



Grupo **Fleury**

We are passionate about people and what we do.

Supplementary
Indicators Booklet
2024

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About the Supplementary Booklet

Reaffirming our commitment to transparency, we are pleased to publish the third edition of the Supplementary Indicators Booklet. This document complements Fleury Group's 2024 Sustainability Report by providing a more in-depth view of the indicators we monitor.

The Report covers all activities under the Company's operational control or majority ownership, unless otherwise stated, for the period from January 1st to December 31st, 2024. GRI 2-2 | 2-3

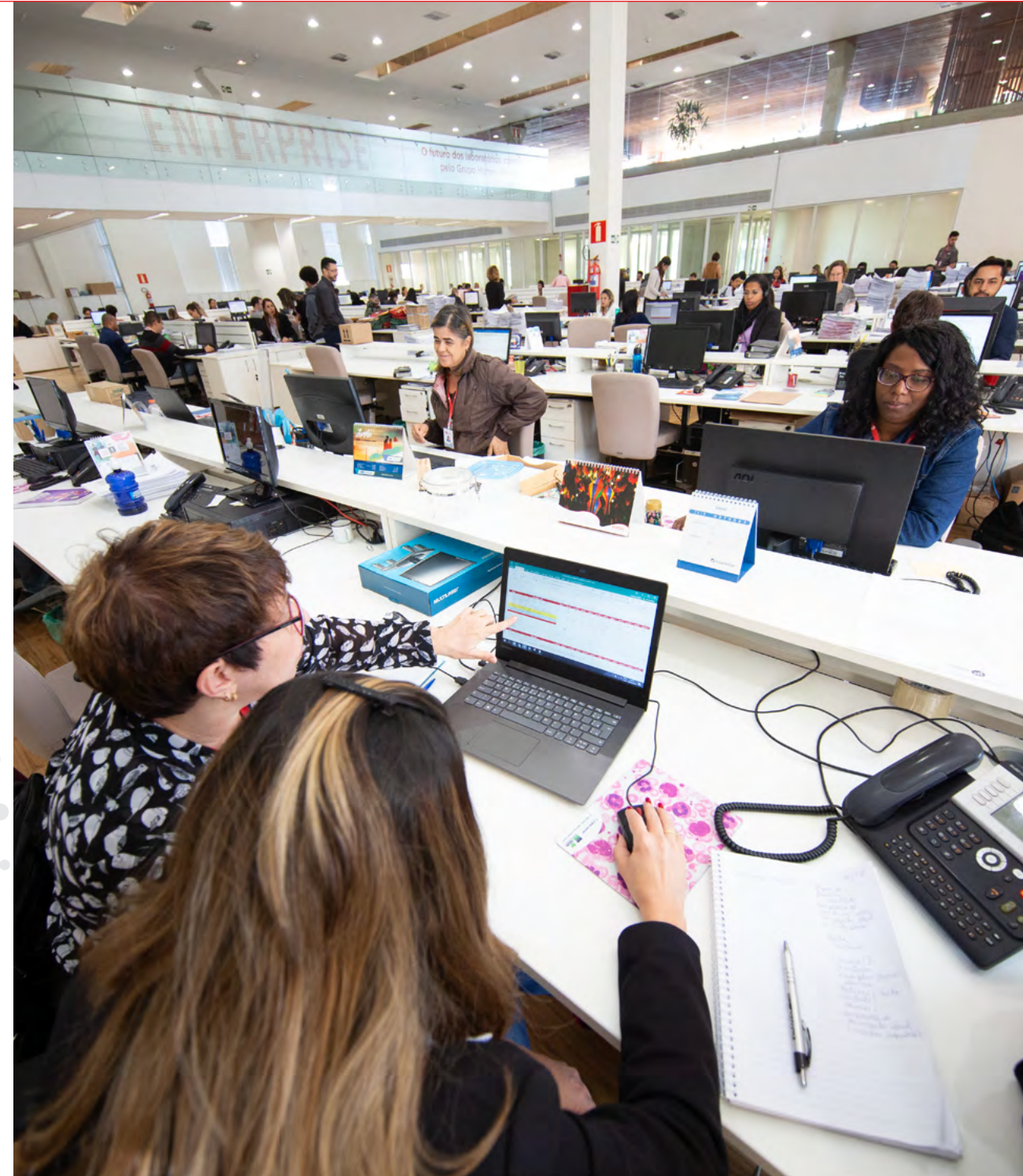
For the 2024 data, employees from Fleury, Pardini, Novos Elos, and Genesis were included. The 2023 data refers only to employees from Fleury and Pardini, while the 2022 data includes only Fleury employees.

Enjoy your reading!

REPORTING GUIDELINES

Throughout the text, we highlight the indicators reported in the table titles or at the end of each paragraph, according to the following references:

- Global Reporting Initiative (GRI) contents;
- Sustainability Accounting Standards Board (SASB) guidelines;
- Task Force on Climate-related Financial Disclosures (TCFD) recommendations.



