decision-making within the company.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Stakeholder Inclusion.

Materiality

The process of determining the issues that are most relevant to an organization and its stakeholders.

RD Saúde has demonstrated a structured and effective process for identifying its most material issues. The materiality process, approved in January 2025, considered a wide range of inputs, including the company's sustainability and risk context, industry trends and stakeholder perspectives. Through its risk management framework, the company continuously monitors emerging and priority issues. The Report presents the company's activities and performance in relation to its most material issues.

Nothing has come to our attention to suggest that the Report does not meet the requirements relating to Materiality.

Sustainability context

Presenting the organization's performance in the broader context of sustainability.

RD Saúde Annual and Sustainability Report 2025 is based on global sustainability frameworks such as the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Sustainability Context principle.

Completeness

How much of all the information that has been identified as material to the organization and its stakeholders is reported?

The Report provides a comprehensive overview of RD Saúde ESG performance in the reporting year. Based on the work carried out, we do not believe that RD Saúde has failed to report on any of its material issues. It was found that the company uses systems and software to control most of the information, which brings greater reliability and quality to the data. However, for some information, not all the data is managed in a system, and some of it is controlled manually and consolidated in a system. It is recommended that, if possible, the information is managed in a system, in order to improve the management and effectiveness of the information.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Completeness.

Reliability

The accuracy and comparability of the information presented in the Report, as well as the quality of the underlying data management systems.

RD Saúde has established a variety of processes to collect and consolidate the various data it reports. We have confidence in the processes in place to ensure accuracy in the information presented in the Report and in the data management systems. Data disclosure is comprehensive, and indicators are disclosed in a balanced way. Our review of selected indicators presented in the Report resulted in some technical errors that were identified and corrected based on our sampling.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Reliability.

DNV

WHEN TRUST MATTERS

Scope and approach

We carry out our verification work using DNV Verisustain's assurance methodology, which is based on our professional experience and the best international assurance practices, and with the International Standard on Assurance Engagements ISAE 3000 Assurance Engagements other than Audits or Reviews of Historical Financial Information.

These documents require, among other things, that the audit team possesses the specific knowledge, skills and professional competencies necessary for an assurance assignment relating to sustainability information, and that the team complies with the ethical requirements to guarantee its independence.

DNV applies its own management standards and compliance policies for quality control, which are based on the principles contained in ISO IEC 17029:2019 - Conformity assessment - General principles and requirements for validation and verification bodies, and consequently maintains a comprehensive quality control system, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We assessed the Report for adherence to the VeriSustainTM Principles (the "Principles") of Stakeholder Inclusiveness, Materiality, Sustainability Context, Completeness and Reliability. We assessed the selected GRI indicators and performance data as shown below using the GRI Reporting Principles to define the quality of the report (Accuracy; Balance; Clarity; Comparability; Completeness; Sustainability Context; Timeliness; Verifiability), considering the Company's reporting based on the GRI Standards.

The review of financial data is not within the scope of our work. We understand that financial data, including the financial data that feeds into the calculation of the Selected Performance Indicators, may be subject to a separate independent audit process performed by Deloitte Touche Tohmatsu and approved in March 2026. DNV has relied on this information as accurate for the purposes of our scope of work. This includes, but is not limited to, any statements relating to sales, revenue, salaries, payments and financial investments.

The reliability of the data reported depends on the accuracy of data collection and monitoring arrangements at market and site level, which are not considered as part of this assurance.
Our assurance work does not include the management practices, performance and sustainability reporting of the company's suppliers, contractors and third parties mentioned in the Report. We did not interview external stakeholders as part of this assurance work.

