Sustainability
Report
2021













grupo sabin

Sustainability Report 2021

grupo sabin



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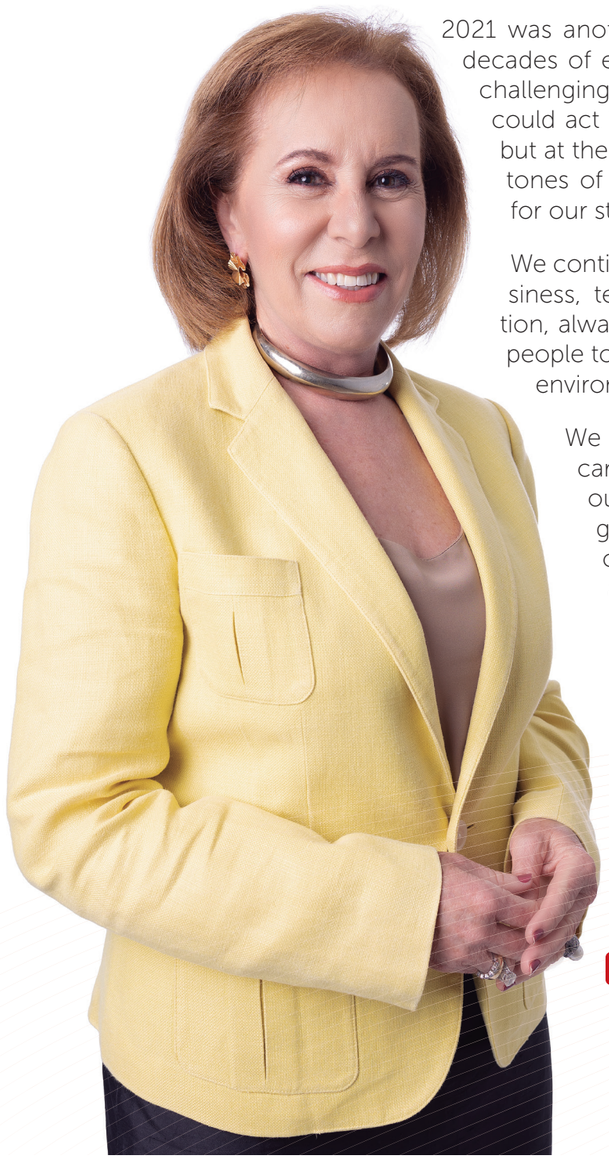
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(GRI 102-14)

1 Sabin Entrepreneurship



2021 was another special chapter in our nearly four decades of entrepreneurial and promotion. In such challenging context established by the crisis, we could act in a leading way to face the pandemic, but at the same time we realized important milestones of our corporate strategy delivering value for our stakeholders.

We continue to invest in the expansion of our business, technological development and innovation, always focusing on our purpose of inspiring people to take care of people and with social and environmental responsibility as priority values.

We remain committed to the governance, care for the environment and, mainly, to our social performance that was highlighted by actions that are important to communities and corporate volunteers and have made a significant contribution to the immunization program of against Covid-19.

Janete Ribeiro Vaz
President of the Administration Council of the Sabin Group

As maintainers of the Sabin Institute, we have completed 17 consecutive years of social investment, which has impacted more than 1.2 million people and 485 social organizations in different regions of Brazil. In 2021, starting from the Teoria da Mudança (Theory of Change), the Sabin Institute developed three new strategic axes that will guide the institution's paths to face adverse scenarios and promote social benefits in the country for the next 15 years.

Thus, we also seek to inspire the business ecosystem as entrepreneurs and leaders, strengthening strategic partnerships and connections that generate value for the population's health and to Sabin as well, adding for business evolution and continuity of the Group.

We open chapter 2022 of our history based on trust in the relationship with our employees, customers, employees, suppliers and other stakeholders, with the certainty that we will continue writing new chapters of this journey which is the millenary practice of taking care of people.



Sandra Soares Costa
Vice-president of the Administration Council of the Sabin Group

Entrepreneurial Management

Unity, resilience, empathy and courage were words that were part of our daily life in 2021 and led our management, above all, to deliver excellence health care and humanized treatment to each one of our over 6.5 million customers served.

A great teamwork, with more than 6,700 employees, allowed the realization of actions and projects that contributed to fight against the pandemic and the outbreak of influenza. In Brasilia, we joined the campaign "Vaccination is an act of care!". With the Corporate Volunteer Program, we mobilized more than 2,000 employees who donated 23,000 hours and applied 58,000 doses of the covid-19 vaccine during 6 consecutive months.

Even with the challenges set by the pandemic, we remained steady in our strategy of bringing health with excellence within Brazil. In addition to the opening of new units close to the regions we normally operate, we maintained our growth strategies with the acquisition of clinical analysis services from the Doyon Group, in Tangará da Serra, Mato Grosso; Bioclin, in Gurupi, Tocantins; and the Hemos Medical Laboratory, in Blumenau, Santa Catarina. We reached the mark of 300 units distributed from north to south, with health services with excellence and humanized care that are part of our DNA. We also diversified our portfolio of businesses with the acquisition of 100% of the primary health care company Amparo Saúde, in which we had been investing since 2019.

In addition to our continuous investments in innovation programs, we launched Rita Saúde, a service integrator platform that aims to contribute to the democratization of access to . Besides, our innovation hub, Skyhub, has welcomed new resident businesses to support the journey of developing technology and care startups.

Genuine care for everything around us reflects in the new environmental projects implemented, such as the new effluent treatment system of our head office, allowing the reuse of 100% of the water consumed in our production process.

Our great team has dedicated body and soul to the great mission of offering health services with excellence and, above all, putting into practice our purpose of inspiring people to take care of people. This purpose unites us and is a great source of energy in times as challenging as the last two years have been. These challenges, projects, actions and results are consolidated in the Sustainability Report plan that was developed and applied in accordance with the guidelines of the Global Reporting Initiative – GRI.

The year 2022 starts in a context of hope and makes us look at everything we lived, with the certainty that we can contribute to a more inclusive, accessible and innovative health sector, delivering value to the people and companies with which we connect along this beautiful trajectory dedicated to .

Lídia Abdalla
President of the Sabin Group





2

Strategy and Innovation

to Develop Value

(GRI 102-1,102-2,102-16)

Founded in Brasilia (DF), in 1984, by biochemists Janete Ribeiro Vaz and Sandra Soares Costa, the Sabin Group is today one of the largest diagnostic medicine companies in Brazil. Its operations extend from north to south of the country, with a portfolio of more than 7,400 exams available in its services of Clinical Analysis, Diagnostic imaging, Executive Check-up and Immunization service, in addition to the Platform for Access and Coordination of the Primary Health Care. A reference in quality, excellence and humanized management, Sabin continuously invests in innovation and follows the best practices of social and environmental governance (ESG), placing people at the center of care, which reflects its purpose, mission, vision, values and commitments.

MISSION
To offer excellence services

VISION
To be reference in health in Latin America

VALUES
Credibility, Ethics, Social and Environmental Responsibility, Innovation, Quality, Respect for Life, Simplicity

PURPOSE
INSPIRE PEOPLE TO TAKE CARE OF PEOPLE

8: Decent Work and Economic Growth
9: Industry, Innovation and Infrastructure
17: Partnerships to achieve the Goal

Commitment of the Sabin Group

The Sabin Group offers health services with excellence, considering the environmental, social and economic and financial aspects. The Group ensures the safety of the patient and his network through procedures that usually control and minimize risks, according to the following premises:

High Leadership Engagement

With customer and employees satisfaction.

Scientific and Technological Update

To ensure accuracy, the efficiency of the services provided, the improvement and continuous control of processes and their risks.

Integrity Program

Ensure compliance with legal and ethical requirements and the adoption of good practices in your relationships.

Socio-environmental Investment Policies

To avoid waste, through rational use of resources and conscious management of natural resources and waste generated.

Continue Education and Employee Engagement

With the risk culture and the sharing knowledge with the network, aligned with the company's strategies.

Corporate Governance (GRI 102-18)

In order to establish good corporate governance practices, in 2010 Sabin obtained support from the prestigious Dom Cabral Foundation (FDC). It was a crucial moment, as the company already had more than 60 units in the country, and the health sector was effervescent, with mergers and acquisitions. In addition to sustainable growth, the consultancy has also built up its expansion planning.

The Corporate Governance process ca-me first into practice in 2013, with the creation of the Family Council and the Administration Council. It was the first step for founding members to integrate the Council, taking turns every two years as president and vice-president. In 2014, Lídia Abdalla, the company's career professional, assumed the presidency of the Group and brought together a team of executives dedicated to business management. Excellence in the Sabin Group goes far beyond what is normally demanded in the management of private companies.

The best Corporate Governance practices are an inspiration for Sabin, which regularly discloses its financial statements, certified by independent external auditing. Among the practices, in addition to the Board of Directors, Sabin adopted: shareholders agreement; financial governance policies; capital constitution and relationship with financial institutions; ethics committees, audits, risks and human capital; and provision of integrity and formal compliance provisions of the Code of Ethical Conduct and Compliance. The Group also joined the Brazilian Institute of Corporate Governance (IBGC), a reference in the subject and ranked as the 11th major in the Ranking among 1,000 Majors in the list of The Largest Family Brazil.



Administration Council:

President
Janete Ribeiro Vaz

Vice-president
Sandra Soares Costa

Counselors:

Newton Garzon

José Márcio Diniz

Gabriel Soares Costa

Leandro Vaz

Executive Board:

Executive President
Lídia Abdalla

Director of Institutional Relations and Corporative Communication
Andrea Pinheiro

Director of Relations with the Market
Bruno Ganem Siqueira

Technical Director of Expansion
Cyra Araújo

Financial Director
Francisco Viana

Managing Director of the Expansion
Guilherme Oliveira

Administrative and Personnel Director
Marly Vidal

Technical Director
Rafael Jácomo

Sabin Institute

In order to organize and expand its social responsibility actions, in 2005 the Sabin Group created the Sabin Institute, a Civil Society Organization of Public Interest (OS-CIP). In compliance with the standards of compliance and the request of the company's stakeholders for the transparency and accountability of these organizations, the Institute has an independent governance, composed by the General Meeting, Advisory Board, Executive Board and Fiscal Council. In addition to the technical team, the institution has a network of volunteer employees in all regions where the Group operates. Its financial statements are audited annually in a transparent and independent manner available at the website institutosabin.org.br.



Protagonism in entities and business movements

(GRI 102-12)

The Sabin Group has an active participation in other relevant organizations. Thus, it shares technical knowledge and contributes for the growth and consolidation of the business and health sector ecosystems. Its executives are dedicated to interacting with councils, associations and other institutions integrating working groups. In addition, the company sponsors several forums and initiatives that are relevant to the sector development.

In 2007, Sabin was the first Medical Diagnostic Company to become a signatory to the Global Pact, the arm of the United Nations (UN) dedicated to business based on the concepts of sustainability and Corporate Governance.

Presence in associations, councils and technical chambers of the following entities (GRI 102-13):

- Brazilian Society of Clinical Pathology (SBPC)
- Brazilian Society of Clinical Exams (SBAC)
- Brazilian Association of Medical Diagnostic (Abramed)
- Brazilian College of Radiology (CBR)
- Brazilian College of Executives in Health (CBEXs)
- Association of Digital Health Brazil (SDB)
- Brazilian Association of the Clinics of Diagnosis by Image (ABCDI)
- Brazilian Association of Vaccine Clinics (ABCVac)
- Population Health Alliance (Asap)
- Coalition Institute for Health (Icos)

Presence in associations, committees and working groups of the following entities:

- Brazilian Institute of Corporate Governance (IBGC)
- Brazilian Association of Human Resources (ABRH)
- American Chamber of Commerce (Amcham)
- Brazilian Institute of Business Hospitality (IBHE)
- Brazilian Online to Offline Association (ABO2O)
- Panamazonic Association

Integrity and risk

Ethics and transparency

Sabin's performance in the business ecosystem is based on ethics and governs all dimensions of the company. That's why it is explicit in the Group Code of Conduct (*See more in Code of Conduct.*)

For the Group, transparency is a rule that goes far beyond the duty of disclosing the information required by law. It is one of the pillars of good Corporate Governance practices, which also includes equity, accountability and corporate responsibility. The Group seeks to bring scope to the dissemination of corporate data to meet the needs of all its stakeholders, reinforcing its commitments to the ESG aspects.

The publication of the annual statements on the institution's website highlights the commitment to transparency of the Sabin Group. (*See more in Economic and Financial Sustainability.*)

An example of transparency is the "Talk to the President" channel. Anyone can contact Sabin's management officer. The site reserves areas for customer and medical service, in order to ease contact.



Compliance and LGPD
(GRI 103-2, 103-3)

The Integrity Program of the Sabin Group ensures compliance with legal and ethical requirements, as well as the adoption of good practices in their relations. In addition to the set of norms and guidelines, committees and working groups reinforce these aspects of governance in the organization.

As part of compliance with the norms, in 2018 Sabin structured the LGPD Working Group (GT-LGPD), composed by members from various areas of the company, which was completed in 2020, with the Gap Assessment Project audited by the consulting firm Deloitte Brazil. This working group was responsible for the adequacy of the processes to the General Data Protection Law and for structuring the Privacy Program in business relations and activities with customers, partners, providers, suppliers, public authorities and society within the country. In the same year, the Group appointed its Data Protection Officer (DPO) and intensified investments in the development and training of its employees. In addition to a wide-ranging internal communication campaign on the LGPD and new policies, and actions dedicated to theme.



The Sabin Group has established its Corporative Privacy Policy in order to ensure that the processing of sensitive personal information about subjects complies with the LGPD and the laws that constitutes the regulatory framework of the health sector, protecting privacy and confidentiality, besides the ethical and moral principles recommended by the organization.

This, in turn, determines the company:

1) comply with the laws, standards and regulations inherent in the protection of sensitive personal data, aligned with best governance practices;

2) to care for and protect the right of deprivation of data subjects against the risks of breach and incidents;

3) to continuously improve policies standards, systems, records, procedures, protocols and routines to ensure safe and transparency in processing personal sensitive personal data;

4) to continuously invest in science, building capacity and development in relation to education and privacy. The full Corporate Privacy Policy be accessed on the website.

