



Sustainability Report



2024

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Message from the president

To be great; to achieve more

With each passing year, the story of Pequeno Príncipe continues to unfold. At the Hospital, children's health and lives are safeguarded with care and dedication. At the College, students acquire the knowledge and skills to advance their professional careers. At the Research Institute, clinicians and scientists seek innovative paths toward new treatments and cure. As a whole, the Pequeno Príncipe Complex grows in scientific relevance, attracts new students to its undergraduate and graduate programs, enhances patient and family satisfaction, strengthens the sense of belonging among its professional staff, and earns the loyalty of donors, as well as the support of government and the wider public — all upheld through a virtuous, socially meaningful, and self-sustaining cycle.

In 2024, the Hospital served 106,048 patients, accompanied by 312,096 family members. A total of 1,344 professionals participated in medical residencies, internships, and specialization programs within the Hospital. Meanwhile, 2,269 stu-

dents are actively building their careers at our College. Countless researchers and academics benefited from access to 74 scientific articles published throughout the year. Today, a vast network of 37,552 private and corporate supporters actively engage in advancing our mission to promote children's health, a community that seeks our services and benefits from the care we offer and, in so doing, reinforces our resolve and capacity to carry forward our mission.

These numbers multiply exponentially as a result of our achievements in healthcare, education and research, our institutional representation capacity, and effective communication. Above all, however, they are spread by word of mouth by those who know us, approve of us, invest in us, and recommend us. For this reason, the social mission of the Pequeno Príncipe Complex is not ours alone; it expands each year, strengthens with every cycle, and grows richer daily by enlisting more individuals and organizations to the cause of promoting the health and fundamental rights of children and adolescents.



It is with this contagious energy — the drive to grow, to do more, and to do better — that I highlight the most memorable, moving, and meaningful moments of 2024. These achievements are the result of dedicated effort, strategic intelligence, strong execution and, above all, of the care and love infused into every action we take.

The art of giving, with wholehearted commitment, is part of what defines our Pequeno Príncipe way. It may well be the very reason we attract talented professionals and welcome so many kind, generous individuals who become part of our extended Pequeno Príncipe family. United by shared purpose, we move forward and fulfill our mission, always supported by a deeply committed and enthusiastic community.

I would describe this year as intense, fulfilling, and unprecedented.

Intense, because we continued to seek economic sustainability in an increasingly challenging external context for healthcare funding; because we accomplished a great deal, and we are still growing. The implementation of infrastructure for our flagship Pequeno Príncipe North project is in full swing, with construction of its first building — a day hospital — already underway; projecting our legacy of health and life for future generations.

At the Research Institute, new laboratories were established, broadening and diver-

sifying the scope of our research efforts. At the College, new academic programs were launched, expanding our educational offerings in response to evolving market demands. We also advanced our telehealth initiatives, bringing pediatric expertise and specialized care to municipalities, schools, and hospitals across the country. To enhance the healthcare environment, new facilities were introduced, including eight new intensive care unit beds, creating the conditions for expanded and improved services. Yes, it was intense, because it was vast, ambitious, and demanding.

Fulfilling, because our healthcare productivity increased, supported by improved occupancy and length-of-stay rates. There was a significant rise in patient satisfaction, as reflected in our Net Promoter Score (NPS) highlighting the quality of care provided at the Hospital. The awards and accreditations received throughout the year further underscore the excellence of our performance. At the College, the Medicine program earned Saeme accreditation from the Federal Council of Medicine, an important recognition of teaching quality that also opens international opportunities for students. The Hospital retained Level 3 certification — the highest — granted by the National Accreditation Organization (ONA, abbreviation in Portuguese); was ranked the best pediatric hospital in Latin America by *Newsweek*; and was recognized as the world's top hospital in Climate Resilience by the Global Green and Healthy Hospitals (GGHH) network.



Meanwhile, the Research Institute achieved a significant increase in approvals of externally funded projects, reflecting its robust performance and supporting the growth of our scientific research output.

Unprecedented, because it was marked by truly unique and unexpected moments. One such highlight was the FC Barcelona Legends vs. Pequeno Príncipe Legends football match, an extraordinary event that blended passion for sport with admiration for epic players on both teams. The match also reflected our environmental commitment, as we measured its carbon footprint to guide future offsets through tree planting, an innovative and meaningful initiative. The event brought joy and excitement to 28,000 spectators, while instilling pride among Pequeno Príncipe Complex professionals. In a stadium filled with support and enthusiasm — without rivalry — every

well-executed play and every goal was celebrated, all in support of children's health.

With great pride in everything we share throughout this report, I close reaching out in what feels like a long and heartfelt embrace:

- **To all professionals** dedicated to healthcare delivery, education, research, and innovation in the service of protecting children;
- **To individuals and organizations** that recognize our work and choose to support it;
- **To the patients and family members** who trust us and give purpose to our existence;
- **To everyone who cares** — whether near or far — and remains by our side.

May 2025 unfold with continued positivity, commitment, and hope!



Ety da Conceição Gonçalves Forte

President of the Dr. Raul Carneiro Hospital
Association for Childhood Protection



Message from the corporate director

Achievements and support advanced our mission in 2024

A year marked by significant milestones for the Pequeno Príncipe Complex. Following a particularly difficult 2023, and amid an ongoing national healthcare crisis in Brazil, we made progress in managing both revenue and costs, facing adversity with determination and focus, supported by companies, individuals, and public authorities. Financial stability, a long-standing goal, became more tangible: we significantly reduced the healthcare services deficit while maintaining strong results in education.

This performance was made possible thanks to the collective effort of our staff, the implementation of more rigorous resource management measures, and the trust of our partners and donors. By allocating resources to our projects, they have enabled us to advance structural improvements, acquire equipment, enhance diagnostics, and deliver high-quality essential services — transforming these into real

life opportunities for thousands of boys and girls. With these advances, we balanced our financials while remaining true to the mission that inspires us: to provide excellent care to children and adolescents from throughout Brazil.

The support of each donor has been and continues to be essential. Approximately 18% of our 2024 revenue was raised through contributions from the community. **The sustainability of an institution like Pequeno Príncipe is built not only on numbers; but on the commitment of all those who believe in the transformative impact of our work.**

In the realm of healthcare delivery, we celebrated significant achievements. In 2024, we reached an average occupancy rate of 78.7%, demonstrating that even amid increased competition in the healthcare sector, we remain a national benchmark in pediatrics. Our daily commitment is to





ensure that every patient receives compassionate, specialized care aligned with medical best practices.

The Pelé Pequeno Príncipe Research Institute also continues to be a source of pride. Beyond advancing high-impact projects — such as the vaccine against adrenal cortex tumor (ACT) and cellular regeneration research —, the Institute has strengthened its academic standing, reflected in improved Brazilian Coordination of Superior Level Staff Improvement (Capes, in Portuguese) evaluation scores. Each achievement underscores our teams' dedication to transforming science into hope, increasing chances of cure, and enhancing quality of life.

In the educational sphere, Pequeno Príncipe College achieved the highest possible score in the Ministry of Education's recertification assessment, demonstrating our commitment to excellence in health education. The Medicine, Biomedicine, and Pharmacy programs also received top marks.

Another highlight was the progress of the Pequeno Príncipe North project, which reinforces our vision of sustainability combined with innovation. This initiative, which bends health-care, research, education, environmental awareness, and culture, has the potential to become a global model for sustainable practices and comprehensive care.



The Pequeno Príncipe Hospital not only achieved strong operational and financial performance but was also recognized among the best pediatric hospitals worldwide. For the fourth consecutive year, the U.S. magazine *Newsweek* rated it the top exclusively pediatric hospital in Latin America.

With the perpetuation of our mission in mind, we launched Futurin — Funds for Life — Endowment, created to guarantee today's and tomorrow's children the right of access to quality healthcare.

Looking ahead to 2025, we are confident of our path forward. Our goals include

achieving an annual average occupancy rate exceeding 80%, thus further strengthening the sustainability of our operations. Our commitment to child health remains unwavering, as does our belief that together we can transform lives.

To all who are part of this journey — donors, partners, professionals, children, adolescents, and families —, we extend our most heartfelt thanks. May we continue side by side, building a legacy of health, science, and hope for generations to come.

With deep gratitude,



José Álvaro da Silva Carneiro

Corporate Director of the Dr. Raul Carneiro Hospital Association for Childhood Protection



1



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Introduction

2024 sustainability performance



About the report

GRI 2-2, GRI 2-3

This report presents the sustainability performance of the three units that comprise the Pequeno Príncipe Complex — Pequeno Príncipe Hospital, Pequeno Príncipe College, and Pelé Pequeno Príncipe Research Institute — highlighting how their shared mission and corporate strategy is reflected across all activities and generates positive impacts for society.

Structured in accordance with Global Reporting Initiative (GRI) standards — the most widely used sustainability reporting framework worldwide —, the Pequeno Príncipe Complex Sustainability Report addresses the environmental, social, and governance (ESG) aspects of the institution's operations for the period from January 1 to December 31, 2024.

The material is published annually and validated by the Corporate Executive Board of the Pequeno Príncipe Complex, and the boards of the Hospital, College, and Research Institute, as listed in its financial report.

For questions, comments, and suggestions, please contact us at comunicacao@hpp.org.br.

How to read the indicators

The qualitative and quantitative GRI indicators addressed in this report were selected based on the Pequeno Príncipe Complex's materiality matrix, the principles of the United Nations Global Compact, to which we have been a signatory since 2019, and the Sustainable Development Goals (SDGs). These indicators are referenced throughout the chapters using the GRI code format (e.g., GRI XXX-X) and

are compiled at the end of the document in the GRI content index, along with their respective descriptions, responses (when applicable), and corresponding page numbers.

As part of its strategy for continuous improvement and operational efficiency, the Pequeno Príncipe Complex also adopts internal indicators, identified throughout the text by the acronym CPP XX.

Materiality matrix

GRI 2-29, GRI 3-1, GRI 2-14

The Pequeno Príncipe Complex materiality matrix is periodically updated to reflect changes in the perceptions and expectations of our stakeholders, as well as developments within the health sector. Accordingly, the 2024 report addresses the same material topics identified in the 2023 materiality assessment.

The matrix follows the concept of double materiality, a methodology that considers social and environmental impact, financial impact, and relevance to stakeholders. It was developed through a four-step process: identification, prioritization, analysis, and validation.

In the first stage, stakeholder mapping was carried out. Eight priority

stakeholders were selected: patients and their families; physicians; medical residents; individual donors; corporate donors; health insurance administrators; employees from the three units (including faculty and researchers) and students of the Pequeno Príncipe College. During this phase, a list of material topics that could potentially impact the Pequeno Príncipe Complex was created.

The next stage involved conducting interviews and online consultations with nine members of the Pequeno Príncipe Complex leadership team, including executives and board members, to capture strategic and business



strategy and vision, and identify financially relevant topics. In addition, three meetings were held with 13 internal specialists to select priority social, environmental, and governance topics. Other involved stakeholders participated in online consultations regarding the perceived relevance of the listed topics, resulting in 1,120 responses.

The consolidation of material topics was performed by cross-referencing all this information, analyzing frameworks and benchmarks, and validating by the institution's senior leadership (Board of Directors and unit boards). In to-

Double-materiality assessment of socio-environmental and financial impacts and stakeholder engagement.

tal, 13 material topics were defined for the Pequeno Príncipe Complex, with initiatives and goals aligned with Sustainable Development Goals 3, 4, 8, 9, 10, 12, 16, and 17.



Material topics

GRI 3-2

Below are the 13 material topics of the Pequeno Príncipe Complex, organized under four pillars of action and identified according to the SDGs to which they contribute.

People

The Planet

Prosperity

Governance

1

Democratizing access to health

Democratizing and promoting access to the healthcare system, especially for economically vulnerable segments, offering managed care and additional access.



2

Humanized management

Promotion of channels for dialog and active listening, incorporating the needs of patients/families, students, and professionals into management processes.



3

Attracting, developing, and retaining employees

Career development plans; recognition; compensation; benefits; employee engagement and training; and efforts to reduce turnover.



4

Health, safety, and well-being

Protecting employee well-being and health by managing the organizational environment in a way that supports the mental and physical health of our employees and their families.



5

Preventive and comprehensive health

Preventive health through actions focused on cultivating proactive care among the child population, patients (via caregivers), students, and employees to prevent the onset of diseases.



6

Emergency preparedness

Emergency and contingency plans for care during critical incidents, extreme events, and epidemics or pandemics. This topic applies to Pequeno Príncipe Hospital and Pequeno Príncipe College.





Transparency and stakeholder engagement

Promoting transparency in our relationships and communications with stakeholders.

7



Data privacy and security

Secure management of the gathering, retention, and use of sensitive and confidential data, ensuring cybersecurity and privacy in the handling of information, in compliance with the Brazilian General Data Protection Law (known as LGPD).

8



Ethics, integrity, and compliance

Accounting transparency, compliance with anticorruption standards, laws and practices, promotion of Code of Conduct and ethical rules in organizational processes, and combating of anticompetitive practices and bribery.

9



Service quality and safety

Management practices and investments to ensure the quality and safety of healthcare and teaching services.

10



Innovation and technology

Investing in innovation for enhancement of our ability to adapt to new developments, foster healthcare, research and education, market trends, and creating a circular business model.

11



Researching, producing, and sharing expertise

Development of knowledge on human health, education, science, and safeguarding human rights. Training of highly-specialized professionals in health.

12



Government and regulator relations/advocacy

External relations that advance collective interests and social well-being through proactive advocacy for the causes that Pequeno Príncipe Complex supports.

13

2



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The Pequeno Príncipe Complex

The Pequeno Príncipe Complex is recognized both in Brazil and abroad as a benchmark in health promotion, particularly for children and adolescents



Who we are

GRI 2-1, GRI 2-6

Offering healthcare, education, and research services that, in 2024, served more than 100,000 children and adolescents, trained approximately 4,500 health professionals, and developed 82 scientific projects, the Pequeno Príncipe Complex, located in Curitiba (state of Paraná), is a philanthropic institution recognized in Brazil and abroad as a benchmark in health promotion, particularly for children and adolescents.

Maintained by the Dr. Raul Carneiro Hospital Association for Childhood Protection, a nonprofit organization certified as a Charitable Social Assistance Entity (Cebas) in both health and education, the Complex is composed of three units:

Pequeno Príncipe Hospital is the largest and most complete pediatric hospital in Brazil, recognized for its excellence in high-complexity pediatric care. It serves thousands of children and adolescents each year, primarily through the Brazilian Public Health System (known as SUS).



Pelé Pequeno Príncipe Research Institute conducts advanced studies focused on serious childhood illnesses, seeking therapeutic innovations to save lives. **Pequeno Príncipe College** trains healthcare professionals with high-level technical and humanistic skills, combined with a strong sense of social responsibility and commitment to the sustainability of Brazil's public healthcare system.

These units operate in an integrated manner, amplifying the impact of the Complex on the lives of the people it serves. Its operating model is guided by core values such as humanization, quality, ethics, and transparency to ensure that every patient, student, researcher, and staff member is treated with dignity and excellence. In addition, the Complex performs a trans-

formative social role by mobilizing society in support of health and childhood through awareness campaigns, fundraising efforts, and strategic partnerships.

For its contributions toward excellence in the scientific, humanized and ethical promotion of healthcare, and dedication to upholding the rights and enhancing the quality of life of children and adolescents, over the years the Complex has received numerous national and international awards. In 2024, for the fourth consecutive year, the Hospital was ranked among the best in the world and acknowledged as the top pediatric hospital in Latin America by the U.S. magazine *Newsweek*. On the overall global ranking, it was placed 78th, having advanced two positions in relation to the previous year.





Pequeno Príncipe College received the highest possible score in the reaccreditation assessment conducted by the Ministry of Education, while the Research Institute secured R\$ 10.3 million from the Financier

of Studies and Projects (Finep, in Portuguese), a public research and projects fund, to finance a study on Alzheimer's disease (see a listing of accolades and awards received by the Complex in 2024 on page 21).

History and timeline

With 105 years dedicated to the health of children and adolescents, Pequeno Príncipe traces its origins to the work of the *Grêmio das Violetas*, a group of women who, moved by the high infant mortality rates¹ and the limited access to medical care for children from Curitiba's most vulnerable populations, launched a movement that culminated in the creation of the Institute of Child Hygiene and Puericulture of the Red Cross.

Over time, the institution evolved into the Pequeno Príncipe Hospital, now recognized as one of Brazil's most advanced and complete centers for child and adolescent healthcare, for its commitment to humanized treatment and the quality of its services.

In the 1970s, the Hospital began offering its own medical residency programs with specialist training in pediatrics. In the

2000s, these educational programs were expanded with the creation of Pequeno Príncipe College.

Scientific research activities were formally structured in the mid-2000s with the creation of the Pelé Pequeno Príncipe Research Institute. However, the institution's scientific vocation dates back to its origins. One notable example is *Soro Pernetta*, developed in the Hospital's corridors by Dr. César Pernetta, the physician whose name graces the institution's first building. Created in the late 1930s, the citrochloride solution was widely used across Brazil from 1940 onward to rehydrate children suffering from diarrhea, then a major cause of child mortality.

In the years since its founding, Pequeno Príncipe has solidified its position as a national leader in healthcare, education and research, steadfast in its mission to improve the lives of children and their families.

¹ In 1930, the infant mortality rate in Brazil was roughly 162 per 1,000 live births (in 2019, it was 13 per 1,000 live births). Sources: Brazilian Institute of Geography and Statistics and Ministry of Health.

Timeline

1919

Founding of the Institute of Child Hygiene and Puericulture of the Red Cross, resulting from pioneering efforts of the *Grêmio das Violetas*.

1922

Construction of the Children's Hospital begins.

1930

Inauguration of the Children's Hospital, initially managed by the Red Cross and the Medicine School of the Federal University of Paraná.

1966

Ety da Conceição Gonçalves Forte assumes the honorary presidency of the Dr. Raul Carneiro Hospital Association for Childhood Protection, a position she holds to this day.

1968

Creation of the Oncology and Hematology Service.

1971

Inauguration of the new building of Pequeno Príncipe Hospital.

1953

Creation of the Brazilian Ministry of Health.

Creation of the Brazilian National Immunization Program.

1973

Implementation of the Brazilian Public Health System (SUS). Promulgation of the Brazilian Child and Adolescent Statute (known as ECA).

1990

Foundation of the Brazilian National Transplants System.

1997

1936

Founding of the Nursing course at the Hospital.

1937

Keepers of the Sacred Heart of Jesus missionaries (now known as apostles of the Sacred Heart of Jesus) began working at the Hospital, performing nursing services.

1951

The Children's Hospital is renamed César Pernetta Children's Hospital, in honor of one of Brazil's foremost pediatricians.

1956

Founding of the Dr. Raul Carneiro Hospital Association for Childhood Protection, for the purpose of contributing toward maintenance of the César Pernetta Children's Hospital.

1976

Inauguration of the Hospital's first intensive care unit, the first in Paraná devoted exclusively to pediatric care.

1982

Creation of the Hospital Psychology Service.

1989

Inauguration of the Pequeno Príncipe Early Childhood Education Center.

1990

First solid organ transplant at Pequeno Príncipe — a kidney transplant.



2002

Formalization of the Education and Culture Sector.

2003

Inauguration of the Pequeno Príncipe Higher Education Institute, later renamed Pequeno Príncipe College.

2006

Start of activities of the Pelé Pequeno Príncipe Research Institute, the only such initiative in the world called after this epic football player.

2019

The Pequeno Príncipe Hospital receives accreditation from the National Accreditation Organization (ONA, in Portuguese), obtaining Level 3 excellence certification.

2020/2021

Pandemic years: Pequeno Príncipe ranked by the U.S. magazine *Newsweek* among the 150 best pediatric hospitals in the world. Currently, it ranks 78th in this category.

2022

Inauguration of the Interprofessional Health Practices Outpatient Clinic at Pequeno

2003

Approval of the Brazilian National Primary Healthcare Policy.

2016

Establishment of the Brazilian National Humanization Policy (PNH, abbreviation in Portuguese).

2006

Enactment of Law No. 13,257/2016, known as the Early Childhood Legal Framework in Brazil.

2007

Launch of the Pequeno Príncipe College postgraduate (Master's and PhD) programs, in partnership with the Pelé Pequeno Príncipe Research Institute.

2008

Expansion of the Pequeno Príncipe Hospital, with the addition of two new floors.

2014

Launch of the first class of the Pequeno Príncipe College's Medicine course.

Príncipe College. The Complex is granted with the Climate Challenge Award 2022 — Silver Medal, which ranked Pequeno Príncipe among the 54 hospitals in the world with the best environmental practices.

2023

Start of construction for Pequeno Príncipe North. New recognition from the Climate Challenge Award 2023 — Gold Medal.

2024

Pequeno Príncipe Hospital is recognized as the best in the world for climate resilience — Gold Medal in the Health Care Climate Challenge Award 2024.



Visit our website to learn more about our history. Use the QR code or click here:
<https://pequenoprincipe.org.br/institucional/nossa-historia/>.

Content available only in Portuguese.

Highlights 2024

- 1 Start of construction on the **Pequeno Príncipe North** project, with infrastructure work underway.

- 6 **Pequeno Príncipe College** receives top score in a **reaccreditation assessment** conducted by the Ministry of Education.

- 7 **Pequeno Príncipe College** receives top score for undergraduate courses in **Medicine, Biomedicine** and **Pharmacy** in an assessment conducted by the Ministry of Education.

- 8 **Certification of the Pequeno Príncipe College's Medicine course** by the **Federal Council of Medicine's Medical Schools Accreditation System (Saeme, in Portuguese)**.

- 9 **International accreditation of the Pequeno Príncipe College Nursing course** by the **Arcu-Sul/Mercosul System** and inclusion in the **Network of National Accreditation Agencies of the Mercosur Education Sector**.

- 10 **Four new undergraduate courses at Pequeno Príncipe College:** **Physiotherapy, Nutrition, Systems Analysis and Development, and Esthetics and Cosmetics.**

- 2 Launching of **Futurin — Funds for Life**, with an initial endowment of R\$ 3 million.

- 3 Recognition of the **Pequeno Príncipe Hospital** as one of the **best in the world** — and the best in Latin America — in the field of pediatrics by *Newsweek*, a U.S. news magazine.

- 4 **Re-inauguration of the Oncology, Hematology, and Bone Marrow Transplantation Outpatient Clinic**, destroyed by a fire in October 2023.

- 5 Inauguration of an **ICU**, with eight beds.





11

Accreditation of the College as **Maker** and **Pre-incubator** Spaces by the State System of Environments for Innovation Promotion of Paraná (Separtec, abbreviation in Portuguese).

12

Research project on treatment of contaminant hospital effluents, in partnership with the **Paraná Sanitation Company** (known as Sanepar).

13

Approval of projects by the **Financier of Studies and Projects** (Finep, in Portuguese).

14

Start of construction of the **cleanroom**, funded by donations.

15

Celebration of the first **King Pelé Day**, with the **Pelé Pequeno Príncipe Legends Game**, which drew 28,000 spectators to the **Ligga Arena**, in Curitiba.



Awards and recognitions

6th Femipa Award for Best Practices and Creativity

1st place in the People Management category for the **Safe Life project**, which trains firefighting teams.

4th LIDE Paraná Award for Regional Leaders 2024

Leader in the Hors-Concours category, by popular vote, awarded to companies, institutions, and managers for innovation and pioneering outcomes.

Health Care Climate Challenge 2024

Best hospital for climate-change resilience, preparation for extreme weather events and changing disease

patterns awarded by the Global Green and Healthy Hospitals Network (GGHH).

Health Humanization Award 2024 CPP 12

Winner by popular vote with the Learning and Practice of Integrated Palliative Care project that humanizes care in situations of illness and mourning, awarded by TEVA company.

Topview More Health Award

Winner in the Best Philanthropic Hospital and Best Pediatric Clinic category, awarded by Topview.

Expansion plan

In 2024, work commenced on our expansion project — Pequeno Príncipe North — located in the Bacacheri district of Curitiba (Paraná state). Beginning in March, activities focused on earthmoving and macro-drainage works, the installation of cisterns, and also selective demolitions. Additionally, an electrical substation was installed, and a main gatehouse built to ensure controlled access for vehicles and pedestrians to the construction site.

The next phase, launched in the first half of 2025, involves the development of support areas and construction of the day hospital building. This facility will feature 36 beds, six operating rooms, 12 infusion therapy beds, and a range of outpatient consulting rooms. The expansion will enhance our capacity to perform elective surgeries for children and adolescents, thereby freeing up the existing Pequeno Príncipe Complex facilities for the delivery of more complex procedures.

The project also includes the construction of a high-complexity hospital, the relocation of the headquarters of Pequeno Príncipe College and the Pelé Pequeno Príncipe Research Institute, the development of a cultural center and a botanical garden, as well as the ecological restoration of the existing forested area, which will serve as a venue for environmental education initiatives.

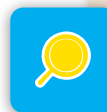
Pequeno Príncipe relies on the support of society to carry out this project. Of the total of R\$ 70 million allocated for construction of the day hospital, R\$ 20 million was contributed by the Government of the State of Paraná, R\$ 20 million by the Legislative Assembly of the State of Paraná, R\$ 15 million by Paraná's federal-senate and chamber-of-deputies delegations, and R\$ 15 million by Itaipu Binacional.

