



HAPVIDA PARTICIPAÇÕES E INVESTIMENTOS S.A.

CNPJ 05.197.443/0001-38

NIRE 233.000.392-71

NOTICE TO THE MARKET

CHIEF COMMERCIAL OFFICER

Hapvida Participações e Investimentos S.A. (B3: HAPV3) (Company or Hapvida), in addition to the Material Fact disclosed on December 22, 2025, informs its shareholders and the market in general that Mr. Alain Benvenuti will assume the position of Chief Commercial Officer of the Company.

Alain has been with Hapvida since 2017, when he took on the role of Chief Operating Officer, leading the expansion and operational integration of the Company's own network across various regions of the country, with a focus on efficiency, process standardization, and customer experience. During this period, he was directly involved in projects for opening and consolidating hospitals, standalone emergency centers, and outpatient units, as well as initiatives for continuous improvement in quality of care and productivity.

Before joining Hapvida, Alain built a career primarily in executive positions in the commercial area within large retail groups in Brazil. The combination of experience in large-scale operations, management of service delivery networks, and leadership in commercial areas strengthens the Company's ability to execute its growth strategy with disciplined capital allocation, an enhancement of its value proposition and the permanent focus on customer satisfaction.

The Company also informs that Jaqueline Sena will dedicate herself fully to the Dental business unit, with the goal of consolidating this vertical as one of Hapvida's key pillars. With nearly two decades of experience in the supplementary health market and recognized leadership in dental plans, Jaqueline will continue prioritizing sustainable portfolio expansion, strengthening the provider network, and integrating dental plans into the health plans offering, thereby increasing access and the relevance of this business line within the group.

The changes described here are part of the evolution of Hapvida's organizational structure, with the goal of strengthening the execution of the Company's long-term strategy. The Company will keep the market updated on relevant developments regarding this matter.

Fortaleza, Ceará, January 13, 2026.

Luccas Augusto Adib

CFO, Investor Relations and Technology Officer