Social

Employee profile

Employees by type of employment GRI 2-7	2022	2023	2024
Full-time employees by gender			
Women	4,902	9,569	9,968
Men	1,532	2,954	3,034
TOTAL	6,434	12,523	13,002
Part-time employees by gender			
Women	5,995	7,580	7,832
Men	1,173	1,515	1,479
TOTAL	7,168	9,095	9,311
Full-time employees by region			
Midwest	58	296	301
Northeast	771	1,045	992
North	0	428	358
Southeast	5,252	10,346	10,929
South	353	408	422
TOTAL	6,434	12,523	13,002
Part-time employees by region			
Midwest	151	188	205
Northeast	565	600	622
North	0	106	63
Southeast	5,999	7,779	8,033
South	453	422	388
TOTAL	7,168	9,095	9,311
TOTAL EMPLOYEES	13,602	21,618	22,313

Employees by employment contract GRI 2-7	2022	2023	2024
Permanent employees by gender			
Women	10,858	17,055	17,800
Men	2,684	4,425	4,513
TOTAL	13,542	21,480	22,313
Temporary employees by gender*			
Women	39	44	0
Men	21	94	0
TOTAL	60	138	0
Permanent employees by region			
Midwest	209	480	506
Northeast	1,331	1,641	1,614
North	0	531	421
Southeast	11,207	18,024	18,962
South	795	804	810
TOTAL	13,542	21,480	22,313
Temporary employees by region			
Midwest	0	4	0
Northeast	5	4	0
North	0	3	0
Southeast	44	101	0
South	11	26	0
TOTAL	60	138	0
TOTAL EMPLOYEES	13,602	21,618	22,313

*As of 2024, interns – previously considered temporary employees in 2022 and 2023 – began to be accounted for separately, as did apprentices, as reported in GRI 2-8.

Collaborators who are not employees GRI 2-8	2022*	2023	2024
Interns and young apprentices**	-	-	663
Interns	-	-	158
Young apprentices	-	-	505
Third party professionals	7,741	8,175	8,318
Physicians***	3,900	5,420	5,111
Cleaning and Pantry	3,841	-	1,060
Maintenance & Facilities****		1,809	281
Business Security		402	423
Drivers and Motorcyclists		199	383
Maneuvering		-	231
Information Technology		180	385
Stock		-	55
Others		165	389

* The 2022 results were not broken down by third-party professional roles other than physicians.

** As of 2024, interns – previously considered temporary employees in 2022 and 2023 – began to be accounted for separately, as did apprentices.

*** For the “physician” role, both physicians and other categories of healthcare professionals are included.

****The 2023 figure for Maintenance & Facilities includes the Cleaning and Pantry category.

Satisfaction

We regularly conduct employee engagement and satisfaction surveys with the aim of assessing alignment with the Company’s purpose and values, as well as perceptions regarding our work model and operational framework.

Team satisfaction survey			
	2022	2023	2024
NPS Promoter	70%	68%	75%
Participation	58%	55%	32%

Collective bargaining

100% of our employees are represented by unions or covered by collective bargaining agreements. GRI 2-30

Collective bargaining agreements GRI 2-30	2022	2023	2024
Employees represented by unions or covered by collective bargaining agreements	100%	100%	100%
Agreements that provide additional rights not otherwise provided	57	71	98
Agreements that provide more favorable terms relating to wages than provided for by applicable law or industry	3	2	1
Agreements that provide more favorable terms relating to working hours than provided for by applicable law or industry	9	1	1

Recruitment, hiring and turnover

Recruitment* GRI 401-1	2022	2023	2024
By gender			
Women	3,683	5,340	6,758
Hiring rate - women (%)	34.0%	31.2%	38.0%
Men	945	1,292	1,488
Hiring rate - men (%)	35.0%	28.6%	33.0%
By age group			
Under 30 years old	2,714	4,081	4,398
Hiring rate - Under 30 years old (%)	52.0%	48.7%	57.8%
30 to 50 years old	1,803	2,356	3,519
Hiring rate - 30 to 50 years old (%)	24.0%	20.4%	27.5%
Over 50 years old	111	195	329
Hiring rate - Over 50 years old (%)	12.0%	11.5%	17.0%
By region			
Northeast	441	547	476
Hiring rate - Northeast (%)	33.0%	33.3%	29.5%
North	0	96	91
Hiring rate - North (%)	-	18.0%	21.6%
Midwest	50	116	188
Hiring rate - Midwest (%)	24.0%	24.0%	37.2%
Southeast	3,817	5,514	7,171
Hiring rate - Southeast (%)	34.0%	30.4%	37.8%
South	320	359	320
Hiring rate - South (%)	40.0%	43.3%	39.5%

Turnover* GRI 401-1	2022	2023	2024
By gender			
Women	3,241	6,105	6,288
Turnover rate - women (%)	32.0%	35.7%	35.3%
Men	812	1,589	1,426
Turnover rate - men (%)	32.0%	35.2%	31.6%
By age group			
Under 30 years old	2,075	3,820	3,381
Turnover rate - Under 30 years old (%)	46.0%	45.6%	44.4%
30 to 50 years old	1,835	3,460	3,928
Turnover rate - 30 to 50 years old (%)	25.0%	30.0%	30.7%
Over 50 years old	151	414	405
Turnover rate - Over 50 years old (%)	13.0%	24.5%	20.9%
By region			
Northeast	441	661	471
Turnover rate - Northeast (%)	33.0%	40.2%	29.2%
North	0	168	185
Turnover rate - North (%)	-	31.5%	43.9%
Midwest	50	334	145
Turnover rate - Midwest (%)	24.0%	69.0%	28.7%
Southeast	3,817	6,130	6,617
Turnover rate - Southeast (%)	34.0%	33.8%	34.9%
South	320	401	296
Turnover rate - South (%)	40.0%	48.3%	36.5%

* The calculations consider the ratio between the total number of admissions/dismissals by category and the total number of employees in this same category.