Integration and expansion

Pequeno Príncipe North project



Education: Pequeno Príncipe College



Research: Pelé Pequeno Príncipe Research Institute



Facilities: day hospital, outpatient clinic and high-complexity hospital



Cultural incentive: cultural center



Environmental conservation: botanical garden and biological enrichment



1

Botanical garden

2

Day hospital

3

Support structure

4

Cultural center

5

Parking

6

Pequeno Príncipe College and Pelé Pequeno Príncipe Research Institute

7

Outpatient clinic

8

High-complexity hospital

Strategic planning 2022–2026

GRI 2-22, GRI 201-4, CPP 5



The Pequeno Príncipe Complex initiated the restructuring of its strategic planning process in 2022. Beginning with the Pequeno Príncipe Hospital, initial efforts focused on four interconnected strategic pillars: financial sustainability, excellence in strategy execution, improving the experiences of patients and staff, and the development of the pediatric hospital of the future.

The financial sustainability pillar achieved two significant milestones in 2024. The renegotiation of SUS transfers, supported by the federal, state, and municipal governments, resulted in an increase of R\$ 1.6 million per month. In addition, Pequeno Príncipe began receiving an ad-

ditional R\$ 1.3 million per month from the federal government after winning a legal case regarding the adjustment of SUS reimbursement rates (*read more on page 107*). **GRI 201-4**

The Hospital also increased its bed occupancy rate, from 75.8% in 2023 to 77.77% in 2024.

Furthermore, the Hospital consolidated its monitoring system for 11 key indicators, integrating them all onto the digital platform Scopi (*read more on page 40*). Other effective initiatives included adoption of strengthened performance-based management across all organizational levels and establishment of a structured cost and revenue data monitoring system.



Prospection of grant funding proposals

In 2024, the Pelé Pequeno Príncipe Research Institute systematized its efforts to identify funding opportunities as part of a broader strategy to ensure economic sustainability. A funding-proposal database was created, categorized by research area and aligned with the expertise of its researchers, to identify projects and professionals in need of financial support and connect them with potential funding sources. These efforts were complemented by the establishment of new partnerships with companies and the implementation of enhanced internal and external communication strategies. Additionally, a continuous monitoring and evaluation system was instituted to assess the impact of research project outcomes on patient care.

Quality measured through recognition

As part of its institutional vision review, Pequeno Príncipe College reiterated, in its 2023 strategic planning statement, its objective of becoming a national benchmark in the generation and dissemination of knowledge in the field of health.

Several repercussions of this vision were already evident in 2024. The College received the highest rating from the Ministry of Education for its undergraduate programs in Medicine, Biomedicine, and Pharmacy. Moreover, the institution achieved a level of financial health that

has enabled increased investment, not only in the development of its faculty and technical-administrative staff, but also in its physical and academic infrastructure.

Following the establishment of its data analysis department, the College created a Controllershship Unit to improve monthly monitoring of financial and operational indicators.

Within the scope of its three pillars — education, research, and community outreach —, one of the key achievements in 2024 was the enhancement of the results-based management system. This improvement contributed to greater sustainability and social impact, while also strengthening the Pequeno Príncipe College brand.

In terms of administrative and financial goals, key highlights were participation of the College in the committees set up to support the construction of Pequeno Príncipe North, and the allocation of investments for expansion of infrastructure on the current campus (*for more information, please see page 73*).

Integration among the units

In 2024, the Pequeno Príncipe Complex made significant strides in implementing its integration policy across its three operational units, a process that had been underway since 2022, through the strategic planning of each unit and of the organization as a whole. Formalization of this policy has now laid down clear objectives, guidelines, strategies, and expected outcomes for joint actions.

Integration and synergies of care, education, and research activities are essential for the sustainability of Pequeno Príncipe.



Humanized and transparent management

GRI 3-3: Humanized management
CPP 19



Before having reached his first birthday, Anthony posed two major challenges for the multiprofessional team at the Pequeno Príncipe Hospital. The first was the diagnosis of a rare life-threatening disease; the second was the development of an innovative treatment for a condition for which there was no known medication.

Examinations revealed a rare metabolic disorder: fructose-1.6-bisphosphatase deficiency. The patient's body is incapable of metabolizing fructose, even minimal ingestion of which leads to low blood sugar levels (hypoglycemia) which can cause sweating, mental confusion, and, in severe cases, seizures and coma. As the only treatment is strict dietary management, caregivers receive guidance on how to maintain the

child's health through nutrition. This, however, becomes increasingly challenging as the child gains independence.

Anthony, for example, was readmitted to the ICU after spending a weekend away from his mother, Ana Célia Costa dos Santos, during which he consumed foods not permitted in his diet. It was then that the Hospital team realized it was not enough to educate the mother and other caregivers; it was also essential to guide the child directly, using language he could understand. This insight led to the creation of a memory game. Foods were illustrated on green, yellow, or red cards to indicate which were allowed, should be consumed in moderation, or were prohibited. Ana Célia



noted the game's value: "He already has good awareness, but he's a child; he gets tempted and sometimes eats things thinking they won't do any harm." The game serves as a tool for both education and ongoing reinforcement of dietary guidance.

Anthony's case exemplifies how the human-centered approach adopted by the Pequeno Príncipe Complex in its care, education, and research activities — reinforced through its Code of Conduct and Humanization Policy — has a significant impact on the health and well-being of patients and their families, as well as on the students and staff across its three units.

Actions directed toward patients and their families include programs focused

on education, culture, music, spiritual support, and Early Childhood care. Committed to upholding individual rights, the institution also ensures that patients may use their preferred social name throughout their healthcare experience. For staff, an array of dedicated programs promotes discussion spaces both inside and outside the institution, complemented by spiritual support and evening musical performances. These programs are managed by a dedicated team and overseen by the Humanization Committee, a governance body that is responsible for listening to requests, forwarding them to the appropriate departments, and providing feedback to those who raise concerns.



17

humanization initiatives

198,550

humanization services*

*Surpassing its annual target of providing 169,000 services.

Information on the main initiatives

CPP 13

Participating Family Program

David Novaes Moreira was born with sickle cell anemia. Each month, his mother, Tatiana Souza Novaes, would travel 450 kilometers from Poçoões (state of Bahia) to Salvador for his medical exams. His first crisis, at just one year old, led to six seizures and an ischemic stroke. The recommended solution was a bone marrow transplant (BMT), and Pequeno Príncipe Hospital was identified as the appropriate facility for the procedure. During David's 44-day hospital stay, Tatiana remained by his side in the room. "He felt more comfortable when I was there to give him a bath," she recalls.





11,191

family members
attended through
the Participating
Family Program
(CPP 17)

224

bereavement
support
sessions
(CPP 18)

7,397

children and
adolescents
receiving edu-
cational support
(CPP 15)

18

cultural
projects
(CPP 15)

2,364

family members
attended under
the Very Early
Childhood
Project
(CPP 16)

101,693

Volunteering
services
provided
(CPP 14)

The Hospital acknowledges how vital the family's presence is during the healing process and guarantees patients the right to a companion by their side throughout their hospital stay. In support, it maintains the Participating Family Program, specifically designed for patients receiving care through the Brazilian Public Health System (SUS). The program provides a comprehensive structure to ensure a dignified and supportive stay for companions within the hospital environment. This includes, at no charge, four meals a day (breakfast, lunch, afternoon snack, and dinner), a hygiene kit, and an exclusive space for storing belongings, equipped with areas for rest, personal care, and social interaction. In addition, the program offers psychological and social support, along with educational, cultural, and recreational activities, and guidance on how to contribute positively toward the patient's treatment.

The Pequeno Príncipe Hospital pioneered this public policy with the creation of its Mother as Participant Program, currently known as the Participating Family Program, as early as the 1980s. The initiative has since contributed to reinforcing emotional bonds between families and their children or adolescents in treatment, while also helping to shorten stays.

Support in cases of death

The bereavement support team at the Pequeno Príncipe Hospital provides assistance to families during the emotionally challenging period following loss of a loved one. The team helps guide families

comply with the necessary formalities and offers emotional support by facilitating group conversations and listening sessions with grieving families.

Education and culture

Long-term hospitalizations are particularly challenging for children and adolescents, not only in view of the intensity of treatments but also, because they disrupt contact with friends and family and remove patients from their regular school routine. To address this need, in the 1980s the Pequeno Príncipe Hospital pioneered the provision of in-hospital educational support, even before Brazilian legislation formally determined that it was a right. As these activities gradually expanded, the Hospital instituted its Education and Culture Sector in 2002.

Each day, the Department's team visits its inpatient units across the Hospital to identify new student-patients. It begins by assessing the child's interests and introducing a different facet of the Hospital — one that offers spaces for learning, play, and fun. The teaching staff then contacts the student's school to ascertain the curriculum and content being taught. Following an initial conversation with the student, they organize tailored instructional activities to be covered during the hospital stay, thus ensuring continuity of learning, while accommodating to each child's medical condition and personal rhythm.

The Education and Culture Sector's teaching staff consists of five educators employed by the Hospital, supported by sev-



en teachers from the municipal education system, and six from the state education network. In 2024, the team provided educational support to 7,397 students between the ages of 3 and 19, ensuring their schooling was not neglected during their hospital stays.

Furthermore, patients, families, and professionals have access to cultural performances and art workshops held at the Hospital as counterpart contributions under cultural projects subsidized under tax-incentive laws, through sponsorships from companies throughout Brazil. In 2024, the Hospital hosted activities of 18 cultural projects.

Through these initiatives, patients, families, and employees benefited from a broad spectrum of cultural manifestations, including theater, music, visual arts, cinema, and literature.

Very Early Childhood Project

The Very Early Childhood Project seeks to empower caregivers engaged in sup-

porting comprehensive development of infants, age 0 to 3 years, who represent approximately one-third of hospitalized patients. In addition to reinforcing the importance of bonding between children and their caregivers, the project equips family members with skills to promote developmental stimulation and adopt habits that foster physical and emotional health. In 2024, the initiative served 2,364 family members.

Volunteering

Having been founded by a group of volunteers, Pequeno Príncipe actively encourages and values the participation of individuals willing to dedicate their time and talents to the institution. Volunteer efforts focus primarily on recreational interaction with children and adolescents undergoing treatment in both inpatient and outpatient settings, ensuring their right to play.





78

conversation
circles

1,608

people
participated
in Night
Owl Visit
Project

57

actions under
the *Acolher*
project

Initiatives for employees

The Pequeno Príncipe Complex also undertakes a variety of humanization initiatives focused on promoting staff well-being. Celebrations such as Easter, Christmas, International Women's Day, Mother's Day, Father's Day, and Children's Day are held across all three units. The Complex upholds national awareness campaigns, including White January, which promotes mental health; Pink October, for breast cancer awareness; and Blue November, for prostate cancer prevention.

In addition, staff of the College participate in the Yellow September campaign, centered on suicide prevention, with activities that include self-defense and security guidance. Other initiatives directed toward Hospital employees are highlighted below.

- **Conversation circles:** meetings between individuals in different roles and positions within the institution to create a horizontal listening space.

- **Night Owls:** musical performances for staff working the night shift at Pequeno Príncipe Hospital aim to promote well-being and recognition.
- **Acolher:** initiatives designed to promote a sense of belonging and purpose for new employees.

Humanized professional training

With 24 years of nursing experience, Tatiana Melissa is a living example of the humanized management approach practiced at the Pequeno Príncipe Complex. Her journey began at the College where she earned her nursing degree. Today, she serves as the nursing coordinator for Intensive Care Units and views the Complex as the culmination of everything she has lived and accomplished, both professionally and personally.

In addition to her clinical leadership, Tatiana teaches at the College, overseeing students during their hospital internships. Her role as an educator enables her to pass on the humanized care practices she has embraced for over two decades.

The College aims to deliver a comprehensive education grounded in a commitment to humanized care, structured around four fundamental pillars: a solid academic and scientific foundation; cultivation of compassionate care; emphasis on humanization in healthcare practices; and promotion of social responsibility. The goal is to train professionals who are not only technically skilled, but also act with empathy and compassion — professionals like Tatiana.





Health promotion, disease prevention, and social engagement

GRI 3-3: Preventive and comprehensive health



The promotion of comprehensive health and disease prevention are core commitments of all areas of the Pequeno Príncipe Complex. In all areas of activity — healthcare, education, and research —, the focus of our activities is always on reducing child and adolescent mortality, preserving patients' quality of life, and expanding access to healthcare.

At the Pequeno Príncipe Hospital, primary healthcare is often first provided through tele-pediatric services, offered under a partnership with the mu-

nicipal department of health of Curitiba, Paranaguá (state of Paraná), and Iguape (state of São Paulo). This initiative strengthens the capacity of primary-healthcare and emergency-services units within the Brazilian Public Health System.

These efforts also focus on identifying clinical symptoms, preventing mistreatment and supporting early detection. In 2024, ten public health information campaigns were conducted (*for more information, please see page 33*). With a view to combating misinformation, science-ba-

sed disease-prevention information is further amplified through social media posts, press coverage, institutional websites, and broadcasts on radio stations affiliated with the Paraná Broadcasting Association (AERP, in Portuguese). Since 2022, the Hospital's YouTube channel has carried the Ministry of Health's official certification seal, which reinforces its credibility in debunking fake news and in the distribution of science-based information. Another key initiative is the Pequeno Príncipe Vaccine Center, which offers immunizations for all age groups, reaffirming the institution's commitment to preventing avoidable diseases.

At Pequeno Príncipe College, promotion of preventive health is primarily carried out through the Interprofessional Health Practices Outpatient Clinic, which provides medical consultations in various specialties to residents of the Curitiba metropolitan area and the Paraná coastal region, through the Brazilian Public Health System. In addition, outreach programs, such as *Educar para Prevenir*, *Saúde na Infância*, and *Mulher Saudável*, deliver health education and preventive initiatives to specific segments in a variety of communities (*more information on page 85*).

The Pelé Pequeno Príncipe Research Institute is dedicated to advancing studies that improve early diagnosis and drive the development of new treatments, helping to reduce child mortality, and deepen understanding of complex diseases. The Institute also conducts research and provides specialized diagnostic evaluations

for children and adolescents with suspected neurodevelopmental disorders, in partnership with the Curitiba Municipal Department of Education, with the support of the neuropsychiatry team and the Outpatient Clinic for Rare Diseases at the Hospital.

In 2024, the Pequeno Príncipe Hospital addressed 85 prevention-related topics across various communication channels, resulting in:

249

social media posts;

910

news stories published by 355 different media outlets across 25 Brazilian states;

48

episodes of the *Fala, Doutor* radio series, produced in partnership with the Paraná Broadcasting Association, with 1,300 downloads by partner radio stations;

85

new articles published on the institution's website, totaling 241,000 views;

248

informational items distributed to employees, patients, and their caregivers.



Public engagement campaigns

Beyond direct care, the Pequeno Príncipe Complex undertakes continuous efforts to engage society in the promotion of child and adolescent rights. Its initiatives seek to influence public policy and mobilize a wide network of stakeholders — including families, healthcare professionals, educators, and public administrators — in support of health and protection for children and adolescents.

Since 2006, the ***Pra Toda Vida Campaign (For Life Campaign) — Violence Cannot Mark the Future of Children*** has been dedicated to raising awareness and training professionals and institutions to address violence against children. It also encourages society to report suspected cases. In parallel, the campaign engages directly with children and adolescents, offering guidance on healthy bodily boundaries and how to seek help when needed.

In 2024, the campaign launched the No Forced Kisses Project (made possible through

sponsorship under the Rouanet Law), that uses playful and age-appropriate approaches to teach children how to recognize abuse and defend their rights. The project included distribution of two books, events for educators, and storytelling sessions for Hospital patients.

Another highlight is the **National Day for Combating Childhood Cancer** (November 23), a campaign which emphasizes the importance of early diagnosis and appropriate treatment, and also fosters solidarity and support for families through communication efforts, events, and social media engagement.

These initiatives reinforce the Pequeno Príncipe Complex's commitment to transforming the lives of children and adolescents by integrating health promotion, education, scientific innovation, and social engagement to build a healthier and more equitable future.



Advocacy

GRI 3-3: Government relations and advocacy

The Pequeno Príncipe Complex has taken part in key advocacy initiatives to promote a political and social environment that upholds the rights of children and adolescents in Brazil.

Agenda 227 — The Complex's endorsement of Agenda 227 reaffirmed its role as a guardian of children's and adolescents' rights. This nonpartisan movement, which brings together over 460 organizations from throughout Brazil, aims to secure top priority for children and adolescents in municipal administrations. In Curitiba, Pequeno Príncipe has led engagement efforts and the submission of public-policy proposals to candidates, in alignment with the principles laid down in the Brazilian Child and Adolescent Statute and the Early Childhood Legal Framework in Brazil.

MROSC — At the International MROSC Seminar, an event focused on strengthening partnerships between civil society organizations (CSOs) and the public administration, the Complex played an ac-

tive role in promoting a culture of giving, and advocated for expanded tax incentives for healthcare. Such initiatives aim to strengthen the financial sustainability of the philanthropic sector and broaden the scope of public policies.

C20 — Pequeno Príncipe also played a prominent role in the C-20, the civil-society group of the G20. Through this forum, which reinforces civic participation and shared governance in approaches to global challenges, the Complex reaffirmed its commitment to environmental, social, and governance (ESG) goals, and the principles laid down in the United Nation's 2030 Agenda.

Pequeno Príncipe also takes part in key forums not only to promote health education, but also to contribute to the development of public policies aimed at ensuring access to high-quality education in Brazil. In doing so, it extends its leadership beyond healthcare, reinforcing its commitment to upholding the rights of children and adolescents.





Organizations to which Pequeno Príncipe units are affiliated

GRI 2-28

- Brazilian Medical Education Association (ABEM)
- Brazilian Association of Private Higher Education Institutions (ABMS)
- Brazilian Association of Ombudspersons (ABO Nacional)
- National Association of Private Hospitals (Anahp)
- Children's Hospital's International Executive Forum (CHIEF)
- State Interinstitutional Commission to Address Violence Against Children and Adolescents
- National Confederation of Charitable Hospitals and Philanthropic Entities (CMB)
- State Council for the Rights of Children and Adolescents (CEDCA)
- Municipal Council for the Rights of Children and Adolescents (Comtiba)
- National Council for Promotion and Collaboration (Confoco)
- Regional Council of Medicine of Paraná (CRM-PR)
- Regional Council of Psychology of Paraná (CRP-PR)
- Paraná Metropolitan Services Consortium (Comesp)
- EducationUSA (U.S. State Department's network of international student advisory centers in over 170 countries)
- Federation of Charitable Hospitals of the State of Paraná (Femipa)
- Forum on the Rights of Children and Adolescents — Curitiba (FDCA)
- National Forum of Philanthropic Institutions (Fonif)
- National Forum on the Rights of Children and Adolescents — Paraná (FNDCA-PR)
- Group of Institutes, Foundations, and Enterprises (GIFE)
- LIDE Paraná
- MROSC Platform
- Healthy Hospitals Project
- Amarte Alliance Network
- Protection Network for Children and Adolescents at Risk of Violence — Curitiba
- Paraná Union of Private Educational Institution Sponsors (Sinepe/PR)
- Brazilian Society for the Advancement of Science (SBPC)



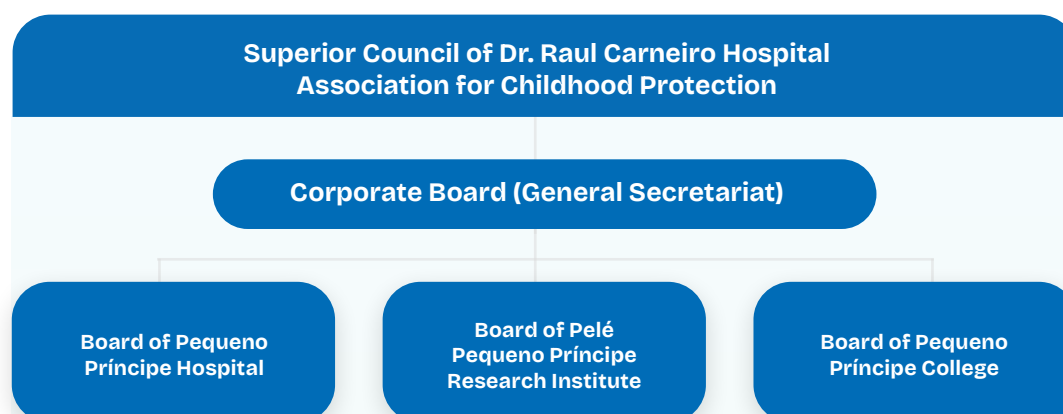
Governance structure

GRI 2-9



The Complex's highest governance body is the Superior Council of our sponsoring organization, the Dr. Raul Carneiro Hospital Association for Childhood Protection. This structure also includes the Corporate Board (in-

ternally referred to as the General Secretariat) and, under its authority, the boards of the three operational units: Pequeno Príncipe Hospital; Pequeno Príncipe College; and Pelé Pequeno Príncipe Research Institute.



Click here to obtain more information in our Bylaws (content available only in Portuguese): <https://pequenoprincipe.org.br/wp-content/uploads/2020/07/estatuto-2019.pdf>.



Superior Council

GRI 2-12, GRI 2-13, GRI 2-24



Themes relating to sustainable development are regularly presented to the Council, with a view to strengthening their integration into institutional activities.

Members of the Superior Council are non-remunerated volunteers, elected for four-year terms by the General Assembly of partners. Their appointment entails demonstrated commitment to the mission of the sponsoring organization, an unblemished reputation, and no criminal record. **GRI 2-10**

Decisions by the Superior Council are generally by consensus. There are no permanent advisory committees; however, when necessary, the Council may convene technical, political, or strategic advisory committees, composed of invited or contracted members.

GRI 2-9

Critical concerns relating to issues such as strategic planning, the impact of proposed legislation, environmental licensing, legal demands, and negotiations with strategic partners are submitted to the Superior Council for deliberation by

the secretary-general, when necessary, with support from key executives of the operational units. **GRI 2-16**

Topics relating to sustainable development are also generally referred to the Superior Council, which is committed to reinforcing the integration of this agenda into the institution's activities. In support of this agenda, the secretary-general compiles and qualifies internal and external information and knowledge of relevance to the Complex.

GRI 2-17

Duties of the Superior Council

GRI 2-14

- Define strategic guidelines for growth and development of the business.
- Appraise financial results.
- Assess risks and opportunities related to sustainability and preservation of the institution's mission.
- Review and approve the organization's reports and participate in analysis of material topics and their impacts.
- Select the secretary-general and executives of the operational units, who are hired as employees of the Association.

Members in 2024 GRI 2-9	Position	Term
Ety da Conceição Gonçalves Forte	Chairman	From 4/1/2023 to 3/31/2027
Breno Trautwein Júnior	Deputy chairman	From 4/1/2023 to 3/31/2027
Hélio Júlio Marchi	First treasurer	From 4/1/2023 to 3/31/2027
Luiz Felipe Rodrigues Siqueira Júnior	Second treasurer	From 4/1/2023 to 3/31/2027
Vera Regina Maranhão Trevisan	First secretary	From 4/1/2023 to 3/31/2027
Luiz Fernando Rodrigues Siqueira	Second secretary	From 4/1/2023 to 3/31/2027

Corporate Board (General Secretariat)

GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-24

Responsible for executing the strategic guidelines defined by the Superior Council and for executive management of the Complex's three operational units, the Board is composed of a single member who holds the title of secretary-general (equivalent to CEO). The secretary-general is tasked with duties ranging from implementation of sustainable strategies and ensuring regulatory compliance, to promoting innovation and conducting risk assessment.

Exchanges of information between the secretary-general and the Superior Council are facilitated by performance reports, executive presentations, and regular meetings to establish a continu-

ous and detailed feedback cycle. Monthly and quarterly reports and periodic updates, keep the Superior Council informed, enabling adjustment of the organization's strategies as necessary.

Executive Boards

GRI 2-9

Each of the Complex's three operational units has an Executive Board, which reports directly to the Corporate Board. The directors support strategic decision-making and propose actions affecting their specific areas of competence (healthcare, education, and research) to advance their social, environmental, and economic goals. All proposals are submitted to the Superior Council for evaluation and approval.



For lists of members of the Corporate Board and of the Executive Boards of each unit, use the QR code or click here: <https://pequenoprincipe.org.br/institucional/governanca/>.

Content available only in Portuguese.



Risk management, ethics, and integrity

GRI 3-3: Ethics, integrity, and compliance

GRI 3-3: Emergency management



In 2024, the Pequeno Príncipe Hospital provided 259,493 outpatient appointments, conducted 20,244 surgical procedures, and received 21,643 hospital admissions. “Pequeno Príncipe Hospital is a care ecosystem. Ensuring the health and well-being of children and adolescents requires, besides clinical practitioners, attention through art, education, warmth and empathy. Here, life is not interrupted; but rather, nurtured in all its dimensions”, explains the executive-director Ety Cristina Forte Carneiro.

Maintaining this structure to ensure access to healthcare and uphold the rights of children and adolescents, while simultaneously training qualified professionals and advancing scientific research, remains a daily challenge. One of the principal threats to the institution’s financial sustainability is chronic underfunding of reimbursements for services provided under the Brazilian Public Health System (known as SUS), which account for approximately 60% of the Hospital’s admissions. Nonetheless,

renegotiation of terms led to an increase of approximately 20% in monthly reimbursements. This improvement, coupled with a favorable court ruling against the federal government in 2024, has brought some relief to the institution's financial constraints in this area (*for more information on SUS reimbursements, please see page 108*).

To address this and other potential challenges that may affect services provided by the Pequeno Príncipe Complex, risk assessments serve as a foundation for strategic planning across all three units. The Finance Committee works in close collaboration with the Corporate Board to oversee the allocation of financial revenues generated by each unit. In the case of the College, a portion of this fund is earmarked for the construction of Pequeno Príncipe North. At the Research Institute, drafting and review of policy and institutional documents have

strengthened governance structures and enhanced decision-making processes.