The process of qualifying suppliers and partners, which, in addition to technical aspects, includes the verification of accordance with the guidelines of the Global Pact, which include transparency, ethics, diversity, compliance, anti-corruption policies and socio-environmental responsibility, as well as that established by the General Data Protection Law (LGPD). (GRI 103-3)

In 2021, the company also launched a Privacy Policy to manage the demands of customers and employees in the exercise of their rights, allowing a greater and more agile service. In the same year, an exclusive Executive Management was established to lead privacy and data protection in the Sabin Group and held the 1st Week of Privacy, which brought fine specialists on the subject to debate and give lectures to its employees. With all the information about the rights of data subjects, the tool represents another resource of information and reception to the demands of data subjects.

Questions or other data protection issues may be sent to the agency by e-mails: **encarregado@sabin.com.br** and **privacidade@sabin.com.br.**
Sabin was part of the Study Group of the National Health Confederation (CNSaúde), which in 2021 produced and launched the first Code of Good Practices: Data Protection for Private Health Service Providers.





Code of Conduct (GRI 102-16)

At Sabin, the Code of Conduct sets the beliefs, values, behaviors and conducts that are expected from all. The document is in total alignment with the ideology and organizational culture of the Group. The Code directs Sabin's activities and decisions and applies to all its advisors, employees, physicians, suppliers and service providers.

Available in print and digital, The Code is constantly updated and promoted by periodic internal and external communication campaigns.

Another document, the Diversity Sabin Guide, also available in printed and digital form, complements the guidelines of the Code of Conduct on this issue. *(See more on Diversity, Inclusion and Equal Opportunities)*

Risk Management (GRI 102-11)

Since 2015, the intense business performance and vision of the future allows the company to receive an annual declaration of compliance according with the norm ISO 31000 of risk management.

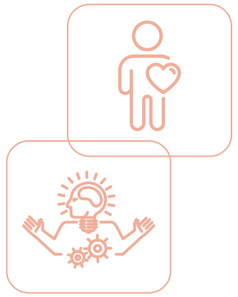
The Sabin Group is also engaged in the Universal Agenda proposed by the UN, through the 17 Sustainable Development Goals, and is also signatory of the Global Pact, which aims to mobilize the international business community in disseminated ESG practices involving environmental, social and governance aspects.

In the context of risk, the Corporative Governance meets the requirement of the standards considering the trinomial: governance, senior management performance and planned strategy, so that the risks and opportunities for maintenance are truly evaluated and monitored. The risk management system has a Risk Management Policy and its developments in the operation are supported by Inventory, Matrix (identification, qualification and probability scale x strictness), risk classification and correspondent action plans to prevent and control, mitigate barriers and contingency plans. Among the working committees in the most diverse areas, the Crisis Committee operates ordinary or extraordinary situations, with evaluation meetings when requested.

The Group reviews the strategic matrix for risks annually. In 2021, the main strategic risks that can impact business in short and medium term listed were: discreditation of operators and verticalization movements; increase in default; increase in the cost of supplies/equipment in foreign currency; discontinuity of inputs supply; cyberattacks on health companies; and water and energy rationing. To prevent, mitigate and establish barriers to the risks mapped, the Group has invested in strategic partnerships, diversification and development of business models that reduce concentration of the paying sources; in redesigning processes and implementation of technologies for operational efficiency and digital transformation; in the adoption of long-term contracts for less impact of the exchange rates oscillation; in the expansion of the critical supply base; in the realization of new investments in IT security infrastructure and expansion of management and contingency plans to cyberattacks. Moreover, the company has implemented projects to purchase in the free market of energy from renewable sources, and invested in studies and projects supporting solar energy and effluent treatment plants, which allow the reuse of 100% of the water consumed, to its regional operational technical centers.

Sabin's Group risk classification:

- Environmental
- Care
- Occupational
- Operational
- Juridical
- Market
- Compliance
- Strategic
- Image
- Economic/Financial



Awards and Acknowledgements

Governance, innovation and management

- 1st Place in Época Negócios 360° Yearbook, People dimension, and among the Top 5 in the Future Vision dimension
- Valor Inovação Award 2021 - among the five most innovative in Medical Services
- Women in Leadership Award in the categories National Entrepreneurship and Health Services– Valor Econômico/Globo/Época Negócios/WILL
- 1st place WEPs Brazil in Gender Equity Culture and women's empowerment in Brazil (Global Pact and UN Women)
- Best of Brazil 2021 Award from Humanize
- 1st Place Health Leaders 2021, Media Group
- 1st place in the 22nd Modern Consumer Award for Excellence in Customer Service, category Diagnostic ca Medicine.
- Top of Mind Uberlândia – for the 17th consecutive year, the Sabin brand was the most remembered in the Laboratory/Diagnostic Medicine segment in Uberlândia.

People Management

- Best Company to Work for in the Midwest Category Large Companies - GPTW
- 1st place GPTW Norte and, for the 4th consecutive year, the Best Company to Work in the Northern region of Brazil – GPTW
- GPTW Brazil 2021, 11th place in the large company category - GPTW
- Company Featured 50+, best professionals over 50 years age GPTW For All
- GPTW Latin America 2021 - 36th place
- Featured UOL/FIA Amazing Places to Work, Health Services and Racial Respect categories
- TOP 5 in the Diversity and Inclusion category – 24th TOP OF MIND HR Award 2021
- 1st place Human Being Award, Administration category, of the Brazilian Association of Human Resources - Bahia (ABRH-Bahia)

Tributes and Acknowledgement

- Buriti Medal of Merit 2021 for uprisings services provided to the population, awarded by the Government of the Federal District to Sandra Soares Costa and Janete Vaz
- Tribute to the entrepreneur Janete Vaz granted by the Chamber of Deputies in celebration of the World Day of Women's Entrepreneurship
- Medal commemorating the ten years of the PanAmazon Association for the institutional mission and entrepreneurship in the Amazon region granted to Janete Vaz

Highlights in 2021

JANUARY/ FEBRUARY

- 1st place GPTW Northern Region



MARCH

- Launch of the coordinated care platform and access to health - Rita Saúde
- Idealization of the Women´s Heart Movement, in partnership with Fleury Group
- Creation of a new Corporate Privacy Management

Rita Saúde

APRIL

- Development of RT-PCR test for Covid-19 with material collected in saliva
- Start of The Corporate Volunteering Program "Vaccinating Is an Act of Care" to vaccinate the population of the Federal District against Covid

MAY

- Launch of the Sustainability Report 2020
- Support for the Impact Movement - CEOs for diversity and inclusion



JUNE

- Acquisition of Bioclin Laboratory in Gurupi (TO)
- Completion of the 1st stage of e-commerce expansion for regional units



JULY

- Implementation of the Genetic Test Bochechinha, the most comprehensive neonatal screening test



AUGUST

- Conclusion of the 2nd stage of e-commerce expansion
- Deployment of the Omnichannel Central
- Implementation of 100% digital opinion survey



SEPTEMBER

- Acquisition of the portfolio of the Clinical Analysis Group Doyon Medicine, Diagnostic and Laboratory in Tangará da Serra (MT)
- Opening of a new unit at Brasilia International Airport
- Idealization of the #VacinaemDia movement highlights the importance of updating the vaccination schedule for disease prevention
- Participation in the largest congress of Laboratory Medicine in the world, the American Association for Clinical Chemistry (AACC)
- Installation of the new Sewage Treatment Plant and water reuse in Brasilia



OCTOBER

- Outubro Rosa (Pink October) campaign benefiting 700 women from all over the country, with laboratory tests, mammograms and telemedicine



NOVEMBER

- Acquisition of the Hemos Laboratory, in Blumenau (SC)
- Release of the Sabin Diversity Guide
- Blue November Campaign, with donations of exams to 28 institutions in the Federal District, Salvador, Uberaba and Uberlândia



DECEMBER

- Acquisition of 100% of Amparo Saúde, a tech company focused on Primary Health Care (PHC)
- "Magic for All", collecting donations of clothes and toys
- Donations of more than 140 thousand exams Respiratory Mini Panel, examination that detects viruses of Influenza A and B, Respiratory Syncytial and Sars-CoV-2

amparo saúde

Expansion (GRI 102-10)

Consistency marks Sabin's growth process. The Group grew steadily modernizing its processes, standardizing the model of excellence in services and strengthening a participatory and inclusive organizational culture. Throughout this trajectory, it always kept the commitment to deliver quality humanized health care.

The Group has grown organically with the opening of new units in the regions where it operates and non-organically since 2012, through the acquisition of technical and diagnostic imaging clinics, in different cities of the country, with an investment of nearly 450 million reais.

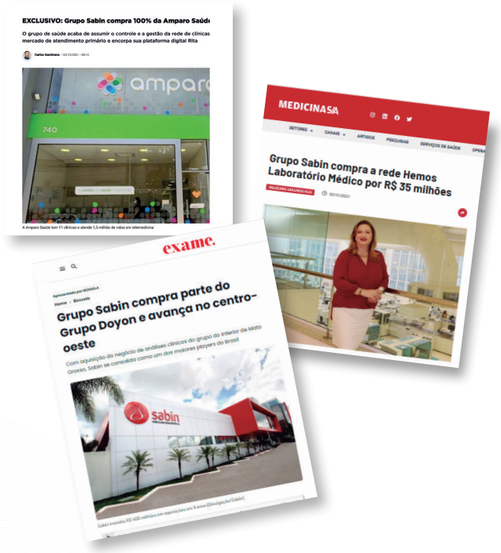
At the same time, through permanent investments in technical and scientific research aiming at developing programs and exams, the Group has built a portfolio of more than 7,400 exams and services that today integrate four pillars:

Diagnosis
Clinical Analyses,
Diagnostic Imaging

Prevention
Immunization (Vaccines)
and Executive Check-up

Integrated service and care platform coordinated for health

Primary Health Care (PHC)



In 2021, Sabin acquired the Bioclin Laboratory in Gurupi (TO), the vertical clinical analysis services of the Doyon Diagnostic Medicine and Laboratorial Group in Tangará da Serra (MT), and the Hemos Medical Laboratory in Blumenau (SC). After three years as an investor, Sabin Group also took control of Amparo Saúde. In addition, it opened 15 units throughout Brazil.

With the acquisition of the Bioclin laboratory in Gurupi, Sabin expanded its activity in Tocantins, where it already has 12 service units in Palmas, Paraíso, Porto Nacional and Guaraí. It is the only state with ISO 9001 certification and the accreditation of the Clinical Laboratory Program (PALC) since 2014.

The Hemos Medical Laboratory, another acquisition made in 2021, is part of the history of Blumenau (SC) and has 13 units in the cities of Pomerode, Gaspar, Indaial and Timbó. In Santa Catarina, the Group already operates in Florianópolis, São José, Imbituba, Garopaba and Tubarão.

The acquisition of the vertical clinical analysis operation of the Doyon Diagnostic Medicine and Laboratorial Group includes the administration of four units located in the interior of Mato Grosso and directly benefits the more than 105,000 residents of the cities of Tangará da Serra, Sapezal, Barra do Bugres and Campo Novo do Parecis.

The Sabin Group has been in Mato Grosso since 2019, with the acquisition of the Carlos Chagas Clinical Analysis Laboratory, the largest in the state.

In 2021, Sabin acquired 100% of the shareholding of Amparo Saúde, which has been operating since 2017 with focus on Primary Health Care.

The Group already had 30% of tech's shares, which serves the country's largest health operators, operating a coordinated care service, which involves family doctor, nursery team, pharmacy, nutrition and psychology. Its units are located in the São Paulo region, Campinas, Rio de Janeiro and Brasilia.

How the Sabin Group relates



The essence of inspiring people to take care of people is permanent in the markets where Sabin operates. Therefore, having the relationship and institutional communication as pillars of our organizational culture, contribute and highlight the entrepreneurial performance of the Group - as well as the actions of the brand – delivering value to its stakeholders: shareholders, customers, employees, suppliers, doctors, health operators, communities, press, entities and government.

The pandemic brought up changes in the behavior of the Brazilian consumer and the market and demanded from the companies of the health ecosystem, quick adaptation to meet the needs of the population facing the health crisis. During this period, the public in general and our stakeholders were regularly informed about the organization's strategic movements, as well as the actions taken to address the pandemic and about its services and diagnostic methodologies.

Sabin invested in solutions that ensured the reliability of the services to doctors, customers, employees, operators and partners, and also accelerated its innovative projects, making the Diagnostic Medicine with excellence reach the most different audiences.

Organized in permanent channels of dialogue with stakeholders, the Group has communication skills for these connections and dialogue.

As a company with clear and genuine positioning in the ESG agenda themes and in the relationship with society, Sabin develops a consistent work of corporate communication and standing management for the brand.

During two years of pandemic, the Diagnostic Medicine sector was a reference for journalists and editorials in the country for information about the fight against coronavirus. In view of this, the Group strengthened its relationship with the press, providing information on main issues such as actions against Covid-19, Corporative Governance, technical-scientific contents, health management, protocols in health security for companies, diversity, ESG, female protagonism and investment in the ecosystem of innovation and social innovation.

In the press, Sabin was highlighted in 2,766 positive articles (in 2020, there were 1,952), which impacted 267,985,193 people in the country. The data was measured by the analysis of the publications combined with the monitoring of comments on social networks allowing us to evaluate that Sabin's reputation was 95% (94.89% in 2020), despite the challenges of the second year of the pandemic.

In general, communication with the parts interested is by:

- Proprietary media: social media profiles and applications (Sabin Diagnostic Medicine has pages on LinkedIn, Facebook, Instagram and Twitter), Ombudsman, publications such as Sustainability Report and relevant facts, related investments, acquisitions, business expansion and local operations;
- Satisfaction survey;
- Spreading of strategic business actions, services and education actions in health through the training of spokespersons and relationship with editors of large vehicles, specialized and regional media;
- Organization of face-to-face and virtual forums, such as the Meeting with Stakeholders for the launch of the Sabin Group's Sustainability Report 2020 in July 2021;
- Participation in various forums and business, scientific and sectoral meetings;
- Institutional campaigns, services and social engagement.



As part of its strategic actions of ESG and its responsibility as a health company in awareness and data with individual and collective , the Sabin Group idealized the #VacinaemDia movement as one of the priority actions in the corporate communication strategy for the year 2021. The movement mobilized communication services, journalists and editors in the dissemination of safe information on vaccines and the importance of updating the vaccination scheme in the public or private network for disease prevention. From the context of the fall of vaccination coverage since 2015, and the warning of the worsening of this scenario, the company also produced content for the population on its social networks.

