
	Sustainability Policy	Issue Date: November 08, 2023
Prepared by: Marketing and Sustainability department	Approved by: Legal, Compliance and DPO Officer (August 23, 2023) Marketing and Sustainability Officer (August 30, 2023) Human Resources Officer (September 18, 2023) Chief Executive Officer (September 18, 2023) Board of Directors (November 8, 2023)	3 rd Version

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1. PURPOSE

This Sustainability Policy of Odontoprev S.A. and its subsidiaries ("Company") aims to establish Sustainability premises and guidelines, as well as its governance ("Policy"). This Policy also aligns the Company's business strategy with its obligations to society, ensuring that Sustainability is inherent in all decision-making processes. This Policy also defines transparency with all stakeholders as a core value for the Company.

2. SCOPE

This Policy applies to the Company's management and employees, as from its publication on the Company's Investor Relations website and on the corporate intranet. This Policy also applies to third parties, suppliers of goods and services, including their management, employees and agents, in Brazil and abroad.

3. DEFINITIONS

Sustainability: For the Company, Sustainability is a continuous process of value creation, which seeks the balance between the economic, social, and environmental dimensions in a conscious and assertive manner, through investments in innovation in order to positively impact society and the industry.

United Nations (UN): The United Nations is an intergovernmental organization created to promote international cooperation.

ONU Women: Created in 2010, UN Women is the global advocate for gender equality., working to unite, strengthen and expand global efforts in defense of women's human rights.


Global Compact: The Global Compact is a United Nations (UN)'s initiative to encourage companies to adopt corporate social responsibility and Sustainability policies.

Sustainable Development Goal (SDG): These are 17 ambitious and interconnected goals, drawn up by the UN in 2015, aimed at generating a call to action to end poverty, protect the environment and ensure that society can enjoy peace and prosperity. These are the goals to which the United Nations is contributing so that we can achieve the 2030 Agenda in Brazil.

2030 Agenda: It is a global action plan developed by the United Nations (UN) to collectively build a prosperous world for all peoples and nations.

Movimento Elas Lideram 2030 (Women Lead 2030 Movement): It is an initiative of the Global Compact

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and UN Women in partnership with other institutions with the ambition of having 1,500 companies committed to gender parity in senior management by 2030.

Volunteering Program: an initiative aimed at engaging employees and encouraging them to take part in voluntary actions that benefit society, in line with the Company's purpose and values.

Greenhouse Gases (GHG): The gases internationally recognized as greenhouse gases, regulated by the Kyoto Protocol, are Carbon Dioxide (CO₂), Methane (CH₄), Nitrous Oxide (N₂O), Sulfur Hexafluoride (SF₆) and two families of gases, Hydrofluorocarbon (HFC) and Perfluorocarbon (PFC).

4. COMPANY'S PURPOSE AND VALUES

4.1 Purpose

The company's purpose is to promote quality dentistry, bring it closer to society and add value through the excellence of the services it provides.

4.2 Values

- **A healthy ecosystem is one in which everyone wins**

For relationships to be solid and enduring, they need to be valuable to everyone who interacts with our brand — the dental sector, investors and society.

- **Challenges are opportunities**


At the Company, everyone is driven by energy and determination to surmount adversities, because this is the way one grows and evolves. A business model that is only possible because we share our dreams and goals with each person in our ecosystem. It is this unity and synergy that drives us towards our goals and our future.

- **Trust is something built each and every day**

We believe that each interaction, each business transaction, every need met, every conversation, counts. That is how we deliver on a core value in our day-to-day activities: trust. For us, acting with integrity, keeping our promises and being transparent are the only ways to build a sustainable company.

- **Quality is more than just lip service**

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As experts, quality is nonnegotiable. Quality means taking care of each detail in our customer journey — that is why we always put customers at the center of our initiatives and improvements. When each of us works to enhance quality in what we do, thinking as a whole and as a team, we became the best versions of ourselves.