At the Hospital, strategic planning is monitored through 11 indicators overseen by different departments, all integrated within the Scopi digital platform, to ensure swift and accurate tracking. The governance model in place includes monthly meetings with the managers responsible for these indicators. The information is consolidated and presented to senior leadership, which monitors performance and action plans aimed at improving outcomes.

The Hospital also maintains a Risk Management Forum, which assesses risk indicators across administrative, support, and care areas. Coordinated by the Quality Center, the forum includes representatives from all departments. It shares the performance of each area's risk indicators during monthly meetings, which are open to all employees on a voluntary basis, fostering engagement in the search of continuous improvement. With regard to emergency management, the Hospital focuses on implementing emergency and contingency plans for critical incidents, extreme events, epidemics or pandemics (*for more information on quality, security, and emergency management, please see page 66*).



To address potential challenges that may affect services provided by the Pequeno Príncipe Complex, risk management guides strategic planning across all three units.



Code of Conduct

GRI 2-23

The Pequeno Príncipe Hospital's Code of Conduct is the result of a collective effort, developed with active staff participation. The document is grounded in the "Pequeno Príncipe Way of Being and Doing," which emphasizes comprehensive care. Training sessions feature videos covering the Code's content, which are widely distributed through various channels. They also address topics related to diversity, inclusion, equity, and belonging.

At Pequeno Príncipe College, the Code of Conduct Manual, revised in 2024, addresses topics relating to the Brazilian General Data Protection Law, and an array of themes such as inclusion, diversity, and artificial intelligence.

The College's commitment to responsible business conduct is also demonstrated

through a range of policy documents, including its Bylaws, Statement of Adherence to the UN Global Compact, Declaration of Commitment to the SDGs, Privacy and Data Protection Policy, and adherence to national and international frameworks on human rights and bioethics. To promote transparency, all documents and related information are available online.

The Hospital and Research Institute offer multiple channels for receiving complaints or reports of potential violations of conduct. At the College, such reports are submitted to the Ombudsperson's Office, where measures are taken to ensure anonymity and confidentiality for those involved. Managed by teams committed to impartiality and fairness, these channels are available 24/7 to all employees.



Anti-corruption

GRI 205-1, GRI 205-2

Ethics, integrity, and compliance are essential to maintaining Cebas certification and the trust of donors — both key factors that affect the institution's financial sustainability. Accordingly, each unit of the Pequeno Príncipe Complex adopts a range of practices for assessing and addressing corruption-related risks.

The College subjects all operations to rigorous risk assessments, scrutinizing potential vulnerabilities such as gifts, hospitality, extortion, and blackmail. Its Code of Conduct, available on the intranet and mandatory reading for employees, partners, and third par-

ties, includes clear anti-corruption guidelines. Moreover, all service-provider contracts include an anti-corruption clause. In 2024, 100% of employees and suppliers were informed of the institution's anti-corruption policies.

At the Hospital and the Research Institute, anti-corruption measures include public tender processes or the collection of three competitive bids, in accordance with the regulations of each funding source for projects involving public resources. Additionally, audits and financial reporting are carried out to ensure transparency and strengthen financial oversight.

Data privacy

GRI 3-3: Data privacy and security

Maintaining a relationship of trust with stakeholders is a core value for the Pequeno Príncipe Complex. It is present at every stage of engagement, from patient care to treatment, from service quality to the protection of personal data pertaining to patients, family members, employees, volunteers, students, residents, donors, and all other groups with whom the institution interacts.

In compliance with provisions of Brazilian General Data Protection Law (Law No. 13,709/2018), the Pequeno Príncipe

Complex has established privacy and personal data protection policies: one covering its healthcare and research units; and another specific to its educational unit. These documents, available on each unit's website, set out the rules for the gathering, storage, processing, and sharing of personal data.

The institution guarantees the recording and integrity of data, which is stored in secure operational systems. An internal access policy is also in place, that grants employees access on a "need-



to-know basis” and in accordance with established rules. To manage data processing and ensure compliance with the LGPD, internal processes and workflows are regularly evaluated.

Data governance at the Hospital and the Institute is overseen by the Data Protection Officer (DPO) in partnership with the IT Department, which operates under its own protocols aligned with the Hospital’s Privacy and Personal Data Protection Policy. The Research Institute follows the same legislation and institutional policy, with specific adaptations depending on the type of data processed.

The effectiveness of measures adopted is subject to technical assessments conducted by specialized companies, to identify vulnerabilities and recommend corrective actions. These actions are

continuously monitored, with annual targets focused on critical risk elimination.

In 2024, the Hospital intensified its internal communication efforts to reinforce employee and third-party understanding and application of the privacy policy. This included training on risks such as phishing and fraud attempts involving sensitive data, directed toward personnel from the Human Resources and IT departments. In November, an external consultancy was engaged to provide technical support to the DPO and strengthen institutional capacity. Other initiatives implemented during the year included the deployment of next-generation firewalls, segmentation of sensitive applications, automation of access management, and a review of the network infrastructure.



3



HOSPITAL
pequeno PRÍNCIPE





Pequeno Príncipe Hospital

Introduction and acknowledgments



Commitment to children and adolescents

The Pequeno Príncipe Hospital was born from the vision of a group of dedicated volunteers determined to expand access to healthcare for children and adolescents from low-income families. Founded in 1919 as the Institute of Child Hygiene and Puericulture, affiliated with the Red Cross, over a century ago, the institution has since evolved, expanding its scope through the support of physicians, nurses, technicians, educators, researchers, and a broad range of other professionals. Today, it is the largest and most complete pediatric hospital in Brazil, attending to the needs of over 100,000 children and adolescents each year.

Equipped with cutting-edge technology and a highly qualified staff, the Hospital delivers comprehensive care in child and adolescent health, offering diagnostics and treatments that range from routine clinical procedures to highly complex interventions. In line with its mission to serve socially vulnerable populations — and guided by core values such as upholding of rights, humanization, ethics, respect for life, empathy, and compassion —, the Hospital allocates approximately 60% of its inpatient capacity each year to patients whose sole health coverage is provided by the Brazilian Public Health System (known as SUS).



Today, the Pequeno Príncipe Hospital is recognized nationally and internationally as a benchmark in pediatrics, combining technical and scientific excellence with humanized care and a focus on upholding the rights of patients, including access to culture, education, and on-site family involvement. Thanks to this unique approach, for the fourth consecutive

year, the Hospital was ranked among the world's best pediatric hospitals in 2024 by *Newsweek* magazine, and received the 2024 Humanizing Healthcare Award from TEVA, one of the world's largest pharmaceutical companies, in recognition of its palliative care program (see *page 21* for a full list of awards received by the Hospital in 2024).

Our purpose

Mission

To promote child and adolescent health through professional care, teaching, and research.

Vision

To be one of the best places in the world to receive and multiply healthcare for children and adolescents.

Values

- Technical and scientific enhancement
- Comprehensive and humanized care
- Family engagement
- Equity in service
- Innovation in care

Principles

- Love and compassion for the child
- Striving for excellence
- Spreading expertise



The Hospital's numbers — 2024

CPP 5, CPP 6, CPP 11

- **105**
years of service
- **106,048**
children and adolescents attended
- **400**
physicians
- **2,300**
employees
- **17**
humanization practices
- **21,634**
hospital admissions
- **259,493**
outpatient consultations
- **105,571**
emergency visits
- **20,244**
surgical procedures
- **1,089,163**
exams



- **369**
beds
|
of these
|- **76**
are intensive care
(ICU) beds
|- **10**
are bone marrow
transplantation
beds

- **47**
specialized
care services
- **1**
rare disease
care center
- **1**
rehabilitation and
coliving center

293 transplants

|
of these
|

- 38** — **61** — **41** — **153**
solid organ (9 heart, 13 kidney and 16 liver) bone marrow heart valve bone tissue

Pequeno Príncipe Hospital's contribution to philanthropy

Pequeno Príncipe Hospital far exceeds the minimum legal requirement to qualify as a philanthropic institution.

To maintain philanthropic status, hospitals in Brazil must serve at least 60% of their patients through the Brazilian Public Health System (SUS). Pequeno Príncipe consistently surpasses this benchmark. In 2024, for example, 74% of all patients were treated exclusively through SUS, underscoring the Hospital's strong commitment to its philanthropic mission and to publicly funded healthcare.

How this contribution is calculated

To obtain Cebas certification (Certification of Beneficent Entity of Social Assistance in the Healthcare Area), hospitals must meet a specific calculation formula that accounts for various types of services provided, as outlined below.

1 SUS hospitalizations: all inpatient admissions provided through the SUS are fully included in the calculation.

2 SUS outpatient services: outpatient procedures performed under the SUS may be included in the calculation, up to a limit of 10%, regardless of whether the Hospital provides a higher volume.

3 Additional criteria: each of the following service categories may contribute up to 1.5% toward the total calculation, even if their actual share exceeds this threshold:

- services for cancer patients (oncology);
- services for people with disabilities (PwDs);
- urgent and emergency care services;
- teaching programs for training of healthcare professionals.

It is a combination of these factors that determines the SUS contribution rate, which must be equal to or greater than 60%.

That Pequeno Príncipe Hospital achieved a 74% SUS contribution rate demonstrates its consistent performance beyond formal requirements, reaffirming its essential mission to promote public health and the common good through compassionate and ethical care for children and adolescents.

Pequeno Príncipe Hospital's contribution to the SUS

58% SUS inpatient services **+** **10%** SUS outpatient services **+** **6%** services to the SUS under other criteria **=** **74%** of services provided to the SUS



Provision of services

Pequeno Príncipe Hospital is a national benchmark in comprehensive healthcare for children and adolescents, offering diagnostic services, clinical and surgical treatments, and rehabilitation across 47 pediatric specialties and areas in pediatrics, supported by specialized multiprofessional teams. With a total capacity of 369 beds, the Hospital performs over 230,000 outpatient consultations and 20,000 surgical procedures annually. It was also the first institution accredited

by the Ministry of Health as a reference center for the treatment of rare diseases and maintains a dedicated outpatient clinic for these diseases.

In addition to being recognized as one of Brazil's leading pediatric care providers, Pequeno Príncipe Hospital is also distinguished by its integrated approach to education and research, contributing to the advancement of scientific knowledge and high-quality training of healthcare professionals.



Specialties and areas of expertise

GRI 2-6

Allergy and immunology	Pediatric infectology
Anatomic pathology	Palliative medicine
Anesthesiology	Adolescent medicine
Pediatric cardiology	Neuroradiology
Head and neck surgery	Pediatric nephrology
Cardiovascular surgery	Neurophysiology
Orthopedics and traumatology	Neurosurgery
Hand surgery	Pediatric neurology
Spine surgery	Pediatric clinical nutrition
Oncologic surgery	Pediatric parenteral and enteral nutrition
Pediatric surgery	Ophthalmology
Plastic surgery	Pediatric oncology
Thoracic surgery	Otorhinolaryngology
Vascular surgery	Clinical pathology (laboratory medicine)
Dermatology	Pediatrics
Echocardiography	Pediatric pulmonology
Electrophysiology	Child psychiatry
Pediatric endocrinology	Radiology and diagnostic imaging
Digestive endoscopy	Pediatric interventional radiology
Ergometry	Pediatric rheumatology
Pediatric gastroenterology	Pediatric intensive care
Genetics	Neonatal intensive care
Pediatric hematology	Urology*
Hemodynamics	
*Area of high relevance.	



Care delivery practices (CPP 5)	2021	2022	2023	2024
Outpatient consultations	200,776	249,302	227,557	259,493
Emergency care services	94,473	129,280	99,647	105,571
Surgical procedures	14,790	18,094	20,077	20,244
Exams	974,705	1,061,086	1,063,824	1,089,163
Inpatient admissions	15,861	20,044	20,915	21,634
Average length of stay in inpatient units (CPP 11)	5.13 days	3.96 days	4.71 days	4.67 days
Admissions to intensive care units (ICUs)	2,775	2,892	2,935	3,157
Average length of stay in ICUs (CPP 11)	7.44 days	7.38 days	7.69 days	7.69 days
Bed turnover rate in inpatient units	11.77/month	13.7/month	9.38/month	10.22/month
Bed turnover rate in ICUs	1.61/month	1.83/month	0.91/month	0.69/month
Occupancy rate* (CPP 6)	64.93%	72.38%	75.80%	77.77%
Hospital mortality rate (CPP 3)	0.79%	0.61%	0.63%	0.64%

*Occupancy rate includes beds in both inpatient units and intensive care units.

Rehabilitation and Coliving Center

GRI 3-3: Democratizing access to health

Since 2022, Pequeno Príncipe Hospital has run the Rehabilitation and Coliving Center, offering free, comprehensive, multiprofessional care for children and adolescents with various types of disabilities or rare diseases. The unit features a computerized gait laboratory, an adapted playground, and a virtual reality rehabilitation room equipped with technologies to support both rehabilitation and treatment adherence. It also offers physical-therapy, speech-therapy and occupational-therapy sessions, psychological counseling, and social-welfare

support. Additionally, patients are offered access to adapted sports, such as wheelchair fencing and tennis.

The Center also provides guidance and lectures at the schools where these children and adolescents are enrolled, and support for home-based care by monthly delivery of medical-supply kits to families. These include items such as catheters, saline solution, gloves, and also food baskets for families in situations of social vulnerability. In 2024, the Center provided such services to 180 children and adolescents, and their families.





Telemedicine

GRI 3-3: Democratizing access to health



In April 2024, five-year-old Yago* arrived at the municipal health specialty center in Iguape, state of São Paulo, with bruises and purple spots all over his body. Pediatric nurse Ana Márcia Alves Ribeiro immediately contacted the Pequeno Príncipe Hospital Telehealth Service, using the system installed at the center. The diagnosis was idiopathic thrombocytopenic purpura, a bleeding disorder that reduces platelet count and can lead to spontaneous bleeding or bruising. Yago was transferred to São Paulo, where he remained in care for several days, while

continuing to receive follow-up through the Hospital's Telehealth Service. "If it hadn't been for the tele-consultation, he would have been placed on a waiting list, and what might have happened next no one knows," says Ana Márcia.

Access to primary healthcare in Iguape, the largest municipality by area in the state of São Paulo, presents a significant geographic challenge. In 2020, the municipal administration partnered with Pequeno Príncipe Hospital to address a shortage of pediatricians. This collaboration led to the implementation of telehealth services in

*Name changed to preserve the patient's identity.

the municipality, offering medical, psychological, and nursing care remotely. “It was a revolution in municipal healthcare,” summarizes nurse Ana Márcia. The telehealth service was established in a hybrid facility that includes both a basic health unit and an emergency care unit. A local healthcare professional accompanies each online consultation with Pequeno Príncipe’s medical team, using the TytoCare device, which enables remote physical examinations (*for further information, see the box below*).

In 2024, a total of 786 consultations were carried out for children and adolescents age 0 to 14, resulting in 1,394 exams and 1,004 referrals for more detailed evaluations across 15 medical specialties. Of all consultations conducted in Iguape, 95.77% entailed use of the TytoCare device.

In addition to the municipality of Iguape, since 2022 Pequeno Príncipe has also operated a primary care telemedicine service in the municipalities of Paranaguá and Curitiba, both located in the state of Paraná.

In Paranaguá, teleconsultations focused on Early Childhood are facilitated by nurses using the TytoCare device. At the beginning of 2025, Pequeno Príncipe expanded the range of services to include neurology.

In Curitiba, teleconsultations were initially launched as a pilot project at the Tatuquara emergency care unit where having the option of second medical opinions resulted in a 50% increase in case resolution at the unit. This outcome prompted the Municipal Department of

Telemedicine with TytoCare support

TytoCare is a device and secure-data, voice, and image transmission platform that captures physical examination data through sensors and a high-resolution camera. This allows the physician to measure body temperature, listen to the heart, lungs, and abdomen, and examine the throat, ears, and skin lesions. The data is transmitted in real time through a digital platform, enabling the physician to guide treatment based on this information. The platform’s control panel functions as an electronic health record, allowing access to recorded sounds and images from patients’ previous consultations. The device is certified by Anvisa (Brazilian Health Regulatory Agency), Inmetro (Brazilian National

Institute of Metrology, Standardization, and Industrial Quality), and Anatel (Brazilian National Telecommunications Agency) (*for more information, please click here*).





HPP in Schools

The Pequeno Príncipe Hospital in Schools (*HPP nas Escolas*) program is inspired by an international model known as school-based health centers. Through this initiative, Pequeno Príncipe Hospital provides medical care to partner schools when emergencies involving children occur within the school environment, using the TytoCare device.

Following the launch of a pilot project in 2021, *HPP nas Escolas* became a paid service in 2024,

with 11 elementary schools subscribing to the initiative. That year, the program facilitated 262 teleconsultations for children age 0 to 12. As with the professionals who support telehealth services in Iguape, Paranaguá, and Curitiba, school staff are trained to operate the telemedicine equipment. In 2024 alone, 1,260 individuals received training through 592 sessions.

Health to expand the program to all nine UPAs in the city. In 2024, Pequeno Príncipe Hospital collaborated with the municipal authorities to develop an E-Health interface for conducting asynchronous teleconsultations. This resulted in a hybrid service where, first, the UPA submits its case for review and a Pequeno Príncipe physician provides an offline assessment; next, if questions remain, the case is referred through a videoconference discussion. A total of 747 teleconsultations were conducted in 2024.

In Foz do Iguaçu (also in Paraná state), the Pequeno Príncipe Complex provides teleconsultations in neurology and other specialties to Itamed Hospital (formerly Ministro Costa Cavalcanti Hospital). In Vilhena, a town in the state of Rondônia (in the western Amazon region), and in Lages (Santa Catarina state), partnerships have been estab-

lished with private clinics to provide pediatric neurology teleconsultations.

Through these services, children who previously lacked timely access to diagnostics and treatment now receive essential care and can be more swiftly referred to specialized healthcare units, offering life-saving pediatric care and better prognoses.



Implementation of teleconsultations at the Tatuquara emergency care unit (known as UPA), in Curitiba, resulted in a 50% increase in the effectiveness of care provided.

High-complexity



Thirty-five years separate the surgeries of Roni and Everthon, two patients connected by milestone moments in the history of the Pequeno Príncipe Hospital. Roni Peterson Figueiredo, now 44 years old, was the Hospital's first transplant patient, receiving a new kidney in 1989 at the age of 9. In 2024, Everthon dos Santos, aged 7, underwent the hospital's 500th bone marrow transplant (BMT).

Roni grew up in Nova Aurora, a small town in the interior of Paraná. From an early age, he experienced symptoms — such as blood in his urine — that went undiagnosed by the local health system, until the medical team at Pequeno Príncipe identified his kidney condition. After losing one kidney, Roni remained on medication

until age 9, when the second kidney failed. He then underwent nine months of hemodialysis before receiving a life-saving kidney donation from his mother, Nadir.

In 2002, Roni experienced organ rejection and returned to hemodialysis, remaining on treatment until a second transplant was performed on March 13, 2004 — on the eve of his 24th birthday. Although he was already an adult, Pequeno Príncipe Hospital carried out the procedure, having followed his case since childhood.

Following Roni's transplant, Pequeno Príncipe Hospital continued to advance in the field of complex procedures, establishing itself as a national reference in pediatric transplants. Everthon was just 27 days old when he was diagnosed with sickle cell anemia. For seven years, he and his mother, Rozangela, made monthly 270-kilometer trips from their home in Ubaíra (state of Bahia) to Salvador for blood transfusions. Despite these efforts, he faced an imminent risk of stroke — one of the most serious complications of the disease. As bone marrow transplantation (BMT) was the only curative option, Everthon was referred to Curitiba, where he underwent the procedure that granted him a new lease on life.

Transplants

Pequeno Príncipe Hospital performs transplants of solid organs — including



liver, kidney, and heart — as well as bone marrow and tissue transplants, such as heart valves and bone tissue. In 2024, the Hospital carried out a total of 293 transplants across all modalities.

Pequeno Príncipe is a leading reference in performance of pediatric bone marrow transplants in Brazil and Latin America.

Bone marrow transplantation is widely recognized as an effective treatment for malignant hematologic diseases such as leukemia and lymphoma. It is also indicated for a range of rare conditions — including severe immunodeficiencies and adrenoleukodystrophy — as well as non-malignant hematologic disorders such as sickle cell anemia. The medical team at Pequeno Príncipe is distinguished by its extensive experience in BMT for rare and non-malignant diseases, with

particular expertise in treating very young children under the age of three.

In the field of solid-organ transplantation, the highlight of 2024 was a record-setting nine pediatric heart transplants performed in a single year — three of them in infants under one year of age. Since 2004, Pequeno Príncipe has completed more than 40 pediatric heart transplants. In recognition of its excellence in this highly complex area, the Hospital has been awarded Level A certification by Brazilian National Transplant System, part of the Ministry of Health. This top-tier rating takes into account criteria such as transplant volume, morbidity, and mortality rates. Notably, Pequeno Príncipe has recorded zero transplant-related deaths over the past six years.

Transplants at Pequeno Príncipe (HPP) as a proportion of the total performed in Paraná and in Brazil

Pediatric transplants	Brazil	Paraná	HPP	HPP % in relation to Brazil	HPP % in relation to Paraná
Heart	45	9	9	20%	100%
Liver	208	20	16	8%	80%
Kidney	304	17	13	4%	76%
Bone marrow*	619	118	60	9.5%	51%

Source: Ministry of Health (Brazilian National Transplant System) and Pequeno Príncipe Hospital (Solid Organ Transplant Outpatient Clinic).

*BMT data is referent to 2023, and the sources are Pequeno Príncipe Hospital, Brazilian Organ Transplant Association (ABTO, in Portuguese), and Paraná State Department of Health.



35 years

since our first
solid organ
transplant

30 years

of the Gastro-
enterology
Service

25 years

of the Vaccine
Center

20 years

of the
Outpatient
Clinic for Rare
Diseases

20 years

since our
first heart
transplant

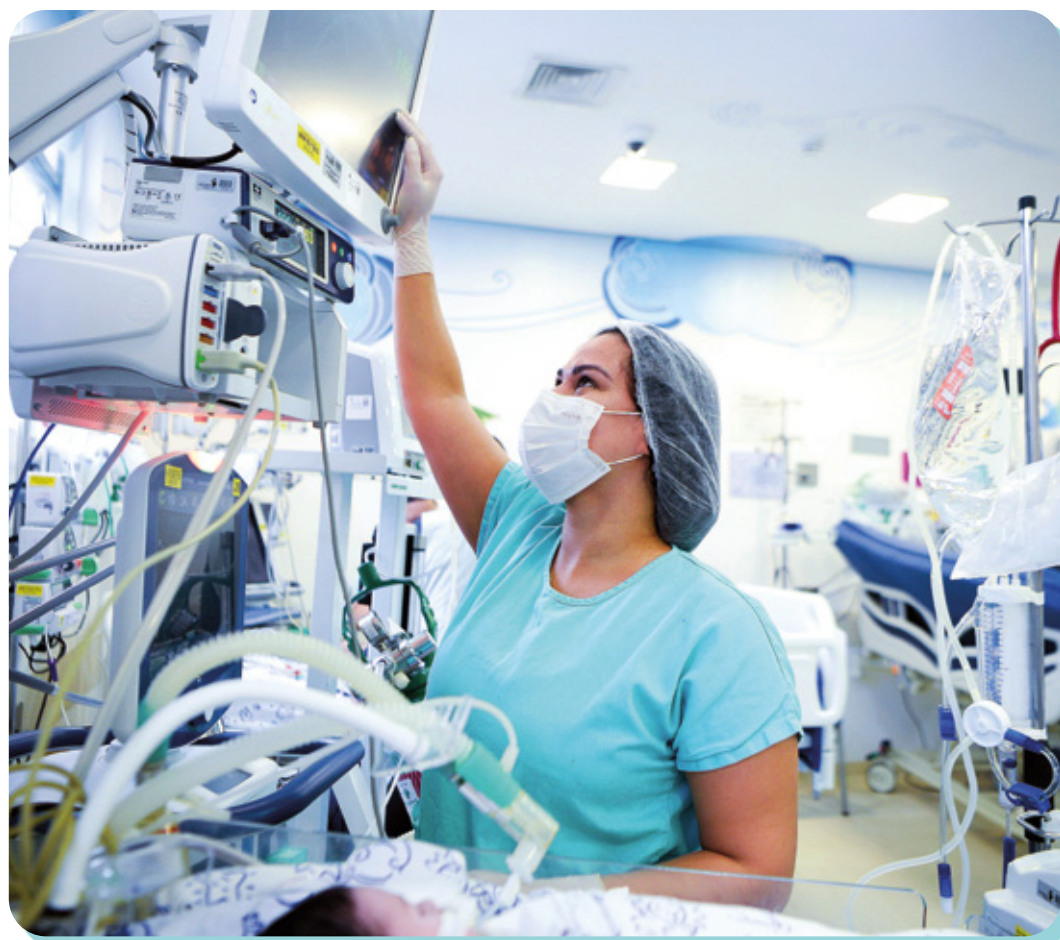
Rare diseases

In 2016, Pequeno Príncipe became the first hospital in Brazil to be accredited by the Ministry of Health as a Reference Center for Rare Diseases. Due to their wide range of manifestations and symptoms, rare diseases are often difficult to diagnose. Throughout its history, the Hospital has worked to position itself as a national leader in the early identification and accurate treatment of these conditions in pediatric care — efforts that predate the official launch of its Reference Center. In 2024, the Outpatient Clinic for Rare Diseases marked its 20th anniversary, recording 947 new diagnoses that year alone. The clinic offers medical

consultations, diagnostic testing, and genetic counseling, with the goal of minimizing the impact of disease progression. Currently, more than 3,200 patients are receiving care through the clinic.