Since 2020, Sabin has joined Movimento Impacto, led by CEOs of large companies who want to leave a legacy of inclusion and diversity for their organizations and their business ecosystem. The beginning sheds light on the importance of diversity and inclusion, presenting to the market the reorientation of fighting exclusion in all social contexts exalting how plurality and integration enrich corporate ambitions. In 2021, the Group supported the creation and development of a training path for executives with the purpose to inspire, mobilize and engage other leaders into the cause and, thus, contribute to the reduction of inequalities in Brazil. In addition to being part of the movement's board, the company also has executives conducting the Committees of Communication, Diversity and Inclusion.

For the last four years, the Group has also been engaged to the Women's Movement 360, which has the special mission of inspiring and influencing society in the construction of an ethical business context that values the woman's diversity and protagonism.

In 2021, Sabin joined WE-Connect International, a global network that connect women-owned companies to qualified buyers around the world. The network identifies, trains and certifies businesses managed and owned by one or more women for at least 51%, to identify business opportunities with multinational companies in more than 100 countries.

As a legacy of the Brazil Digital Movement, which the Sabin Group was founder and supporter, the free and digital training program "Eu Capacito" registered the mark of 275,000 users; more than 230,000 students enrolled in 130 courses offered on the platform. The support for the program also enables the maintenance of the Professional of the Future Project, which has already granted 45 undergraduate scholarships for young people in the area of information technology.



Public health support

Through the Corporative Volunteer Program, the company supported the "To vaccinate is an act of care!" campaign, led by Federal District Govern (GDF), to immunize the population with the participation of over 2,295 volunteer employees. More than 23,000 hours were given to the community to vaccinate the population of the Federal District. The result was the application of 58,000 doses of covid-19 vaccine. Sabin also offered three drive-thru service spaces, during six consecutive months, for collective vaccination.

The Buriti Merit Medal was awarded to the founders of the Sabin Group in response to the relevant work performed to the Federal District.

Medical community



Through the Medical Channel, Sabin offers personalized services to the medical community, contributing to meet their information needs, content, clarification of doubts and access to the diagnosis. The service is accessed by e-mail, WhatsApp and phone. In 2021, 7,505 interactions were through this channel. In addition, Sabin offers technical-scientific advice with physicians, biochemists and bio medics dedicated to the discussion of cases and consultation of reference values.

In 2021, the Group held forums and virtual events of a technical nature and national scope. These events were directed to physicians and other health professionals with the objective of contributing to scientific updating on diagnostic methodologies and immunization.

Sabin also shares knowledge through its network of more than 284 specialists, biomedical and biochemical professionals, many of them act as speakers and moderators in national and international congresses.

Technical-scientific research and sharing of good practices

With more than three decades of history, the Sabin Group sustains its commitment to deliver health services with excellence, contributing to the development of diagnostic methodologies and continuously investing in technical-scientific research through support and partnerships with universities and institutes of research, as well as in the stimulation of its professionals in the development of studies, articles, panels, presentations in various regional, national and global congresses.

One of the most important studies in 2021 was the dedicated to the use of specialized

160
Participation in congresses

31
Accepted works in congresses and events

7
Speakers in congresses and events

2
Indexed Publications



system based on six self-associative neural networks, developed to discriminate electrophoresis profiles of serum proteins. The study covered the analysis of 4,043 results of patients who underwent protein electrophoresis, in three different scenarios totalizing 12,129 individual analyses; the tool brought improvement to the area, making it possible to self-check up to 70% of the cases carried out by the system.

In 2021, the founding members and executive chairman of the group participated as speakers, moderators and panelists in more than 164 forums, congresses, seminars and meetings, inspiring entrepreneurs, businessmen, executives and employees of various companies and sectors. Among the topics addressed, the following stand out Corporate Governance, ESG, Compliance, Protagonism and Female Leadership, Business Purpose, Social Responsibility, Innovation, People Management, Customer Experience and Humanization.

Innovation and Digital Transformation

(GRI 103-2, 103-3)

Consolidated as one of the largest national players in the segment, innovation is in the DNA of the Sabin Group, which supports and invests in the development of startups and ecosystems of innovation in .

In 2021, Sabin implemented a multidisciplinary working group dedicated to digital translation and the culture of innovation involved the company's leadership. The objective was to develop new pillars of governance, projects and portfolios, as well as programs that expand and strengthen the culture of innovation.

In order to ensure the best customer experience, the integration of the production chain and the democratization of access to health of quality, new digital tools and services in the service process also were implemented that year. *(See more in Sabin's Way of Caring)*

Even in face of an adverse scenario, in the year of the pandemic, the company continued with investments in projects and innovation programs.



Rita Saúde

The main innovation in 2021 was Rita Saúde, idealized to democratize access to quality . The platform, developed according to the concept of health 5.0, operates based on the pillars of participatory, preventive and predictive medicine, with people at the center of care. It integrates health services, which include consultations with focal experts, Clinical Analysis and Diagnostic Imaging services, vaccines, medications and other services offered through its own network and partners of the companies. Rita Saúde offers a coordinated and integrated care model in which patient learning occurs throughout their care journey, as well as allowing crowdfunding actions, where funding can be done collaboratively by stakeholders and patients and cosponsored by companies or civil society initiatives.

The name is a stimulus to female entrepreneurship and a tribute to the first Brazilian doctor, Rita Lobato Velho Lopes.

Rita Saúde has arrived to make quality care accessible to the population. Learn more in ritasaude.com.br.







Investment and support for the health ecosystem

Recognized for nearly four decades of investments in technical research and innovation, Sabin has become a strategic platform to validate diagnostic methodologies, developed by its Research and Development (R&D) team and through partnerships with suppliers and startups.

The year 2021 was marked by the growth of two initiatives launched in 2020, during the difficult pandemic scenario. The first, in partnership with the Fleury Group, was Kortex Venture, a corporate venture capital fund specially designed to support care technology startups, diagnostic medicine, medical and digital health businesses. Sabin and Fleury become strategic partners of entrepreneurs and businesses, because, in addition to investment, they share a platform of knowledge, development and validation of technologies and innovating solutions. Learn more in kortexventures.com.

The second initiative was the creation of Skyhub. Bio, the first innovation hub installed in a Diagnostic Medicine company in Brazil, was another step in the path of robust investments in startups, which began in 2017. Skyhub, which has established healtechs, biotechs and medtechs with suppliers, suppliers, entrepreneurs and innovation programs, had important milestones in 2021, with emphasis on the partnership established with Oya Care. One of the prominent femtechs in the Brazilian market, Oya Care offers innovative services to assess women's fertility.

To help with the mental health of employees, Sabin also implemented, in 2021, a platform for online therapy, in partnership with the startup Zenklub. Besides, with Kidopi, a startup of Ribeirão Preto (SP), received the CleverCare system, for the management of orders generated online.

In 2021, the SKYhub achieved also:

- Monitoring sessions for founders of resident startups and for startups candidates to participate in future vacancies;
- Online meetings between founders of resident startups, to exchange experiences with Sabin employees and external guests;
- Nationwide studies on techs and bitechs;
- Launch of two e-books to help entrepreneurs navigate the health market, with tips and back stages from a Clinical Analysis laboratory. One of them is the "10 Tips for Startups Beginners in ", which marked the ten years of the emergence of the first digital health startups in Brazil;
- Launch of Reload, a podcast program on health innovation. There were more than 20 episodes with themes such as digital therapies, medtechs, telemedicine, health platforms and machine learning;
- Lives with experts for the production of innovation contents and topics such as Covid-19 vaccination (with the participation of the head of Innovation at the Butantan Institute), point of care tests and application of artificial intelligence in genomics;
- Lectures and moderations at the largest innovation events in the sector, such as HIS Global Summit Digital Health & Telemedicine and Brazilian Congress of Innovation and Health Management.

skyhub.bio

www.skyhub.bio



3

Protagonism

in face of the Pandemic



Agility and care

The Sabin Group was one of the protagonists in coping with Covid-19 as early as 2020. From the creation of the Crisis Committee and Actions to Combat the Pandemic, the company defined the conducts to be adopted, analyzed impacts and risks, determined contingency actions and adapted processes and ensured the continuity and quality of services in this period of health emergency.

Sabin was one of the first Diagnostic Medicine companies to develop the gold-standard RT-PCR test for coronavirus detection in Brazil, even before the identification of the first case of Covid-19 in the country.

Focusing on meeting the demands generated by the pandemic, in 2021, the company expanded its production capacity to 6,000 tests/day through automation for RT-PCR testing. Besides, it validated and performed anti-body neutralization tests and antigen research by Chemiluminescence. In the same year, to make the test more comfortable for the client, launched a novelty: the RT-PCR test with material collected in saliva.

The production of in-house examination and the high capillarity of its network consolidated the Sabin Group as a reference service provider for the population, medical community and hospitals, making it a strong actor in the fight against the pandemic and the resumption of productive activities in companies. The serological test, which detects antibodies in the body, was also integrated into the company's portfolio throughout the year. The gold standard methodology for diagnosis of Covid-19 and other testing models of its portfolio reached more than 2.220 million tests already performed in the country.

Covid-19 Platform

(Complete Portfolio of the Sars-CoV-2 exams offered in 2021)

	Am I with Covid-19?			
Type of test	*PCR Express Point of Care*	RT-PCR	RT-PCR RT-PCR spittle	Sars-CoV-2 antigen research
Detection	Sars-CoV-2 virus RNA in respiratory secretions	Sars-CoV-2 virus RNA in respiratory secretions	Sars-CoV-2 virus RNA in oral secretion	Sars-CoV-2 protein present in respiratory secretions
Importance	Sars-CoV-2 virus RNA in respiratory secretions	Diagnosis by gold-standards	Diagnosis by Gold standards	Alternative PCR to urgent and fast decisions

	I had Covid-19 symptoms or was vaccinated		
Type of test	Total Antibody Dosage	IgM Quantitative Serology	IgG Quantitative Serology
Detection	Total antibodies	IgM antibodies against virus protein S (spike)	IgG antibodies against virus protein S (spike)
Importance	Detection of immune response regardless of antibody class	Detection of immune response via IgM	Detection of immune response via IgG

	Respiratory viral pictures
Type of test	Mini Respiratory Panel
Detection	Sars-CoV-2, Influenza A and B, Respiratory Syncytial or oral secretions (spittle)
Importance	Alternative to CRP in periods of discharge in cases of respiratory infections



In adopting the new health protocols, the Group launched, in 2020, the drive-thru system for covid-19 testing, has sized and adapted spaces to health security measures and created 36 units exclusively for examinations in the regions in which it operates. It also expanded the structure and teams of mobile services, which had significant increase in demand by more than 300%. By that, users could be served quickly, the teams underwent new training and received reinforcements from professionals and new digital scheduling protocols.

Sabin's 24-hour hospital units were also important channels to access Sars-CoV-2 tests and give support to the medical community for fast and accurate diagnosis.

Sabin commitment is to ensure the best possible experience of the client. In this sense, the company promoted the integration of the drive-thru service system to the e-commerce platform, launched in 2019. The e-commerce has become a relevant channel for customers and has gone through two steps of expansion in 2021.

E-commerce expansion steps

1st Stage June /2021

Manaus, Uberaba, Uberlândia, Campo Grande, Belém, São José dos Campos, Lauro de Freitas, Luís Eduardo Magalhães, Santo Antônio de Jesus, Camaçari, Barreiras and Salvador.

2nd Stage August /2021

Anápolis, Araxá, Boa Vista, Dourados, Campinas, Caraguatatuba, Florianópolis, Franca, Frutal, Garopaba, Imbituba, Jacareí, Londrina, Palmas and Porto Nacional.



Corporate Volunteering

In order to help to promote social engagement through projects and initiatives, the Sabin Group encourages corporate management with actions and programs coordinated by the Sabin Institute. *(See more on Positive Social Impact)*

Driven by the purpose of inspiring people to care for people, the company participated in a series of actions to combat the pandemic with broad support from its volunteers. The highlight of 2021 was the participation in the campaign "Vaccinate is an act of care!", launched by the Federal District Government to fight Covid-19. From the availability of vaccines, the challenge was to immunize the largest number of people in the shortest time.

Sabin's Corporate Volunteer program mobilized over 2,000 employees, who took part in this chain of good in the technical and operational functions required for Vaccination in Brasília.

During six months the Group also provided three spaces for the drive-thru system and volunteers to vaccinate the population on Saturdays, Sundays and holidays.

Results of mobilization in support of vaccination in the Federal District

2.295
employees

23 thousand
donated hours

58 thousand
doses applied

Another social action was the participation in the United Movement for the Vaccine. In partnership with the NGO Group Women of Brazil DF, the company has donated computers and supplies to produce PPEs through the Foundation of Support to the Convicted Worker (Funap), linked to the Secretary of Justice and Citizenship (Sejus).

To support the population and medical community with fast diagnosis in the critical and peak period of influenza cases and infections by new variants of the coronavirus, at the end of 2021 the Sabin Group launched a new test, called the Mini Respiratory Panel. It allows simultaneous detection of Sars-CoV-2, Influenza A and B and Syncytial Respiratory viruses. The collection, from the RT-PCR method (via nasal swab or saliva collection), can be done in patients of all ages, already on the first day of flu symptoms. Sabin offered free the Mini Respiratory Panel tests with PCR test for Covid-19 in December 2021 and January 2022. In this period, 140,962 tests were performed.



Resilience

Amid the measures of health security, process modification and maintenance of quality in services, products and care the Sabin Group maintained its efforts to improve its portfolio.

All the measures adopted prioritized people. As a result of this attitude, Sabin implemented a new humanized communication protocol for patients who tested positive for Covid-19. Specially trained teams attended and guided customers. Biochemists, bio-physicians and technicians were tasked with communicating the positive test results and giving first guidance on health care and isolation to prevent further transmissions.

Throughout 2020 and 2021, inspections and training guided employees on the proper application of safety protocols. Through face-to-face and online areas, lives and the use of the Clevercare tool (chatbot), the company's internal public received guidance on mental , emotional support, ins- truss about meditation and physical activities, as well as clarification scans on education and vaccination.

The safety protocols adopted in 2020 were maintained with some adaptations in the following year. Employees of risk groups remained in home office. Due to local legislation, the units adjusted aspects related to the minimum physical distancing and temperature measurement of people.

For their protection, employees over 60 years of age, patients with chronic diseases and pregnant women went on vacation, receiving medical follow-up, virtual monitoring and attended to specific return protocols. The review of the work scales ensured the reduction of the flux of people in the company's environment. Following safety standards throughout

the service cycle, Sabin units installed safety banners signaling the hygiene and security protocols, including the importance of social distancing.

Pregnant women who had been doing home office since 2020, were relocated to activities that do not require contact with the client. With the advent of Law No. 14,151, in May 2021, they were removed from face-to-face work, and given other tasks to perform in home office.

