		SUSTAINABILITY POLICY		
Issue date: 04/19/2022	Review Date: -	Page 1 of 7	From: ESG, Risks, and Compliance (NotreDame Intermédica) and ESG and Investor Relations (Hapvida)	To: All Hapvida Participações companies

SUSTAINABILITY POLICY

1. OBJECTIVE, APPLICATION, AND FOUNDATION

1.1. This "*Sustainability Policy*" was approved by the Board of Directors of Hapvida Participações e Investimentos S.A. meeting, held on April 19, 2022. It guides all stakeholders and administrators elected to manage the Company on the commitments and responsibilities related to sustainable development, seeking profitable growth without leaving aside good social, environmental, and governance practices.

1.2. To meet the sustainability strategy, this Policy has the following principles and objectives:

- Health promotion and disease prevention
- Humanized and quality care
- Access to health services
- Health innovation and research
- Operational growth
- Talent appreciation and retention
- Professional development for physicians and employees
- Employee well-being, health, and safety
- Waste generation and disposal
- Water and energy usage efficiency
- Ethics and responsible corporate governance

1.3. The above principles and objectives are based on the main aspects of sustainability, which are:

- **Social:** Influence society, generating positive impact through diversity and inclusion, corporate citizenship, and people development.
- **Environmental:** Minimize the environmental impacts of our operations, contributing to the health and well-being of society and future generations.
- **Governance:** Ensure efficient management based on ethics and transparency.
- **Technology and innovation:** Develop health products, services, and processes, providing advances and benefits for the whole society.

2. SUSTAINABLE DEVELOPMENT

2.1. The Company believes that sustainable development is achieved when its business generates

value for its shareholders and other stakeholders, and supports social strengthening, the maintenance, and improvement of the health and safety of its employees and neighboring communities, environmental responsibility, and the socio-economic development of the regions in which it operates, through conscious and responsible management.

- 2.2. The Company seeks sustainable development by executing its activities in full compliance with its code of conduct and policies.
- 2.3. The Company's sustainability strategy is based on respect for environmental laws and human rights, as well as ethical and transparent business conduct.

3. GOVERNANCE

- 3.1. Companies entering B3's Novo Mercado voluntarily submit to certain corporate governance practices and disclosures of information beyond those already required by Brazilian law, such as (i) issuing only ordinary shares, (ii) maintaining at least 25% of the company's shares in circulation, (iii) have at least 20% of the Board of Directors members be independent (iv) detail and include additional information in the quarterly reports, annual reports, and standardized financial statements, and (v) make annual financial statements available in the English language, based on internationally accepted accounting principles. In addition, seeking to maintain the highest standards of corporate governance, the Company pledges to:

- Develop integrated thinking among the senior management by incorporating ESG practices into the corporate governance agenda;
- In addition to information that is already required by law or regulation, provide interested parties with relevant information, both financial and non-financial, taking into account national and international ESG best practices, such as GRI and others;
- Develop and improve mechanisms for effective Sustainability (ESG) agenda integration into the Company's business strategy;
- Speed up the ESG agenda by supporting the ESG Committee, which reports directly to the Board of the Directors;
- Value transparency and provide information on sustainability issues to stakeholders;
- Ensure compliance with local and national legislation, the management of risks and impacts related to our activities, as well as the generation of shared value to our stakeholders;
- Monitor the results of sustainability projects through indicators and metrics;
- Ensure that everyone with a current relationship with the Company such as customers, employees, investors, and suppliers are compliant with this policy and the Company values;
- Define strategic commitments and objectives in compliance with UN's Global Compact principles.

4. ENVIRONMENT

To promote environmental safety, the Company is committed to reducing its operations' environmental impacts through the following practices:

- Meet environmental legal requirements;
- Manage positive and negative environmental impacts, seeking to improve environmental performance and ensure both current needs and the rights of future generations;
- Reduce and promote conscious consumption of water and energy through the efficient use of equipment and facilities;
- Apply the concepts of reducing, reusing, and recycling waste;
- Support the application of methodologies, tools, and environmental programs with transversality between areas, considering local specificities in action implementation;
- Prioritize the use of clean and renewable energy;
- Maintain and support awareness activities for employees, partners, and customers regarding the importance of preserving natural resources;

- Assess climate change risks and opportunities, taking into consideration their relevance to public health.