New ICU beds

Eight new intensive care unit (ICU) beds were inaugurated in 2024, bringing the total to 76. This expansion has increased Pequeno Príncipe's capacity to care for complex cases. The growth was made possible thanks to a R\$ 4.8 million contribution from *Volkswagen do Brasil*, through *Paraná Competitivo*, a program of the Paraná State Government.





Oncology

The Oncology and Hematology Service is another key area of excellence at Pequeno Príncipe Hospital. With more than 55 years of experience, it is recognized as one of the most comprehensive services of its kind in Brazil. The team combines clinical expertise, innovation, ongoing professional development, and a strong commitment to humanized care, to deliver effective treatments. As a result, the service has achieved an average cure rate of 74%.

A distinguishing feature of the Oncology and Hematology Service is its full spectrum of integrated care, supported by an Image Center, an Advanced Diagnostic Center, and dedicated infrastructure for both clinical and surgical treatments. This includes 21 inpatient beds, intensive care support, an outpatient chemotherapy unit, and

a fully equipped surgical suite staffed by specialized teams. A key advantage of the service lies in the collaborative expertise of professionals across 47 pediatric specialties and areas in pediatrics, combined with that of the core care team to meet the specific needs of each patient, and also of psychologists, speech therapists, physical therapists, nutritionists, pharmacists, and nursing staff.

When clinically indicated, patients may also undergo bone marrow transplantation or receive CAR-T cell therapy — an innovative treatment option for certain types of cancer when conventional approaches have proven ineffective. In addition, patients benefit from a wide range of comprehensive support services, including rehabilitation centers, psychological counseling, social-welfare assistance, educational continuity programs, and cultural and recreational initiatives.



6,499

consultations

3,314

chemotherapy sessions

727

hospital admissions

26

bone marrow transplantations for neoplastic conditions

Patient-centered care

GRI 2-29



At Pequeno Príncipe Hospital, a patient-centered approach informs every decision and action taken by the care teams. Our daily commitment is to deliver the highest standard of care, ensuring that each patient receives humanized, excellence-driven treatment supported by a comprehensive set of strategies. Among these are the implementation of specialized protocols — such as care pathways for sepsis and complicated pneumonias — paired with awareness campaigns aimed at training teams to remain fully alert to key signs and symptoms of infection. These efforts are further reinforced by the Hospital's Antimicrobial Stewardship Program (*more about this program on page 64*).

As a result of these controls, the sepsis lethality rate at the Hospital has remained stable at approximately 6% for the past four years — among the best outcomes recorded globally. Mortality from compli-

cated pneumonias, which can also result from sepsis, has remained at zero during the same period. Additionally, the number of recorded cases of septic shock has decreased by 50% (*for more information, please see page 66*).

Since 2023, the Hospital's Quality Center has maintained direct communication between patients, family members, and care teams, with the aim of identifying opportunities for process improvement, enhancing the humanization of care, and promoting a patient-centered approach. The Voice of the Patient program gathers in-person and online feedback to assess patient experience and forwards comments and suggestions from patients and family members to management, with the aim of enhancing patient care. It also holds meetings within the Quality Committee, involving those directly responsible for the processes, to present any critical issues identified.



In addition, internet and social-media monitoring is conducted to identify potential complaints and proactively reach out to patients or their families. In 2024, the Quality Center began holding listening sessions via Zoom, in order to record complaints and ensure that they are more effectively addressed within the Hospital.

Below are other patient-centered care strategies at Pequeno Príncipe Hospital.

Family participation and safety checklist

In the Hemodialysis, where treatment typically involves frequent sessions over an extended period, families play an active role in promoting patient safety. They assist with the completion of safety checklists before and after each session and take part in care delivery alongside the clinical team, which follows its own procedural and equipment protocols. This collaborative approach reinforces safety by enabling a double-checking system. Children who are able to read are encouraged to engage in the process as well. Additionally, families receive guidance on the safe administration of medications during the post-hospitalization period.

These safety procedures are further supported by health education initiatives led by the Hospital's Humanization Sector. Designed to promote self-care skills and strengthen the bond between caregivers and healthcare teams, these initiatives ultimately contribute to improved treatment adherence. This work is guided

by the principles of the National Humanization Policy, which underscores patient autonomy and active engagement in the care process (*for more information on humanized management, please see page 26*).

Demands from families and multidisciplinary teams are mapped to identify shared needs, which then inform a structured schedule of meetings focused on aligning knowledge and co-developing solutions. One such outcome was the creation of a specially designed bag to help family members safely transport essential medications for patients following hemodialysis, along with a booklet outlining the complete therapeutic plan. These resources support continuity of care, particularly if the child requires medical attention at other healthcare facilities.

In recognition of its comprehensive, patient-centered approach, the Hemodialysis Sector at Pequeno Príncipe Hospital received, for the second consecutive year in 2024, certification from the Brazilian Health Regulatory Agency (Anvisa) for high compliance with best practices, as part of its national assessment of dialysis services.

Post-Discharge Outpatient Clinic

One of the key innovations introduced in 2024 was the establishment of the Post-Discharge Outpatient Clinic, created to ensure continuity of care through follow-up guidance and medication management after discharge. Patients are welcomed back as often as needed, in alignment with their individualized therapeutic plans.



Professional teaching and training

GRI 3-3: Research, production, and dissemination of knowledge



A longstanding center for pediatric and healthcare professional training, Pequeno Príncipe has been recognized as a teaching hospital since the 1970s, underscoring its enduring commitment to educating new professionals, advancing knowledge, and, more broadly, promoting child and adolescent health in Brazil.

Among the professionals that embody this commitment is Dr. Evelise Tissori Vargas who, after earning her medical degree from the Federal University of Paraná, completed her residency at Pequeno Príncipe, first in Pediatrics, followed two years later by a specialization in Nephrology. In addition to practicing pediatrics at the Hospital, Dr. Evelise now serves as a preceptor, mentoring and guiding residents through their learning process.

“Pequeno Príncipe represents the cornerstone of my medical training. Here, I learned not only medicine, but also the values of compassion and resilience. Each day brings a new opportunity to learn and grow, and that is what I most value in my journey,” she reflects.

Like Dr. Evelise, each year, more than 1,000 students and professionals seek training at Pequeno Príncipe Hospital, which provides a range of programs, including general medical and pediatric residencies, pediatric subspecialty residencies, medical specialization courses, and clinical internships for medical students from Pequeno Príncipe College, the Pontifical Catholic University of Paraná (PUCPR), and *Positivo University (Cruzeiro do Sul)*, all of whom rotate through the Hospital’s clinical





services. In 2024, the Hospital offered 15 residency programs and 11 medical specialization programs, collectively training 146 physicians in pediatrics. Additionally, 1,080 medical students participated in internship programs during the year.

The Hospital also hosts 66 residents enrolled in Multiprofessional Residency Programs in Child and Adolescent Health, including Biomedicine, Pharmacy, and Psychology, as well as the Nursing Residency Program, all offered by Pequeno Príncipe College.

Multiplica PP

Pediatrician Ana Paula Smaniotto lives and works in Loanda, in the interior of Paraná. As a mother of three children, ages 5, 10, and 12, she would not have been able to relocate to a major city to seek for a specialization. She therefore chose to enroll in an online postgraduate program through *Multiplica PP*, the Pequeno Príncipe Hospital's continuing education initiative in child and adolescent health. Nutritionist Daniela Pereira Lovatel also completed her postgraduate course through *Multiplica PP*, specializing in Physical and Mental Health in Adolescence. Ana Paula and Daniela are among the 874 professionals who took part in the training programs offered under this initiative in 2024.

Multiplica PP is a continuing education program focused on pediatrics which, in 2024, offered 28 short, medium, and long-duration courses, in online, hybrid, and in-person formats. These were categorized as open courses, refresher courses, ad-

vanced training, and postgraduate programs. The classes are designed for physicians, nurses, psychologists, physical therapists, speech therapists, nutritionists, and other healthcare professionals. In-person modules take place at the Hospital and in the institution's Realistic Simulation Center, providing participants the opportunity to learn based on the Hospital's real-life clinical scenarios.

The postgraduate programs consist of 360 hours and are certified by Pequeno Príncipe College, with official recognition from Brazil's Ministry of Education. The curriculum spans key areas of child and adolescent health, including clinical care, surgery, mental health, multiprofessional approaches, and nursing. In parallel, open courses are offered for family members, caregivers, educators, and other professionals who work with children and adolescents.

Scientific events

Another initiative by Pequeno Príncipe Hospital in support of the training of healthcare professionals is the organization of events focused on child and adolescent health.

In 2024, the institution hosted the 2nd International Meeting of Specialties in Pediatrics, emphasizing the importance of continuing education to improve care for children and adolescents. Held online, the event brought together 530 healthcare professionals from 24 states and the Federal District, who participated in lectures, panel discussions, interactive sessions, and clinical case reviews with Brazilian and international experts.



Clinical research

GRI 3-3: Innovation and technology, GRI 3-3: Research, production, and dissemination of knowledge

CPP 1, CPP 2

Clinical research keeps Pequeno Príncipe Hospital at the forefront of innovations in healthcare and medical treatments for children and adolescents. Such studies can provide new therapeutic options for diseases where approved pediatric medications are scarce or, in some cases, nonexistent.

Responsible for developing and managing clinical research protocols, the Clinical Research Center (known as Nupe) at Pequeno Príncipe Hospital is organized into three areas: internally conducted studies; industry-sponsored research; and the Value Management Office. All studies carried out by Nupe adhere to national and international good clinical practice standards and are subject to approval by the Hospital's Ethics Committee for Research Involving Human Beings (CEP) and the Brazil's National Research Ethics Commission (Conep).

The volume of scientific data produced by Nupe is of high value to the pharmaceutical industry, with which the Hospital has established partnerships to sustain its activities. In 2024, fourteen pharmaceutical companies sponsored 20 of the 21 clinical studies conducted by the unit. Of these, four are awaiting ethical and legal approval, prior to commencement in 2025.

Within the clinical research area, Nupe conducts observational studies and phase I to phase 4 clinical trials. Meanwhile, the Value Management Office focuses

on health technology assessment and real-world data analysis.

Antimicrobial Stewardship Program (ASP)

The Antimicrobial Stewardship Program (ASP) developed by Nupe is a unique model in Brazil and was designed to train clinical pharmacists in the management of hospital-based programs for optimization of antimicrobial medications, and to combat antibiotic resistance, which contributes to the emergence of superbugs.

In 2024, a study assessed the impact of the antimicrobial stewardship program of a pediatric hospital in Rio de Janeiro, led by clinical pharmacists trained at Pequeno Príncipe. The results, published in an article in *The Brazilian Journal of Infectious Diseases*, the official publication of the Brazilian Society of Infectious Diseases, highlighted the program's sustainability and its success in reducing costs for the Brazilian Public Health System patients.

The methodology developed by Pequeno Príncipe has now been applied in 15 hospitals across Brazil.

Innovation

Innovation, a core element of the Hospital's strategy, is present in both daily clinical operations and administrative





management. It is reflected in digital transformation initiatives, the continuous monitoring of scientific advances in pediatrics, and the work of the Research Institute, which conducts studies at the cutting edge in these fields of knowledge. The Institute's project-management and intellectual-property policies also reinforce structure and governance, and award recognition to those involved.

In addition to these initiatives and policies, various departments seek for their own innovation, using specific indicators for measurement of outcomes and to guide decision making. All projects are carefully planned to optimize time and resources, taking into account the Hospital's lean structure and financial con-

straints. Positive impacts of innovation at the Hospital include improvements in process efficiency, swifter responses and automation, that have enhanced both clinical care and administrative performance.

In 2024, key advances included upgrades of medical equipment and modernization of the PACS system, resulting in improved quality of imaging exams and swifter reporting. Administrative processes were also enhanced, through digitization of tasks and optimization of workflows, including pre-operative assessments.

In the coming years, efforts will focus on fully integrating major medical equipment into the electronic medical records system, with the aim of enhancing safety, efficiency, and the overall quality of care.

Quality, safety, and emergency management

GRI 3-3: Emergency management, 3-3: Service quality and safety

Pequeno Príncipe Hospital is committed to continuous improvement of its quality, safety, and emergency-management processes, and to consistent application of evidence-based practices, with a strong focus on patient well-being and the efficiency of care. Through detailed analysis of performance indicators, adverse events, and user satisfaction, the institution not only meets required standards but also anticipates future needs,

ensuring excellence and reliability across all areas.

The implementation of clear protocols, continuous education of healthcare professionals, and the use of cutting-edge technologies are the strategies adopted to maintain the Hospital's high quality standards, ensuring swift and appropriate responses in critical situations, minimizing risks, and improving clinical outcomes.



Incident reports

GRI 2-26, GRI 2-29

Pequeno Príncipe Hospital adopts a robust and transparent approach to management of faults and incidents in healthcare, maintaining communications channels open so as to actively encourage reporting. The electronic reporting system, available to all healthcare professionals 24 hours a day, every day, allows for both anonymous and identified submissions. Ethical matters are addressed separately, through distinct institutional procedures.

The process for analyzing submitted reports includes document reviews, focused interviews, data collection, and gathering of evidence to enable a logical reconstruction of events. The thoroughness of this approach makes it possible to

investigate incidents effectively and implement appropriate solutions, thus minimizing harm and enhancing the quality of processes.

For external clients, family members, and patients, several communication channels are available, including the Pequeno Príncipe Hospital website, digital platforms such as *Reclame Aqui*, health-insurance and SUS ombuds services, as well as in-person reports to the Hospital's Customer Service Department (SAC, in Portuguese). The aim of these channels is to ensure that the voices of a wide range of users are heard and that all concerns are properly documented and addressed.



Adverse events

CPP 3, 4, 8 e 9

All serious adverse events are submitted to thorough analysis using the London Protocol, which enables investigation of root causes and drafting of proposed improvements to prevent recurrence. The focus is not only on resolving isolated issues but also on fostering continuous learning that contributes to the advancement of clinical practice and hospital management.

In 2024, the adverse-event density rate was 8.0 per 1,000 patient-days, a figure that, while low, nonetheless demands ongoing monitoring and corrective action. The incident-reporting rate reached 29% of hospital discharges, significantly higher than the National Health Service's (NHS) average of 10% to 20%, reflecting a work environment that values patient safety and transparency.

The majority of such incidents (89%) did not result in harm to the patient, while 9.63% caused mild harm, such as the need for minor procedures or additional exams. Moderate harm accounted for 0.98%; whereas only 0.37% resulted in severe harm, requiring additional surgical procedures or extended hospital stays.

The mortality rate associated with adverse events was 0.02%. For sepsis and septic shock, the case fatality rates were 0.4% and 6.9%, respectively. The institution aims to keep these rates below

1% for sepsis and below 8% for septic shock through early identification of clinical deterioration and strict adherence to the treatment protocols for these conditions. The overall hospital mortality rate was 0.64%, which is within the expected range, given the profile and complexity of the patients treated.

With a view to improving preventive practices, all deaths are reviewed by the Mortality Analysis Committee, which works to implement actions aimed at reducing the risks of hospital-acquired infections and treatment-related complications. In addition, hygiene protocols, the proper use of equipment, and adherence to infection control practices, such as antimicrobial stewardship, are rigorously enforced. The Hospital also invests in new technologies to support infection diagnosis and control, with the goal of ensuring patient safety and recovery.



All serious adverse events are submitted to thorough analysis to enable investigation of root causes and proposal of improvements to prevent recurrence.





Healthcare-associated infections (HAIs)

CPP 10

At Pequeno Príncipe Hospital, the prevention of healthcare-associated infections (HAIs) is an institutional priority. To this end, the Hospital relies on its Epidemiology and Hospital Infection Control Service, which has adopted a continuous-education approach and implements new technologies.

The overall average rate of HAIs in 2024 was 2.9%; i.e., 15% lower than in 2023, despite an increase in the number of critical and complex patients treated

at the institution. This result reflects ongoing efforts of all healthcare teams and clinical staff to adopt best practices in HAI control and prevention, as has been confirmed by external audits conducted by the National Accreditation Organization (ONA) and the Health Surveillance Office of Curitiba's Municipal Department of Health.

User experience and satisfaction

GRI 2-25, GRI 2-26

At Pequeno Príncipe, patient experience is monitored using tools such as the Net Promoter Score (NPS) which measures



satisfaction levels and the likelihood of recommending the evaluated hospital. Results are also tracked by areas, whether SUS or private health-plan, Image Center (known as Ceima), laboratories, inpatient units, and also ratings on the *Reclame Aqui* platform.

The Customer Service Department (SAC) plays an important role in handling complaints and implementing quick and effective solutions, ensuring that all concerns are promptly addressed. Another key tool used to actively listen to patients and family members is the Voice of the Patient program (*for more information, please see page 60*).

Pequeno Príncipe also continuously invests in technologies and staff training, with the aim of improving emergency response and ensuring that each patient receives the best possible care, in a timely manner, with a focus on minimizing risks and promoting full recovery.

In 2024, the Hospital achieved a Net Promoter Score of 92.91%, surpassing the target of 83.3% and reflecting the success of strategies targeted at excellence in care. The complaint rate decreased from 1.5 in 2023 to 1.1 per 1,000 patients in 2024, highlighting improvements in patient experience. On the *Reclame Aqui* platform, the Hospital responded to 100% of complaints and earned a “good” rating, with an average score of 7.9.

In addition, the waiting time at the Emergency Service was reduced, with

98.5% of cases experiencing waits of up to 59 minutes (three minutes less than in 2023). The time between ticket issuance and risk classification was 11 minutes, demonstrating the service’s efficiency.

CPP 7

One of the goals for the coming year is to analyze and address the main reasons for complaints in the Emergency Service through qualitative analysis of recorded content, so as to enable targeted interventions. To this end, the Hospital began participating in the Lean in Emergencies project under the Support Program for Institutional Development of the Public Health System (Proadi-SUS, abbreviation in Portuguese), developing a dashboard to facilitate the management of institutional data used to support decision making.

ONA Level 3 certification

CPP 12

In 2024, Pequeno Príncipe’s care processes maintained their Level 3 — Accredited with Excellence — status, the highest certification level awarded by the National Accreditation Organization (ONA).

Reopening of the Oncology, Hematology, and Bone Marrow Transplantation (BMT) Outpatient Clinic



In September 2024, Pequeno Príncipe Hospital reopened the Oncology, Hematology, and Bone Marrow Transplantation (BMT) Outpatient Clinic, which was destroyed by a fire in October 2023. Reconstruction brought improvements in infrastructure, safety, and patient-centered care, benefiting patients, family members, and the healthcare team.

Through a R\$ 2.7 million investments, the new outpatient clinic received over 500 new items, including medical equipment, furniture, and safety devices. Modern climate control systems, upgraded electrical networks, and gas sensors for risk prevention were installed. The new layout also optimizes workflow and enhances the patient experience, creating an environment that promotes comfort and well-being.

Enhancing safety systems was one of the main focuses of the reconstruction, made possible quickly and with quality thanks to internal engagement and the support of partners. Fundraising secured R\$ 2.9 million, exceeding the costs of the first phase of the project. The surplus was allocated to expanding safety and fire prevention systems, not only in the outpatient clinic, but throughout the entire Hospital. This entailed acquisition of new firefighting equipment and installation of advanced smoke-detection devices.

In 2024, construction of a ramp connecting all floors of the Hospital was also completed, creating a safe evacuation route in case of emergency. This enhancement is one of the deliverables of the *Para Mais 100 Anos* (For Another 100 Years) project, funded by tax-deductible donations from private individuals and companies. In 2025, the project will be extended to cover the cost of replacement of the roof of the Hospital's oldest building.





Materials management and medication control

Medication management in a hospital setting requires meticulous planning to ensure patient safety and efficient use of resources. At Pequeno Príncipe Hospital, this process is governed by strict protocols, continuous monitoring, and the use of advanced technology to track each medication, from receipt to patient ministration. The hospital pharmacy plays a critical role in this system, helping to prevent waste and ensuring that every patient receives the correct medication, at the right dose and at the appropriate time.

Unit-dose preparation

One of the core activities of the hospital pharmacy is unit-dose preparation of medications, a process that enables the precise separation of doses for each patient. This practice is particularly critical in a pediatric hospital, where dosages must be adjusted according to the child's weight to ensure safety. At Pequeno Príncipe, patients range in weight from less than 1kg to over 100kg. Each month, approximately 80,000 medication doses are prepared in a structured and controlled manner, to minimize administration errors and reduce medication waste. Around 75% of prescriptions are fractionated, meaning they leave the hospital pharmacy already prepared in the exact dose required for each patient.



A key differentiator at Pequeno Príncipe is the sterile compounding rooms used for medication fractionation. This practice, still uncommon in many hospitals, ensures that medications are handled in a controlled environment, significantly reducing the risk of contamination. Another distinguishing feature is the implementation of barcode-based traceability, a system that allows for real-time monitoring of each medication, enhancing safety at the point of administration and helps prevent errors, such as incorrect dispensing, administration of expired drugs, or inaccurate dosages.

Clinical pharmacists also play a key role in patient care by monitoring for potential drug interactions and adverse effects, while providing guidance to both healthcare professionals and family members on the proper use of medications.

4





Pequeno Príncipe College

Introduction and acknowledgments



Growing with quality, innovation, and purpose

Pequeno Príncipe College celebrated its 21st anniversary in 2024 as a leading health-education institution in Brazil, dedicated to the mission of training professionals who both master emerging knowledge and technologies in healthcare, and also understand the social contexts in which they will operate, fostering compassion for the human dimension of patient care. Since its founding, the College has achieved several milestones, including the top score of 5 in the Ministry of Education's 2024 on-site institutional reaccreditation assessment.



Among the highlights of 2024 was expansion of the College's undergraduate programs, as the first cohorts of the on-campus Physiotherapy and Nutrition programs began the academic year, along with students enrolled in the distance learning programs in Systems Analysis and Development, and Aesthetics and Cosmetics.

Another milestone of the year was inauguration of the new Conviviality and Dining Center. Covering an area of 450 square meters, the facility accommodates up to 127 seated individuals, providing a more comfortable and welcoming environment with affordable meal options for students and employees. In addition to offering snacks, beverages, and a lunch buffet, the Center houses the Nutrition program's teaching restaurant, dedicated to practical activities and equipped to serve 20 students, who have the opportunity to plan menus, prepare balanced meals, and manage processes related to food and nutrition.

National and international recognition

Excellence in education and scientific research has earned the College significant accolades. Following a top score of 5 in the on-site institutional reaccreditation evaluation — the highest rating awarded by the Ministry of Education, which assesses academic, administrative, and infrastructure dimensions —, in 2024, the College's Medicine, Biomedicine, and Pharmacy programs also received

maximum scores (*for more information, please see page 82*).

Other major achievements of Pequeno Príncipe College included international certifications of its undergraduate programs in Medicine and Nursing, in acknowledgment of the institution's high educational quality standards.

Certification of the College's Medicine Program by the Federal Council of Medicine's Medical Schools Accreditation System (Saeme) makes it eligible for accreditation by the World Federation for Medical Education (WFME), an organization co-founded by the World Health Organization (WHO) that promotes high-quality medical and health-care education worldwide. In practical terms, this recognition makes the College's medical degree internationally recognized, thereby entitling graduates from Pequeno Príncipe College to practice medicine abroad, in countries such as the United States and Canada, and to seek for postgraduate studies and research opportunities at leading international academic institutions.

The Nursing program was certified by the Regional Accreditation System for University Courses of MERCOSUR (Arcu-Sul). This system continuously evaluates the quality of higher education programs in MERCOSUR member and associate countries, contributing to the advancement of regional integration, with the aim of fostering educational, economic, social, political, and cultural development across the region.



Our purpose

• Mission

To produce and disseminate knowledge, contributing to the construction of a healthy, citizen-centered, and supportive society, grounded in humanism and critical thinking on social realities.

• Vision

To be a national reference in the production and dissemination of health knowledge, promoting a transformative journey.

• Values

- Education
- Inclusion
- Sustainability
- Care
- Ethics
- Innovation

Pequeno Príncipe College numbers — 2024

• **9**

undergraduate courses

• **239**

faculty members

• **21**

years of service

• **2,269**

students

• **147**

technical-administrative employees

Postgraduate specializations, masters, and PhD programs

• **617**

scholarships offered

• **R\$ 23.2 million**

for scholarship awarded
(CPP 27)

Operational approach

GRI 2-6

Pequeno Príncipe College delivers academic training of excellence through undergraduate and graduate programs, along with research and outreach activities focused on knowledge dissemination to drive social transformation. To this end, it fosters competencies that integrate technical and scientific education with knowledge, attitudes, and skills that reinforce a humanized dimension of healthcare delivery. Students from various disciplines apply their knowledge and actively engage in humanized care practices in hospitals and primary healthcare units; with 90% of practical training settings linked to the Brazilian Public Health System (SUS). The remaining training takes place directly within communities, enabling students to develop awareness of real-world health challenges.

Dedicated services expand access to health

Suffering bullying at school, 16-year-old Breno¹ was under intense emotional distress. At a friend's recommendation, his mother sought help at the Tatiana Forte Psychology Teaching Clinic, part of Pequeno Príncipe College. Breno was attended by two final-year Psychology students who, under faculty supervision,

one conducted therapy, while the other administered assessments. This led to a remarkable finding: Breno was an exceptionally talented and gifted child. Once introverted, following his treatment he began giving presentations at school events.

