




SUSTAINABILITY POLICY

RNA – Rede Nacional de Assistência, S.A

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Taxpayer Number: 509 113 010 | Registered at the Lisbon C.R.C under the same number
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INTRODUCTION

The RNA Group believes that the transition to a greener and more inclusive society is essential for the long-term success of its operations and the well-being of future generations. As its activities are intrinsically linked to both the insurance sector, which plays a key role in this transition, and to transport and mobility, the Group considers it imperative that its strategy and activities are aligned with best practices and principles of corporate sustainability.

This Policy aims to establish the goals and commitments undertaken by the RNA Group regarding this matter, to engage all employees, suppliers, and stakeholders in a comprehensive manner. It is applicable to all companies within the Group.

OBJECTIVES

1. Reduction of Environmental Impact:

- Quantify and mitigate the carbon footprint through the implementation of green technologies and energy-efficient practices.
- Reduce the consumption of natural resources and promote the use of recycled and recyclable materials.

2. Education and Awareness:

- Raise awareness among our employees through training sessions, development programs, and workshops on sustainable practices.
- Educate clients and partners on the importance of sustainability and encourage them to adopt eco-friendly practices.

3. Sustainable Innovation:

- Invest in research and development of products and services that promote sustainability and reduce negative impacts.
- Implement innovative solutions to make our operations more sustainable.

4. Social Responsibility:

- Support community initiatives and social projects that contribute to sustainable development.
- Promote equity, diversity, and inclusion across all our business practices.

CONCRETE MEASURES

1. Energy Efficiency:

- Use of low-consumption equipment, such as LED lighting.
- Installation of motion sensors and timers for lighting in common areas.
- Proper climate control of spaces and preventive maintenance of equipment.
- Replacement of obsolete equipment with more efficient models.
- Conduct regular energy audits and implement continuous improvements to reduce energy consumption.

2. Waste Reduction:

- Implement comprehensive recycling programs and encourage waste separation at the source.
- Reduce waste generation through process optimization and efficient material usage.

3. Sustainable Transport:

- Promote the use of alternative and low-impact transport methods, such as bicycles, scooters, or public transport.
- Encourage the use of electric or hybrid vehicles within our company fleet.

4. Sustainable Partnerships:

- Select suppliers and partners that share our sustainability values and apply them in their operations.
- Choose strategic partnerships with organizations that promote sustainability and social development.
- Conduct regular audits to ensure that suppliers comply with established sustainability criteria.

5. Transparency and Reporting:

- Disclose various sustainability-related actions on websites, social media, and through themed reports.
- Create open dialogue channels with our stakeholders to ensure transparency and accountability in all our actions.
- Establish communication channels with employees to share ideas and suggestions that contribute to the company's sustainability goals.

HUMAN RESOURCES MANAGEMENT, INCLUSION, AND DIVERSITY**Inclusion and Diversity:**

- Promote an inclusive work environment that values diversity of backgrounds, experiences, and perspectives.
- Implement recruitment and retention policies that ensure equal opportunities for all, regardless of gender, race, ethnicity, sexual orientation, age, or physical ability.

Employee Well-being:

- Develop well-being programs that include physical activities, psychological support, and health initiatives to improve employee quality of life.
- Promote a healthy work-life balance by offering flexible work policies.

SUSTAINABILITY COMMITTEE

1. Composition:

The Sustainability Committee is composed of representatives from various departments, including members of the management board, top-level management, the Provider Management area, and Marketing.

2. Committee Activities:

- **Policy Development:** Draft and review sustainability-related policies, ensuring alignment with the company's strategic objectives.
- **Monitoring and Evaluation:** Track progress toward sustainability goals and assess the effectiveness of implemented initiatives.
- **Stakeholder Engagement:** Facilitate dialogue between the company and its stakeholders, promoting a culture of transparency and collaboration.
- **Awareness:** Develop and implement training programs and workshops to raise employee awareness about sustainable practices.
- **Circular Economy:** Implement circular economy practices aimed at reusing, recycling, and recovering materials at all stages of our operations.

CONCLUSION

RNA REDE NACIONAL DE ASSISTÊNCIA and RNA SEGUROS are committed to being leaders in sustainable practices within the assistance and insurance sectors. We believe our responsibility goes beyond delivering quality services, it includes promoting a sustainable future for the generations to come.