5. SOCIAL

- 5.1. In the regions in which we operate, we are committed to supporting projects focused on health promotion, education, culture, and sport, as well as environmental and diversity protection in communities. In addition, we have a strong commitment to our employees, promoting a healthy environment that values diversity, inclusion, well-being, and quality of life. We also invest in the professional development of employees through training, internal recruitment, development, and career plans.
- 5.2. Regarding the value chain, we consider it essential that suppliers be aware of ESG standards, so we share the ethical principles outlined in the Company's Code of Conduct, especially related to anti-corruption practices, environmental protection, decent work, and respect for human rights.
- 5.3. Our view of Diversity is focused on building an inclusive and intelligent culture, through affirmative actions aligned with the UN's 2030 agenda and the Sustainable Development Goals (SDGs), which will shift companies and society into promoting a safe and prejudice-free environment through programs that encourage diversity practices in their full scope and plurality. The Company is aware that a diverse team regarding culture, gender, sexual orientation, religion, race, physical and motor disability, and different life histories will result in an innovative, inclusive, and plural work environment, positively contributing to business and society. Our journey is to always evolve with the world and society without losing focus on welcoming care for the human being.

6. INTEGRITY

The term comes from the Latin word *integritate*, referring to the quality of the one whose conduct and acts are guided by ethics. The Company unconditionally values integrity in all its relationships, when it comes to its relationship with third parties, repudiating any unlawful conduct. Failure to comply with laws and the guidelines set forth in the Company's policies and Code of Conduct may result in serious administrative and criminal penalties for The Company and/or its employees and stakeholders. Any practice of such nature is disavowed, not accepted, and shall be punished in accordance with current legislation and the Company's internal policies.

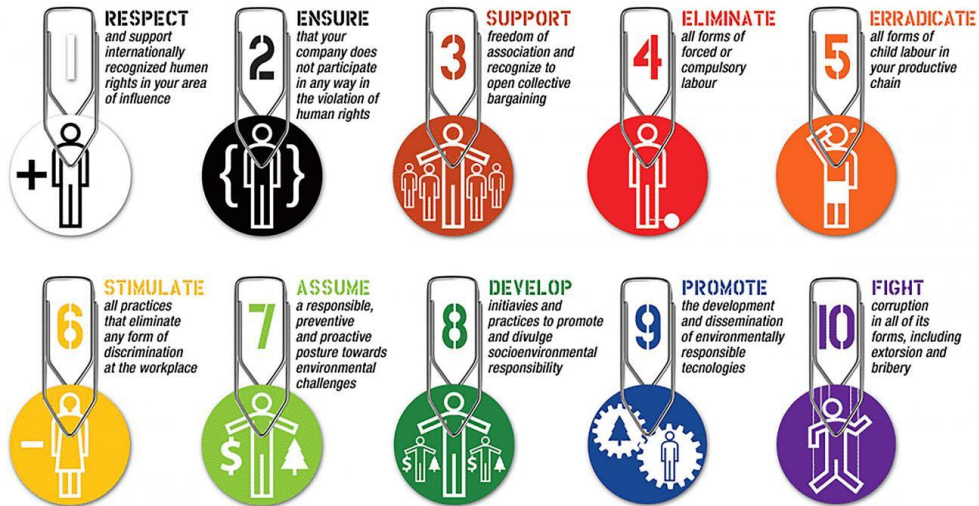
7. EXTERNAL ASSOCIATIONS AND COMMITMENTS

The Company believes that, by promoting its sustainability culture with stakeholders and assuming external commitments, we can achieve better results. In addition, these commitments allow participation in discussions and debates, updating the existing best practices and initiatives.

7.1. Global Compact

We follow the UN Global Compact Principles, which seek to promote ten universal principles on anti-corruption, environmental protection, decent work, and respect for human rights in the strategic agenda of companies.

GLOBAL COMPACT PRINCIPLES



7.2. Sustainable Development Goals

We are also engaged in contributing to the UN's 17 Sustainable Development Goals (SDGs).