Breno was one of 215 patients attended by the teaching clinic, which in 2024, recorded a total of 2,503 appointments; an average of roughly 12 sessions per person. The facility operates from 8 a.m. to 9 p.m. and features five consultation rooms, four of which are equipped with one-way mirrors. While one student conducts the session, others can observe, alongside a supervisor, without interfering.

In addition to the Psychology Teaching Clinic, Pequeno Príncipe College also operates the Professor Ivete Zagonel Interprofessional Practice Outpatient Clinic, where students from various academic programs work collaboratively to provide healthcare services under faculty supervision. This integrated approach allows them to combine theory with practice, while delivering valuable services to the community.

In 2024, the College expanded both its healthcare team and the range of community services offered at this outpatient clinic. Students from three additional courses — Psychology, Pharmacy, and Nursing — began participating in the

¹ Name changed to preserve the patient's identity.



service, and three new specialties were added: orthopedics, neurology, and genetics. These joined the existing offerings in gynecology and obstetrics, cardiology, infectious diseases, nephrology, urology, vascular surgery, gastroenterology, and pulmonology. The facility now includes 12 consultation rooms, where students begin outpatient activities from the fourth semester onward, and are integrated into multidisciplinary teams alongside peers from other programs at the institution.

The outpatient clinic serves SUS patients from municipalities in the Curitiba metropolitan area and the Paraná

coast, through an agreement with the Paraná Metropolitan Services Consortium (Comesp). In 2024, the clinic also began offering consultations across all specialties to Pequeno Príncipe College employees and their dependents. During this period, the teams conducted 5,441 appointments.

By adopting the concept of inter-professional education as advocated by the World Health Organization, the clinic enables students to enhance each other's skills, share case management responsibilities, and deliver higher-quality healthcare services to both patients and the wider community.



What Pequeno Príncipe College offers

GRI 2-6

Undergraduate programs

On-campus courses

- Biomedicine
- Nursing
- Pharmacy
- Physiotherapy
- Medicine
- Nutrition
- Psychology

Distance education courses

- Systems Analysis and Development
- Aesthetics and Cosmetic



Postgraduate courses and research

Master's and doctoral programs

- Master's and doctoral program in Biotechnology Applied to Child and Adolescent Health, in partnership with the Pelé Pequeno Príncipe Research Institute; and
- Master's program in Teaching in Health Sciences

Specializations

Introduction to science

Residencies

- Multiprofessional Residency in Child and Adolescent Health
- Nursing Residency in Child and Adolescent Health



Extension courses and services healthcare



Undergraduate courses

GRI 3-3: Democratizing access to health

Four new programs were added to the Pequeno Príncipe College portfolio in 2024: on-campus undergraduate degrees in Physiotherapy and Nutrition; and online technology programs in Systems Analysis and Development, and Aesthetics and Cosmetics.

The first cohorts of the Physiotherapy and Nutrition courses began the academic year with dedicated facilities for practical training. Physiotherapy students have access to a fully equipped kinesiology lab — a teaching and research space where they analyze human body movements and study the forces acting on them to prevent injuries and improve performance — alongside 11 other institutional laboratories used for hands-on learning. Nutrition students benefit from a teaching restaurant located in the newly-opened Conviviality and Dining Center, adjacent to the College's campus in downtown Curitiba.

Following approval of the distance learning modality by the Ministry of Education in 2023, the Systems Analysis and Development, and Aesthetics and Cosmetics programs also launched their first cohorts in 2024, supported by the institution's Distance Learning Center (NEAD). The center was established to assist students and faculty in online programs, responding to inquiries, providing instructional materials, and offering guidance on curricular content.

Access to excellence in health training

Letícia Nominato, 22 years old, graduated in Biomedicine from Pequeno Príncipe College with a full scholarship through Prouni Program. During her undergraduate studies, she fully embraced the opportunities offered by the institution, participating in scientific research and extension projects, academic leagues and the student council, while also working as a teaching assistant. In 2024, she began her Multiprofessional Residency.

Letícia's story illustrates the opportunities to promote social inclusion offered by the College. In 2024, it awarded 617 scholarships across various categories for undergraduate programs, and both *lato sensu* (specialization) and *stricto sensu* (master's and doctoral) postgraduate programs. Of these, 492 were granted for undergraduate studies and 125 for graduate programs. By offering scholarships for all undergraduate programs, the institution fulfilled requirements of Certification of Beneficent Entity of Social Assistance (Cebas) for Prouni, while additionally providing non-mandatory scholarships to promote education, from undergraduate through to Master's and PhD levels. **CPP 26**

Like Letícia, all students at the institution benefit from active learning methodologies



208

graduations
(CPP 25)

11

laboratories

9

courses
(7 in-person
and 2 distance-
learning)

5,441

consultations
at the Inter-
professional Practice
Outpatient Clinic



designed to shape professionals grounded in humanism and critical reflection on social realities. By placing the student at the center of the learning process, these methodologies encourage reflection and foster skills such as observation, critical analysis, autonomy, and lifelong learning. As active participants in the production of knowledge, students are exposed to challenges similar to those faced in professional life, and are equipped with the tools to overcome them.

One of the methodologies employed is Case-Based Collaborative Learning (CBCL), developed by Harvard Medical School. Pequeno Príncipe College was the first Brazilian institution to adopt CBCL, in 2019, and the first to publish a scientific article on its implementation in Brazil — *Perception of medical students on the*

*use of Case-Based Collaborative Learning (CBCL) in the human physiology course*² —, published in the Spanish scientific journal *Educación Médica*, in 2024.

Expansion of laboratories

Pequeno Príncipe College continuously invests in improving infrastructure to maintain excellence in education. In 2024, investments in laboratories for academic practice amounted to R\$ 955,000.

Furthermore, the College invested in implementation of two new laboratories at the Distance Learning Center to support students in the Aesthetics and Cosmetics program. The facilities include equipment for facial, body, and hair esthetics (such as drainage, ozone therapy, russian current, high frequency, plasma, among others).

²Available at <<https://www.elsevier.es/es-revista-educacion-medica-71-pdf-S1575181324000615>>.

Access for all

Reaffirming its commitment to social responsibility, Pequeno Príncipe College has a Didactic-Pedagogical, Psychosocial, Inclusion, and Accessibility Support Center (NADIA) to welcome students and support their learning process throughout their academic journey.

The NADIA also ensures inclusion and accessibility for individuals with special educational needs, through the Inclusion Program for People with Dis-

abilities. Recognized in 2023 with 1st place in the Innovative Practices in Education award, promoted by the Paraná Union of Private Educational Institution Sponsors (Sinepe/PR) in the Higher Education category, the program developed inclusive pedagogical protocols for specially-gifted, high-ability individuals, and those with autism spectrum, and visual, auditory, and motor disabilities. In 2024, NADIA provided 525 support services.



Incentives for innovation and entrepreneurship

GRI 3-3: Innovation and technology

Both during their undergraduate studies and after graduation students at Pequeno Príncipe College have access to the Innovation and Entrepreneurship Center (NIE) which promotes initiatives targeted at fostering networking, the development of innovation skills and an understanding of the language of business.

In 2024, the NIE launched its first Ideathon, a multidisciplinary competition aimed at encouraging undergraduate and graduate students to develop innovative solutions for a hospital-related challenge. Held in partnership with Pequeno Príncipe Hospital and Pelé Pequeno Príncipe Research Institute, the Ideathon brought together 30 students from the Medicine, Pharmacy, Nursing, Nutrition, Biomedicine, and Psychology programs. Split into six teams, they worked

on innovative proposals for addressing the challenge topic: “Medication Chain — The medication administration cycle and sensitive points where errors may occur.”

Organization of the Ideathon received support from Brazilian Service of Support for Micro and Small Enterprises (Sebrae) in Paraná — that also partners with the College in another initiative: the Startup Garage. This free program, developed by Sebrae, offers students from higher-education institutions an environment for creating startups to stimulate entrepreneurial vision.

Adopted by the College in 2023 as an extracurricular option, the Startup Garage was incorporated into the Nursing and Biomedicine curriculum in 2024, and there are plans to expand it to other courses, starting in 2025.

Another highlight of 2024 was the College’s accreditation as a Maker Space and Pre-Incubator by the State System of Environments for Innovation Promo-



tion of Paraná (Separtec, abbreviation in Portuguese) in recognition of its quality and potential as a key player in Paraná's innovation ecosystem. This strategic partnership marks an important milestone in promoting research, technological development, and innovative entrepreneurship in the fields of education and health.

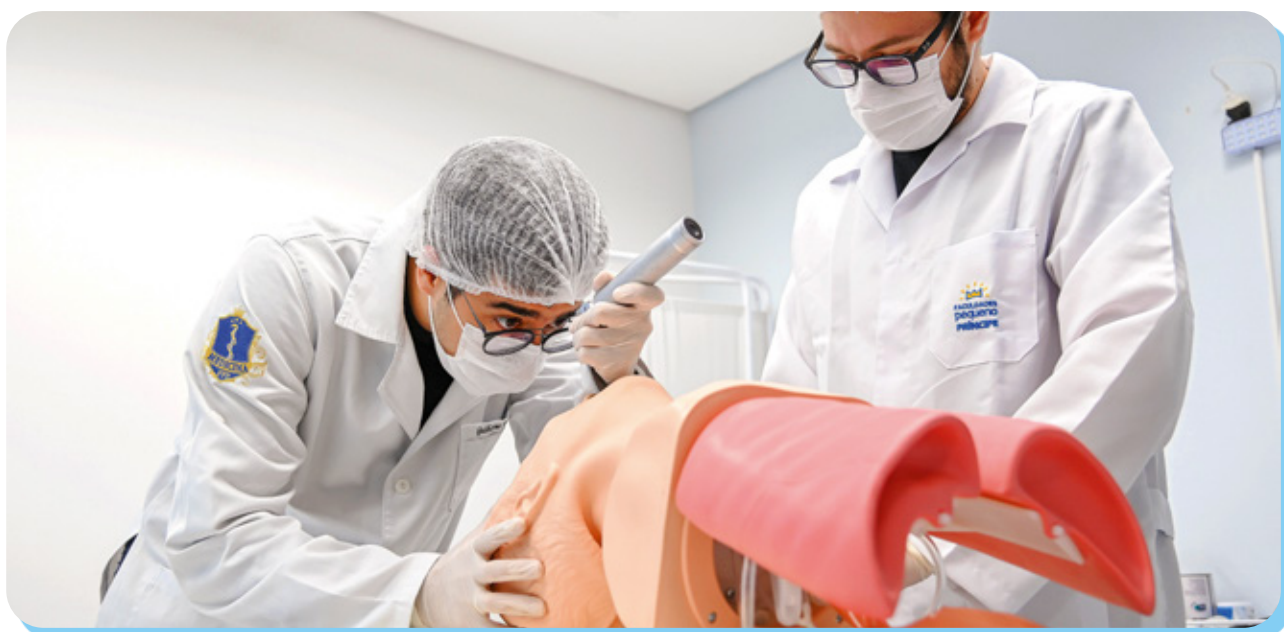
Ten years of the Medical Program

In 2024, as the Medicine program at Pequeno Príncipe College marked its tenth anniversary, it achieved the highest score in an evaluation conducted by the Brazilian Ministry of Education — the only program in Curitiba to receive this distinction. This milestone further solidified the institution's reputation as one of Brazil's leading medical schools.

The program's positive evaluation was driven by the outstanding qualifications of its faculty. Professors combine academic instruction with active involvement in the healthcare sector and engage in contin-

uous professional development through the Teaching Development Center. Close collaboration among faculty, students, and course coordinators — coupled with active listening to the academic community, shared decision-making, and strong leadership support — has enriched the educational experience. The College continually reviews and refines the program's pedagogical framework to uphold the quality of medical education, ensuring alignment with real-world challenges and the ethical foundations of the profession.

The excellence of the facilities used for practical training also played a decisive role in achieving the Ministry of Education's top rating. In addition to access to laboratories and the Interprofessional Health Practice Outpatient Clinic, students benefit from internship opportunities at the Pequeno Príncipe Hospital and other partner hospitals. Practical activities are also carried out in primary healthcare units, emergency care units, and psychosocial care centers.





Postgraduate and research

GRI 3-3: Democratizing access to health



Nurse Gabrielle Pontes, 26 years old, left her home in the state of Maranhão to seek for a residency at Pequeno Príncipe College in Curitiba. The decision to live 3,000 kilometers away from her family was driven by a clear purpose: to specialize in child and adolescent health-care. Of the programs available in Maranhão, only one offers this focus, but it lacks practical training in primary care.

“What sets the program at Pequeno Príncipe apart is the diversity of clinical training settings and the hours dedicated to guided study, which allow us to invest in research and professional development,” says Gabrielle, who joined the 12th cohort of the Nursing Residency Program in March 2024. “It’s a unique opportunity to deepen my knowledge in a supportive, specialized environment with highly qualified professionals.”

Each year, Pequeno Príncipe College welcomes 32 new residency students

from across Brazil — like Gabrielle — who join graduates from its own undergraduate courses. Annually, the College offers 23 vacancies for Nursing Residency in Child and Adolescent Health, and nine places in its Multiprofessional Residency Program (covering Pharmacy, Biomedicine, and Psychology) matching the number of graduates in 2024. **CPP 24**

In its Master’s and PhD programs, Pequeno Príncipe College also promotes the production and dissemination of knowledge through publication of articles in academic journals and scientific periodicals. These efforts focus primarily on child and adolescent health and health-sciences education.

As a result, there was an increase in the number of high-impact publications in 2024, when 63 scientific articles were published by the Teaching in Health Sciences program, and 74 by the Biotechnology Applied to Child and Adolescent Health program.

42

master's and doctoral degrees awarded

32

residency students graduated

248

undergraduates in scientific initiation programs

466

students enrolled in 36 specialization courses

132

articles published in scientific publications

12

books and book chapters published



During the same period, the Master’s in Teaching in Health Sciences program released 12 books or book chapters. **CPP 22**

Through its postgraduate specialization programs, the College has sought to expand its portfolio of distance learning programs, thereby expanding access to higher education in the health field. In addition to 13 blended-learning programs, it offers 20 fully online courses and three delivered in real-time virtual classrooms. Regardless of format, all programs employ active teaching and learning methodologies and are supported by the same expert faculty and instructional materials. In 2024, a total of 466 students were enrolled across the College’s 36 specialization programs.

Science-based healthcare

With the aim of promoting evidence-based healthcare, since 2019, Pequeno Príncipe College has maintained the Systematic Re-

view Study Group, welcoming participation of researchers from other institutions.

To assist with the development of their reviews, participants receive guidance from faculty and research teams of the Master’s and Doctoral programs in Teaching in Health Sciences and Biotechnology Applied to Child and Adolescent Health. Their work encompasses systematic reviews, meta-analyses, and scoping reviews. In 2024 alone, the group contributed to over 80 publications.

Another highlight of 2024 was the admission of Pequeno Príncipe College into the Paraná Council of Pro-Rectors for Research and Graduate Studies, one of the founding bodies of the *Araucária* Foundation for the Support of Scientific and Technological Development in the State of Paraná. By joining the council, the College now holds a seat and a voice in shaping public policies targeted at promoting graduate education and research across the state.

Graduates of the master’s and doctoral programs

CPP 20

	Master’s	Doctorates	Total
*Biotechnology Applied to Child and Adolescent Health Program	22	4	26
Teaching in Health Sciences Program	16	N/A	16

*In partnership with Pelé Pequeno Príncipe Research Institute.



Outreach

GRI 3-3: Comprehensive and preventive health



Head lice took over *Maestro Bento Mos-surunga* Elementary School in Curitiba. In neighboring São José dos Pinhais, it was *Aedes aegypti* mosquitoes that invaded *Professor Cleonice Braga Fonseca* Municipal School. But rather than being frightened, the wide-eyed children were fascinated; because behind the oversized insect costumes were Pharmacy and Biomedicine students from Pequeno Príncipe College.

This was one of 11 outreach projects carried out by the institution in 2024. Through playful activities such as theater performances, quizzes, word hunts, games, and coloring exercises, the initiative reached 908 children between the ages of 6 and 13 at the two schools. The students led educational sessions on dengue, explaining transmission methods and diagnosis; and

on head lice, covering transmission, symptoms, diagnosis, treatment, and prevention.

These children are among the roughly 36,000 people served by the College's outreach initiatives in 2024, a 61% increase in relation to 2023. The programs promote physical and mental health for women, the elderly, children, and adolescents. Activities conducted in schools include lectures on topics such as bullying, anxiety, sexually-transmitted infections, and adolescent pregnancy prevention.

Many of the outreach projects take place within the Pequeno Príncipe Complex itself. One example is the *Tecendo Infâncias* (Weaving Childhoods) project, carried out in collaboration with the Humanization Sector at the Pequeno Príncipe Hospital. Set within the hospital en-

92

on-site and distance learning courses, with 1,136 participants enrolled

11

outreach projects

26

companies and 2 municipalities served by healthcare services

3,078

individuals impacted at companies and municipalities

vironment, the initiative focuses on the biopsychosocial development of children. Through training sessions and workshops, it fosters stronger bonds between caregivers and hospitalized children by encouraging affectionate, protective care.



Outreach projects provide opportunities for students to engage meaningfully with communities and learn from diversity, thereby deepening their social awareness while enhancing their practical skills.

It also raises awareness among students as to the importance of humanized healthcare practices during Very Early Childhood.

These projects serve as opportunities for meaningful interaction with communities, where students learn from diversity, enhance their professional practice, deepen social awareness, and build relationships with individuals to help transform their reality for the better.

The Outreach Department at Pequeno Príncipe College also provides services to both public and private sectors. In 2024, an agreement was signed with the municipality of Telêmaco Borba (state of Paraná) for the training of primary healthcare professionals. For private-sector institutions, it offers a customized portfolio of health-related services tailored to the specific needs of each contracting organization.





Alumni support

GRI 3-3: Saúde preventiva e integral

Psychologist Bruna Prado, 28 years old, is a business partner at *Grupo Vellore*, based in Pinhais (state of Paraná). *Grupo Vellore* is a company with five brands in the construction and gardening tools sector. Her role focuses on integrating different areas of the organization and enhancing operational efficiency by developing leadership skills, fostering emotional intelligence, mediating workplace conflicts, and delivering behavioral training to the company's 250 employees.

Bruna's career path looked very different when she first enrolled in the Psychology program at Pequeno Príncipe College. At the time, she was working in Early Childhood education and believed her destiny to be in that field. That changed when she discovered the institution's Career Center. From that point on, she embraced every opportunity to shape her professional future. She participated in a wide range of mentoring sessions on topics such as organizational culture, labor-market dynamics, group behavior, and interpersonal relationships. Later, she completed a three-month internship that led to a permanent role as an employability analyst. Ultimately, she found the opportunity at *Grupo Vellore*, once again through the Career Center.

To accompany the professional development of its graduates and support their ongoing growth, Pequeno Príncipe College



Career Center

1,730

students
enrolled

388

alumni

572

curriculums

491

students
benefited



also maintains an active alumni network. This network keeps graduates from both undergraduate and postgraduate programs connected to the academic community. Its goal is to foster continuous and mutual collaboration between alumni and the institution, encourage professional networking, create opportunities to share knowledge, and offer ongoing learning benefits.

Members of the alumni network actively participate in initiatives related to their professional fields, contributing to the development of new professionals through courses, lectures, discussion groups, and mentorship programs. This engagement helps build a vital bridge between Pequeno Príncipe College and the world of work.

5





Pelé Pequeno Príncipe Research Institute

Introduction and acknowledgments



Research that saves lives



For seven years, Maria de Jesus Souza dos Santos avoided walking past the Pequeno Príncipe Hospital. She didn't want awaken memories of the place where she lost her daughter, Maria Clara, age just 3 months, in 2015. Since that time she has born two other healthy children, but the birth of Ana Glenda, in January 2022, once again, brought on despair.

At five days old, the baby began to develop a fever, followed soon after by other symptoms. She was taken to two hospitals, but received no precise diagnosis. At a third, a doctor advised Maria to take her baby to Pequeno Príncipe. The memory of losing her other daughter at that very Hospital still weighed heavily on her. Nonetheless, she returned, and was seen by the same pediatrician who had cared for Maria Clara. This time, however, immunologist and researcher Dr. Carolina Prando brought hope.



Thanks to research Dr. Prando had been developing at the Pelé Pequeno Príncipe Research Institute, it was possible to identify that Ana Glenda had an interleukin-10 receptor deficiency, which caused her inflammatory response to be overactive, leading to infections and other complications. The recommended treatment was a bone marrow transplantation, which was performed at the Pequeno Príncipe Hospital in February 2023.

The research conducted by the Institute that saved Ana Glenda has opened a new path of discoveries in the field of translational medicine (*for more information, please see page 105*). Laboratory-based functional studies confirmed that it was a pathogenic alteration, previously unreported in medical literature. This groundbreaking discovery emerged

from the study Molecular Diagnosis of Innate Errors of Immunity in Early Infancy (or First 1,000 Days Project). The study sequenced the exome of 100 children hospitalized with infections at the Pequeno Príncipe Hospital to identify genetic variants associated with diseases. Thirty of them had alterations in genes related to the immune system. This finding is significant because identifying a genetic factor can redirect the treatment strategy.

This is an example of how, in its 18 years of existence, the Institute has become a research reference, proving that science is essential for innovation — guiding public policies, generating commercially valuable applications, and improving the quality of life for children and adolescents through new methods of diagnosis, treatment, and disease prevention.





Our purpose

Vision

To be a benchmark in scientific production on child and adolescent health, generating impact in healthcare and education.

Mission

To promote scientific research in health to produce knowledge and improve the lives of children, adolescents, and their families.

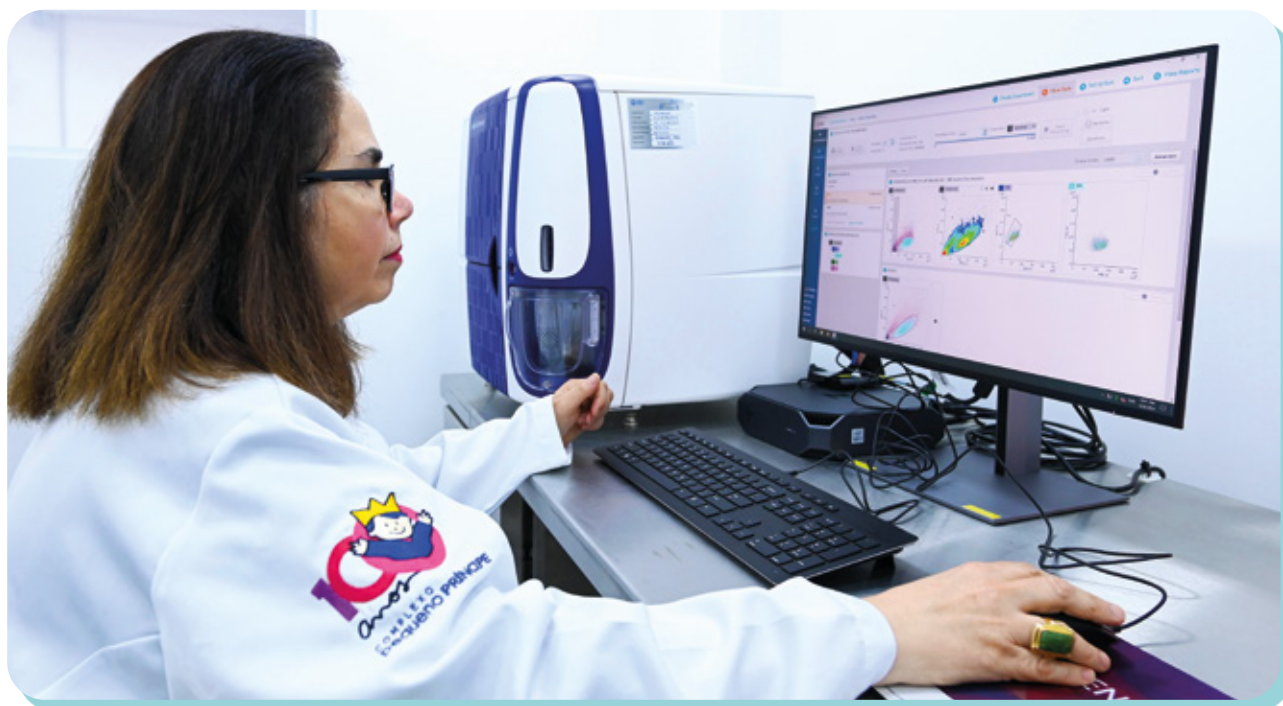
The Institute's numbers – 2024

- 18 years of service
- 14 main researchers
- 84 master's and doctoral students
- 56 scientific initiation students
- 74 scientific articles published in 2024
- 82 projects underway

7 lines of research

- 1 Cell therapy and pharmacology
- 2 Complex diseases and oncogenetics
- 3 Microbiology and infectious diseases
- 4 Neurosciences
- 5 Epidemiological, clinical, and educational studies
- 6 Molecular medicine and bioinformatics
- 7 Imaging, radiological protection, and radiotherapy

Lines of research



1

Cell therapy and pharmacology

Studies in this line seek therapeutic and preventive innovations based on stem cells, biomolecules, natural compounds, and genetic analyses, focusing on complex diseases, degenerative conditions, and environmental impacts on human health. With an interdisciplinary approach, such studies connect biotechnology to translational medicine and sustainability, with the aim of transforming scientific discoveries into real benefits for patients and society.