The health management tools favored personalized monitoring of the employees, such as the digital channel for the care of infected professionals, or, those with suspected infection were monitored daily, giving rise to a map of transmission curves for the intervention of occupational medicine. Booklets, lives and teleconsultations with specialists in physiotherapy and psychology, in addition to internal communication materials, kept the employees attentive to physical and mental health care.



Emergency actions

The pandemic led to urgent and effective measures that represented a challenge for several productive sectors, mainly in the health area. During the first year of health emergency, Sabin adopted safety protocols, expanded and adapted spaces and implemented the drive-thru system for tests and vaccination. It also extended mobile services, reviewed and adjusted contracts, taught new teams for Covid-19 testing, integrated new professionals into the Molecular Biology team and reformed production flows.

At the same time, the company promoted virtual and permanent training, so that its employees could provide the best service, with the quality and excellence of the Sabin brand.

The pioneering structure for the pandemic in 2020 allowed the company to face the challenges of 2021. The second year of the sanitary emergency required the same dedication and attention of the employees, due to new variants and epidemic peaks.

Another highlight was the support of more than 1,500 companies with screening, testing and monitoring protocols, besides the integration of sanitary procedures for the resumption of different sectors of the economy in a safe and responsible manner. Implementing the testing platform and improving production capacity brought more efficiency and allowed the company to be prepared to overcome logistic challenges. It also ensured supplies and reagents for testing in regions of Brazil in which the Group operates.

In addition, since 2020, Sabin was the first Medicine Diagnostic Company to integrate Covid-19 notifications to the National Health Data Network (RNDS) of the Ministry of , in addition to municipal and state notifications in all regions where the company is present.



More safety and reliability

With the advance of immunization against Covid-19 in the world, several countries have opened their doors to the arrival of foreign visitors. In order to make it easier and more like the lives of travelers.

In 2021, Sabin developed new tools to ensure the authenticity of reports. Moreover, the Sabin Group began to issue the report in Portuguese and English versions, aiming to facilitate the immigration process through a QR Code. The resource allows an immigration officer or travel company agent to access the original document in the chosen language, supporting passengers on their international journeys during the pandemic.





3: Good Health and Well-being
16: Peace and Justice Strong Institutions

4

Sabin's Way of Caring

(GRI 103-2,103-3)

Clients

The Sabin Way of Caring pays extra attention to the customer experience. The humanization of customer service is an intrinsic characteristic of the Group, and proximity to people looking for Sabin products and services is a priority for the company.

To ensure patient safety, the Group ensures the management of processes that control and minimize risks, following the premises described in its Conduct Code and in the Privacy Portal (*See Chapter 2- LGPD*).

Besides, Sabin's digital transformation contributes to improve the experience of the medical communities with the business. The adoption of intelligent technologies, based on agile deliveries, has made a difference in developing and improving digital forms of care, keeping in sight the human aspect of interacting with the Group.

One of Sabin's recent innovations is the Digital Service Center (NAD), which has become a gateway to the new digital concept. The Center emerged with the goal of offering to customers the agreement of the previous registration of tests and vaccines, in addition to the choice of the place of service - which can happen in the comfort of home, at work, in a health clinic or in any unit.

In 2021, the transformation project of the Call Center entered a new stage too. The investment resulted in more agility for the client and improvements in service management.

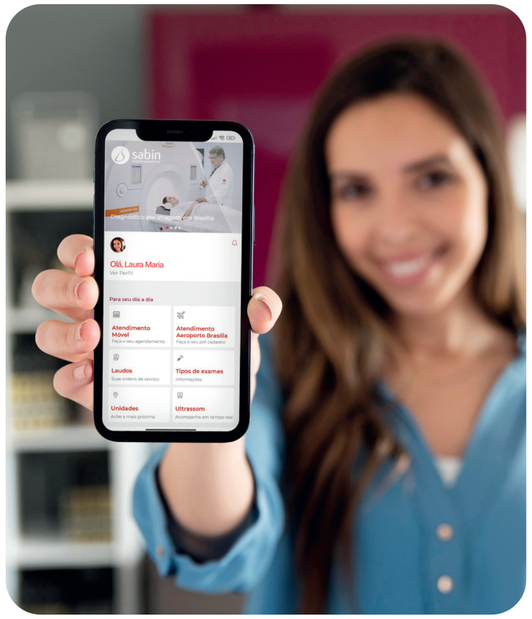
In April, the processes were reformulated and the plants were integrated. With the updating of the technology employed, the consultation of service data and support material gained more agility, which was reflected in the experience in customer service.

The management of call centers has also been improved. The new digital tool implemented concentrates all the indicators of the Headquarters in one place, making it possible to monitor in real time the service queues, logged-in employees and other company data throughout Brazil. The virtualization of the service made Sabin's service to the public even more agile and enabled the expansion of the e-commerce platform (*See Chapter 3 - Protagonism in the face of the pandemic*).

To create connections and mobilize the population and customers to change behavior in favor of , in 2021, several members highlighted Sabin's prevention and solidarity actions in its dissemination channels.

In view of the abrupt changes in the health context of the country, the company produced information on social networks and a landing page, to explain to its clients about the pandemic of Covid-19.

The launch in July of a new website of Sabin's Blog was another important start. The contents published weekly are produced with the aid of medical specialists and structured in order to encourage health care and well-being.



The Sabin Group offers the following service channels:

- **Service Center |** the Contact Us has a form at *www.sabin.com.br/fale-com-o-sabin/* and at the Central Platform.
- **Physical Units |** the attendants of the units are ready to answer the questions of the customers.
- **Site |** *www.sabin.com.br* is an easy-to-navigate portal, organized by client and medical areas. A real-time chat service allows immediate clarification.
- **E-commerce |** (*https://loja.sabin.com.br*), allows the purchase of products and services with login and password, through the online store
- **Drive-thru |** system extended during the pandemic, speeds up the collection for tests and exams, without having to leave the car.
- **Social networks |** Sabin provides on its social networks a service channel, with the Social SAC.
- **WhatsApp and E-mail |** in 2021, WhatsApp was the social channel that mostly grew in volume of interactions.
- **Hospital units |** emergency hospitals in several cities in Brazil, providing clinical analysis tests,
- **Mobile service |** goes to where the client is for testing and vaccination. During the pandemic, it grew 300%.
- **App |** more practical way for the customer to interact with Sabin. The app has added new features in the year, achieving 1.2 million downloads.
- **Ombudsman |** is the channel available for customers to report their experience in service in our units, and clarify their doubts about our service.
- **Post-service surveys by sampling |** rates customer satisfaction with the service performed.

Humanization and proximity to customers

Humanization is in the company's DNA. From the medical support team, the attention and effective care that is dispensed to all patients is a Sabin's advantage.

Especially the attention to the child demonstrates Sabin's zeal with its clients. All units are designed to have spaces specially for children. Thus, both the collection of clinical analysis material and the application of vaccines are made in a playful and colorful setting, closer and friendlier to the universe of children.

With these actions already consolidated, Sabin started in 2021, a pilot project to dress the professionals who serve children with colorful gowns adorned with fun figures. The objective is to reduce children's resistance to professionals and collection procedures.

Other actions of protection and safety of the adult client mobilized the Brazil teams throughout the year. This was the case with the drive-thru offer, which gained even greater relevance in 2021 offering more than covid-19 vaccination. The posts also applied the other vaccines and collected material for clinical examinations, with comfort and convenience for the client.

After almost 60 million tests performed in 2021, the Group maintained a high satisfaction index and increased the NPS indicator.

Attendances and satisfaction index of clients

	2020	2021
Clients served	5.753.459	6.440.391
Exams performed	49.919.165	59.919.439
Satisfaction Index	93,29%	91%
Net Promoter Score (NPS)	74%	79%

SAC Social Digital

WhatsApp

2020 451.827

2021 475.961

Chat / FAQ

2020 348.718

2021 228.272

Form via website (Digital pre-schedule for Mobile Service)

2020 351.660

2021 127.272

Customer interactions (Central Customer Service, chat, social networks, pre-scheduling)

2020 6.189.884

2021 5.035.545

Interactions in social channels (Facebook, Instagram, Twiter and LinkedIn)

2020 166.129

2021 144.792



Customer Council

The Customer Council is the forum for interaction and listening within the strategy that built the customer-centric culture. In it, the Sabin customer experience gained even more prominence. The model of action of the council was inspired by the best practices and governance of this type of forum, which has chosen customers based on recurrence criteria and journeys most recent, as well as representing the diversity of clients served.

Structured in 2019, with the aim of being a space for active participation and co-creation, the Council is governed by a policy that runs two-year mandates for its members and the participation in discussions of the company's technical planning.

The dynamics of action foresees meetings every three months with the Deliberative Council and other managers of the company. As a result, new products were implemented for home care and colorful special coats with prints of children's favorite characters were adopted for the care of children in the physical units and mobile care.

In 2022, the scope of the Client Council was expanded, with representation of clients from other regions where Sabin has the largest number of services with the most complete mix of products and services.

Patient Safety Center (GRI 103-2,103-3)

Sabin has a Patient Safety Center, which internally defines the care and safety of the patient. The protocols adopted are based on global rules and should be applied to all health services offered to the population.

Among the rights of the patient established by the Center are: accessibility, privacy, safety, dignity and respect for diversity, total secrecy of personal information and consent of the procedure to be carried out, where applicable.

The Center disseminates practices for the execution of the patient's care protocols and safety. It also evaluates the indicators and occurrence rates of adverse events. In 2021, the percentage of adverse events showed a significant fall of 43.75% compared to 2020.

Key Indicators:

	2020	2021
Adverse events	0,92%	0,64%
Performance AEQ	97,91%	98,03%
Punctuality	99,05%	99,38%



Quality management (GRI 103-2,103-3)

In 1999, Sabin invested to achieve the ISO 9001 seal of technical standards that establish the quality management model. The search for certification demonstrates the group's will and pioneering spirit. Besides, it attests the company's confidence in the excellence of its processes.

Sabin has a Quality Management System (QMS), that aims to control and minimize risks and ensuring the commitment with the safety of the patient, employees and their network of relationships. In 2021, the Group complied with the main accreditation standards with a focus on excellence and quality of its services. There are eight certifications, which annually comprise a robust schedule of audits at the head office, in Brasilia, and in the other regions.

With organic and inorganic growth, the consolidation of services within the standards of excellence involves the implementation of certifications also in the regionals all around the country. Each regional has its own structure, responsible for locally deploying the actions suggested by the venue. The Quality Management team also works in the integration of the areas, in the new acquisitions and in the preparation and training of internal auditors.

CAP ACCREDITED
COLLEGE of AMERICAN PATHOLOGISTS

LABORATÓRIO ACREDITADO PALC acreditação laboratorial SBPC/ML

Padi CBR Programa de Acreditação em Diagnóstico por Imagem

International Organization for Standardization ISO 31000

International Organization for Standardization ISO 14001

International Organization for Standardization ISO 9001

ACREDITADO COM EXCELÊNCIA ONA
in Uberlândia/MG

DICQ Sistema Nacional de Acreditação
in Cuiabá/MT

Accreditations vary from unit to unit. In Uberlândia (MG), for example, the unit has the ONA level 3 seal of excellence, issued by the National Organization of Accreditation, which certifies the quality of health services with a focus on patient safety.

In 2021, the College of American Pathologists maintained the CAP International Accreditation, granted to the administrative headquarters building in Brasilia. Auditors of the American institution attested the quality of technical processes, the management of documents and records, equipment and supplies, quality and people, the qualification of employees, system laboratory information and safety of the patient and the employee.

Maringá (PR) was the newest unit to seal the Accreditation Program for Clinical Laboratories (PALC), ensuring the excellence of the facilities and procedures of the northern regional of Paraná.



21
Certificated Units PALC*

**Accreditation Program for Clinical Labs SBPC/ML*

Sabin maintained the seal of the Imaging Diagnostic Accreditation Program (Padi), in the cities of Uberaba, Uberlândia and Brasilia, among other certifications such as ISO 14001, granted in recognition of good environmental management, for the regionals of Brasília, Anápolis, Barreiras, Belém, Campo Grande, Manaus, Palmas, Salvador, São José dos Campos e Uberaba.



Audits

Besides the certifications, in 2021, the Sabin Group conducted 30 audits to verify the conformity of processes with suppliers.

Similarly, internal audits, developed at the headquarters in Brasilia, and in regional units, aim to check the service, technical and administrative processes of the company. They also help to understand where it's necessary to evolve the monitoring of the group's technical processes and in the management of indicators for possible business.

Rectification of Report

2020	2021
5,1 (SIGMA)	5,2 (SIGMA)

Total Service Time (TAT) (Hours)

2020	2021
07:21:18*	10:43:02

(*) referent to DF

New services

For Sabin, the customer experience is deeply linked to the excellence of the services offered. Thus, the investment in infrastructure is constant, to ensure the best service. In 2021, with all the care demanded in this period, the Sabin Group adopted new strategies to support the well-being of its customers, including informative environments dedicated to contents about Covid-19 and vaccines, for example.



The expansion of the drive-thru system to the application of the influenza vaccine has also allowed the client to schedule the application of the influenza dose acquired quickly and properly via Sabin's e-commerce.

The company developed the Bochechinha (Little Cheek) Genetic Test, which detects more than 380 genes associated with treatable diseases that may manifest in childhood. The preventive exam is performed from a saliva sample of the child and is complementary to neonatal screening.

Prevention

Comprehensive health and safety care is an increasingly present value in society. Sabin is aware of this, and engages in prevention initiatives that work for the quality of life and health of the population.

Once again, communication is one of the best tools of awareness. In 2021, the Group was involved with a series of actions that led to messages, such as the conversation about breast cancer, within the concept of Outubro Rosa (Pink October). In partnership with the Sabin Institute, the company invited the artist Louise Helene, to talk with women who experience this process and, thus, transforming the answers into art. The campaign benefited more than 700 women in 45 institutions across the country with laboratory tests, mammograms and remote medical attention.

In the following months, with Blue November and Red December, campaigns were launched opening debate on ways to combat prostate cancer and Sexually Transmitted Infections (STIs). In addition to the campaign and together with the Sabin Institute, the company also gifted 270 exam vouchers to 28 institutions in the Federal District, Salvador, Uberaba and Uberlândia.

In commemoration of International Women's Day, the campaign "The standard is to be you" proceeded to encourage the high self-esteem of women.