Turnover GRI 401-1	2022	2023	2024
By functional level			
Administrative (%)	17.8%	19.3%	17.3%
Service and DC (%)	25.8%	31.2%	37.3%
CAC (%)	73.9%	76.7%	89.3%
Technical area (%)	15.9%	23.8%	24.0%

Turnover* SASB HC-DY-330a.1	2022	2023	2024
Voluntary turnover**			
Physicians (%)	Data is not calculated by the Company	Data is not calculated by the Company	Data is not calculated by the Company
Non-doctor health professionals (%)	13.35%	14.47%	18.14%
All other employees (%)	18.61%	19.19%	23.00%
Total	16.37%	15.68%	19.97%
Involuntary turnover**			
Physicians (%)	Data is not calculated by the Company	Data is not calculated by the Company	Data is not calculated by the Company
Non-doctor health professionals (%)	12.0%	19.74%	13.19%
All other employees (%)	13.7%	17.61%	17.22%

* Turnover calculated for employees hired under the CLT regime.
** For the year 2024, employees in the Saúde ID, Novos Elos and Genesis segments who left the Company were not considered due to lack of detailed information in the history.



Internal recruitment

We believe in the potential of our employees, who experience our culture on a daily basis and contribute directly to the success of our business. That’s why we offer them the opportunity to take ownership of their own professional journeys. Our Attraction and Selection team values and prioritizes internal recruitment, and all open positions are first made available to our internal team. SASB HC-DY-330A.2

In 2024, out of the 11,571 positions filled within the Company, 2,617 were occupied through internal moves, representing approximately 23% of the total. SASB HC-DY-330a.2

Internal recruitment	2024
By gender	
Male	20%
Female	80%
TOTAL	100%
By age group	
Under 30 years old	49%
30 to 50 years old	48%
Over 50 years old	3%
TOTAL	100%
By race/ethnicity	
White	37%
Asian	1%
Indigenous	0%
Black (Black + Brown)	62%
TOTAL	100%

*For the year 2024, we adopted a new format for reporting information related to internal recruitment. Please refer to the [2023 Supplementary Indicator Booklet](#) to access the complete historical data.



Training and performance evaluation

In 2024, Fleury and Pardini’s education processes were integrated, focusing on team development and qualification through training processes, onboarding of new employees, continuing education, implementation of leadership development programs and structured executive education initiatives.

As a result of the launch of new courses, programs and training sessions, we recorded an increase in the average number of training hours per employee.

Especially in terms of race/ethnicity, we identified a significant increase in the average number of training hours in the white and asian categories, as a result of the launch of the Executive Education Journey for leaders.

*For 2024, we used a new reporting format for information on training and performance assessment by employee category. See the [2023 Supplementary Indicators Booklet](#) for complete historical data. Information on the performance assessment of members of the Board of Directors is available in the [2024 Sustainability Report](#).

Training (average hours) GRI 404-1	2022	2023	2024
By gender			
Men	28.1	19.8	31.9
Women	27.7	20.4	39.3
By age group			
Under 30 years old	29.0	21.0	42.0
30 to 50 years old	27.0	17.0	35.0
Over 50 years old	24.0	13.0	41.0
By race/ethnicity			
Black	28.0	23.0	29.0
Not reported	23.0	5.0	11.0
Indigenous	18.0	18.0	10.0
White	27.0	16.0	49.0
Asian	26.0	18.0	90.0
By functional category*			
Coordinator/consultant Corporate	-	4.2	13.0
Coordinator/consultant Operational		13.8	16.3
Executive board		12.4	14.4
Management		15.7	16.0
Other positions Corporate		10.4	9.9
Other positions Operational		94.9	43.7
Supervision		11.8	17.4

Investments in training	2022	2023	2024
Total amount invested in training (R\$)	-	R\$ 3,116,702.27	R\$ 4,100,000.00
Average investment in training per employee (R\$)	R\$ 241.94	R\$ 253.56	R\$ 183.75



Parental leave GRI 401-3	2022	2023	2024
Maternity leave			
Total number of employees who took maternity leave	411	619	506
Total number of employees who were expected to return to work after maternity leave in the year*	480	691	564
Total number of employees who returned to work after the end of maternity leave	479	688	564
Return to work rates (%)	99.8%	99.6%	100.0%
Total number of employees who took maternity leave, returned and would complete twelve months since returning by the end of 2024	302	624	688
Total number of employees who actually completed twelve months after returning from maternity leave by the end of 2024	189	283	317
Retention rate (%)	62.6%	45.4%	46.1%
Paternity leave			
Total number of employees who took paternity leave	78	88	65
Total number of employees who were expected to return to work after paternity leave in the year*	79	90	68
Total number of employees who returned to work after the end of paternity leave	79	89	68
Return to work rates (%)	100%	99%	100%
Total number of employees who took paternity leave, returned and would complete twelve months since returning by the end of 2024	68	95	89
Total number of employees who actually completed twelve months after returning from paternity leave by the end of 2024	55	70	39
Retention rate (%)	80.9%	73.7%	43.8%

*Includes employees who took maternity/paternity leave in 2023 and 2024, with their return scheduled for 2024.

COMPENSATION AND BENEFITS GRI 401-2

In order to attract, recognize, and retain qualified professionals, we offer competitive salary levels aligned with market standards, as well as Bonus and Profit and Results Sharing programs (PLR) for certain employees, in accordance with performance-based agreements.