- **Evolving is the way we achieve growth**

Evolving means taking lessons learned from the past into the future. It means understanding innovations and applying them meaningfully in our day-to-day business. It means rethinking, adapting, anticipating. We have grown as a company in our pursuit of being better each day and to always be ahead, but we still feel responsible for taking Dentistry to a new level.

5. CONCEPT OF SUSTAINABILITY FOR THE COMPANY

For the Company, Sustainability is a continuous process of value creation, which always seeks the balance between the economic spheres, social and environmental, investing in innovation in order to positively impact society and the industry in which the Company operates.

The Company aims to be an agent for fostering access to quality Dentistry in the regions where it operates, considering that, despite the large offer of dentistry services in Brazil, a small portion of the population has access to dental care plans.


The Company believes it is important to maintain and strengthen its social commitment every day, as well as to monitor and mitigate the impacts caused by its activities. In order to achieve better results throughout its value chain, the Company seeks the engagement and development of its employees, suppliers, dentists, communities and brokers. How the Company cares for these stakeholders with attention and efficiency shows its commitment to Sustainability in all its pillars.

Aimed at promoting its business Sustainability, the Company understands that it is necessary to assess and manage the social, environmental and climate risks resulting from its operations and integrate them with other institutional risks.

The Company understands that the Materiality Matrix plays a central role in conducting services strategically, guiding efforts to identify and prioritize the most relevant topics, based on the assessment of the main stakeholders.

6. PUBLIC COMMITMENTS

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In order to reaffirm its commitment to sustainable development, the Company is a signatory to the UN Global Compact and the Women Lead 2030 Movement. This Policy also aims to align itself with the 2030 Agenda and the United Nations Sustainable Development Goals, prioritizing the following:

- SDG 3: Good Health and well-being
- SDG 4: Quality Education
- SDG 5: Gender Equality
- SDG 8: Decent Work and Economic Growth
- SDG 9: Industry, Innovation and Infrastructure
- SDG 12: Responsible Consumption and Production
- SDG 13: Climate Action
- SDG 14: Life Below Water
- SDG 16: Peace and Justice, Strong Institutions
- SDG 17: Partnerships for the Goals

7. PRINCIPLES AND GUIDELINES


These are principles and guidelines that must be taken into account together with this Policy:

7.1 Transparency, culture and communication

- Encourage ethical and transparent practices, always in compliance with legislation and other applicable standards;
- Strengthen an organizational culture focused on Sustainability;
- Communicate and engage all employees and other stakeholders on Sustainability issues;
- Provide Sustainability information to stakeholders in line with material topics for the business;
- Ensure the privacy of customer data;
- Ensure the effectiveness of the formal strategy management process, with a long-term vision, integrated management of risks and opportunities and which contributes to the Company's perpetuity;
- Ensure a formal integrated management process of the risks to which the Company is exposed.

7.2 Social responsibility and health promotion

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- Continuously strive to enhance the quality of the products and services provided to all participants in our value chain;
- Align the Company’s goals with those of the main participants in its value chain in order to strengthen relationships, establish enduring partnerships and obtain mutual benefits;
- Implement continuous educational actions and structure practices that encourage and enable the population to improve their oral health;
- Develop strategic initiatives that make a lasting contribution to improving society in and surrounding the places where the Company operates;
- Offer society, especially groups in situations of social and socio-economic vulnerability, quality dental care and access to oral health;
- Disseminate an organizational culture focused on Occupational Health and Safety, based on relationships of respect, equality and trust;
- Through Private Social Investment, promote partnerships and support associations, institutes and foundations of acknowledged credibility that have a direct impact on society;
- Promote actions, campaigns and events within the Volunteering Program, in order to engage and encourage employees in the same causes as the Company, as well as strengthen the impact on society and the environment;
- Have an open dialog with the community, customers and suppliers, geared towards exchanging information on relevant social topics and new assistance possibilities.

7.3 Human rights, diversity and equity

- Respect and value diversity by fighting any type of discrimination and inappropriate practices in all forms, as established in the Company's Code of Ethical Conduct;
- Promote the integral health care and well-being of employees;
- Actively promote equal opportunities;
- Raise awareness about diversity issues among employees, service providers, brokers and the accredited network;
- Communicate with all stakeholders in an accessible and inclusive manner.