The Group also conducted the influenza vaccination campaign, launched as a warning to the public and as an incentive to care for . The objective of the action was to engage different age groups. For this, it used funny pieces with references to old games that reinforced the concept of expanded protection.



8: Decent Work and Economic Growt
9: Industry, Innovation and Infrastructure

Sustainability

Economic and Financial

(GRI 102-5)

Sabin Diagnostic Medicine S.A. ("the Group" or "Company") is a privately held corporation with its headquarters and forum in the city of Brasília, Federal District.

Statement of Income for the Year - DRE (in thousands of reals)

	2020	2021
Net operating income	**1.056.669**	**1.355.885**
Cost of service provision	(259.577)	(342.055)
Gross operating income	**797.092**	**1.013.830**
Operating expenses/ revenues	(632.158)	(782.328)
Operating income	**164.934**	**231.502**
Net financial result	(43.549)	(41.381)
Income before taxes	**121.385**	**190.121**
Income Tax /Social Contribution	(54.533)	(74.036)
Income for the year	**66.853**	**116.085**
Participation of non-controlling shareholders	968	(3.009)
Participation of controlling shareholders	67.820	113.076

Source: The annual balance sheet can be found in the link: https://www.sabin.com.br/o-sabin/fatos-relevantes/

Gross revenue (GRI 103-2,103-3)

The Group's revenue performance exceeded expectations in 2021, registering an increase of 28.49%. Revenue originated by Covid-19's procedures represented about 18% in relation to total revenue and 20% compared to the previous year. The gross prescription is composed of services provided from clinical analysis exams, imaging, immunization services (vaccines) and executive check-up.

Costs with services provided

The Group's costs of providing services are composed of:

- inputs
- services outsourced support
- direct consumables
- costs of immunization services
- medical services, depreciation, among others

In 2021, costs increased due to the effects of the exchange rate on the acquisition of the inputs and the adjustments in contracts of service providers.

The investments made in 2021 totaled R$ 93.7 million, being destined to new acquisitions, reminiscent society interests of affiliates already belonging to the Group, organic growth of the Regional and investments in fixed and intangible assets for the maintenance of operations.



Investiments

In 2021 the Sabin group acquired:

- Bioclin Laboratory, in Gurupi (TO)
- Indap Laboratory, in Tangará da Serra (MT)
- Hemos Laboratory, in Blumenau (SC)
- Amparo Saúde
- CRA Laboratory, in Anápolis (GO)
- Carlos Chagas Laboratory Ltda., in Cuiabá (MT)
- Capital contributions in Prontmed and Kortex Ventures

Acquisition of assets: fixed and intangible

In 2021, investments totaled R$ 22.9 million, and were destined to the maintenance of service units, facilities, replacement of fixed assets and acquisition of new equipment for the modernization of the technological park of Clinical Analysis and Diagnostic imaging and projects to improve productive efficiency.



Law of Good

The Sabin Group continuously conducts researches to design and improve its activities in order to increase the efficiency of the processes. The technical development sector is strategic for the Group and had as main objectives:

• Automation from the evaluation of current processes and technologies for the improvement of automation that requires experimental analyses on an industrial scale that deter- undermine the functional technical feasibility;

• Specialization of activities related to the development of various exams and their adaptation to laboratory technologies;

• Expansion of the processes of improvement of production and reduction of the time of delivery of test results, through studies and experiments that relate the ideal order of the analysis of the samples, considering factors such as time of performance of the tests and feasibility of samples for optimization.





3: Good Health and Well-being
4: Quality Education
5: Gender Equality
8: Decent Work and Economic Growth
10: Reduced Inequality

6

Purpose that Inspires

and Safe Environment

Inspiring people to take care of people is the main purpose of the Sabin Group. Again, caring with employees was a priority, with programs and projects dedicate to promote a safe and warn environment. In 2021, the Group strengthened its policies and protection practices in fighting Covid-19; created programs aiming at promoting mental health; implemented the remote work model with actions that ensured good dwelling, compromise and sense of belonging. Besides, it generated new projects for the development of leaders, career opportunities, on-line recognitions and celebrations and the strengthening of the Sabin Diversity and Inclusion Program.



Employees

5.960
employees

78,5%
female gender

21,5%
male gender

(GRI 102-8)

Total employees per employment contract and region

	2020		2021	
Region	**Permanent**	**Temporary**	**Permanent**	**Temporary**
North	377	49	423	47
Northeast	313	39	308	43
Mid-west	2.727	261	3.138	299
Southwest	1.206	132	1.321	135
South	194	34	218	28
TOTAL	**4.817**	**515**	**5.408**	**552**

Total employees per employment contract and gender

	2020		2021	
Gender	**Permanent**	**Temporary**	**Permanent**	**Temporary**
Male	1.065	121	1.177	102
Female	3.752	394	4.231	450
TOTAL	**4.817**	**515**	**5.408**	**552**

Total employees by type of employment and by gender

	2020		2021	
Gender	**Partial**	**Full**	**Partial**	**Full**
Male	240	946	226	1.053
Female	648	3.498	740	3.941
TOTAL	**888**	**4.444**	**966**	**4.994**

The numbers and indicators reported above do not include the Maringa, Osasco, Dourado, Tangará da Serra, Cuiabá and Blumenau regions because they were not integrated into the National Human Resources Information System of 2021.

With the learning obtained in the first year of the pandemic, the Group sought to understand the new scenarios and trace effective actions of protection and care in the face of the new coronavirus. The company also acted to strengthen its culture and organizational climate, both in actions and programs aimed at the face-to-face model and for virtual mode, always keeping Sabin's way of thanking, recognizing and celebrating.

From the analysis of population data, the company created integrated programs of health management that had the support of the teams of corporate , well-being and sports.

Sabin stands out for more than 17 years among the best companies to work for in Brazil. In 2021, in the Research **Great Place To Work,** maintained important indicators:



- **94%** are **proud** to tell other people who work at the company
- **95%** **feel good** about the way the organization contributes to community
- **90%** claim to **have special** and **differentiated benefits** within the company
- **90%** realize that Sabin promotes some form of **development** of their **professional growth**
- **92%** consider that **their work** has a **special meaning.** For them, it's not just another job

See more on Diversity, Inclusion and Equal Opportunities





FIA UOL 2021* Award also shows the quality of Sabin's working environment

93%
Quality index in the workplace

89%
Engagement index

88%
Integrity culture

89%
Responsible leadership

93%
y working environment

**Incredible Places to Work Award, a partnership between the Institute of Directors Foundation (FIA) and UOL*

Creation of Jobs

In 2021, the indicators of job creation maintained the results of previous years. However, the reheating of the labor market was more challenging in the retention of professionals in positions or areas that do not allow the remote work model. The acceleration of the market for digital transformation has also impacted the attraction of people with relevant knowledge and experience in IT to cover new jobs.

The integration model of new workers in Sabin processes, applied in the group, was reevaluated to propose a complete immersion in Sabin culture, increasing the number of classes and, consequently, ensuring a greater entry of new employees in the Group, with the required knowledge in their area of activity, due to the removal of learning trails that everyone must complete to be forwarded to their work environments.





The larger volume of hiring required training of more facilitators to become multiplicators of knowledge in different areas and themes of the organization.

In order to meet the demand for the formation of new leaders, the Group held, in 2021, the Monitoring & Career Program, through Unisabin and in partnership with the Human Talents area, which had 36 participants. A survey identified potential care supervisors who until then held the position of reception agents to be subsequently validated in committees composed of supervisors, coordinators and managers of service and HR. Unisabin followed the program's support and the evaluative stages of the selection, which worked with theoretical and practical content.

Sabin's social media profiles and other media also served to increase the visibility of opportunities and disseminate the new jobs offered by the company.

Development and Unisabin (GRI 103-2, 103-3)

Since 2009, the Sabin Corporate University (Unisabin) has been integrating, training and developing thousands of employees to achieve the company's strategic and expansion objectives.

Unisabin currently maintains eight schools: Institutional, Clients, Humanizing, Operational, Business, Facilitators, Innovation and Viva Mais. All operating in different formats: remote, face-to-face, podcast, video lesson and learning on the Distance Education portal.

In total, 150 courses were offered, such as work safety management; occupational ; biosafety; prevention of activities and escape route; ergonomics; hand asepsis; personal protective equipment; radiological protection; and internal accident prevention commission.



Unisabin in 2021

115.000
certificates issued

99%
satisfaction in training

2.729
remote and remote training

R$ 380.000
invested in education

5.689
trained employees

15
new courses launched

1,6
average certificates per employee

In 2021, operational efficiency, integration and consolidation of the Sabin model in regional areas were the strategies for the development area of Human Organizational e have become pillars to plan learning and development actions, disclosed in the Annual Development Calendar (CAD).

External partnerships, encouraged by Uni-Sabin, have also been expanded to build on the skills and development of employees in any part of the country. The Scholarship-Education Program, in turn, included 21 people with academic benefits in different categories (technical level, undergraduate, graduate and MBA).

The Ambienta RH program was created in 2021 with the purpose of training all the HR Groups in topics related to the processes of the area, bringing more security and operational effectiveness to the business in a context of expansion.

The Employee Journey project and the Indicators Process, in partnership with the Areas of Quality and People Management, were part of the annual planning co-leased in practice. These actions also included partnerships of renowned consultancies and architects, ensuring efficiency for the learning and development of the Sabin Group employees.

456 employees that participated in new external qualifications

(GRI 404-1)

Unisabin Portal

8.628
enrolments in online courses, being:

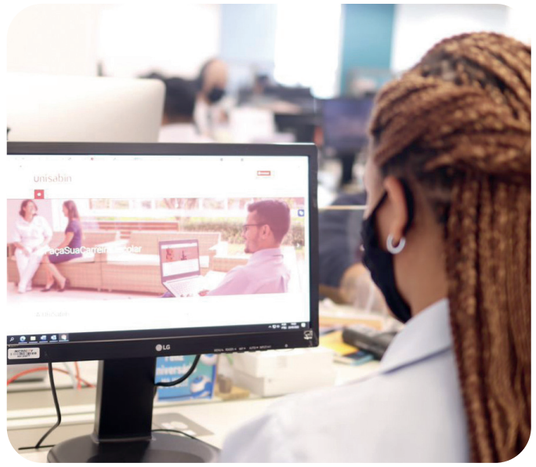
- 466 Lidership
- 5.630 Clienting
- 1.443 Administrative
- 729 Technical Area

4.480
online and face-to-face courses, being:

- 450 Lidership
- 2.571 Clienting
- 834 Administrative
- 625 Technical Area

The various training and development actions were carried out nationwide and also maintained the virtual format as a priority due to the pandemic. Only a few trainings were in the face-to-face form, directed mainly to operational teams, given the determination of social distancing and the sanitarian protocols.

- **162.443** total training hours
- **24** average training hours per employee
- **66%** female gender
- **34%** male gender



The Corporate University has been acting from a growing point of view to the democratization of learning, making knowledge a web of contents capable of developing the needs of the future, as adaptability to changes and cognitive flexibility.

Unisabin used active methodologies – inverted classroom, gamification, storytelling, project-based learning, problem-based learning and the world coffee – that allow and value the effective participation of employees in the construction of knowledge and in the development of skills.

To serve an audience with several different needs, Unisabin has also developed actions in various formats, in addition to the face-to-face mode. The contributor can fastly learn online on his own, in a virtual environment, in podcasts or even in a hybrid way. This allows him to develop various technical, behavioral and institutional skills in a light way, in his own way, time and style.

Health and safety at work (GRI 103-2, 103-3)

Strong culture, y environment, well-being and employee satisfaction are the most important points for performance in this area.

The management of aspects related to health and Safety of workers is based on the requirements contained in the list of Regulatory Standards (NR) of the Ministry of Labor and Social Security, especially NR-7, NR-9, NR-32, being complemented by Manuals and Operational Support Procedures (POA), contained in the Sabin Group Quality Management System, certified by ISO 9001.

Compliance with all safety requirements, as well as the provisions of the Health and Safety Programs and POA, are mandatory compliance for all Sabin Group employees and third parties who provide services at their facilities.

The identification, monitoring and control of risks are carried out from the Environmental Risk Prevention Program (PPRA), a broad inventory of critical actions that includes all functions, in the different sectors of the Sabin Group, and their respective mitigating actions. Routinely, the company carries out periodic inspections in all areas of business, aiming to avoid new situations of danger, and ensures compliance with all the safety measures. These inspections are carried out by Work Safety Teams and Safety Engineers.

The indicators of the Health and Safety area, together with the attention given to the Inspection Reports, are the main guideline to develop and improve actions, contributing to the continuous improvement of processes.



In the Sabin Group, the following committees are set up to represent the workers:

Internal Commission for Accident Prevention (Cipa)

The commission is composed by representatives of the employer and the workers, elected and appointed, who meet monthly, having as main attributions to help in the identification and evaluation of risks, accidents, and proposal of corrective measures and control and safety programs.

Every worker is informed about the existence of Cipa and is free to vote and be voted as a committee member, according to legal provision. Thus, he can contribute to the creation of the main supporting documents of occupational health and safety management - PPRA, PCM- SO and Sector Risk Map/ establishment.

Biosafety Committee

The committee is composed of employees, representatives of various areas of the Sabin Group, having as main attributions the collaboration in the definition of technical guidelines for the recognition, monitoring and control of biological risks.

Radiological Protection Commission

The committee is composed of employees from the radiological area, supported by health and safety professionals at work. The group meets bimonthly, having as main attributions the promotion of health defense of those involved in radiation activities, valuing the faithful compliance of the Radiological Protection Program.

Any occurrences can be commented by people directly to the team, by phone, e-mail, instant messages or when inspections happen. The Sabin Group has an ombudsman's association, to which every employee can address complaints, criticisms and suggestions, publicly or not. All demands are answered within the deadlines determined, in conformity with the level of severity of the record.

The employees have full support of their leaders and Cipa to stop their activities, if necessary, report immediately to the team specialized in Health and Safety for evaluation and providences. The Sabin Group seals the legal provision that gives the employee the guarantee of refusing to fulfill tasks in situations of serious and imminent risk to their health and integrity.

The investigation of every accident or incident is systematized by means of a POA, which contains implementation guidelines and is based on the Methodology of the 5 WHYs to respond to the causes of the occurrence. Besides, the investigation process provides the implementation of an action plan so that the causes of the accident are corrected, in order to minimize the possibility of new episodes.



The Sabin Group provides occupational safety management programs whose objective is related to the identification, assessment and control of occupational risks present in all activities and operations of the company and with health monitoring of 100% of the employees.