All our team members, regardless of contract type, are entitled to the following benefits:

- Medical and Dental Assistance;
- Transportation Voucher;
- Meal and Food Vouchers;
- Life Insurance and Private Pension Plan;
- Childcare Assistance;
- Payroll-Deductible Loans;
- Fuel Assistance and Home Working Allowance.

We have implemented extended maternity and paternity leave — except for employees under the Pardini brands — allowing maternity leave to be extended by an additional 60 days beyond the 120 days established by law, and paternity leave to be extended by 15 days beyond the legal five-day period. We also guarantee 120 days of adoption leave for adoptive parents, starting from the date of legal custody.

Diversity, equity and inclusion

Diversity by gender and functional category* (%) GRI 405-1		
By gender	Men	Women
Board of Directors	90.0%	10.0%
Executive board	67.6%	32.4%
Management	43.0%	57.0%
Coordinator/consultant Corporate	47.1%	52.9%
Coordinator/consultant Operational	21.0%	79.0%
Supervision	21.8%	78.2%
Other positions Corporate	41.1%	58.9%
Other positions Operational	16.5%	83.5%

Diversity by age group and functional category* (%) GRI 405-1			
By age group	Less than 30 years	30 to 50 years old	Over 50 years old
Board of Directors	0.0%	10.0%	90.0%
Executive board	0.0%	73.0%	27.0%
Management	2.8%	85.0%	12.1%
Coordinator/consultant Corporate	4.8%	82.9%	12.3%
Coordinator/consultant Operational	13.4%	78.3%	8.3%
Supervision	18.4%	76.3%	5.3%
Other positions Corporate	29.1%	63.2%	7.7%
Other positions Operational	36.9%	54.3%	8.7%

Diversity by race and functional category* (%) GRI 405-1					
By race/ethnicity	White	Black	Indigenous	Asian	Not reported
Board of Directors	100.0%	0.0%	0.0%	0.0%	0.0%
Executive board	78.4%	13.5%	0.0%	8.1%	0.0%
Management	67.8%	25.7%	0.0%	3.3%	3.3%
Coordinator/consultant Corporate	60.8%	35.8%	0.0%	1.7%	1.7%
Coordinator/consultant Operational	48.8%	49.5%	0.2%	1.4%	0.2%
Supervision	44.8%	53.2%	0.0%	0.6%	1.4%
Other positions Corporate	46.7%	50.6%	0.0%	1.6%	1.0%
Other positions Operational	40.7%	57.3%	0.1%	1.1%	0.9%
Share in total workforce	42.3%	55.5%	0.1%	1.2%	0.9%
Share in all management positions	52.3%	44.9%	0.1%	1.5%	0.0%

*For the year 2024, we adopted a new reporting format for information regarding employee diversity by functional category. Please refer to the [2023 Supplementary Indicators Booklet](#) to access the complete data history.

Female participation			
	2022	2023	2024
Women in the workforce	80.11%	79.33%	79.80%
Women in leadership positions*	66.22%	70.49%	70.50%
Women in entry-level leadership positions (Supervision and coordination/consulting)	71.11%	74.88%	73.70%
Women in senior leadership positions (President, Board of Directors and Executive Board)	24.32%	27.91%	27.70%
Women in leadership positions in revenue-generating areas**	80.19%	81.38%	81.54%
Women in STEM positions***	74.75%	61.82%	73.80%

* Considers Supervision, coordination, consultancy, Presidency, Board of Directors and Executive Board.

** Considers Fleury, Pardini, Novos Elos, Genesis and Saúde ID.

*** Considers the following positions: bioinformatician, data scientist, developers, engineering, biology, biochemistry, digital, embryologist, pharmacist, researcher and tech, IT and digital Executive Board, and the technical area Executive Board.

Participation of PwDs in the team			
	2022	2023	2024
Total	2.47%	3.00%	3.3%

Participation of specific race and gender groups in Executive board, Management and C-level positions			
	2022	2023	2024
Management positions			
Women	46.50%	50.60%	55.10%
Black	12.30%	30.20%	27.55%
Executive board positions			
Women	17.60%	29.20%	31.82%
Black	5.90%	8.30%	9.09%
C-level positions*			
Women	42.90%	33.30%	16.67%
Negros	0,00%	0,00%	0,00%

*Considers the Board of Directors, Presidency and Executive board.



Mathematical ratio between women’s and men’s base salaries* GRI 405-2			
By functional category	2022	2023	2024
Board of Directors	-	96.81%	85.40%
Coordinator/consultant Corporate	104.20%	100.92%	98.17%
Coordinator/consultant Operational	101.70%	96.64%	92.96%
Executive board	98.50%	95.99%	108.84%
Management	98.90%	88.81%	96.16%
Other positions Corporate	107.20%	85.69%	89.81%
Other positions Operational	-	83.73%	88.00%
Supervision	-	87.75%	86.98%
FINAL AVERAGE	102.10%	92.04%	93.30%

Mathematical ratio between women’s and men’s remuneration* GRI 405-2			
By functional category	2022	2023	2024
Board of Directors	-	96.84%	85.40%
Coordinator/consultant Corporate	107.10%	116.25%	99.47%
Coordinator/consultant Operational	103.80%	99.52%	93.23%
Executive board	101.10%	99.04%	105.44%
Management	110.80%	94.69%	95.20%
Other positions Corporate	107.70%	101.91%	90.29%
Other positions Operational	-	85.15%	85.32%
Supervision	-	86.96%	81.17%
FINAL AVERAGE	106.10%	97.56%	91.90%

*Novos Elos, Genesis and Saúde ID data are not considered.

