

 PROFARMA MOVIDOS POR MAIS, PRONTOS PARA MAIS	New Member Integration Policy			Approved by: P.P
Date of preparation: [•]/[•]/2021	Version: 1.0	Effective: As of [•]/[•]/2021	Area in charge Board of Directors	Next Review: -

**INTEGRATION PROGRAM FOR NEW MEMBERS OF THE BOARD
 OF DIRECTORS OF
 PROFARMA DISTRIBUIDORA DE PRODUTOS
 FARMACÊUTICOS S.A.**

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1. PURPOSE AND APPLICATION

1.1. This program ("program") aims to provide the information required to contribute with and support new members of the Board of Directors in the performance of their roles, to promote the knowledge of key people and to promote greater knowledge about Profarma Distribuidora de Produtos Farmacêuticos SA ("Company")'s strategy and business.

1.2. This document is of a corporate nature and applies to the Company's Management.


2. DEFINITIONS

- (a) Operational Unit: Company Distribution Center and Selling Points (Stores) of d1000 Varejo Farma Participações S.A.
- (b) Key people: People who influence the company's decision-making and have a high degree of knowledge in a certain segment, subject or area of the company.

3. STAGES OF INTEGRATION

3.1. The following steps shall be applied in the integration program:

- (a) The following documents of the Company shall be delivered to the new member of the Board of Directors, as soon as they are elected:
 - (i) Bylaws
 - (ii) Code of Ethical Conduct
 - (iii) Internal Regulations of the Board of Directors
 - (iv) Internal Regulation of the Advisory Bodies
 - (v) Board of Directors' Meeting Agenda
 - (vi) "Profarma Kit"
 - (vii) D&O
- (b) An in-person or virtual meeting shall be held individually, with all of the Heads and Key People of the Company, for acquaintance with of all areas.
- (c) Visit at least one of the Company's operating units.
- (d) Visitation of the corporate headquarters.
- (e) Presentation of the main corporate channels.
- (f) Any training, lectures or instructions with the purpose of keeping the new members of the Board of Directors informed about the activities and the progress of the Company's operations may be added to the program.

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- (g) Registration of the new member in the Company's payment system, for the purpose of payment of fees, payment of any charges and reimbursement of expenses.

32 Steps (b), (c) and (d) shall be previously scheduled according to the new member's timetable.

33 The Investor Relations area shall be responsible for fulfilling all stages of the program, including making stages (a), (b), (c), (d), (e), (f) and (g) feasible, according to the new member's schedule.

34 All other areas of the Company may be involved in the stages, if necessary.

4. FINAL PROVISIONS

41 The Company is committed to using all human and financial resources to carry out all the steps for the integration of new members.

42 This program comes into effect as of the next elections that shall take place in AUG 2021 or, if necessary, on the date of election of a new member due to (i) dismissal (ii) resignation, (iii) death or absolute disability and (iv) vacancy of the current members of the Board of Directors.