Every accident or incident is investigated, with elaboration of an action plan, considering the hierarchy of control applicable to each case, with the indexes calculated on 1 million hours worked.

For the compilation of the data, the guidelines and methodologies provided for in the NR-4 standards of the Ministry of Labor and Social Security and NBR 14,280 were used. In agreement with the guidelines presented by the International Labor Organization (ILO), the results obtained for the Accident Frequency Rate are "Very Good", indicating that the management of aspects related to Health and Safety carried out by the Sabin Group is efficient.



Sabin maintains a Medical Occupational Health Control Program (PCMSO), building a comprehensive strategy to monitor the health of employees in connection with PPRA. Several occupational examinations are performed within the PCMSO, and the results attest to the effectiveness of the security measures implemented.

Workers' access to occupational medicine services is permanent, either through mandatory periodic exams, in illness situations or in health monitoring and in emergency situations.

The company systematized the approval of the medical records presented, always in order to promote monitoring of the employee's health in a broad way. With the support of standardized processes and procedures, the quality of health services is guaranteed to them through the maintenance of a team technically qualified for those functions.

Sabin also offers a full payment health plan. The benefit includes channels of rapid consultation of the referenced network and the possibility of teleconsutation. At the same time, employees can use Amparo Saúde, a Sabin Group company that provides care with a multi-disciplinary team, based on the PHC concept - Primary Health Care. This list contains the Programs of Management of Chronic Diseases (diabetes, hypertension, COPD, dyslipidemia) and Mental .

In the regional context, employees can count on service programs with the local health operators.

(GRI 403-9)

Accidents at work among all employees

Deaths resulting from work accidents

2020	2021
0	0

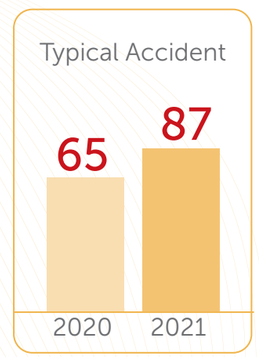
Accidents with serious consequences *

2020	2021
0	0

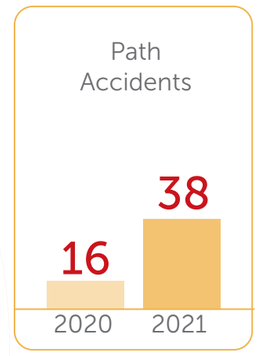
*except deaths

Main types of accident at work

Typical Accident



Path Accidents

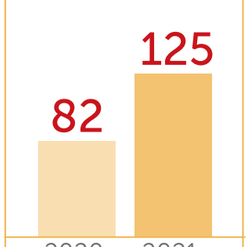


Occupational Disease

2020	2021
1	0

Number and index of accidents with mandatory reporting

Absolute number



Frequency rate

2020	2021
5,27 %	8,49

Number of hours worked

2020	2021
15.567.194	14.727.159

The absolute number of accidents in 2020 was lower than those recorded in 2021 due to a significant reduction in the operations observed in the initial phase of the pandemic, with intensification of preventive health and safety measures. For 2022, the goal is to reduce the occurrence of accidents by 5%.

Diversity, inclusion and equality of opportunities (GRI 103-2, 103-3)

Sabin believes that diversity and inclusion in the workplace strengthens the company as a business and as a group of people. It also knows that plurality and the ability to include and work with differences enhances its ability to care for and serve its clients in a more empathetic way.

In this sense, the Group values a corporate environment with honest, transparent, impartial and respectful relationships with all people, blaming attitudes and positions that may intimidate or embarrass minority groups. Following this commitment, it posted in each business unit a sign that quotes its Diversity Manifesto, affirming that Sabin values differences and that, in its dependencies no forms of prejudice or discrimination due to race, gender, identity and sexual orientation, age, disability and religion are accepted.



This was another step in the Sabin Group's long journey towards strengthening its inclusive culture, favoring the Sabin Diversity and Inclusion Program, which prioritizes the following areas: gender, race, LGBTQIA+, disabilities and generations.

The program's governance has a Diversity Committee, formed by senior leaders and leaders of affinity groups, a Tactical Commission, which includes HR professionals, and Affinity Groups, composed of volunteer employees for each dimension. Together, they promote strategies, policies, projects and engagement actions, monitor indicators and advances to ensure a diverse, inclusive and respectful corporate environment.

The company also developed the Sabin Diversity and Inclusion Guide, a publication aiming employees, suppliers and service providers. The objectives are: clarify concepts, promote reflection, strengthen empathy and strengthen an environment open to dialogue, welcoming and free of prejudices.

At the same time, the Sabin Group enhances its leaderships and guides them on how to act in face discrimination attitudes. The course on Diversity and Inclusion, available on the Unisabin portal, is mandatory. Several trainings propose the deepening on topics such as equity, equality, unconscious predisposition, harassment and discrimination with a focus on learning, dialogue and prevention. There is also the Humanize Program – The Sabin Way of Leading, which translates the expected powers and competences of leadership and reinforces the inclusive culture of the company.



The Sabin Group also provides an Ombudsman's Office and the Hidden Friend channel, which can be used for complaints of discriminatory acts and conduct that are in disagreement with the Diversity and Inclusion Policy and the Code of Conduct.

Externally, the company participates actively in collective actions and public policies aiming inclusion and combating discrimination and seeks to maintain constant relationship of listening and exchange with social movements and with other companies as well. Its transparent actions have been recognized by the market, which has been the adopted management model.

The company is a signatory of the 7 Principles of Empowering Women and 74.9% of its leadership positions are held by women, compared to the Brazilian average of 40%. Moreover, among female leaders, 36.48% declared themselves black.

To ensure gender equity, Sabin monitors men and women wages and makes adjustments when necessary. The aim is to ensure an equal wage policy free of discrimination.

Over the years, Sabin has also offered specific opportunities for minority groups, such as greater representation, strengthening its inclusive culture and composing increasingly diverse teams. The company has been maintaining a satisfactory turnover and provides more access to individuals of different generations and people with disabilities.

The Group also reaffirms the different ways of being a woman and encourages them to be what they want to be. Sabin is recognized as a mostly black company and seeks to ensure the presence of browns and blacks at decision-making levels, especially expanding the participation of black people in the leadership. The organization also acts to deconstruct stereotypes in relation to LGBTQIA+ people and maintains in its functional framework five self-declared trans people.



Recognitions related to Diversity and Inclusion



Diversity and Inclusion in the GPTW 2021 Climate Survey

96%
feel that people are treated well regardless of their color /ethnicity, gender and sexual orientation

93%
feel that people are treated well regardless of their age

47,7%
of the posts are filled by black leaders (GRI 405-1)

24º TOP OF MIND DE RH

PRÊMIO WEPs
ganhaganha

PRÊMIO MULHERES NA LIDERANÇA 2021
WILL - Women In Leadership in Latin America

Great Place To Work. Destaque GPTW 50+ 2021

PRÊMIO LUGARES INCRÍVEIS PARA TRABALHAR 2021
FHI + UOL

(GRI 405-1)

Diversity and inclusion panel

By front of action

Gender

- **78,5%** are female employees
- **74,9%** of all leadership positions are held by women

LGBTQIA+

- **1,3%** of the total number of employees
- **2,6%** of the leaders

** Race and LGBTQIA+ indicators generated by self-statements of the employees*

Race

- **59,7%** are black employees**
- **47,7%** of leadership posts are occupied by blacks**

*** Race indicator generated from self-declaration of employees, and composed of the sum of blacks and browns*

People with disabilities

- **6,3%** of the total number of employees
- **0,2%** are PCD in leadership posts



Generations

- **16,7%** employees 25 years old or less
- **3,2%** employees 55 years old or more



1: No Poverty I 2: Zero Hunger
3: Good Health and Well-being
4: Quality Education
5: Gender Equality
6: Clean Water and Sanitation
7: Affordable and Clean Energy
8: Decent Work and Economic Growth
9: Industry, Innovation and Infrastructure
10: Reduced Inequality
11: Sustainable Cities and Communities
12: Responsible Consumption and Production
13: Climate Action I 14: Life Below Water
15: Life on Land
16: Peace and Justice Strong Institutions
17: Partnerships to achieve the Goal

7

Positive Social Impact

(GRI 103-2,103-3)



Challenges

Ethics, respect for life and socio-environmental responsibility are values practiced by the Sabin Group daily.

Driven by the purpose of inspiring people to care for people, the company embraced a number of important initiatives in the fight against Covid-19. In Brasilia, it joined the campaign "Vaccination is an act of care!", launched by the Government of the Federal District. Sabin's Corporate Volunteer Program mobilized 2,295 employees who participated in this chain of goodwill and offered over 23,000 working hours and applied 58,000 doses of the vaccine. Moreover, to expand the scope of the initiative, Sabin offered three service spaces in the drive-thru system to serve on Saturdays and Sundays, throughout six months. (*See more details in Chapter 3*).



Sabin Institute

Sabin's private social investment began well before the pandemic. The Sabin Institute was created in 2005, benefiting more than 1.2 million people. Constituted as an Civil Society Organization of Public Interest (OSCIP), it has fulfilled its mission of contributing to the quality of life, well-being of the communities where the Sabin Group operates.

The Sabin Institute follows the Sabin Group transparent and independent guidance, disclosing its accounting statements and an Activity Report annually. See details in institutosabin.org.br. In this regard, the year



2021 was particularly important. From January to December, the Institute reinforced its commitment with the social and environmental agenda and redefined its priorities in face of social investments, maintaining relevant support to pandemic activities.

Consolidates numbers 2021

138.205
people impacted

10.651
free examinations to the community

2.909
people benefited

R$ 368.222
in exams for the community

R$ 5.000.000
invested in social impact projects

115
implanted playrooms since 2008

195
social and civil organizations impacted

Institute's emergency actions in the Pandemic

With the continuation of the public health emergency resulting from Covid-19, in 2021, the Sabin Institute was closely involved with the purpose of assisting countless communities in the care of people.

5 fronts of operation
during the Pandemic

1. Assistance support to organizations and communities
2. Promotion of the production and donation of fabric masks
3. Dissemination of content to NGOs and public servants
4. Promotion of impact initiatives
5. Donation of laboratory tests



Care support
during the Pandemic (2021)

9.367
free exams given to communities and partner organizations

10.524
impacted people

R$ 177.750
total value invested

34
social organizations beneficiated

In chapter 3, you will find all the actions taken by the Sabin Group to cope with the Pandemic of Covid-19

Thematic Axes

Sabin Institute's broad portfolio of programs and projects included from short-term initiatives to long-term strategic social, systemic and structural actions. Aligned with the SDGs, the Sabin Institute's 2021 projects and activities worked locally with the programs, according to 4 strategic axes.



Axis 1 - Social Engagement and Philanthropy

The Sabin Institute is the social arm of the Sabin Group in community, philanthropic and corporate volunteering issues. The Social and Philanthropy Axis contributes to a more careful look at human life. This is the mission of strategic axis 1: to provide answers to community, philanthropic and corporation's volunteering.

The Institute has been at the forefront of several philanthropic actions, including support initiatives, with a series of donation campaigns from the Impacting Leaders project. Within this aspect, the following programs stand out:

Taking Care of the Community

(GRI 103-2, 103-3)

The program is an initiative that provides courtesies or discounts for people in vulnerable situations and social organizations that are partners of the Sabin Institute. The action allows the needy to access a more complete cycle of health care. In 2021, the program expanded with hybrid actions in the Manaus (AM) and Araxá (MG) regions.

2.741
impacted people

10.482
donated exams

64
cities served

195
organizations in the civil society impacted

R$ 190.471
total amount invested



Ludoteca

The Ludoteca is a playroom set with various educational materials such as toys, games, books and other playful resources. The space is air-conditioned and has adequate privacy for listening, hearing or therapeutic follow-up of children, teenagers and families which are victims of violence.

In 2021, the project became the Ludoteca program. In addition to the donation of goods and services, the company also offered continuous training for the monitors through the EaD course "Training for the Network of Attention to Victims of Violence".

115
Centers implemented since 2008

4
Revitalized rooms in 2021

Corporate Volunteer Program

The greatest merit of the Sabin Group Corporate Volunteer Program – I Do Impact - is to spread the culture of volunteering within the company. The initiative is from the Sabin Group, but it is coordinated by the Institute, which re-assembles employees in working groups for social causes in the communities in which they are inserted. In 2021, these groups organized, planned and executed actions related to three themes: Art and Culture, Quality of Life and .

The program also stimulates the professional growth of employees by developing in them several important skills, such as a sense of empathy, proactivity, team work and negotiation skills.

102
volunteers

3
working groups

Completing AXIS 1, the following actions were also carried out:

- Care Support
- Donation Campaigns
- Impact Leaders



Axis 2 - Strengthening Ecosystems and Impact Organizations

Aligned with the Institute's mission to be a catalyst for innovation in the health sector and with a view to turn the ecosystem more vibrant, this strategic axis seeks to work in many networks and support different initiatives with social impact.

Other initiatives have also consolidated the relevance of the Sabin Institute in conducting the Group's positive social actions in 2021. Among them are: Social Impact Acceleration Program (Parents); Social Acceleration; Social Innovation Journey; Bootcamp Catalyze; Decentralize - Suburb Impact Laboratory; Junior Achievement; Social Seal; Save Livez; and Impact Community of the Federal District and Region. In addition to these:

Health+

The Health+ Program is a very important chapter in the history of the Sabin Institute, as it was its first initiative developed. Nowaday, Health+ plays an extremely important role in the formation of a ecosystem more vigorous by supporting and developing CSOs by training its managers and employees.

Together with Phomenta, a third-sector educational company, Sabin helps organizations to implement innovation to achieve financial sustainability and enhance their capacity to generate social impact.

The program is divided into three tracks: Management/Social Acceleration; Communities of Social Entrepreneurs Health+ and Social Innovation Journey.

The program also offers the donation of laboratory information as an action of primary care to people's health assisted by the organizations participating in the acceleration. In 2021, through a partnership with Hours of Life, Health+ gave to the beneficiaries of 24 organizations access to teleconsultations as a way to complete the cycle of primary care in.

38
OSCs developed

+35
individual advice

R$ 356.247
raised

Enacthon

In 2021, the Sabin Institute financed Enacthon, a marathon of the Enactus Brazil Network. With the theme Network Innovation, the action boosted the prototyping of entrepreneurial solutions developed by teams of students and teachers of the Enactus Network that helped to reduce the effects of Covid-19.