Remuneration** GRI 2-21			
Ratio between the CEO’s total remuneration and the mean and median o all other employees (R\$)**	2022	2023	2024
Mean	79 times	97.26 times	121.47 times
Median	113.32 times	146 times	201.1 times

*Absolute values related to compensation are strategic for the Company and, therefore, are not disclosed publicly. Data from Novos Elos, Genesis and Saúde ID are not considered. | **For this calculation, the annual salary, PLR, bonus and additional payment for unhealthiness and dangerousness were considered.



Occupational health and safety

Occupational health and safety GRI 403-9 403-10			
Work-related injuries among employees*	2022	2023	2024
Injury rate – typical accident	10.7	13.8	14.9
Injury rate – commuting accident	10.6	8.4	10.6
Days lost rate – typical accident	11.7	18.4	11.94
Days lost rate – commuting accident	17.3	22.4	16.0
Days lost	694	1,604	906.0
Number of typical accidents with time off	52	177	152
Number of typical accidents without time off	204	365	434
Number of commuting accidents with time off	64	160	175
Number of commuting accidents without time off	130	170	243
Number of deaths resulting from work-related injuries	0	0	1
Number of hours worked**	23,889,632	39,296,668	40,840,662
Occupational diseases among own employees			
Number of cases of occupational diseases requiring mandatory reporting (including deaths)	-	0	0
Rate of occupational diseases	0,01	0	0
Rate of absenteeism	4.98%	3.37%	3.38%
Occupational diseases among third-party employees			
Number of deaths resulting from occupational diseases	-	0	0
Number of cases of occupational diseases requiring mandatory reporting (including deaths)	-	0	0

*Third-party employees were excluded from accident figures and rates.
**Base of hours worked used to calculate rates: 1,000,000 hours worked.



Occupational diseases GRI 403-10			
	2022	2023	2024
Main types of work-related health problems	Typical accident with sharp objects	Typical accident with sharp objects	Commuting accidents and typical accidents involving sharp objects with exposure to biological materials.
Major work-related hazards that pose a risk of health problems and how they were identified	Equipment emitting ionizing radiation, work at heights carried out by third-party staff and exposure to contaminated biological material	Equipment emitting ionizing radiation, work at heights carried out by third-party staff and exposure to contaminated biological material	Work at height, work in confined spaces and work with electricity in electrical cabins by outsourced teams
Risks that caused or contributed to health problems in the reporting period	There were no serious injuries	There were no serious injuries	There were no serious injuries
Actions taken or ongoing to eliminate risks	For ionizing radiation: use of lead shields, individual dosimetry, initial and periodic training and preventive maintenance of equipment; for work at height: initial and periodic training, blood pressure measurement, CPE and PPE; for biological materials: use of PPE and initial and ongoing training	For ionizing radiation: use of lead shields, individual dosimetry, initial and periodic training and preventive maintenance of equipment; for work at height: initial and periodic training, blood pressure measurement, CPE and PPE; for biological materials: use of PPE and initial and ongoing training	Periodic safety inspections are carried out at the workplace, CIPA activities, initial and ongoing training on occupational risks, and safety dialogues and accident learning. For activities where administrative measures and CPE are not sufficient to eliminate risks, the use of specific PPE is necessary.

Health and safety targets			
Indicator	Target	Result	Status
Frequency of typical accidents - Institutional target (Fleury only)	12.00	12.61	Not reached
Frequency of typical accidents - Target according to the International Labor Organization (ILO)	≤20 (category very good)	12.61	Reached
Compliance with the requirements of Occupational Health and Safety legislation (%) (Fleury and Pardini)	95.00%	97.5%	Reached



Supplier management

Suppliers GRI 2-6			
	2022	2023	2024
Total number of direct suppliers	2,817	7,818	7,047
Total expenditure on direct suppliers (R\$)	686,000,000	3,118,837,968.4	3,325,499,436
Total number of critical suppliers*	467	1,134	1,419**
Participation in the PERC			
Number of participants	45	40	53
Number of suppliers assessed with significant actual/potential negative impacts identified***	8	10	20

* The evaluation process for high-impact suppliers takes place every six months, and the results are restricted to the Fleury Group and those suppliers who are required to implement an action plan. All documents related to the evaluation process are subject to both internal and external audits.

** Among the high-impact suppliers, 69 were required to implement an action plan (4.86%). No supplier had their contract terminated as a result of the evaluation.

*** These are suppliers who did not reach the minimum score of 70% performance. The Company does not require these suppliers to commit to improvement plans. It is up to each supplier to review the quarterly reports issued by the Program, identify opportunities to enhance their performance, and, from there, define their individual action plans. The Program does not aim to penalize suppliers who fail to meet the minimum expected scores.

Environmental

Climate and TCFD

Climate governance

TCFD Governance

Climate risks are assessed in alignment with the Company’s overall strategic risk management process, which includes identification and prioritization by the Risk Management area, validation by the Executive Directors and Committees, and approval by the Board of Directors.

Risk governance is overseen by the Board of Directors, through periodic reviews of policies and procedures, definition of risk appetite, and assurance of internal audit independence, strengthening the organization’s overall resilience.

Climate risks

TCFD Estrategy | Risk management

Our risk management model is based on combining different scenarios for the identification, prioritization, and treatment of risks, characterization of potential impacts in case of materialization, and measurement of the likelihood of occurrence. This approach results in a clear view of the exposure level associated with each risk.