7.3. UN Women

By signing the Women's Empowerment Principles (WEPs), we take a public commitment to promote gender equality in the workplace, value chain, and communities in which we have operations.

8. REPORT

The Company understands the importance of reporting its actions and indicators to its stakeholders. Through the sustainability report, we disclose our organization's performance, operations, and projects. The reporting of sustainability indicators, management, and practices follows the international methodology of the Global Reporting Initiative (GRI) and undergoes third-party verification.

9. ESG GOVERNANCE

The prevention and minimization of social and environmental impacts are the responsibility of all employees and service providers under contract with the Company.

The Sustainability Department is responsible for stimulating, assisting, and/or executing actions related to the sustainability strategy, in addition to reporting results to the co-CEOs, Board of Directors, and, monthly, to the Statutory ESG Committee (Environment, Social, and Governance).

9.1. RESPONSIBILITIES OF THE SENIOR MANAGEMENT (co-CEOs, BOARD OF DIRECTORS, EXECUTIVE COMMITTEE, AND EXECUTIVE BOARD)

- Provide necessary and specific resources to ensure the effectiveness of the Sustainability Policy and its projects and/or actions;
- Contribute to the implementation and support of sustainability management at all company levels;
- Comply with applicable legislation and other requirements assumed by the company;
- Disseminate socially responsible behavior, valuing and promoting diversity and inclusion;
- Analyze and discuss the eligibility of Sustainability and Social Responsibility projects.

9.2. RESPONSIBILITIES OF THE MIDDLE MANAGEMENT (MANAGERS, COORDINATORS, SUPERVISORS, MULTIDISCIPLINARY TEAMS, AND SERVICE PROVIDERS):

- Comply with Sustainability area policies and guidelines;
- Disseminate a culture of environmental preservation among employees;
- Comply with the current legislation, standards, regulations, and procedures related to sustainability issues;
- Stimulate the commitment of the employees to social responsibility, so that they develop a responsible attitude both in the corporate environment and in their daily lives.

9.3. RESPONSIBILITIES OF ALL EMPLOYEES

- Develop their activities and responsibilities in Company, respecting and following these policy guidelines;
- Understand the impacts of their activities and, in case of doubt, always seek the Company's sustainability area for guidance.

10. ACQUISITIONS

The acquisitions made by the Company go through a due diligence process to ascertain whether the companies comply with the legislation or not. After incorporation, the best practices for Sustainability and Social Responsibility should be adopted.

11. CONTINUOUS IMPROVEMENT PROCESS

The continuous improvement in sustainability performance should be promoted at all levels, ensuring its advancement within the Company.

12. GENERAL PROVISIONS

12.1. This policy is an instrument that expresses the Company's views on sustainability, being a tool to assist the application of guiding principles of Hapvida Participações e Investimentos S.A.'s performance toward its different stakeholders.

12.2. This Policy may be amended by the Board of Directors, at the discretion of its members, or upon a

proposal from the ESG Statutory Committee.

- 12.3. This Policy shall enter into force on the date of its approval by the Board of Directors and revokes any rules and procedures previously stipulated. It will undergo review every 2 years or whenever necessary.

13. PREPARATION AND REVIEW

Name	Position	Date	Signature
Patricia Gonçalves Bueno (Drafting)	Sustainability Manager (NotreDame Intermédica)		
Eve Pimentel Martins Lino (Drafting)	Sustainability Manager (Hapvida)		
João Alceu Amoroso Lima (Review)	ESG, Risks, and Compliance VP (NotreDame Intermédica)		
Guilherme Luiz Nahuz (Review)	ESG and Investor Relations Executive Officer (Hapvida)		

14. APPROVAL

Name	Position	Date	Signature
Candido Pinheiro Koren de Lima	Chairman of the Board of Directors		
Candido Pinheiro Koren de Lima Junior	Board Member		
Christopher Riley Gordon	Board Member		
Geraldo Luciano Mattos Junior	Board Member		
Irlau Machado Filho	Board Member		
Jorge Fontoura Pinheiro Koren de Lima	Board Member		
Lício Tavares Ângelo Cintra	Board Member		
Márcio Luiz Simões Utsch	Independent Board Member		
Plínio Villares Musetti	Independent Board Member		