Positive Background

The Sabin Institute is one of the maintainers of this aid fund. The Positive Fund mobilize funds and finances organizations working on initiatives related to HIV/AIDS and viral hepatitis.

+ than 25 thousand
people directly impacted

+ than 76 thousand
people indirectly impacted

Catalyst 2030

The Sabin Institute has become a member of Catalyst 2030, a global movement that brings together impact entrepreneurs and social activists from all sectors. The movement arrived in Brazil in 2021 to foster innovative approaches to accelerate the implementation of the 17 SDDS.

Completing AXIS 2, the following actions were also carried out:

- Social Impact Acceleration Program - PAIS
- Social Acceleration
- Social Innovation Journey
- Bootcamp Catalyze
- Decentralization – Suburb Impact Laboratory
- Junior Achievement
- Social Seal
- Save Livez
- Impact Community of the Federal District and Region

Axis 3 - Investments for Impact

Here the mission is to support several initiatives focused on developing socio-environmental actions.

Collective Loan Platform

The Collective Loan Platform mobilizes capital to enable business focused on generating positive socio-environmental impact. In 2021, the Institute financed 4 rounds that raised R$5.8 million with 500 investors to expand impact businesses. The action was carried out under Sabin's strategic partnership with Oscip Sitawi Finanças for Good, committed to mobilize financial resources for businesses with positive socio-environmental plans.

Latimpacto

The Sabin Institute became a member and sent representatives to events and meetings of another important community that connects actors from the social investment ecosystem of Latin America: the Latimpacto network.

Latimpacto

Axis 4 - Production and Dissemination of Knowledge

The Sabin Institute also believes in the strength of partnerships that help to produce and distribute relevant content. Through strategic alliances with national and international organizations, it primarily stimulates social innovation.

The Institute was one of the sponsors of a study on the evaluation of intermediary organizations and the Brazilian Impact Collective Forum, in which it also participated, aiming to strengthen the concept of Collaborative Philanthropy. Sabin was also a partner of the SGB Festival, the largest technology and data event for social impact in Brazil. In addition, the Institute marked its trajectory with other actions.

InovaSocial

Partnering with Lemon & Co. enabled the creation of the InovaSocial platform, for the generation of texts and podcasts on innovation approaches that broaden the view on the subject. In 2021, the podcast presented several debates on practices, trends and reflections on social innovation.

492.589
views

5.000.000
of prints in Google

Podcast
17 episodes
16.429 listeners

283
publications on the site

Impacta Nordeste

The strategic partnership resulted in the spread of contents on the Impacta-Nordeste portal, journalistic media focused on critical coverage of the social impact ecosystem, which has become an active voice of the region's social entrepreneurs.

3rd Socio-environmental Impact Business Map

Alongside national and international organizations, the Sabin Institute supported the of the map, an initiative of the Ministry of Economy conducted by Pipe.Labo. The mapping brings a complete radiography of 1,300 companies, with evolutionary analyzes and their challenges socio-environmental The search results quantitative data show the evolution of the profile of the entrepreneur and business at each stage of journey, in addition to unmet demands and of the help requested by the entrepreneur, among other questions.

44%
of the mapped businesses have already accessed donations or investiments

34%
have already conquered some award

Completing AXIS 4, the following actions were also carried out:

- Study on evaluation of intermediary organizations
- Brazilian Collective Impact Forum
- Festival SGB

Benefited organizations

Entities	Cities
Abrigo Luz de Jesus	Anápolis (GO)
Instituto Luz de Jesus	Anápolis (GO)
Luz de Jesus	Anápolis (GO)
Grupo Zema	Araxá (MG)
CEAL LP	Asa Norte (DF)
Junior Achievement	Salvador (BA)
Abrigo do Idoso de Barreiras	Barreiras (BA)
Abrigo dos Idosos - São João Batista	Barreiras (BA)
Lar Batista David Gomes	Barreiras (BA)
Lar de Emanuel	Barreiras (BA)
Instituto Somos Um	Barueri (SP)
Associação Colorindo a Vida	Belém (PA)
Casa Ronald McDonald's Belém	Belém (PA)
Instituto Filippo Smaldone Belém - Congregação das Irmãs Salesianas dos Sagrados Corações	Belém (PA)
Laboratório da Cidade - LdC	Belém (PA)
Associação Sarambuí	Bragança (PA)
Associação Beneficente Coração de Cristo	Brasília (DF)
ABRACI - Associação Brasileira de Autismo Comportamento e Intervenção	Brasília (DF)
Abrigo Bezerra de Menezes	Brasília (DF)
Aconchego Grupo de Apoio à Convivência Familiar e Comunitária	Brasília (DF)
AMAS	Brasília (DF)
APABB	Brasília (DF)
APAED - Associação dos Pais e Amigos dos Excepcionais e Deficientes de Taguatinga e Ceilândia	Brasília (DF)
Associação Beneficente Cristã Mãos Solidárias Sol Nascente	Brasília (DF)
Associação Maria de Nazaré	Brasília (DF)
Centro de Convivência e Educação Infantil Sagrada Família	Brasília (DF)
CESAM-DF	Brasília (DF)
Comunhão Espírita de Brasília	Brasília (DF)
INAV - Instituto Nair Valadares	Brasília (DF)
Instituto Ápice	Brasília (DF)
Instituto Inclusão	Brasília (DF)
Instituto Migrações e Direitos Humanos	Brasília (DF)
Lar Eurípedes (Obras Sociais do Centro Espírita Irmão Áureo)	Brasília (DF)
Lar Infantil Chico Xavier	Brasília (DF)
Movimento das Mulheres Policiais do Brasil	Brasília (DF)
Organização Nova Acrópole Lago Norte	Brasília (DF)
Rede Feminina de Combate ao Câncer de Brasília	Brasília (DF)
Ação Forte	Campinas (SP)
Associação de Assistência Social São João Vianney	Campinas (SP)
Casa da Criança Paralítica de Campinas - CCP	Campinas (SP)
Casa dos Meninos	Campinas (SP)
Casa Ronald McDonald's Campinas	Campinas (SP)
Esperança sem Limites - Cidade dos Meninos	Campinas (SP)
Casa da Criança Peniel	Campo Grande (MS)
Associação dos Deficientes Visuais de Canoas - ADEVIC	Canoas (RS)
Bandeira Habitação	Ceilândia (DF)
Instituto do Carinho	Ceilândia Norte (DF)
Associação dos Pais e Amigos dos Excepcionais e Deficientes de Taguatinga e Ceilândia	Ceilândia/Taguatinga (DF)
Casa da Criança Batuíra	Ceilândia (DF)
Contos de Awa	Ceilândia (DF)
Novo Céu	Contagem (MG)
Bairro da Juventude	Criciúma (SC)
Creche Bem-Me-Quer	Cruzeiro Velho (DF)
Associação de Promoção Humana e Social – Atitude (Casa Cuiabana III)	Cuiabá (MT)
Casa Lar 1	Cuiabá (MT)
Casa Lar 2	Cuiabá (MT)
Comitê Pró-infância	Cuiabá (MT)
Hospital de Câncer de Mato Grosso – Ala Pediátrica	Cuiabá (MT)
Projeto Nosso Lar	Cuiabá (MT)
Associação Cristã de Assistência Social - ACRIDAS	Curitiba (PR)
Associação Iniciativa Cultural	Curitiba (PR)
Instituto Tibagi	Curitiba (PR)
Associação de Voluntários Pró-Vida Estruturada Viver	Distrito Federal
Centro Educacional da Audição e Linguagem / Ludovico Pavoni	Distrito Federal
Centro Social Luterano Cantinho Do Girassol	Distrito Federal
Escola de Educação Infantil Coração de Cristo	Distrito Federal

Entities	Cities
Grupo Espírita Fraternidade e Caridade	Distrito Federal
Junior Achievement	Distrito Federal
Obras Sociais do Centro Espírita Fraternidade Jerônimo Candinho	Distrito Federal
Sociedade Espírita de Amparo ao Menor Casa do Caminho	Distrito Federal
Associação Benéfica Cristã Promotora do Desenvolvimento Integral São Jose Operário	Distrito Federal
Federação de Bandeirantes do Brasil	Distrito Federal
Lar Ebenezer	Dourados (MS)
Casa de Fraternidade Francisco de Assis	Duque de Caxias (RJ)
Associação dos Amigos e Moradores do Bairro Jardim Santa Luzia	Embu das Artes (SP)
Associação Cristã Santa Clara	Estrutural (DF)
Associação Santa Clara	Estrutural (DF)
ACAJE - Associação Comunitária Amigos de Jesus	Florianópolis (SC)
Casa Lar	Florianópolis (SC)
Casa Lar Ingleses	Florianópolis (SC)
Casa Lar Santa Mônica	Florianópolis (SC)
CEI - Feliciana Corrêa da Silva	Florianópolis (SC)
É da Nossa Cor	Florianópolis (SC)
Centro Espírita Santo Agostinho	Formosa (GO)
Centro de Convivência Idoso Judas Iscariotis	Franca (SP)
Hospital do Câncer de Franca e Santa Casa de Franca	Franca (SP)
Hospital do Câncer Infantil	Franca (SP)
Instituição Arte e Vida	Franca (SP)
Associação das Obras Pavonianas de Assistência - AOPA	Gama (DF)
Obras Sociais do Centro Espírita O Consolador	Goiânia (GO)
Junior Achievement	Goiás
Centro Socioeducativo Santo Aníbal Maria	Guará (DF)
Projeto Educamar	Guará (DF)
Instituto Supereco	São Paulo (SP)
Associação Meninos da Aracy	Itapira (SP)
Pró-Vida	Itupeva (SP)
Associação Comunitária Fênix	Jacareí (SP)
Associação Pestalozzi de Jaguaré	Jaguaré (ES)
CEI Iracema Helene Campregher	Londrina (PR)
Organização Viver	Londrina (PR)
Associação de Moradores do Aracruz (AMA)	Luís Eduardo Magalhães (BA)

Entities	Cities
APAE	Luís Eduardo Magalhães (BA)
Associação de Pais e Amigos dos Excepcionais - APAE	Luís Eduardo Magalhães (BA)
Comunidade da Sagrada Face de Jesus Cristo	Luziânia (GO)
Escola Maria Teixeira	Luziânia (GO)
Abrigo Nascer	Manaus (AM)
Associação de Pesquisa Aplicada, Conservação e Desenvolvimento Sustentável do Rio Juruá	Manaus (AM)
GACC - AM	Manaus (AM)
Instituto Filippo Smaldone - Unidade Manaus	Manaus (AM)
O Coração do Pai	Manaus (AM)
Instituto IDEAR	Maracanaú (CE)
APMIF - Associação de Proteção à Maternidade, à Infancia e à Família de Maringá	Maringá (PR)
Rede Feminina de Combate ao Câncer - Regional de Maringá	Maringá (PR)
Centro Cidadania	Matureira (PB)
Mundo Novo	Mesquita (RJ)
Instituto Edson Royer	Novo Progresso (PA)
Lar dos Velhinhos Núcleo Bandeirante	Núcleo Bandeirante (DF)
Amamos Casa de Acolhimento para Crianças e Adolescentes	Osasco (SP)
Associação Camila em Defesa e Valorização da Vida	Osasco (SP)
Associação Pestalozzi de Osasco	Osasco (SP)
Associação Pró-Família do Estado de São Paulo	Osasco (SP)
Associação Integrando e Construindo o Conhecimento - AICC	Pacajus (CE)
Associação Ação Social Jesus de Nazaré	Palmas (TO)
Comitiva Esperança	Palmas (TO)
Recanto dos Atalaias	Palmas (TO)
Sementes do Verbo	Palmas (TO)
Centro de Educação São Filippo Smaldone	Paranoá (DF)
Horta Comunitária Colibri	Planaltina (DF)
Instituto Entre Nós Tecnologias Sociais	Planaltina (DF)
Associação Despertar Trancoso	Porto Seguro (BA)
Tronik Soluções em Reciclagem de Resíduos	Recanto das Emas (DF)
Instituto Nair Valadares	Riacho Fundo (DF)
Casa de acolhimento Santa Dulce dos Pobres	Ribeirão Preto (SP)

Entities	Cities
Corassol	Ribeirão Preto (SP)
Instituição Resolvi Mudar	Ribeirão Preto (SP)
ONG Resolvi Mudar	Ribeirão Preto (SP)
Empodera - Transformação Social Pelo Esporte	Rio de Janeiro (RJ)
Instituto Floriano Peçanha dos Santos	Rio de Janeiro (RJ)
Associação aBRAÇO as Famílias com crianças portadoras de Microcefalia e outras Malformações Congênitas	Salvador (BA)
Associação Dom Bosco	Salvador (BA)
Associação para Promoção da Diversidade Sociocultural e Ambiental - Pontos Diversos	Salvador (BA)
Clara Amizade	Salvador (BA)
Creche Sildudu	Salvador (BA)
IBCM - Instituição Assistencial Beneficente Conceição Macedo	Salvador (BA)
Instituição Emilia Machado	Salvador (BA)
Neojibá - Instituto de Desenvolvimento Social pela Música	Salvador (BA)
Projeto Social Arte Sem Fronteira Recriar	Salvador (BA)
Associação Nossa Senhora Mãe dos Homens	Samambaia (DF)
Casa Azul Felipe Augusto	Samambaia (DF)
Clube e Escola de Rugby Samambaia	Samambaia (DF)
Coletivo Boca da Mata	Samambaia (DF)
Instituto Social Embalando Sonhos	Samambaia (DF)
Junior Achievement	Santa Catarina
Foco Empreendedor	Santa Cruz do Sul (RS)
Creche Maria Mãe da Providência	Santa Maria (DF)
Grêmio Educacional, Social e Cultural Águias de Santo Antônio de Jesus - GESCA	Santo Antônio de Jesus (BA)
Associação Comunitária Beneficente Padre José Augusto Machado Moreira	São Caetano do Sul (SP)
Núcleo de Convivência Menino Jesus	São Caetano do Sul (SP)
Associação Ágape para Educação Especial	São José dos Campos (SP)
Gesto - Grupo de Estímulo e Solidariedade ao Tratamento Oncológico	São José dos Campos (SP)
Projeto Fome Não	São José dos Campos (SP)
Associação Cultural Supernova	São Sebastião (DF)

Entities	Cities
Ação Social do Planalto	São Sebastião (DF)
Ação Social Nossa Senhora do Perpétuo Socorro (Promovida)	São Sebastião (DF)
Associação Ludocriarte	São Sebastião (DF)
Instituto Elas Transformam	São Sebastião (DF)
Projeto Brio	São Sebastião (DF)
Colégio Allan Kardec (Obras Sociais do Centro Espírita Fraternidade Jerônimo Candinho)	Sobradinho (DF)
Lar dos Velhinhos Bezerra de Menezes	Sobradinho (DF)
CPCAM Casa da Natureza	Sol Nascente (DF)
Instituto Chamaeleon	Brasília (DF)
Lordes do Areal	Taguatinga (DF)
Casa de Acolhimento Isabel Aparecida de Nascimento - IMAD	Uberaba (MG)
Casa dos Adolescente de Uberaba	Uberaba (MG)
Casa Lar (Araxá)	Uberaba (MG)
Casa Lares Vida Viva	Uberaba (MG)
Comunhão Espírita Cristã Lar André Luiz	Uberaba (MG)
Instituição Catarina Souto	Uberaba (MG)
Lar André Luiz	Uberaba (MG)
Lar Espírita André Luiz	Uberaba (MG)
Lar São Vicente de Paulo	Uberaba (MG)
APARU – Associação dos Paraplégicos de Uberlândia	Uberlândia (MG)
Centro Comunitário CAPAJA	Uberlândia (MG)
Grupo Assistencial Caminheiros da Luz - Centro Espírita Santo Agostinho	Uberlândia (MG)
Taare - Trabalho de Apoio a Migrantes Internacionais	Uberlândia (MG)
A.C.E.S.A Capuava	Valinhos (SP)
Creche Paraíso dos Sonhos	Valparaíso (GO)
Lar dos Velhinhos Casa de Jacó	Valparaíso (GO)
Associação Beneficente Creche Comunitária Paraíso dos Sonhos - ACCPAS	Valparaíso de Goiás (GO)
Instituto Socioeducativo Integrar	Valparaíso de Goiás (GO)
ESF-BRASIL	Viçosa (MG)
Associação dos Amigos dos Autistas de Videira/SC	Videira (SC)
Associação Capixaba Contra o Câncer Infantil - ACCACI	Vitória (ES)

Strategic partners

We are always looking for good partners, for the Sabin Group in general and for the Sabin Institute in particular.