Based on the outcomes of this process, senior management approves the appropriate treatment for each risk. If the decision is to accept the risk, monitoring metrics must be established. When the decision is to reduce risk exposure, mitigation or action plans must be defined and monitored.

Possible risk treatments include:

- **Avoid:** involves the discontinuation of activities and/or processes that give rise to the risks;
- **Reduce:** the impact or likelihood of the risk is minimized through mitigation actions;
- **Share:** the impact or likelihood of the risk is reduced through risk transfer, in whole or in part;
- **Accepted:** the residual risk is assumed, along with any consequences resulting from its materialization.

The risk category “environmental management and climate change” is currently classified as having a severe impact and a possible likelihood of occurrence. Mitigation measures are already underway, including a deeper assessment of the Company’s emissions and the development of a decarbonization roadmap.



In this regard, we have integrated ESG aspects into our risk management practices, with a focus on climate and environmental impacts. We periodically update an internal study that identifies the following climate-related risks as material to the Fleury Group, as presented below.

SHORT TERM (1-3 YEARS)	MEDIUM TERM (3-10 YEARS)	LONGO PRAZO (+10 ANOS)
POSSIBLE RISKS		
• Increased operating costs due to stricter environmental regulations, such as emissions control and waste disposal; • Impact on the supply chain, especially for medical supplies and chemical materials that require sustainable transportation; • Extreme weather events can affect the infrastructure and logistics for distributing supplies and tests.	• ESG reputation and compliance, with increasing demands from investors and customers for sustainable practices; • Changes in the epidemiological profile of the population, with an increase in climate-related diseases, such as respiratory and cardiovascular problems.	• Shortage of natural resources, which may impact laboratory and hospital processes.
IDENTIFIED OPPORTUNITIES		
• Expansion of investments in renewable energy to reduce electricity costs; • Partnerships for the development of low-impact medical technologies; • Expanding digital health and telemedicine solutions to reduce travel and emissions.	• Greater adherence to environmental certifications to strengthen the brand and attract new investors; • Expansion of the portfolio of tests for early diagnosis of diseases aggravated by climate.	• Development of new businesses, such as preventive care for climate-related diseases.

CLIMATE-RELATED OPPORTUNITIES GRI 201-2

The impacts of climate change on human health are becoming increasingly evident. Scientific research has already outlined a strong correlation between health, extreme weather events, and climate change, although measuring this relationship remains complex due to the non-linear nature of the factors involved. Exposure to intense heatwaves, torrential rains, flooding, and droughts can affect public health, even if indirectly.

In this context, climate change has brought to light significant opportunities to expand our portfolio of diagnostic tests, particularly in identifying emerging diseases that are becoming more prevalent in a global warming scenario, such as Chikungunya, Zika virus, dengue, and other arboviruses and tropical illnesses.

In recent years, our Research and Development department has been preparing to respond swiftly to these demands. This includes the development of diagnostic tests for these diseases, which, once made available to the market, contribute to the Company’s revenue generation.

Between 2020 and 2024, the performance of 1.7 million tests for the diagnosis of dengue, Zika virus, and Chikungunya generated a financial impact of R\$ 99.3 million for the Group.

The implementation costs of these new solutions vary depending on the project and are considered strategic information for the organization.

Climate-related impacts TCFD Estrategy

As a result of global climate change, we have identified potential impacts on our business, strategy and financial planning, as presented below.



BUSINESS IMPACTS

- Increased operating costs due to stricter environmental regulations, requiring greater investment in energy efficiency and waste management;
- Change in demand for healthcare services, considering the increase in climate-related diseases (e.g. respiratory, cardiovascular and infectious diseases);
- Disruption in the supply chain, if extreme weather events impact suppliers or the logistics of medical supplies.