One of the focuses within this line of investigation is the use of neuron precursor cells and their derivatives, such as extracellular vesicles and microRNAs, in the treatment of neurodegenerative

diseases, including Alzheimer's, Parkinson's, and metachromatic leukodystrophy. These studies focus on the paracrine effects of these structures, i.e., the ability of their signaling molecules to stimulate regeneration, protect neurons, and modulate inflammatory processes. The experiments involve isolating and differentiating stem cells obtained from umbilical cords and amniotic membranes, as well as identifying microRNAs with the greatest therapeutic potential. Preclinical tests include both in vitro and in vivo models, along with the development of nanocarriers that ensure the safe and effective delivery of therapies.

A study with this focus ranked 5th out of 204 submissions in the 2024 public call by the Brazilian Financier of Studies and Projects (Finep), securing R\$ 10.3



million in funding for development over 36 months. It was also approved under Public Call No. 33/2024 — Genomics and Precision Public Health — issued by the Ministry of Health; the Ministry of Science, Technology, and Innovation; the Department of Science and Technology; and the National Council for Scientific and Technological Development (CNPq, in Portuguese), receiving R\$ 2.9 million in funding for 36 months of development.

GRI 201-4

Therapeutic vaccine

This line of research also invests in innovative therapies, including the development of an experimental therapeutic vaccine for adrenocortical carcinoma. The objective is to stimulate the immune system to recognize and attack tumor cells. The vaccine is based on hybrid dendritic-tumor cells, created through the fusion of patient-derived cells with those from compatible donors. Currently in the preclinical phase, these trials have shown promising results in animal models specifically designed to simulate advanced-stage pediatric cancer.

Another area of study focuses on the extraction and analysis of naturally derived bioactive compounds with anti-inflammatory, antioxidant, healing, and immunomodulatory properties. Using low-cost techniques with minimal environmental impact, researchers assess potential applications of these compounds across various fields, in-

cluding healthcare, cosmetics, and functional foods. The research consistently emphasizes clinical viability and the affordability of proposed solutions.

This research line also advances the customization of medical treatments through genetic investigations related to hematopoietic stem cell transplantation. Recent studies have shown that specific immunological incompatibilities between donors and recipients may significantly impact patient survival, particularly in cases of non-malignant diseases.

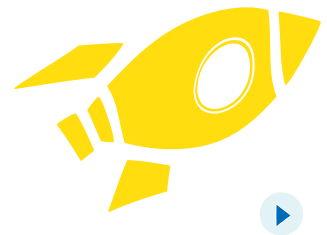
Environmental risks

Complementing these areas, the research line also focuses on assessing environmental risks to human health. One example is the study of the toxic effects of widely used agricultural pesticides, such as glyphosate and dicamba, both individually and in combination. Using zebrafish embryos (*Danio rerio*) — a scientifically recognized model for toxicology studies —, researchers analyze the impact of early exposure to these substances on embryonic development.

2

Complex diseases and oncogenetics

This line focuses efforts on understanding the genetic and molecular mechanisms of rare, hereditary, and highly-complex diseases, with an emphasis on pediatric cancer. The focus is on developing early diagnostic strategies,



new therapies, and the use of advanced technologies such as big data and artificial intelligence to transform child and adolescent healthcare.

Among recent highlights is the development of an innovative adaptation based on the liquid biopsy technique for investigating central nervous system tumors in children. From a simple blood sample, it is possible to analyze molecular cancer markers, contributing to early detection, prediction of tumor progression, and treatment response, as well as facilitating therapeutic monitoring without invasive procedures.

Another significant milestone is the registration of the GeneMorbScore System with the Brazil's National Institute of Industrial Property (INPI, abbreviation in Portuguese). Under development for 17 years, this big data tool integrates clinical and genetic data to map hereditary diseases and generate customizable pedigrees with

an unlimited number of generations. The system enables risk estimates of cancer for individuals or families, considering the interaction between genetic and environmental factors — a significant advance for precision medicine in the pediatric context.

In the field of genetic epidemiology, researchers at the Institute coordinate one of the largest population studies in the country focused on adrenocortical carcinoma, a rare and aggressive type of childhood cancer. The research revealed that the states of Paraná and Santa Catarina have one of the highest global incidences of this tumor, approximately 20 times above the worldwide average. This led to the identification of the TP53 p.R337H mutation as the primary cause of the high regional prevalence. In response, DNA tests were conducted on more than 300,000 newborns, and starting in 2025, a new study will include 100,000 babies for screening of variants discovered in some families.





3

Microbiology and infectious diseases

This line of research focuses on the microorganisms that cause disease, their resistance mechanisms, and the interrelations between human health, the environment, and public policy. With an emphasis on prevention, control, and combating infections, the projects in this area combine applied science, technological innovation, and a strong commitment to public health.

A recent highlight is a pioneering partnership established in 2024 with the Paraná Sanitation Company (Sanepar, in Portuguese) to study the presence of antibiotics in hospital wastewater. The initiative seeks to enhance understanding of how such waste contributes to antimicrobial resistance — one of the most pressing global public-health challenges

— and to propose sustainable treatment solutions for these discharges.

Supported by scientific evidence developed within the Postgraduate Program in Biotechnology Applied to Child and Adolescent Health, the project aims to develop systems capable of filtering and retaining micropollutants, such as antibiotics, before they reach the environment. The proposal integrates academic research, technological development, and preventive action to address a problem of international relevance.

According to the World Health Organization (WHO) the warming of surface waters — an effect of climate change — encourages bacterial proliferation. When combined with the presence of antibiotics in aquatic ecosystems, these conditions favor the emergence of “superbugs”: microorganisms resistant to conventional treatments and capable of causing severe, hard-to-control infections.

By addressing this strategic topic through an intersectoral and evidence-based approach, the microbiology and infectious diseases research line is advancing concrete solutions to contemporary health crises — bridging science, public health, and sustainability.

4 Neurosciences

Research in this field involves the study of the brain and central nervous system, with a focus on children and adolescents. The aim is to deepen understanding of the neurological mechanisms that affect child development — especially in cases of neurodevelopmental disorders — and to translate this knowledge into strategies

for diagnosis, care, and early intervention.

Neurodevelopmental disorders (NDDs) — such as attention-deficit/hyperactivity disorder (ADHD), autism spectrum disorder (ASD), and difficulties related to language, intellectual functioning, and learning — typically emerge in the first years of life and significantly impact children's well-being, socialization, and school performance. According to the World Health Organization, these conditions affect roughly 20% of the child population. In Brazil, an estimated 4.5 million children age 0 to 9 years are affected by some form of NDD.

To address this challenge, the Institute is conducting a comprehensive, multi-professional evaluation of children with





cognitive, emotional and behavioral disorders. The research includes application of psychometric and psycho-pedagogical tests, biological assessments, and detailed neurological evaluations, aiming to identify patterns that can guide more effective and individualized interventions.

The study brings together professionals from diverse fields of health and education, in line with the Institute's commitment to an interdisciplinary, child-centered approach. By integrating scientific, clinical, and educational perspectives, this line of research seeks to make a tangible contribution to addressing key challenges in contemporary childhood — namely, the early detection and qualified management of neurodevelopmental disorders.

5

Epidemiological, clinical, and educational studies

This line of investigation takes an integrated approach to examination of the origins, impacts, and pathways for facing up to health conditions that affect child and adolescent development. The aim is to produce evidence-based knowledge that serves as input for clinical and public-policy solutions focused on comprehensive pediatric care.

Among the projects that exemplify this approach is the translational medicine study on childhood visual disabilities, carried out through the Brazilian Ministry of Health's National Program to Support Healthcare for People with Disabilities

(Pronas/PcD, in Portuguese). This research seeks to map the epidemiology of visual deficiencies in children and adolescents, investigating its genetic causes and impact on neurocognitive development, and thus also involves scientists who work on neuroscience lines of research.

Visual impairments afflict roughly six million Brazilians and some half a million are blind, according to the 2019 census (Brazilian Institute of Geography and Statistics). There are, nonetheless, significant gaps in our understanding of the causes of this problem, which places limitations on establishing effective prevention and care strategies.

From October 2022 to October 2023, a multidisciplinary team comprised of doctors, psychologists, biophysicians, and social workers collected clinical and demographic data on 250 patients, from age 2 to 17 years, attended at the Ophthalmology Service of the Pequeno Príncipe Hospital. The data were analyzed at weekly meetings in 2024, with feedback to families in the form of clinical reports, guidance, and referrals.

All participants underwent a neurocognitive assessment, and a subset also underwent exome genetic sequencing. Among the 100 children evaluated, this approach enabled identification of a genetic cause in 30 cases. Priority for genetic testing was given to patients with family histories suggestive of or clinical signs indicative of genetic syndromes.

One revealing case is that of an 8-year-old boy who was initially seen for ophthal-





mologic complaints. Genetic sequencing identified a DNA alteration associated with an innate error of metabolism — a condition that affects the cells' ability to produce energy and that had led to progressive vision loss. The study also enabled the early diagnosis of his younger brother, still an infant, who carries the same genetic mutation. As a result, preventive neurological monitoring was initiated, with measures aimed at preserving his eyesight.

This research line also includes studies focused on complex clinical conditions and the rational use of medications, with an emphasis on patient safety. One example

is a study evaluating levels of selenium, iodine, and iron — essential micronutrients — in children with intestinal failure who rely on parenteral nutrition and are more vulnerable to infections, particularly those related to central venous catheters. Conducted with patients at the Pequeno Príncipe Hospital, the study contributes to improving care and nutritional monitoring in severe cases of malnutrition and gastrointestinal impairment.

Another field of investigation involves the use of opioids and their adverse effects. In addition to mapping the prescription of these drugs at the Pequeno Príncipe Hospital, the study develops an epidemiological profile of opioid intoxications — both legal and illegal — in children and adolescents in Brazil, comparing data across the country's five regions. The findings may support prevention strategies, safer clinical protocols, and public policies aimed at rationalizing the use of these medications, the potential for dependency, and toxicity of which is well documented.

This line of research reflects the Institute's commitment to producing knowledge that is applicable to the realities of the healthcare system, promoting improved clinical, diagnostic, and preventive practices focused on childhood and adolescence.

6

Molecular medicine and bioinformatics

Studies developed within this line of research seek scientific solutions to make treatments safer, more effective, and



personalized, especially in contexts of high clinical complexity, such as pediatric cancer and infectious diseases. These studies combine pharmacology, genetics, analytical technology, and computational models to investigate how drugs are metabolized and to individualize pharmacotherapy.

One of the main focuses is therapeutic drug monitoring (TDM), a technique that quantifies drug levels in the body to ensure that their concentration remains within the so-called therapeutic window — the optimal range between efficacy and safety. The Institute validates TDM protocols for a number of essential drugs used in the treatment of cancer and severe infections, including mitotane, voriconazole, vancomycin, busulfan, cyclophosphamide, mercaptopurine, fludarabine, carboplatin, doxorubicin, etoposide, vincristine, and asparaginase.


In addition to monitoring, researchers develop analytical protocols to investigate drug metabolism, with an emphasis on factors that influence therapeutic response, such as drug interactions, genetic variability, and physiological conditions.

One example is the investigation of mitotane's chiral metabolism — the only drug approved for the treatment of adrenocortical carcinoma. This medication, derived from the pesticide DDT, can potentially cause significant side effects. The team analyzes its main metabolites (DDA and DDE) including the distinct actions of its enantiomer — molecules that are chemically identical but differ in spatial orientation. The tests are conducted in vitro using human tumor cells to better understand its mechanisms of action and guide future therapeutic improvements.



7

Imaging, radiological protection, and radiotherapy



The imaging, radiological protection, and radiotherapy research line at the Pelé Pequeno Príncipe Research Institute focuses on the development and validation of protocols that enhance safety of examinations and procedures involving ionizing radiation in children and adolescents. Based on the analysis of clinical practices and the application of international recommendations, such as those from the European Community, these studies aim to reduce radiation exposure for both patients and healthcare professionals involved in hospital routines.

One area of focus in this line is pediatric fluoroscopy and interventional radiology. Using optimized technical parameters, such as reducing the number of images taken, shortening fluoroscopy time, and minimizing the irradiated field, researchers evaluate the direct impact of these adjustments on absorbed radiation doses. This assessment uses tools such as thermolumi-

nescent dosimeters (TLDs) and dose-area product meters, which allow for precise measurement of radiation received by different parts of the body, for both patients and healthcare professionals.

The results obtained through implementation of these protocols show significant progress. The reduction in radiation doses during procedures is considerable, contributing to greater safety for pediatric patients, without compromising diagnostic or therapeutic quality. Similarly, a decrease in equivalent doses received by healthcare professionals was observed, particularly in sensitive areas such as the eyes, thyroid, and hands, reinforcing our commitment to occupational protection and employees health.

Beyond the direct safety benefits, the studies also demonstrate alignment of the developed protocols with international standards, by comparing results with data from scientific literature and global reference guidelines. This lends strength to the evidence generated and supports the proposal to adopt these protocols in other hospital settings.



Click here to learn more about research underway at the Institute:
<https://pelepequenoprincipe.org.br/pesquisas/nossas-pesquisas/>.

Content available only in Portuguese.



Investment in research

CPP 21



Brazil invests 1.2% of its Gross Domestic Product in research and development (R&D), whereas countries such as South Korea and Israel invest 4%, and Japan allocates 3.8%, according to a 2023 report by the Brazil's National Council for Scientific and Technological Development (CNPq).³ These figures highlight how challenging it is to conduct science in this country.

However, the Complex, through the Pelé Pequeno Príncipe Research Institute, considers that investing in this field paves

the way to making new treatments more innovative, efficient, and accessible. As such, it currently maintains 82 ongoing projects across seven research lines, with special emphasis on complex diseases affecting children and adolescents. In 2024, these efforts entailed approximately R\$ 25,822,918 in operational expenses (personnel, supplies, and services) and infrastructure, a challenging figure for a philanthropic institution.

One funding-research avenue is the Brazil's National Program to Support

³Available at: <https://www.gov.br/cnpq/pt-br/acao-a-informacao/auditorias/RG2023v3pubNaoDiagramado.pdf> (page 51).

Oncology Care (Pronon)⁴, managed by the Ministry of Health. Over the years, the Institute has developed nine projects through Pronon that have transformed research and oncology care infrastructure within the Complex.

Public support

Research related to leukemia and neuroblastoma, the establishment of the Biobank, and the search for a therapeutic vaccine to combat adrenocortical carcinoma are among the initiatives made possible through Pronon. Moreover, in 2024, a new research project on adrenocortical carcinoma was approved under the program, with R\$ 7.4 million in funding. This project will use a panel composed of seven gene variants, based on recent discoveries in certain families with a higher predisposition to cancer. Identifying these variants will help determine their prevalence and provide support to families affected by various types of cancer, including adrenocortical carcinoma.

Individuals and corporate entities can also support research, either through

tax-deductible charitable donations or through direct donations. In 2024, for instance, a private donation of R\$ 520,000 from a corporate partner enabled the Institute to complete installation of a cleanroom, finalizing a project for the establishment of a Cell Processing Center (CPC) initially launched with Pronon funding. Another direct private donation, also in 2024, enabled installation of a cleanroom at the Cabral unit, for use in cell therapy research.

Advanced therapy products are extremely complex due to product variability, which means manufacturing processes must be carefully designed and controlled to minimize potential risks to the patient receiving the therapy. A cleanroom is therefore essential for ensuring the quality and integrity of products that are sensitive to contamination, in compliance with national and international standards and regulations. Among the many diseases that may be better studied through advanced therapies are autism, cerebral palsy, lupus, cardiomyopathy, diabetes, spinal muscular atrophy, metabolic disorders, and cleft palate.

⁴Pronon aims to strengthen public health policies for individuals diagnosed with cancer by expanding access to medical and healthcare services, supporting the training and continuing education of human resources at all levels of care, and promoting research initiatives. Corporations taxed under the actual profit regime and individuals who file their income tax returns using the full form may allocate funds to projects approved under Pronon and the Brazilian National Program to Support Healthcare for People with Disabilities (Pronas/PcD).



Training of researchers



The training of new scientists, a strategic mission of the Pequeno Príncipe Complex, is carried out through the Research Institute. In a context that increasingly demands innovative and humanized solutions to health challenges, the Institute has consolidated its reputation as a center of excellence for the development of talent — from early scientific initiation to the most advanced levels of postgraduate education.

A remarkable example of this journey is Maria Eduarda Woinarovicz. At birth, she was part of a study by the Institute that identified babies with a genetic mutation associated with the development of adrenal cortex tumors. As a result, she began receiving medical follow-up and, at the age of 3 and a half, when a tumor appeared,

she was able to undergo early surgical removal and was cured. Today, at age 18, she is a Psychology student and has been awarded a scientific initiation scholarship to join the research team conducting a new genetic mapping study in Paraná. The project will use a panel of seven gene variants to investigate whether a greater number of mutations is associated with higher incidences of cancer in certain families.

Preparing young people like Maria Eduarda to engage purposefully in science is stimulated by a culture that cherishes the technical, ethical, and human development of researchers. In 2024, the Institute was comprised of 14 principal researchers, nine postdoctoral researchers, 49 master's students, 35 doctoral students, and 56 undergraduate research fellows. Together, they

produced 74 scientific articles based on 82 ongoing research projects, 63 of which were classified as translational, focused on turning laboratory discoveries into real clinical solutions.

To maintain and enhance the quality of its academic training, the program undergoes rigorous evaluations by the Brazilian Coordination of Superior Level Staff Improvement (Capes). The graduate program is part of the Medicine II category, which includes 106 programs nationwide, only 26 of which have received a level 4 rating, including that of Pequeno Príncipe.

Expectations are high for advancement in the next evaluation, to be released in early 2026, driven by strong scientific output and growing internationalization of academic activities.

The Pequeno Príncipe Complex believes that to invest in scientific training is to invest in the future of healthcare. By combining academic excellence with a strong social commitment, it prepares professionals capable of generating knowledge and, above all, transforming lives — like that of Maria Eduarda, who was once a patient and is now a scientist in training.

◀ Brazil celebrates King Pelé Day

When Pelé scored his 1,000th goal, in 1969, and dedicated it to children, he not only cemented his legacy as the greatest football player of all time but also reaffirmed his lifelong commitment to the cause of children. In recognition of this dual legacy, Brazilian Law No. 14,909, enacted in June 2024, officially established November 19 as **King Pelé Day**.

The celebration of this date was inspired by the Pequeno Príncipe Complex, home to the only social project formally sponsored by this great athlete: the Pelé Pequeno Príncipe Research Institute. The first King Pelé Day was marked in grand style, with an epic Pelé Pequeno Príncipe Legends Game between the Barça Legends and the Pequeno Príncipe Legends teams, held at the Ligga Arena, in Curitiba.

The event drew 28,000 spectators, and was attended by iconic players from around the world,

who took to the field in support of child and adolescent health. With an all-female referee team, sustainability initiatives such as carbon offsetting, participation of pediatric patients, children of employees, and Pequeno Príncipe College students, the game became a celebration of life, of solidarity, and of Pelé's enduring legacy.





Translational medicine

Translational medicine bridges the gap between scientific discoveries and clinical practice, feeding research with insights drawn from the challenges physicians face in their daily work. In this transfer of knowledge from the laboratory bench to the patient's bedside, scientists, physicians, and other healthcare professionals work together in the search for innovations in disease diagnosis and treatment.

Since basic science can significantly contribute to improving clinical outcomes, close collaboration is maintained between the care and research areas of the Pequeno Príncipe Complex. The Translational Medicine Directorate, housed within the Research Institute, carries out initiatives that strengthen exchanges between the two areas, including meetings open to staff members. In these regular sessions, each Institute researcher presents the implications of their ongoing projects to healthcare professionals, fostering dialogue between the two ends of medicine — basic science and clinical practice — as a starting point for the creation of new projects. The goal is to hasten the transfer of results between these areas and, ultimately, to benefit society.

An example of translational medicine based on clinical practice, as carried out at the Institute, involves children undergoing cancer treatment, who may experience lesions in the mouth caused by



radiotherapy and chemotherapy. Oral mucositis causes discomfort, impairs chewing and swallowing, reduces salivation, and hinders oral hygiene. The effect is intensified in patients receiving head and neck radiotherapy, and may even lead to interruption of treatment, potentially compromising tumor control and reducing survival rates.

Having focused upon this issue in patients treated by the Oncology Service at the Pequeno Príncipe Hospital, researchers from the Institute, in partnership with other institutions, are developing a natural extract-based solution to treat mucositis.



63

translational
research
projects

6





Creating value

Our key indicators



Economic and financial performance

GRI 3-3: Democratizing access to health

The year 2024 was marked by significant economic challenges for the health sector, with direct consequences for philanthropic hospitals such as Pequeno Príncipe, especially in their relationship with the Brazilian Public Health System (SUS) and private health insurers, which underwent notable fluctuations. Chronic underfunding of SUS reimbursements continues to undermine the financial sustainability of these institutions. Indeed, since 1994, values have been adjusted, on average, by only 94%, whereas the accumulated National Consumer Price Index (INPC, in Portuguese) has increased by 636%, according to the Confederation of *Santas Casas*, Hospitals, and Philanthropic Entities (CMB). In such a context, efforts to establish fair update mechanisms for SUS rates, and strengthening of funding strategies have become critical for ensuring the continuity of provision of high-quality care services to the population.





At Pequeno Príncipe, where services are provided exclusively for children and adolescents — primarily through the SUS — negotiations with the national public authorities in 2024, conducted via the Curitiba Municipal Department of Health, resulted in an approximate 20% increase

in monthly transfers. In addition to this, a legal victory in a lawsuit against the Federal Government resulted in a partial readjustment of the amounts received. Nonetheless, the gap between the actual costs of procedures and the sums received under SUS reimbursements resulted in a deficit.



patients, the Hospital often opts to use supplies different from those provided by the SUS, and in such cases, the Hospital itself bears the cost of such supplies.

A situation where this occurs is in hip prosthesis surgery. Prostheses funded by the SUS need to be replaced every five years, subjecting the patient to repeated major surgeries. Besides the risks inherent to such procedures, patients must be removed from their routine, including schooling, to undergo treatment. On the market, there are prostheses with a lifespan of 15 years, considered more suitable for some patients; however, it is the Hospital that must bear the cost of such materials.

All of this helps explain why, in 2024, the institution incurred a deficit of R\$ 43 million in healthcare services. **CPP 28**

The relationship with private health-insurance plans has also presented challenges. In recent years — as highlighted by the Observatory of the National Association of Private Hospitals (Anahp, abbreviation in Portuguese) —, there has been an increase in denials of payment and delays in transfers by the insurance operators, a situation that has been detrimental to the Pequeno Príncipe Hospital's financial results and cash flow.

The trend toward vertical integration by health plans, with the construction of their own branded hospitals, is also beginning to

The cost of meeting the needs of children's companions during hospital stays — a right guaranteed by law —, including food and hygiene, space for rest, or psychological care, is not fully reimbursed by the SUS. Moreover, in view of the high-complexity profile of its



affect the demand for Pequeno Príncipe's services. The redirection of patients with less complex conditions to these units has reduced the volume of care covered by health plans, consequently affecting the institution's financial predictability.

Given this scenario, the development of new funding sources and the expansion of partnerships have become critically important strategies for ensuring the sustainability of Pequeno Príncipe. Support from society, through direct investments

and tax incentives, has been essential in facing up to this situation. Indeed, 17.6% of the Complex's gross revenue in 2024 came from fundraising activity.

To increase this support, the endowment fund Futurin — Funds for Life was launched, with an initial endowment of R\$ 3 million and the goal of raising R\$ 25 million by 2030, with the aim of guaranteeing the institution's long-term sustainability (*for more information on the fund, please see page 127*).



Tax approach

GRI 3-3: Transparency and relationships with priority publics

GRI 207-1, GRI 207-2, GRI 207-3

The Pequeno Príncipe Complex's tax strategy is based on transparency and compliant with corporate, regulatory, and sustainable-development guidelines. Reviewed annually by the Superior Council, this strategy aims to support both organizational growth and increased socioeconomic impact, contributing to the reduction of inequality and generation of employment. As a nonprofit entity, the institution remains focused on maintaining its Certification of Beneficent Entity of Social Assistance (Cebas) which is essential for ensuring tax exemptions and immunities.

The Complex's tax governance structure is embedded within senior management, ensuring that tax calculations and exemptions are treated as priority at all institutional levels. Risks are monitored through detailed regulatory analyses and management efficiency systems.

The relationship with tax authorities is characterized by a proactive approach, which entails ongoing dialogue.

The institution also conducts internal audits, complies with all regulatory requirements, engages specialized consultants when needed, and actively participates in advocacy initiatives to discuss tax benefits.

Furthermore, it uses research, impact assessments, and social-media monitoring to identify and understand stakeholders' concerns, reinforcing its commitment to philanthropy and community impact.



The Pequeno Príncipe Complex's tax strategy aims to uphold both organizational growth and expansion of its socioeconomic impact.

How we create value

GRI 2-6





7





Relationships

Caring for those who care is the guiding principle underlying the Pequeno Príncipe Complex's relationship with its employees



People management

GRI 2-29

As of the end of 2024, the combined workforce of the Hospital, College, and Research Institute included 2,745 employees hired under Brazilian Consolidated Labor Regulations (CLT) of which 2,239 were women and 506 men. The workforce also includes 446 freelancers (404 physicians, 24 physical therapists, 15 IT specialists, one social worker, and two management professionals) along with 75 interns. **GRI 2-7, GRI 2-8**

The Complex's relationship with its employees embodies its humanized outlook: caring for those who care. With this in mind, it promotes a range of initiatives to grant the health, safety, and well-being of all professionals working in its three component units.