Data in the scope

The GRI indicators in scope include:

- 203-1: Infrastructure investments and services supported
- 205-2: Communication and training about anti-corruption policies and procedures
- 403-9: Work-related injuries
- 406-1: Incidents of discrimination and corrective actions taken
- 410-1: Security personnel trained in human rights policies or procedures
- 414-1: New suppliers that were screened using social criteria
- 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services
- 417-1: Requirements for product and service information and labeling
- 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data

The SASB indicators in scope include:

- HC-DR-250a.1: Description of efforts to reduce the occurrence of compromised drugs within the supply chain

Responsibilities of RD Saúde and the assurance provider

RD Saúde is solely responsible for the preparation of the Report. In performing our assurance work, our responsibility is to RD Saúde management. However, our statement represents our independent opinion and is intended to inform all interested parties. DNV has not been involved in the preparation of any statements or data included in the Report, except for this statement. This is our second year providing assurance on RD Saúde indicators and the RD Saúde Report. DNV's assurance work is based on the assumption that the data and information provided by the client to us as part of our review has been provided in good faith.

DNV expressly disclaims any liability or co-liability for any decision that a person or entity may make based on this statement. All assurance engagements are subject to inherent limitations, as selective testing (sampling) may not detect errors, fraud or other irregularities. Non-financial data may be subject to greater inherent uncertainty than financial data, given the nature and methods for calculating, estimating and determining such data. The selection of different, but acceptable, measurement techniques may result in different quantifications between different entities.

The procedures performed in a limited assurance engagement vary in nature and are shorter in length than in a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained if a reasonable assurance engagement had been performed. During the assurance process, we did not come across any limitations in the scope of the agreed assurance work.

Statement number: DNV-2026-ASR-C873841

Level of assurance

We plan and perform our work to obtain the evidence we consider necessary to support our assurance opinion. We are providing a 'limited' level of assurance. A 'reasonable' level of assurance would require additional work at head office and local levels to obtain further evidence to support the basis of our assurance opinion.

Independence

The policies and procedures established by DNV are designed to ensure that DNV, its personnel and, where applicable, others, are subject to independence requirements (including personnel from other DNV entities) and maintain independence when required by relevant ethical requirements. This work was performed by an independent team of sustainability reporting assurance professionals.

Basis for our opinion

A multidisciplinary team of sustainability and assurance experts carried out work from January to May 2026. We carried out the following activities:

- Review of current sustainability issues that may affect RD Saúde and are of interest to stakeholders.
- Review of RD Saúde approach to stakeholder engagement and recent results.
- Review of the information provided to us by RD Saúde on its reporting and management processes relating to the principles.
- We conducted interviews with ESG leadership, and areas such as risk management, sustainability, human resources, environment, health and safety, and compliance. They are responsible for the management and stakeholder relations areas covered in the Report. The aim of these discussions was to understand the high-level commitment and strategy relating to RD Saúde ESG and governance arrangements, stakeholder engagement activities, management priority and systems. We were free to choose interviewees and roles covered.
- We accessed documentation and evaluated evidence that supported and substantiated the claims made in the Report.
- Review of the specified data collected at corporate level, including that collected by other parties, and statements made in the Report. We interviewed managers responsible for internal data validation, reviewed their work processes and carried out sample audits of the processes for generating, collecting and managing quantitative and qualitative sustainability data.
- We assessed whether the evidence and data are sufficient to support our opinion and RD Saúde assertions.
- We provided feedback on the report based on our assurance scope.

Business Assurance

DNV Business Assurance is a global provider of certification, verification, assessments and training, helping clients build sustainable business performance.

https://www.dnv.com.br

WHEN TRUST MATTERS

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Marcia Borges (Jul 6, 2026 19:51:16 ADT)
Lead Auditor

Mayara Oliveira
Mayara Oliveira (Jul 6, 2026 19:55:06 ADT)
Technical Reviewer

For and on behalf of DNV Business Assurance Avaliações e Certificações Brasil Ltda.

Sao Paulo, Brazil

July 06, 2026

Statement number: DNV-2026-ASR-C873841

Credits and corporate information

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We would like to thank all the employees who contributed to the preparation of this annual report.

São Paulo, May 2026

RDsaúde

por uma sociedade mais saudável.