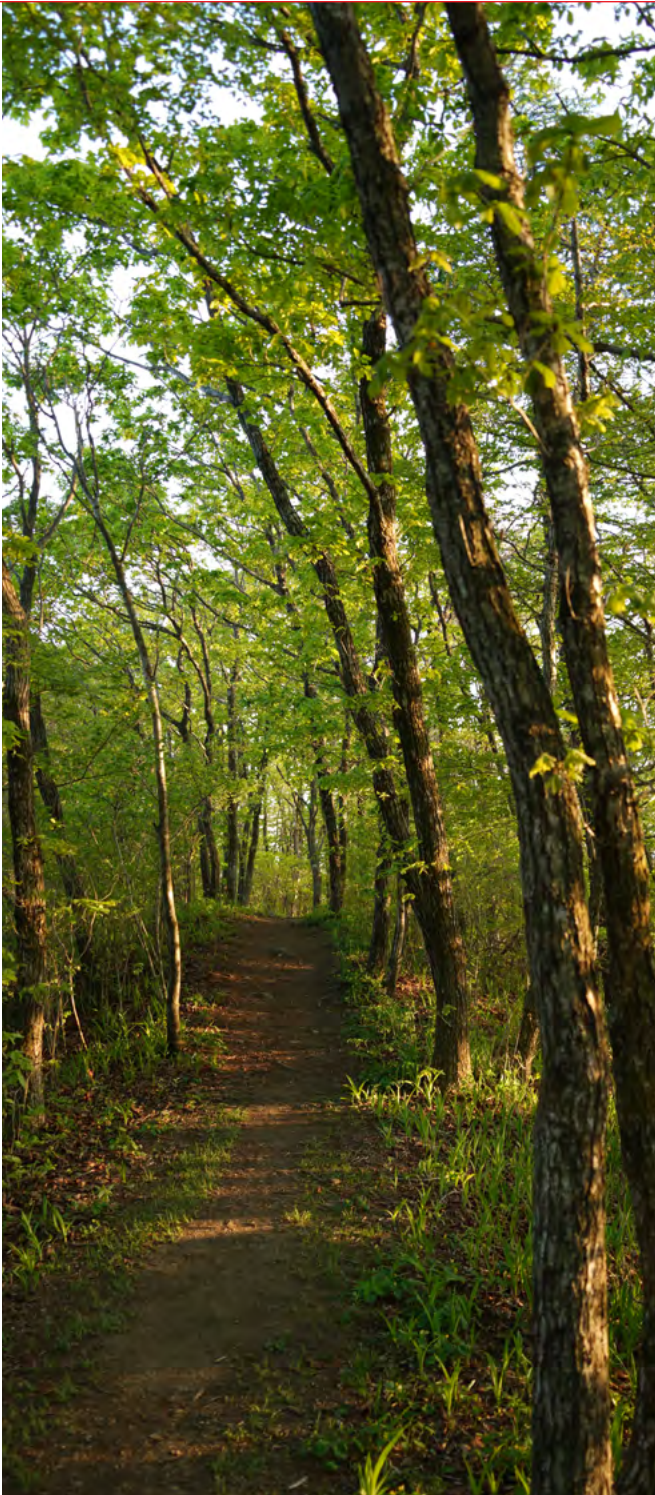
IMPACTS ON STRATEGY

- Integration of ESG criteria into strategic decisions, aiming to reduce the carbon footprint and optimize the consumption of natural resources;
- Expansion of telemedicine and service digitalization, reducing travel and emissions associated with patient and sample transportation;
- Development of new products and services focused on climate health, such as preventive exams and remote monitoring of vulnerable patients.



IMPACTS ON FINANCIAL PLANNING

- Allocation of capital to sustainable initiatives, including investments in renewable energy and water efficiency and more efficient cooling systems;
- Possible impacts on the pricing of corporate insurance due to the increased frequency and severity of extreme weather events;
- Raising funds through sustainable debentures, aligned with emissions reduction and environmental impact targets.



GHG emissions			
Biogenic emissions GRI 305-1 305-3	2022*	2023	2024
Scope 1 (tCO ₂ e)	60.92	386.24	334.89
Scope 3 (tCO ₂ e)	1.821.88	3.410.09	2.548.40
TOTAL	1.882.80	3.796.33	2.883.29
CO ₂ emissions reduction and intensity GRI 305-5			
Scope 1 emissions reduction	-	-	-
Scope 2 emissions reduction	28.17 tCO ₂ e	-	3.755.06 tCO ₂ e**
Scope 3 emissions reduction	5.99 tCO ₂ e	-	1.275.89 tCO ₂ e
Energy intensity GRI 305-4			
Number of tests performed	130.186.839.64	243.524.073.68	336.815.000.00
Total GHG emissions (tCO ₂ e)	9.115.74	152.847.47	149.505.43
Greenhouse gas emissions intensity (tCO ₂ e) per test performed (x100)	0.01	0.06	0.04
Emissions of ozone-depleting substances GRI 305-6			
Total Ozone Depleting Substances (ODS) imported by the Company (tCFC-11eq)	0.201	0.112	0.085
Emission of Nitrogen Oxides (NOx), Sulfur Oxides (SOx) and other atmospheric emissions GRI 305-7			
NOx (t)	5.65	6.11	9.83
SOx (t)	0.00	0.00	0.00
Persistent organic pollutants (POPs) (t)	0.00	0.00	0.00
Volatile organic compounds (VOCs) (t)	0.00	0.00	0.00
Hazardous air pollutants (t)	0.00	0.00	0.00
Particulate matter (t)	0.00	0.00	0.00
Other standard categories of air emissions identified in relevant regulations (t)	0.00	0.00	0.00
TOTAL (t)	5.65	6.11	9.83

*2022 data are prior to the business combination with Pardini.
** Calculation performed following the Purchase Choice approach.





Material consumption

Materials used per unit GRI 301-1			
Materials used per unit*	2022	2023	2024
Eclipse needle for collection**	2,451,552	5,836,888	290,279,569
Vacuum adapter**	-	3,761,900	8,691,500
Latex gloves**	19,564,000	15,958,142	39,830,742
A4 paper with FSC Forest Certification (packs of 500 sheets)	131,634	234,432	256,967
EDTA tube	-	19,838,369	7,815,400
Vacutainer tube**	-	3,957,600	46,638,950
Liquid collection tube	-	4,490,300	5,105,400
Trace analysis tube**	-	-	3,239,250

*The data were obtained through the extraction of material codes registered in the SAP system for Fleury, and through the BI - ABC tool of the Purchasing area for Pardini. The figures represent the total value in number of units. The compilation focused on the most consumed materials within the Company.

**The increase in the purchase of these products is a result of the Company’s growth and the rise in the number of tests performed that use these materials as inputs.