An example is Luciane Correia Barboza, a 51-year-old practical nurse, who experienced nearly six months of severe depression. Recognizing the seriousness of her condition, her co-workers at Pequeno Príncipe Hospital referred her to the psychological counseling service offered by the Cores Program — Control and Reduction of Stress, maintained by the Complex to support staff across its three units (*for more information, please see page 123*). As a result, she began receiving medical care while, at the same time, continuing at the program's nutrition and psychological support services.

Naiandra do Amaral da Silva, another practical nurse, though diagnosed with a serious cervical lesion, did not need to leave her workplace to receive care. The diagnosis resulted from a consultation through the Healthy Woman Program, which focuses on cervical and breast-cancer prevention within the occupational health context. The service is offered free of charge and during working hours for female staff members of the Pequeno Príncipe Complex. The program, which has been in place since 2006, originated as a Pequeno Príncipe College outreach project, involving students from the Medicine, Biomedicine,





Nursing, Pharmacy, Psychology, Nutrition, and Physiotherapy courses, under direct faculty supervision.

Also offered to the Complex's staff are services provided by the Pequeno Príncipe Early Childhood Education Center (known as CEI) where young children of Hospital, College, and Research Institute employees receive care while their parents are engaged in professional activities.

One example is Marjorie Berenice da Silva, who began her career at the Pequeno Príncipe Hospital and now serves as supervisor of the Inpatient Sector. While she worked, her daughter Natália, attended the CEI. "She was there from 4 months to 5 years old. The teachers gave me all the support I needed, from breastfeeding guidance to tips on her learning development," says Marjorie. "Natália left the CEI knowing more than many children of her age," she adds.

That safety is a top priority in the Complex's people-management practices was acknowledged in the 2024 Organization Climate Survey by a majority of employees of the Hospital and of the Research Institute. For 92% of respondents (1,773 of the 2,033 invited to participate from both units), patient safety is treated as a top priority. Of the participants, 89% believe that occupational health and safety standards are enforced; and 88% consider the institution a safe place to work (*for more information on activities in the field of safety, please see page 121*).



Nurturing young children of the Hospital, College, and Research Institute employees is the mission of the Pequeno Príncipe Early Childhood Education Center.

Diversity

The self-declared census conducted alongside the Organizational Climate Survey at the Hospital and Institute provided several insights on the diversity of Pequeno Príncipe's workforce. Although the percentage of transgender employees is 1% or less, the units include six trans men and 17 trans women. An additional five individuals identified as non-binary. Furthermore, 5% of employees reported having some type of disability: 40% physical, 34% visual, 20% hearing, 3% multiple disabilities, and 3% are neurodivergent. Regarding race/ethnicity, 32% self-identified as black or brown; 65% as white; and 2% as Asian (1% did not respond).

Although 11% of respondents reported having experienced some form of prejudice in the workplace, the majority of employees (89%) perceive that the institution does not tolerate discriminatory behavior.



Attraction, development, and retention of employees

GRI 3-3: Attraction, development, and retention of employees

Attracting, developing, and retaining staff are essential priorities for Pequeno Príncipe, given the complexity and high degree of specialization of its operations, as well as the growing demand for qualified professionals in the health sector, factors that make maintaining fully staffed and well-trained teams even more challenging.

At the Hospital, which employs the major portion of staff, turnover has a direct impact on the quality of patient care, service efficiency, and employee satisfaction and engagement. At the College, the quality of both the faculty and technical-administrative staff is reflected in the Ministry of Education evaluation indicators and in how students and society perceive the courses. It is therefore essential to adopt effective strategies to ensure continuity and excellence of the services provided.

Key tools used to attract, develop, and retain employees include career plans, recognition, compensation, benefits, engagement, and training. To support these efforts, an annual performance review is conducted across all three units. At the Hospital, the Leadership Development Program (PDL, in Portuguese) targeted at three groups — functional leaders (such as nurses, pharmacists, inpatient unit heads, and supervisors), coordinators, and managers.

To further improve the work environment, every two years the Hospital conducts an Organizational Climate Survey (*for more information, please see page 117*) and maintains a structured offboarding interview process, with reports shared with leadership.

The Complex also offers a range of benefits to its employees, including Early Childhood education (*for more information, please see page 117*). Most benefits are available to all employees, regardless of the nature of their em-





ployment contract, with occasional exceptions based on the specific policies of each unit. **GRI 401-2**

Employees also have access to the Cores Program, which offers a variety of support services (*for more information, please see page 123*).

Continuous learning

To encourage continuous learning, the Hospital maintains a corporate education platform that addresses topics focused on ongoing skills development and alignment with the institution's objectives. The platform is accessible to all employees.

In-person training sessions are also held, especially for nursing professionals, who benefit from a dedicated continuing education program supported by practices developed in the Realistic Simulation Center. There is also a scholarship program to support further studies.

At Pequeno Príncipe College, the Teaching Development Center leads training initiatives for faculty of both undergraduate and postgraduate courses. Strengthened by the institution's master's program in Teaching in Health Sciences, these efforts help ensure maintenance of a well-qualified and constantly updated academic staff.



Compensation policies and processes

Each unit of the Pequeno Príncipe Complex has its own pay-scale and job-structure policy, developed based on market benchmarks, performance evaluations, and regular reviews. Compensation frameworks are primarily fixed-pay structures, jointly managed by the HR departments and the executive leadership of each of the three units. **GRI 2-19, GRI 2-20**

Senior leadership does not receive variable compensation, sign-on bonuses, recruitment in-

centives, severance payments, bonus clawbacks, or retirement benefits. **GRI 2-19, GRI 2-20**

A persistent challenge in the healthcare sector — particularly in care and support functions — is chronic dissatisfaction with compensation levels. Despite continued efforts to attract and retain talent, the Complex acknowledges that remuneration concerns pose limitations to the success of these endeavors.



Health, safety, and well-being

GRI 3-3: Health, well-being, and safety |

GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-6, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10

The Pequeno Príncipe Complex is permanently committed to promoting the health, safety and well-being of its employees. For this purpose, it maintains an occupational health and safety management system that covers 100% of its workforce and encompasses all activities performed, in compliance with the regulatory standards of the Brazilian Ministry of Labor and guidelines of the International Labour Organization (ILO).

This system includes occupational risk management (GRO), supported by 20 programs focused on health preservation and risk mitigation. A key highlight is the Risk Management Program (PGR, in Portuguese), which conducts ongoing risk mapping and develops targeted action plans. The system is further reinforced by audits, regular inspections, and application of a hi-

Since 2022, the Hospital and the College have jointly offered the Nursing Management Mentoring Program, developed within the hospital setting, and aimed at final-year undergraduate nursing students. The program provides in-depth learning on topics such as insurance-provider operations, patient-flow management, ICU administration, performance indicators and process auditing, and customer service. In 2024, five students completed the course.



erarchy of controls to eliminate or reduce hazards. Professionals are provided with appropriate personal protective equipment (PPE) and collective protective equipment (CPE), follow updated protocols, and actively participate in management processes, which include guaranteed opportunities for feedback and protection against retaliation.

The culture of safety is strengthened through initiatives such as safety dialogues, internal committees, the Internal Accident Prevention Committee (CIPA, abbreviation in Portuguese), the Sharps Injury Prevention Program (PPRA — MAPE), and regular meetings. The Specialized Occupational Health and Safety Service (SESMT) is composed of an engineer, technicians, and an assistant, working within the Hospital and the Institute. In 2024, the College established their own SESMT unit.

The Emergency Brigade is another key safety factor, with 820 employees — 400% more than the required minimum — trained to respond to critical situations, such as fires, chemical spills, and extreme weather events. The effectiveness of its actions is measured through indicators, such as accident rates and the efficiency of preventive measures, which guide continuous improvement of processes and investments in safety.

The Complex also invests in comprehensive care for its employees. Services include medical care, psychological support, complementary therapies, PPE distribution centers, immediate emergency transport, and a partially-subsidized health plan. Vaccination campaigns are carried



out across all shifts, and there is a special focus on respiratory care, with free testing and a care pathway that includes teleconsultations, which, since 2022, has provided 942 appointments.

The Well-being (*Bem-Estar*) Program, coordinated by the Occupational Health Sector, offers medical monitoring for managing of obesity, hypertension, diabetes, smoking cessation, mental health, and special care for pregnant employees, and includes provision of medical consultations and exams. All these initiatives reinforce the institution's commitment to quality of life and workplace safety.

To protect the privacy of employees' health data, the institution enforces strict confidentiality protocols, in accordance



with guidelines such as the Medical Code of Ethics and the Brazilian General Data Protection Law (LGPD). Information is stored with restricted access and segregated from other personnel records, ensuring it is not used in a discriminatory manner. Teams receive continuous training on ethics and data protection, to ensure secure and transparent handling of information. Employees have control over their own data and can access it or request corrections as needed.

Workplace accidents

The Pequeno Príncipe Hospital made significant progress in reducing workplace accidents in 2024. The Lost-Time Injury Frequency Rate (LTIFR) was 6.04, representing a 24% decrease compared to 2023; and 29% below the Anahp aver-

age of 8.95, placing the Hospital among those with the lowest lost-time accident rates in the country. A total of 41 lost-time accidents were recorded at the Hospital, with a rate of 10.3 per million hours worked. At the College, three accidents were recorded, with a rate of 5.26; and at the Research Institute, no accidents were reported in 2024.

No serious occupational illnesses were reported among employees or third parties in any of the units. The rate of medically certified absenteeism was 2.31 at both the Hospital and the Institute, well below the Anahp average (of 2.97).

A total of 4,621 vaccine doses were administered — including those for influenza, hepatitis B, DTP, MMR, and COVID-19 — and hepatitis B immunization reached 96% compliance among professionals at biological risk.



Training, certifications, and communication

GRI 403-4, GRI 403-5, GRI 2-29

To ensure they are prepared to act appropriately in risk situations and follow best safety practices, all employees involved in health and safety processes receive regular training and specific instruction focused on the risks associated with their respective areas. They also participate in refresher courses aligned with the requirements of their roles.

Those responsible for health and safety areas must hold all certifications required under current regulations. In addition,

communication and awareness campaigns on health and safety are regularly conducted, with the goal of continuously strengthening the culture of safety throughout the organization.



All employees involved in health and safety processes receive regular training and specific instruction focused on the risks associated with each respective area.



The Cores Program

The Cores Program offers a range of free services to employees, including psychological counseling, screening for breast and cervical cancer, and complementary therapies such as massage, reiki, and auriculotherapy. Such services help relieve stress and promote physical and mental well-being. Em-

ployees also have access to free nutritional counseling aimed at fostering healthy eating habits and preventing diseases associated with poor nutrition. Coordinated by the Pequeno Príncipe Employee Support Center (CAC PP, in Portuguese), the Cores Program has provided more than 70,000 services over the past five years.

The program also features a dedicated financial education component, offering individual or group sessions every two weeks. In 2024, 62 individual consultations were conducted, in addition to a lecture covering topics such as household budgeting and financial planning, the importance of saving for emergencies, investment options, how to start investing, and debt management.



Supply chain management

GRI 2-6

The Pequeno Príncipe Complex's suppliers play an essential role by ensuring availability of vital inputs including: medications, medical equipment, hospital supplies, orthotics and prosthetics, vaccines, food, hygiene products, and cleaning materials. To ensure patient safety and the continuity of hospital operations, all partner companies must meet stringent quality standards and fully comply with regulatory requirements.

The relationship with suppliers is governed by the Supplier Management Policy for Products and Services and the Supplier Qualification and Evaluation Manual. The policy ensures that all transactions and commercial interactions are conducted with full transparency and in accordance with ethical standards, guaranteeing not only compliance with contractual obligations but also maintenance

of an environment where suppliers are treated with respect and accountability. The manual serves as the primary regulatory document guiding the selection and ongoing management of suppliers, outlining the rules for accreditation, continuous evaluation, and even criteria for disqualification of suppliers that fail to meet the required standards. Supplier qualification and evaluation are dynamic ongoing processes, involving a range of technical, financial, and sustainability criteria.

With the goal of strengthening the focus on sustainability and social responsibility in supplier selection, a review of the manual began in 2024 and is scheduled for implementation in 2025. As a result, supplier management will increasingly require documentation that demonstrates sustainable practices and responsible actions, such as environmental impact reports, environmental operating licenses, waste-management, and social responsibility plans. As requirements of the qualification process, such documentation will serve as key criteria in supplier selection processes.



A review of the Supplier Qualification and Evaluation Manual was completed in 2024 and implemented in the first quarter of 2025.





Relationship with donors



It was a Wednesday, March 25, 2015, when banker Ricardo Coimbra visited the Pequeno Príncipe Hospital to arrange the donation of a piano. While there, he noticed a young girl in the Hospital courtyard, being pushed in a wheelchair by her father. She couldn't have been more than eight years old, already bald from cancer treatment. "How sad to see this child here," Ricardo thought as he watched from a distance. Then, the girl looked at him and smiled. That smile changed everything.

In a flash, Ricardo's perspective shifted. "How fortunate this child is to be here,"

he reflected. "If there is a place that offers full chances of winning this battle, it's the Pequeno Príncipe."

He never saw the girl again, but her smile sparked a profound transformation. Since then, Ricardo has consistently allocated his income tax-rebate donations to the Hospital and has built a network of donors among friends, neighbors, and relatives — including contacts in Rio de Janeiro, his former home before moving to Curitiba 18 years ago. Every year, he invites a team from Pequeno Príncipe to speak to his colleagues at *Caixa Econômica Federal* about the importance of giving.



At the Pequeno Príncipe Hospital, contributions from donors like Ricardo are of vital importance for driving innovative projects, expanding infrastructure, and ensuring continuity of the humanized, high-quality care provided to thousands of children and adolescents. In 2024, donations accounted for 17.6% of the Pequeno Príncipe Complex's gross revenue. Fundraising strategies range from advocacy for tax-incentive programs to initiatives stimulating direct monthly contributions — such as the Adopt a Bed program — and are complemented by telemarketing, direct mail and digital marketing campaigns, events, and other efforts.

Examples of how donations positively impact patients' lives can be seen every

day at Pequeno Príncipe: in the expansion of care areas and hospital beds, the acquisition of advanced equipment and high-cost medications, the development and enhancement of humanization programs, staff training, and innovation initiatives in care and research. All of this translates into greater opportunities for children throughout Brazil to live healthier lives.

Transparency is a core value that guides the institution's relationship with its donors. For this reason, in-person meetings are held annually to report back to all companies and individuals who support its work. A highlight in 2024 was the Impact and Transformation event, during which Pequeno Príncipe shared with companies and partners the vital significance of private social investment.



Visits to the institution's units are another way to strengthen ties with supporters and donors. Such opportunities allow them to witness firsthand the impact of their contributions, meet the teams, and, most importantly, connect with the children receiving care. These experiences foster an emotional

bond that goes beyond financial giving, transforming support into a genuine long-term partnership.

The Pequeno Príncipe Gala and the Pequeno Príncipe Run and Walk are annual initiatives organized by the Complex to engage the community and raise funds to support the Hospital's operations.



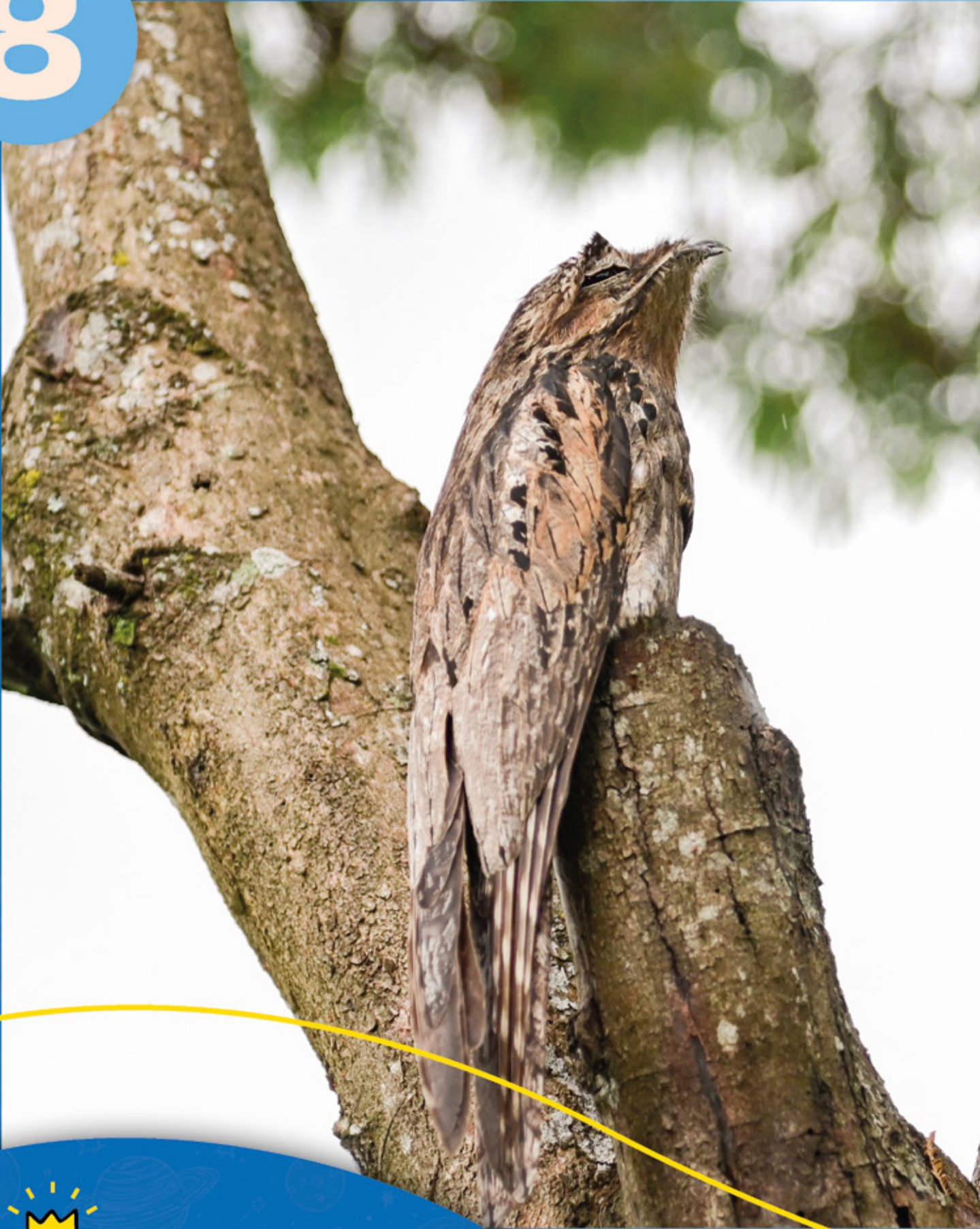
Futurin — Funds for Life

A milestone in 2024 for financing of Pequeno Príncipe's activities was the launch of its endowment fund, the Futurin — Funds for Life, during the 15th edition of the Pequeno Príncipe Gala. With an initial endowment of R\$ 3 million, Futurin aims to raise R\$ 25 million by 2030, thereby ensuring the long-term financial sustainability of the Complex, enabling it to continue delivering excellence in care and preserving its hallmark humanized approach.

Creation of this fund represents a crucial step for the future of Pequeno Príncipe, as it guarantees dedicated resources for operations and healthcare innovation. It provides financial security to support

investments in new technologies, staff training, and the continual advancement of services. This funding is to be allocated across the Complex's areas of operation: 45% for healthcare services; 35% for education and research; and 20% for One Health initiatives — with a comprehensive, multisectoral, and transdisciplinary approach to human, animal, and environmental health.

The launch of Futurin is not only a financial achievement, but also a symbol of the trust and commitment of donors to the future of the Complex's mission, ensuring that Pequeno Príncipe remains a benchmark in excellence of care, education, and research in the field of health.





Environmental footprint

A signatory of the United Nations Global Compact, the Pequeno Príncipe Complex has pioneered environmental practices within the healthcare sector that generate value for society



Commitment to the environment

A signatory of the United Nations Global Compact, the Pequeno Príncipe Complex has pioneered the adoption of environmental practices within the healthcare sector. Guided by the conviction that human health is directly linked to integrity of the environment, the Complex goes beyond legal compliance, implementing initiatives that actively contribute to nature conservation. Such actions generate value not only for the institution but also for society as a whole, and reflect a strong commitment toward improving quality of life for current and future generations.

In recognition of these efforts, the Hospital was named the world's best in Climate Resilience by the Health Care Climate Challenge 2024, in acknowledgment of its preparedness for extreme climate events and shifting disease patterns. This marked the fourth consecutive year the institution has received recognition from the program — having previously earned Gold in Climate Leadership (2023), Silver in Climate Resilience (2022), and Silver in Energy Efficiency (2021).



Bestowed by the Global Green and Healthy Hospitals Network (GGHH), the award recognizes institutions worldwide that report on, advance, and stand out for their climate-action efforts. Recognition is based on participation in the Health Care Climate Challenge, which focuses on three essential pillars: leadership, resilience, and mitigation.

Among the projects that contributed to this achievement are textile-reuse

and upcycled product initiatives, electronic waste recycling, rainwater harvesting, energy efficiency projects, and use of renewable energy sources. Other highlights include monitoring anesthetic-gas consumption, managing environmental-health indicators, preparing the institution's greenhouse gas (GHG) inventory, and implementing projects aimed at reducing and offsetting GHG emissions, among others.

Climate strategy

GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5, GRI 305-6, GRI 305-7

The Pequeno Príncipe Hospital is a pioneer in offsetting greenhouse gas emissions — the second hospital in Brazil and the first pediatric institution in the country to implement such a measure. As part of this commitment, since 2021 the Hospital has not only measured its emissions but also maintained a ten-hectare area reforested with native species within the *Reserva Natural das Águas*, managed by the Society for Wildlife Research and Environmental Education (SPVS) in the municipality of Antonina, on the Paraná coast.

This initiative is aligned with the institution's adherence to the Race to Zero campaign and the Atlantic Forest Friendly Company Program, both of which commit signatories to reduce their measurable GHG emissions by 50% by 2030, and to achieve net-zero emissions by 2050.

The greatest climate impact of Pequeno Príncipe's operations stems from

nitrous oxide, a gas used in pain-relief and sedation procedures for pediatric patients. While this gas is the most appropriate for use on children, it significantly contributes to the Complex's greenhouse gas emissions, accounting for approximately 49% of the total of 2,529.8 tons of CO₂ emitted in 2024.

The institution faces the ongoing challenge of identifying alternatives to mitigate this impact, while balancing patient, student, and staff well-being, planetary health, and financial sustainability.





Water and waste management

The Pequeno Príncipe Complex has implemented a range of initiatives for efficient water and waste management, promoting sustainability and reducing environmental impact. These actions are in place at both the Hospital and the College, encompassing the rational use of water and the proper disposal of generated waste.

Water management

GRI 303-1, GRI 303-2, GRI 303-3,
GRI 303-4, GRI 303-5

The primary water-related impacts at the Pequeno Príncipe Complex are: depletion of natural resources owing to water consumption; and water pollution resulting from the discharge of effluents.

Water is supplied primarily by the Paraná Sanitation Company (Sanepar, abbreviation in Portuguese), the state water and sewage utility. In the event of shortages, an artesian well, a rainwater harvesting system, and an osmotic water production unit are available as backup sources. Drinking water is distributed to

administrative, clinical, and educational areas, as well as cafeterias. Reclaimed water is used for outdoor cleaning and garden irrigation.

Wastewater from all units is disposed through the public sewage system. At the Hospital, effluents undergo a chlorination process to meet physical and chemical standards established by Sanepar. Quarterly monitoring is conducted to ensure the quality of discharges. In addition, monthly assessments are performed to evaluate water quality, covering physical, chemical, and microbiological parameters, as well as the verification of environmental health indicators.

At the College, effluents are exclusively domestic and are discharged directly into the public sewage system without specific monitoring. Only water consumption is monitored, with a focus on water efficiency.

To reduce water consumption across both the Hospital and the College, conventional faucets have been replaced with timer-based models, ensuring more efficient use. Additionally, cisterns have been installed to collect rainwater, which is reused for various purposes. At the Hospital, modernization efforts also included upgrading the water cooling system generators, replacing them with more energy-efficient models. Awareness messages are also regularly shared to encourage conscious water use among everyone accessing the Complex's facilities.



Real-time monitoring of water, energy, and medical gas consumption is carried out through the Manuteh, XP, and Grafana systems. These tools enable identification of usage patterns, detection of equipment failures, and optimization of the chiller system used for water cooling in air conditioning, thus helping to reduce waste and improve resource management.

In 2024, total water consumption across the Hospital and College reached 79,796 megaliters (compared to 76,515 megaliters in 2023). Although overall consumption increased slightly, the use of well water decreased from 3,212 megaliters in 2023, to 2,303 megaliters in 2024, thereby reducing the institution's direct impact on groundwater reserves.

Waste

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



The Pequeno Príncipe Hospital stands out for its efforts to reduce the generation of hospital waste, and maintaining a per-patient volume below the national average of 3.40 kg per patient/day. In 2024, the Hospital generated 1.90 kg of waste (including infectious, recyclable, and general waste) per patient/day.

As part of its seek for Zero Waste Certification, the institution has also established partnerships to promote recycling and the reuse of various materials, including used cooking oil.

A partnership with Badu Design, a social-impact enterprise, has enabled the reuse of fabrics from uniforms, pajamas, and blankets for the manufacture of sustainable products such as toiletry bags, eco-friendly tote bags, thermal bags, and laptop sleeves. In 2024 alone, 1.7 tons of fabric were diverted from landfills and transformed into 1,520 items, which were sold at the Hospital's store.