7.4 Environmental management and climate change

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- Comply with legal and corporate requirements as well as environmental standards;
- Commit to reducing negative environmental impacts;
- Promote a reduction in the consumption of natural resources;
- Ensure the adoption of business practices that are aligned with environmental protection and improving environmental performance, optimizing the use of natural resources and paying attention to risks and opportunities arising from significant environmental aspects, including climate change;
- Promote the reuse or recycling of materials whenever possible;
- Reduce Greenhouse Gas (GHG) emissions throughout our value chain;
- Neutralize Greenhouse Gas emissions;
- Assess risks and opportunities arising from climate change;
- Encourage research into new technologies, processes and inputs that minimize the environmental impacts of our economic activity;
- Have an open dialog with the community, customers and suppliers, aimed at exchanging information on relevant environmental topics;
- Encourage stakeholders to adopt production practices that respect the environment, especially in the pursuit of reducing, reusing and recycling inputs.

8. ROLES AND RESPONSIBILITIES

- **Management (Board of Directors, Committees and Executive Board):** ensure alignment of strategic planning and application of this Policy; ensure all their decisions comply with the principles herein; support the implementation of related initiatives and encourage the training of leaders and values aligned with Sustainability; assess and provide the necessary resources for the initiatives proposed by the Marketing and Sustainability department.
- **Leadership:** disseminate this Policy among all employees and ensure that the values are engaged and incorporated into the Company's culture; make sure employees receive training and capacity building on Sustainability and the guidelines of this Policy.
- **Employees:** carry out their activities within the Company respecting and following the guidelines set out in this Policy.
- **Marketing and Sustainability Department:** promote actions and initiatives for the Sustainability agenda in order to strengthen the organizational culture. Define and monitor the strategy for implementing the Sustainability guidelines and promote clear

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communication of the initiatives carried out by the Company, through the Annual Sustainability Report and other means. Provide mandatory training for all employees on the subject of "Sustainability". Training programs are managed and implemented in partnership with the Company's Training departments, encouraging and monitoring employee attendance.

- **Brokers, accredited network, suppliers and partners:** comply with this Policy and its guidelines, ensuring the criteria outlined in this document are met.

9. SANCTIONS

Failure to comply with the provisions of this Policy or failure to follow them, including through negligence or involuntary failure, are considered serious misconduct and may be grounds for disciplinary measures, regardless of hierarchical level, without prejudice to the applicable legal penalties.

If the act is linked to non-compliance with a law or regulation, the Company's management will fully cooperate with the competent public authorities for a complete and correct investigation of the facts and the accountability of the individuals who committed it.

The sanctions provided for in this Policy will be applied considering the seriousness of the acts committed and the consistency of the evidence obtained.


10. ANNUAL SUSTAINABILITY REPORT

Every year, the Company prepares and publishes the "Sustainability Report", which is available on the Investor Relations (IR) website. This report presents, among other information:

- Sustainability highlights of the reporting period;
- Awards and recognitions;
- The Company's general indicators;
- Information on Sustainable Development;
- Innovation and technology;
- Advances in Corporate Governance;
- Advances in Human Capital (Gender Equity and professional development);
- Economic and financial results (the Company's performance in the year);
- Environmental management
- Social impact.

11. DEVELOPMENT, IMPLEMENTATION AND MANAGEMENT OF THE ANNUAL SUSTAINABILITY PLAN

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Each year, the Marketing and Sustainability Department must develop and propose its Sustainability work plan for the following year, describing the goals and main strategic activities, as well as the budget forecast. The department’s Officer will validate the document.

The Marketing and Sustainability Department will be responsible for managing and coordinating all sustainability-related activities, focused on implementing actions and monitoring impact and performance indicators. The monitored results will be published annually in the Sustainability Report, prepared together with the Company's Investor Relations Executive Office.

12. REVISION OF THE POLICY

This Policy shall be reviewed every two years or whenever necessary.