Governance

Currently, the Fleury Group’s Board of Directors is composed of ten full members, nine men and one woman. Of these, four are independent directors and eight have proven training and experience in the medical field. GRI 2-9

Composition of the Board of Directors GRI 2-9	2022	2023	2024
Number of members	10	10	10
Number of independent members	-	4	4
Average term of office of members of the Board of Directors	-	4,6	2,6
Number of members with 4 or fewer terms in other companies	-	3	9
Average frequency of participation of members of the Board of Directors in body’s meetings (%)	80%	92%	92%

COMPENSATION POLICY

GRI 2-19 | 2-20

The compensation of Fleury Group’s directors and board members follows the guidelines set forth in our **Executive Compensation Policy**, which ensures appropriate recognition of professionals according to their responsibilities and encourages the achievement of results, thus contributing to the attraction and retention of qualified talent.

The annual compensation of executives is determined by the General Shareholders’ Meeting. Statutory officers and board members receive fixed monthly remuneration. Additional benefits, such as annual variable compensation, long-term incentives, profit sharing, bonuses, and other direct, indirect, or post-employment benefits, are exclusive to statutory officers.

Fixed compensation is defined based on the executives’ responsibilities, experience, and market practices. Short- and long-term incentives, in turn, are linked to sustainable growth indicators and the Company’s financial performance.





[Click here to access the Fleury Group Directors’ Compensation Policy.](#)

Information security and privacy

We manage sensitive patient information and operate advanced systems and technologies that support the delivery of high-quality healthcare services. To protect the personal data shared throughout the care journey, we maintain a strong commitment to information security and to respecting our clients’ privacy.

In order to ensure data protection, we implement secure web communication protocols with encryption (HTTPS), and we use systems that incorporate four layers of data protection for web applications, test result websites, internet access, and internal applications.

Training

We offer training programs on protecting clients’ medical and personal information on our Corporate University platform (Uniqi) and information security awareness platform (Hacker Rangers). The training highlights include: SASB HC-DY-230A.2

- Training on Information Security Policies (Uniqi);
- Training on Information Security in Times of Remote Work (Uniqi);
- Training on General Data Protection Law (LGPD) (Uniqi);
- Training on Information Disclosure Policy (Uniqi);
- Safe Use of WhatsApp (Hacker Ranger);
- Digital Scams via WhatsApp and SMS (Hacker Ranger);
- Securing Your Home Wi-Fi Network (Hacker Ranger);
- The Dangers of Public Wi-Fi Networks (Hacker Ranger);
- Social Engineering: Tactics Used by Cybercriminals (Hacker Ranger);
- Phishing: What It Is and How to Protect Yourself (Hacker Ranger);
- Cell Phone Theft or Loss: Privacy and Cybersecurity Risks (Hacker Ranger).

PRIVACY AND INFORMATION SECURITY POLICIES

SASB HC-DY-230A.2

We have established policies to protect Protected Health Information (PHI) records and other Personally Identifiable Information (PII), including:

- Information Security Policy;
- Data Privacy Policy;
- Work Instruction on Contingency – Backup and Restore;
- Work Instruction on Disaster Recovery Plan;
- Work Instruction on Printer Fleet Management;
- Work Instruction on Password Configuration;
- Work Instruction on Management of Media and Mobile Devices;
- Work Instruction on VPN Access;
- Work Instruction on Information Security Incidents;
- Work Instruction on Antivirus Management;
- Work Instruction on Internet Usage;
- Work Instruction on Secure Development;
- Work Instruction on Network Access Granting and Revocation;
- Work Instruction on Monitoring and Audit Trail;
- Work Instruction on Wireless Network Usage;
- Work Instruction on Email Usage;
- Work Instruction on Patch Management Policy;
- Internal Standard on Disk Encryption;
- Internal Standard on Penetration Testing and Security Exercises;
- Internal Standard on Vulnerability Management;
- Internal Standard on Access Management and Review.

Communication and training in anti-corruption policies

GRI 205-2

	2024									
Communications (2024)	Northeast		Southeast		North		South		Midwest	
Communications between governance bodies	Total	%	Total	%	Total	%	Total	%	Total	%
Board of Directors	-	-	10	100%	-	-	-	-	-	-
Communications between employees										
Coordinator/consultant Corporate	10	100%	272	100%	1	100%	5	100%	5	100%
Coordinator/consultant Operational	32	100%	471	100%	14	100%	27	100%	22	100%
Management	5	100%	202	100%	1	100%	4	100%	2	100%
Executive board	-	-	37	100%	-	100%	-	100%	-	100%
Other positions Corporate	79	100%	2,185	100%	45	100%	60	100%	37	100%
Other positions Operational	1,441	100%	15,212	100%	332	100%	706	100%	404	100%
Supervision	47	100%	573	100%	28	100%	8	100%	36	100%

	2024									
Trained*	Northeast		Southeast		North		South		Midwest	
Trained between governance bodies	Total	%	Total	%	Total	%	Total	%	Total	%
Board of Directors	-	-	10	100%	-	-	-	-	-	-
Trained between employees										
President	-	-	1	25%	-	-	-	-	-	-
Director	-	-	31	94%	1	100%	-	-	4	100%
Supervisor	44	98%	532	96%	26	96%	8	100%	-	-
Other positions	1,393	96%	16,165	96%	364	93%	733	97%	492	98%
Consultant	5	100%	151	99%	1	100%	4	100%	2	100%
Coordinator	30	97%	382	98%	-	-	25	100%	3	100%
Manager	5	5%	169	98%	1	100%	4	100%	2	100%

* In the database of trained employees, we only consider those who are active at the time of the monthly survey, excluding those on vacation, or leave. Therefore, the number of trained participants is lower than the total number of employees informed, as all receive information about integrity, regardless of whether they are active or not.

Credits

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Ricca Sustentabilidade

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