Another key partnership, with the *Es-ter Reciclagem* company, has enabled the proper disposal of 1,485 kg of electronic waste and 5,997 kg of scrap metal.

At the College, in addition to the proper disposal of laboratory waste, campaigns are conducted to instill awareness of the importance of correct disposal of pharmaceutical products. Since 2014, the institution has maintained a Waste Management extension project, specifically focused on managing healthcare-related waste.

To further reinforce its environmental commitment, the Pequeno Príncipe Complex offers an electronic waste collection point, accessible to employees across all three units.



Energy management

GRI 302-1, GRI 302-2, GRI 302-3, GRI 302-4, GRI 302-5

Since 2023, the Pequeno Príncipe Complex has sourced part of its electricity from the free energy market, enabling use of 100% renewable sources and reducing energy costs, an initiative that has also had a positive impact on the institution's financial performance. Although these measures led to a reduction in energy consumption in the first year, 2024 saw an increase (from 12,783 GJ in 2023, to 14,990 GJ) owing to the temporary shutdown of photovoltaic panels during building maintenance and

increased demand from new air conditioning installations.

To further enhance energy efficiency, the Hospital modernized its lighting system by replacing fluorescent bulbs with LED technology, leading to lower energy consumption and reinforcing sustainable practices aimed at reducing greenhouse gas emissions. Additionally, by entering the free energy market, the institution achieved an average monthly saving of R\$ 60,500 and, furthermore, avoided the emission of 139 tons of CO₂ in 2024.



Biodiversity stewardship

The Pequeno Príncipe Complex is currently preparing to obtain the LIFE Certification for Business and Biodiversity, issued by the LIFE Institute, an internationally recognized organization in the fields of sustainability and biodiversity conservation. Several initiatives are being implemented to meet the certification's established criteria, with completion expected by 2026.

LIFE Certification is a strategic tool for the Complex, as it validates and strengthens the commitment of its units to environmental preservation and the integration of biodiversity awareness into daily operations. By achieving this certification, the Hospital, College, and Research Institute demonstrate the adoption of sustainable practices that respect and protect eco-

systems. This not only enhances the institution's public image and reputation among the community and stakeholders, but also promotes a balance between development and environmental conservation, ultimately generating positive impacts in healthcare, education, and scientific research.

Moreover, the certification paves the way for new partnerships and opportunities in sustainability, broadening the positive social and environmental impact of the Complex's units. The LIFE methodology provides a clear and objective assessment of pressure, impacts (both positive and negative), risks, dependencies, and opportunities related to the institution's interaction with biodiversity, thereby enabling the adoption of concrete measures to mitigate potential harm.



Annex — GRI data

GRI 2-7 Employees

Employees by type of contract, gender, and region (Notes 1, 2, 3)								
2024	Hospital			Institute (4)	College (4)	Complex		
	Indefinite term	Fixed term	Total			Indefinite term	Fixed term	Total
Men	317	37	354	10	142	469	37	506
Women	1,762	184	1,946	37	256	2,055	184	2,239
Total	2,079	221	2,300	47	398	2,524	221	2,745

Notes:

- 1 Data from the Brenner HR System.
- 2 The accounting methodology used is direct counting based on the reference date December 31, 2024.
- 3 All employees are allocated to the South Region, excepting five employees of the Hospital who work in administrative tasks in São Paulo.
- 4 All employees of the Institute and of the College have indefinite-term contracts.

**Employees by type of contract, gender, and region (1, 2, 3)**

2024	Hospital			College		
	Full time	Part time	Total	Full time	Part time	Total
Men	321	33	354	81	61	142
Women	1,763	183	1,946	144	112	256
Total	2,084	216	2,300	225	173	398

2024	Institute (4)			Complex		
	Full time	Part time	Total	Full time	Part time	Total
Men	9	1	10	411	95	506
Women	33	4	37	1,940	299	2,239
Total	42	5	47	2,351	394	2,745

Notes:

1 Data from the Brenner HR System.

2 The accounting methodology used is direct counting, based on the reference date December 31, 2024.

3 All employees are allocated to the South Region, excepting five employees of the Hospital who work in administrative tasks in São Paulo.

4 The Institute considers part-time staff those whose work load is less than 30 hours per week.

GRI 2-8 Workers who are not employees

2023		2024	
	Hospital	College	
		Hospital	College
Physicians	432	2	403
Physiotherapists			24
IT		2	14
Social services			1
Administration		2	2
Interns	59		74
Total	491	6	515

GRI 201-1 Direct economic value generated and distributed

Direct economic value generated (in R\$ x 1,000)		
Direct economic value generated	2023	2024
Gross revenue	400,591,510	487,248,253
Economic value distributed	374,080,000	410,551,955
Operational costs	187,868,260	204,644,465
Employee wages and benefits	186,211,740	199,689,796
Payments to capital providers	7,538,953	6,217,694
Economic value retained	18,652,571	76,696,298

**GRI 201-4 Financial assistance received from government**

Financial support received from government (1.2) in R\$	2023	2024
Tax benefits and credits	66,240,569	83,782,839
Grants for investment, research and development, and other relevant types of concessions	44,330,635	44,544,076
Other financial benefits received or due from any government for any operation	7,084,324	14,161,039
Total	143,686,667	

Notes:

- 1 The above receipts include: revenue from government grants (FIA, Pronon, and Pronas) tax exemptions and immunities, congressional amendments, and ministerial ordinances received, in addition to SUS contractual funding.
- 2 During the reporting period, the organization received financial support from governments, specifically from Brazil, underscoring the importance of public contributions to its operations. NB: despite this financial support, no government holds shareholder status in the organization.



GRI 401-1 New employee hires and employee turnover

New hires and employee turnover

Total number of employees hired and terminated, by age group

Age group	Total employees	Hired	Terminated	Turnover rate
Hospital				
Under 30 years of age	652	410	292	53.83%
Between 30 and 50	1,173	384	384	32.74%
Over 50	454	51	74	13.77%
Total	2,279	845	750	34.99%
College				
Under 30 years of age	47	21	11	34.04%
Between 30 and 50	244	48	31	16.19%
Over 50	103	17	12	14.08%
Total	394	86	54	17.77%
Institute				
Under 30 years of age	10	3	0	15.00%
Between 30 and 50	23	1	5	13.04%
Over 50	12	0	1	4.17%
Total	45	4	6	11.11%
Complex				
Under 30 years of age	709	434	303	51.97%
Between 30 and 50	1,440	433	420	29.62%
Over 50	569	68	87	13.62%
Total	2,718	935	810	32%



GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Hospital and Research Institute benefits	2023		2024	
	Full-time employees	Temporary or part-time employees	Full-time employees	Temporary or part-time employees
I. Life insurance	Yes	Yes	Yes	Yes
II. Health plan	Yes	Yes	Yes	Yes
III. Disability and impairment assistance	No	No	No	No
IV. Maternity/ Paternity leave	Yes	Yes	Yes	Yes
V. Pension fund/ Benefit plan	No	No	No	No
VI. Stock purchase plan	No	No	No	No
Other? Describe. Or insert lines. Dental benefit Scholarship Pharmacy benefit Cores Program — Control and Reduction of Stress	Yes	Yes	Yes	Yes



College benefits	2023		2024	
	Full-time employees	Temporary or part-time employees	Full-time employees	Temporary or part-time employees
I. Life insurance	Yes	Yes	Yes	Yes
II. Health plan (<i>Paraná Clínicas</i> and Unimed)	Yes	Yes	Yes	Yes
III. Disability and impairment assistance	No	No	No	No
IV. Maternity/Paternity leave	Yes	Yes	Yes	Yes
V. Pension fund/Benefit plan	No	No	No	No
VI. Stock purchase plan	No	No	No	No
VII. Dental benefit	Yes	No	Yes	No
VIII. Parking	Yes	Yes	Yes	Yes
IX. Day Off	Yes	No	Yes	No
X. In-house outpatient medical appointments	Yes	Yes	Yes	Yes



GRI 401-3 Parental leave

	Hospital	Institute	College	Complex
Total number of employees who took maternity/paternity leave in the year				
Men	5	0	2	5
Women	45	0	8	53
Total number of employees expected to take leave in the year				
Men	5	0	2	5
Women	29	0	5	34
Rate of return				
Men	100%	0	100%	100%
Women	100%	0	100%	100%
Retention rate				
Men	100%	0	0	100%
Women	100%	0	100%	100%

GRI 404-1 Average hours of training per year per employee

Average hours of training per employee – 2024			
By gender	Hospital	Institute	College
Men	212.21	1.43	53
Women	186.03	2.7	132
By job category	Hospital	Institute	College
Directors	65	0	83.4
Management	365.39	0	30
Supervision	437.43	0	367
Technical/Supervision	158.02	2.54	N/A
Administrative	145.27	2.67	332
Operational	121.53	N/A	4
Support	80.94	0	N/A
Nursing	311.41	8.25	N/A
Researcher	N/A	1.08	N/A
Teacher	N/A	N/A	18

GRI 405-1 Diversity of governance bodies and employees

Percentage of employees by job category and age group

	Hospital		Institute		College		Complex	
	Men	Women	Men	Women	Men	Women	Men	Women
Directors	50%	50%	33%	67%	0	100%	27.6%	72.4%
Management	29%	71%	0	100%	100%	0	43%	57%
Supervision/ Coordination	23%	77%	0	100%	30%	70%	17.6%	82.4%
Technical/ Supervision	24%	76%	27%	73%	43%	57%	31.3%	68.7%
Administrative	21%	79%	9%	91%	43%	57%	24.4%	75.6%
Operational	9%	91%	0	0	33%	67%	21%	79%
Teacher					35%	65%	35%	65%
Total	15%	85%	21%	79%	36%	64%	24%	76%

Percentage of employees by job category and age group

	Hospital	Institute	College	Complex
Directors				
Under 30 years of age	0	0	0	0
Between 30 and 50	17%	0	20%	18.18%
Over 50	83%	100%	80%	81.82%
Total	100%	100%	100%	100%
Management				
Under 30 years of age	0	0	0	0
Between 30 and 50	53%	0	0	58.82%
Over 50	47%	100%	100%	41.48%
Total	100%	100%	100%	100%



Supervision/Coordination	Hospital	Institute	College	Complex
Under 30 years of age	6%	0	3%	10.86%
Between 30 and 50	71%	100%	64%	61.59%
Over 50	23%	0	33%	27.55%
Total	100%	100%	100%	100%
Technical/Supervision	Hospital	Institute	College	Complex
Under 30 years of age	13%	27%	0	28.17%
Between 30 and 50	60%	53%	57%	54.76%
Over 50	27%	20%	43%	17.07%
Total	100%	100%	100%	100%
Administrative	Hospital	Institute	College	Complex
Under 30 years of age	49%	18%	49%	32.33%
Between 30 and 50	42%	64%	47%	51.49%
Over 50	9%	18%	4%	14.18%
Total	100%	100%	100%	100%
Operational	Hospital	Institute	College	Complex
Under 30 years of age	31%	0	20%	13.25%
Between 30 and 50	54%	0	43%	49.09%
Over 50	16%	0	37%	37.66%
Total	100%	0	100%	100%
TOTAL	Hospital	Institute	College	Complex
Under 30 years of age	29%	21%	18%	26.20%
Between 30 and 50	51%	53%	59%	53.04%
Over 50	20%	26%	24%	20.76%
Total	100%	100%	100%	100%



Minority-group employees by job category and gender

	Hospital		College		Institute		Complex	
Black	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Directors	0	0	1	20%	0	0	1	10%
Management	0	0	0	0	0	0	0	0
Supervision/ Coordination	0	0	5	17%	0	0	5	7.93%
Technical/ Supervision	38	5.08%	2	28%	0	0	40	3.89%
Administrative	25	4.36%	26	37%	0	0	51	9.51%
Operational	47	5.47%	20	40%	0	0	67	8.72%
Teacher			25	11%	0	0	25	9.88%
Total	110	4.80%	79	20%	0	0	189	7.01%
PwDs	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Directors	0	0	0	0	0	0	0	0
Management	0	0	0	0	0	0	0	0
Supervision/ Coordination	0	0	0	0	0	0	0	0
Technical/ Supervision	9	1.07%	1	14%	0	0	10	1.86%
Administrative	57	10.47%	8	11%	0	0	65	8.46%
Operational	52	7.31%	6	12%	0	0	58	22.92%
Total	118	5.15%	15	4%	0	0	133	4.93%



403-9 Work-related injuries

a. Work-related accidents (full-time employees)	Hospital	Institute	College
I. Number of deaths resulting from work-related accidents	0	0	0
I. Death rate resulting from work-related accidents	0	0	0
II. Number of work-related accidents with significant consequences (excluding deaths)	0	0	0
II. Rate of work-related accidents with significant consequences (excluding deaths)	0	0	0
III. Number of work-related accidents	41	0	3
III. Rate of work-related accidents (frequency rate)	10.3	0	5.26
IV. Accident severity rate	73.55	0	17.54
V. Number of hours worked	39,776,308.00	57,585.00	570,044.00
IV. What are the main types of work-related wounds?	Burns, ligament rupture, sprain, cuts, abrasions, and limb crushing injuries	Cuts, burns, bursae, crushing, abrasions and fractures	Sprains and dislocations of lower limbs

Notes:

Rates calculated based on 1,000,000 hours worked. With regard to the frequency rate of work-related accidents resulting in leave, our rate is below the average reported by Anahp (National Association of Private Hospitals), which represents the country's leading private hospitals of excellence — their average was 8.95, while the rate at Hospital stood at 6.04.

GRI 302-3 Energy intensity

		Hospital 2023	College 2023	Hospital 2024	College 2024
Energy intensity	A. Total energy consumed (GJ)	11,637.75	1,146.18	13,041.23	1,949.04
	B. Denominator: area (m²)	25,000.00	3,721.90	25,000.00	3,721.90
	C. Energy intensity (A/B)	0.47	0.31	0.52	0.52

GRI 302-4 Reduction of energy consumption

Quantity of energy reductions achieved directly as a result of conservation and efficiency initiatives, in joules or multiples thereof

302-4 Reduction of energy consumption	Reductions obtained in 2022	Reductions obtained in 2023	Reductions obtained in 2024	Unit of measure
Hospital	Reduction of 11.56	Reduction of 1.94	Increase of 20.27	MJ/patient
College	No reduction owing to expansion of the College (FPP, abbreviation in Portuguese)			

Notes:

Hospital: The methodology used to calculate the reduction in energy consumption was based on a reference year, comparing energy use in MJ per patient from one year to the previous year. Reductions were achieved in 2022 and 2023 as a result of energy efficiency initiatives, including the installation of photovoltaic panels and the transition from the regulated energy market to the free market. In 2024, however, an increase was recorded due to the temporary shutdown of photovoltaic panels for building maintenance, as well as increased demand stemming from the installation of air conditioning units.

College: The baseline used to calculate the reduction in consumption was the year 2023, based on consumption data recorded prior to the implementation of energy optimization initiatives. However, no absolute reduction was observed due to expansion of the College.

**GRI 303-3 Water withdrawal, 303-4 Water discharge, 303-5 Water consumption**

	College 2023		Hospital 2023		Hospital 2024		College 2024	
	All areas	Only areas with water stress	All areas	Only areas with water stress	All areas	Only areas with water stress	All areas	Only areas with water stress
Water withdrawal (in megaliters)	1,977	0	74,538	0	77,308	0	2,488	0
Water discharge (in megaliters)	0	0	0	0	0	0	0	0
Water consumption (in megaliters)	1,977	0	74,538	0	77,308	0	2,488	0
Total Complex	76,515				79,796			

GRI 306-3 Waste generated, 306-4 Waste diverted from disposal, 306-5 Waste directed to disposal

	Hospital			College		
	2022	2023	2024	2022	2023	2024
Hazardous waste (Class I)	187.68	182.27	194.31	0.61	0.82	1.08
Incineration (with energy recovery)	0.00	0.00	0.00	0.61	0.82	1.08
Off-site incineration (without energy recovery)	17.01	14.84	15.56	0.00	0.00	0.00
Off-site landfill disposal	170.67	167.43	178.75	0.00	0.00	0.00
Non-hazardous waste (Class II)	618.55	614.48	670.30	0.00	0.00	0.00
Off-site disposal	595.92	599.28	657.36	0.00	0.00	0.00
Recycled	22.63	15.20	12.94	0.00	0.00	0.00
Total waste generated	806.23	796.75	864.61	0.61	0.89	1.08
Total waste directed to recovery and disposal	806.23	796.75	864.61	0.61	0.89	1.08

GRI content index

Statement of use

Pequeno Príncipe Complex reported the information cited in this GRI content summary for the period from January 1 to December 31, 2024 based on GRI standards.

GRI 1 used

GRI 1: Foundation 2021

GRI Standards	Disclosure	Location	Omission	SDG	
General disclosures			Requirements omitted	Reason	Explanation
The organization and its reporting practices					
GRI 2: General disclosures 2021	2-1 Organizational details	Page 15			
	2-2 Companies included in the organization's sustainability reporting	Page 9			
	2-3 Reporting period, frequency, and contact point	Page 9			
	2-4 Restatements of information	There were no restatements of information.			
	2-5 External assurance	There was no external assurance, except of financial data.			
	2-6 Activities, value chain, and other business relationships	Pages 15, 50, 76, 78, 112, and 124			
	2-7 Employees	Pages 115 and 134			8, 10
	2-8 Workers who are not employees	Pages 115 and 136			8
	2-9 Governance structure and composition	Pages 36, 37, and 38			5, 16
	2-10 Nominating and selecting the highest governance body	Page 37			5, 16
	2-11 Chair of the highest governance body	The highest governance body is not an executive officer.			16
	2-12 Role of the highest governance body in overseeing the management of impacts	Pages 37 and 38			16
	2-13 Delegation of responsibility for managing impacts	Pages 37 and 38			



GRI Standards	Disclosure	Location	Omission	SDG
	2-14 Highest governance body's role in sustainability reporting	Pages 10, 37, and 38		
	2-15 Conflicts of interest		The Complex has no Related Parties or Conflict of Interest Policy. The Hospital's Integrity Policy is currently being developed, along with plans to extend it to the other operational units.	16
	2-16 Communicating critical concerns	Page 37		
	2-17 Collective knowledge of the highest governance body	Page 37		
	2-18 Evaluation of the performance of the highest governance body		The organization has not yet established assessment and/or self-assessment processes for the highest governance body due to the fact that the board members are volunteers and are not compensated.	
	2-19 Remuneration policies	Page 120		
	2-20 Process for determining remuneration	Page 120		
GRI 2: General disclosures 2021	2-21 Annual total compensation ratio			
	2-22 Statement on sustainable development strategy	Page 24		
	2-23 Policy commitments	Page 41		16
	2-24 Embedding policy commitments	Pages 37 and 38		
	2-25 Processes to remediate negative impacts	Page 68		
	2-26 Mechanisms for seeking advice and raising concerns	Pages 66 and 68		16
	2-27 Compliance with laws and regulations	No reports of non-compliance were received during the reporting period.		
	2-28 Membership of associations	Page 35		
	2-29 Approach to stakeholder engagement	Pages 10, 60, 66, 115, and 123		
	2-30 Collective bargaining agreements	Hospital, 96.99%; College, 100%; and Institute, 95.74%. For staff not covered by collective bargaining agreements, the institution applies the clauses foreseen in the Collective Labor Agreement signed with the main category of employees.		8



GRI Standards	Disclosure	Location	Omission	SDG
Material topics			Requirements omitted	Reason Explanation
GRI 3: Material topics 2021	3-1 Process to determine material topics	Page 10		
	3-2 List of material topics	Pages 12 and 13		
Democratizing access to health				
GRI 2: Material topics 2021	3-3 Management of material topics	Pages 52, 53, 79, 83, and 107		
Proprietary disclosure	CPP 28 Annual net revenue of the Complex	Page 109		
Innovation and technology				
GRI 2: Material topics 2021	3-3 Management of material topics	Page 64 and 81		
203	203-1 Infrastructure investments and services supported	The Complex does not invest in external projects (infrastructure or services).		
Proprietary disclosure	CPP 1 Total number of sponsored clinical research studies	Page 64		
	CPP 2 Sponsored clinical research (other indicators)	Page 64		
Humane management				
GRI 2: Material topics 2021	3-3 Management of material topics	Page 26		
	CPP 13 Total humanizing practices and number of attendances	Page 27		
	CPP 14 Total activities of the Volunteering Service	Page 28		
	CPP 15 Total cultural and educational activities	Page 28		
Own indicator: Humanization	CPP 16 Total participants in the Very Early Childhood Project	Page 28		
	CPP 17 Total families attended by the Participating Family Program	Page 28		
	CPP 18 Total support in cases of death	Page 28		
	CPP 19 Total actions for employees	Page 26		



GRI Standards	Disclosure	Location	Omission	SDG
Attracting, developing, and retaining employees				
GRI 2: Material topics 2021	3-3 Management of material topics	Page 118		
401	401-1 New employee hires and employee turnover	Page 138		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 139		
	401-3 Parental leave	Page 141		
404	404-1 Average hours of training per year per employee	Page 141		
Research, production, and sharing expertise				
GRI 2: Material topics 2021	3-3 Management of material topics	Pages 62 and 64		
Proprietary disclosure	CPP 20 Number of graduates in master's and doctoral programs in the year	Page 84		
	CPP 21 Total annual investment in research			
	CPP 22 Amount of papers published	Page 84		
	CPP 25 Total number of graduates in the year at Pequeno Principe College	Page 79		
	CPP 26 Total number of scholarships offered in the year by Pequeno Principe College	Page 79		
	CPP 27 It refers to the total amount invested during the year in scholarships for students at Pequeno Principe College	Page 75		



GRI Standards	Disclosure	Location	Omission	SDG
Health, safety, and well-being				
GRI 2: Material topics 2021	3-3 Management of material topics	Page 120		
403	403-1 Occupational health & safety management systems	Page 120		
	403-2 Hazard identification, risk assessment, and incident investigation	Page 120		
	403-3 Occupational health services	Page 120		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 123		
	403-5 Worker training on occupational health and safety	Page 123		
	403-6 Promotion of worker health	Page 120		
	403-7 Prevention and mitigation of occupational health and safety impacts directly in business relationships	Page 120		
	403-8 Workers covered by an occupational health and safety management system	Page 120		
	403-9 Work-related injuries	Pages 120 and 145		
	403-10 Work-related ill health	Page 120		
Service quality and safety				
GRI 2: Material topics 2021	3-3 Management of material topics	Page 66		
Proprietary disclosure	CPP 3 Mortality rate	Page 67		
	CPP 7 It refers to the waiting time for service at the Emergency Service	Page 69		
	CPP 10 IRAS disclosure	Page 68		
	CPP 12 Certifications	Pages 21 and 69		
Emergency preparedness				
GRI 2: Material topics 2021	3-3 Management of material topics	Pages 39 and 66		
Proprietary disclosure	CPP 8 Density of adverse events per day	Page 67		
	CPP 9 Lethality rate in patients with septic shock and sepsis	Page 67		



GRI Standards	Disclosure	Location	Omission	SDG
Transparency and stakeholder engagement				
GRI 2: Material topics 2021	3-3 Management of material topics	Page 111		
201	201-1 Direct economic value generated and distributed	Page 136		
	207-1 Approach to tax	Page 111		
207	207-2 Tax governance, control, and risk management	Page 111		
	207-3 Stakeholder engagement and management concerns related to tax	Page 111		
Internal indicator: Services provided	CPP 5 Number of outpatient visits, emergency visits, surgeries, exams, hospitalizations and average length of stay, ICU admissions and average ICU length of stay, hospital occupancy rate, bed turnover and ICU bed turnover	Pages 24, 47, and 51		
	CPP 6 Occupancy rate	Pages 47 and 51		
	CPP 11 Average length of hospital stay and ICU stay	Pages 47 and 51		
Data privacy and security				
GRI 2: Material topics 2021	3-3 Management of material topics	Page 42		
Ethics, integrity, and compliance				
GRI 2: Material topics 2021	3-3 Management of material topics	Page 39		
205	205-1 Operations assessed for risks related to corruption	Page 42		
	205-2 Communication and training on anti-corruption policies and procedures	Page 42		
Preventive and comprehensive health				
GRI 2: Material topics 2021	3-3 Management of material topics	Pages 31 and 85		
Government and regulator relations/advocacy				
GRI 2: Material topics 2021	3-3 Management of material topics	Page 34		
	201-4 Financial assistance received from government	Pages 24, 93, and 137		



GOVERNMENT



Federal Government
Office of the Chief of Staff of the Presidency of the Republic
Ministry of Health
Pronas – National Program to Support Healthcare
for People with Disabilities
Pronon – National Program to Support Oncology Care



Paraná State Government
Paraná State Department of Education (Seed)
Paraná State Department of Finances (Sefa)
Paraná State Department of Health (Sesa)
Paraná State Department for Family and Social Development (Sedef)



Curitiba Municipal Government
Fundação de Ação Social de Curitiba (FAS)
Curitiba Municipal Department of Health (SMS)
Curitiba Municipal Department of Education (SME)
Curitiba Municipal Department of Planning, Finance, and Budgeting (SMF)

COUNCILS

Confoco – National Council for Development and Collaboration
CEDCA/PR – Paraná State Board for Children and Adolescents Rights
Comtiba – Curitiba Municipal Board for Children and Adolescents Rights
CMAS – Curitiba Municipal Council of Social Welfare
CMS – Curitiba Municipal Council of Health

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Our thanks to all the teams at Pequeno Príncipe Complex who contributed toward preparation of this document.





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