Theory of Change

In 2021, the Institute launched its Theory of Change as a result of a process of observation and analysis of the economic, political and social scenarios of the country. In this cycle, adversities and challenges for the definition of social priorities were realized and the new strategic axes were established as pillars for action of the Company for the next 15 years.

The process of formulating change was re-allocated in a co-participatory manner, based on the active investigation of the Institute's internal and external stakeholders, including volunteers, beneficiaries, council and strategic partners.

The Institute's Theory of Change, which will be implemented in 2022, establishes three strategic axes: Integral promotion of the health and well-being of people in vulnerable situations; strengthening of the ecosystems and impact organizations; and Practices that stimulate social engagement and philanthropy.

These pillars should reflect Sabin's new vision of transformation, which is to be able to influence the improvement of the quality of life, well-being and prosperity of the communities where the Group operates.



To learn more about: institutosabin.org.br:

Check out the Sabin Institute Management Report:



Environmental

Responsibility

Sabin's commitment to sustainability has been recognized for years by different national and international certifications, which attest to the genuine alignment of the Group's strategic and practical objectives to the ESG agenda (Environmental, Social and Governance).

The company has been a cosigner of the Global Pact for 15 years. The Pact's goal is to mobilize international business community to disseminate and accelerate the green economy.

At national level, Sabin's socio-human actions are in its DNA, so they far offset the current environmental law. In 2021, the company joined the #BrasilPeloMeioAmbiente initiative, created by Amcham-Brazil to disseminate projects of national companies that act in defense of the environment and inspire others to invest in them as well. The action also alerts the business sector to the importance of contributing to the advancement of the international insertion agenda in this theme.

This movement has made the awareness and sense of social and environmental responsibility of its members grow within the company. To reinforce this direction, Sabin conducts training focused on environmental issues through the Unisabin platform. In 2021, there were 2,621 hours of courses related to the environmental theme, such as: Social and Environmental Responsibility; Environmental Contingency Plan; Environmental Programs Sabin; System of Environmental Requirements and Solid Waste - conscious disposal.



In 2021, the organization accumulated great achievements through its actions of recycling and preservation of resources and, overall, of energy and water management, in this issue, is fully coordinated with the SDGs 6 (Drinking water and sanitation).

Certifications



Sabin's story in search for sustainable consumption and conscious consumption began more than a decade ago, by achieving ISO 14001 certification, which proposes the continuous management of environmental impact aspects. Since then, the seal has been the great beacon of Sabin's environmental actions, especially in terms of dissemination of its own culture and the stimulus to resources rationalization in 10 regionals of the Group with this certification.

The entry into the Renewable Energy Free Market and the annual greenhouse gas (GHG) emission inventory are two important projects implemented some years ago by the company. The first one won the Renewable Energy Certificate in 2020.

The company also received the Certificate of Neutralization of Greenhouse Gas Emissions, which attests to the commitment of the Group to mitigate the environmental impacts of the activities. The 1,915 tons of gross GHG, referring to scopes 1 and 2, to the year 2020 will be neutralized in 2022.

Efficiency in the use of natural resources

The conscious management of natural resources and the proper disposal of the waste generated are a priority for Sabin. The Group is pioneer in walking a firm path of environmental management.

The objective is to reduce the consumption of natural resources, by adopting new technologies, programs and by promoting environmental education and encouraging collective participation to solve the problem and thus increase the eco-efficiency of the process.

Water and effluents

(GRI 103-2,103-3)

In 2021, the highlight was water management, indispensable element for the analysis of clinical samples. Moreover, apart from the teams of clinical analyses using water, the Group's units depend on the supply for human consumption and for the constant work of hygiene of common areas.

The organization was the first in the health sector in Latin America, to sign the Global Pact 17 SDG in its operations present in nearly 70 cities in Brazil.

The challenge was won in 2021 with the construction and inauguration of an Effluent Treatment Plant (ETE) for the central Operational Technical Center (NTO). The Plant is the largest effluent producing unit of the Group by volume of tests processed in the NTO. The fully automated installation started to ensure, since October 2021, the reuse of water at the Group's administrative headquarters in Brasilia as a way to reduce the environmental impact of the company's activities. With an investment of more than R$1.000.000, the inaugurated ETE allows water reuse and treatment of effluents generated by the technical area.

Since it started functioning, the station has improved environment indicators of the Sabin Group. The new equipment replaced the old station, which already treated the water used in the NTO, but did not allow reuse. With the new equipment, 100% of the water resources used is treated and directed to the irrigation of garden and toilet fluxing in Brasilia's headquarters.

With this, the demand for water acquired from the public supply was reduced, decreasing also the pressure of consumption on Brasilia's reservoirs. The measure also contributes to the strengthening of SDG 6.

Water Responsibility (GRI 303-5)

Consumption indicator	2020	2021
Water consumption via concessionaire	53.184 m^3	71.045 m^3
Water consumption/ test	1,07 m^3	1,22 m^3

+25%
Reuse of water consumed*

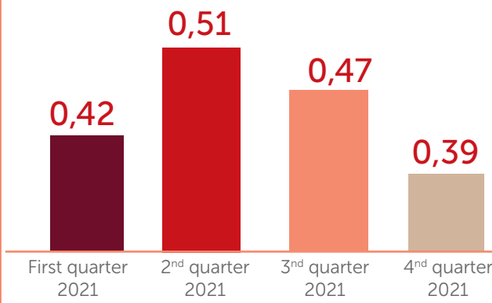
**in the first month of the Station's operation*

-47%
Liters of water used for each examination*

** Use for January 2022 compared to January 2021*



Average indicator of water consumption (m^3/examination) in the Administrative Headquarters Building Brasília-DF



Waste (GRI 103-2,103-3)

Sabin's administrative headquarters in Brasilia, invests in the waste collection and recycling program that, in 2021, sent 102.4 tons of products to a cooperative, after an intense work to raise awareness of employees about the importance of responsible disposal. The hydraulic press, adopted in 2020, continued to be essential in 2021, because it allows to optimize the space needed to store materials to recycle.

Sabin Group's recycling program encourages segregation and referral of materials for reuse by private and cooperative associates. Aware of its role in society, the organization guarantees the correct disposal of these wastes, through a rigorous qualification of suppliers and the monitoring of the collection and treatment process, through the issuing of the final destination certifications.

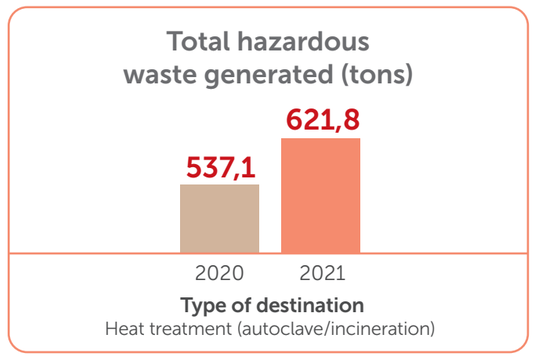
In addition to the common waste, which cannot be recycled and is destined to landfills, the Group's health activities generate resources that need special attention. It's the waste classified as chemical and infectious. The latter are generated both in the process of collecting biological samples and in the process of analysis of samples, in the Operational Technical Centers, as well as those generated by other businesses of the company, such as Diagnostic Imaging and the immunization service. By law, they are sent to specialized companies to be treated.

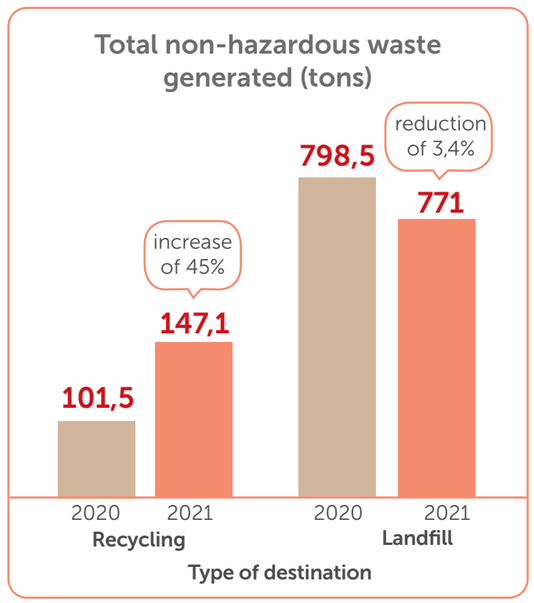


Sabin checks the performance by the weight ratio (in grams) of material divided by the number of tests it performs. In 2021, the volume of waste per survey fell 3% compared to 2021.

The result of an intense effort throughout the year, the amount of recyclable material generated in 2021 increased 45%, compared to the previous year. In addition, 97% of the plastic cups used at the company headquarters were recycled.

(GRI 306-3,306-5)





Energy (GRI 103-2,103-3)

With the pandemics still on the rise, Sabin did not measure efforts in the continuity and improvement of the services provided to customers, in increasing their productive capacity and in opening new work shifts for the processing of Covid-19 exams, in addition to the acquisition of new operations and the use of new units. As a result, both the organization's general energy consumption and the consumption per examination performed increased.

Our commitment to manage the impacts of our activities on the environment includes actions and projects related to water, energy, effluents, waste and climate change, aimed at the continuous improvement of our environmental performance.

For this, in addition to complying with current environmental legislation, we monitor the results through indicators.

In 2018, the Sabin's administrative headquarters building in Brasilia received the Gold Leadership in Energy and Environmental Design (LEED) seal, an international certification for sustainable conditions worldwide, contextualizing with the concern to rationalize energy resources and reduce environmental impacts.

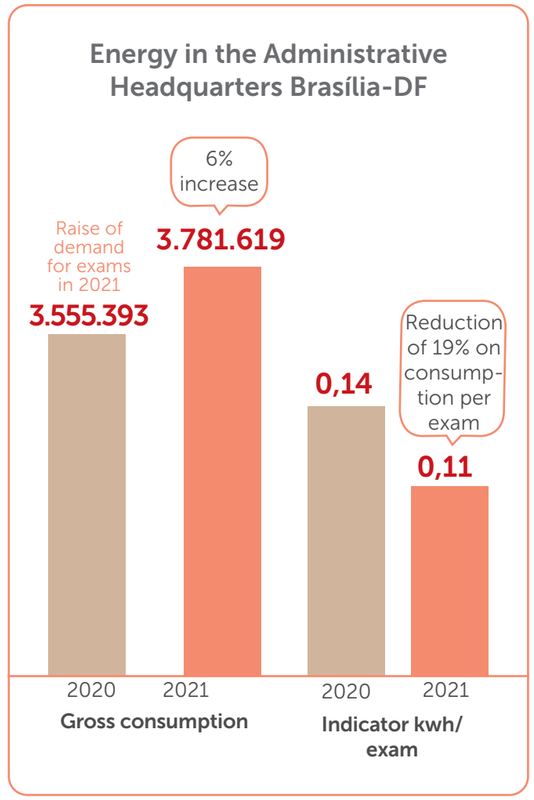
The Group was able to reduce 19% of electrical energy, in one year, in its headquarters in Brasilia, in the relation to exams even with the rising number of exams processed, both related to Covid-19, as the return of clients to presential health care.

Electricity consumption is one of the main environmental aspects of the operation and, in order to meet the increased demand, Sabin signed new contracts to purchase electricity, via the Free Energy Market, and is in the process of deployment of solar panels in its units, with their own systems and through distributed generation in Brasilia.

The larger number of tests processed in 2020 justified the acceleration of the unit's demand. The increase in the number of cases during the pandemic, forcing extra shifts in the Operational Technical Centers and the resumption of customers we take care of, increased the demand for more clinical and imaging examinations. This increase in consumption in the Group's operations, raised 41% gross electricity consumption. The variation decreased in the relation of consumption by examination, where the increase was 21%.

Alternative actions are being outlined for next year, with the implementation of solar energy in the regions with higher energy spending.

(GRI 302-1)





9

Perspectives

As a value-rich organization, the Sabin Group carries a strong commitment to excellence, humanization and innovation to build its future. While broadening the business, the Group has been building a large integrated health ecosystem, capable of supporting the population in its care and contribute to the sustainability of the health sector as a whole.

In 2022, Sabin completes 10 years of expansion to various regions of the country. Since it began to expand its operations, the Group has been conducting an ambitious project, which today extends to 13 states, in addition to the Federal District. In a new growth strategy, the Sabin Group began to create hubs in large cities, connecting this structure to smaller units installed in small and medium-sized municipalities, expanding the capillarity of the company in Brazil.

The goal is to get closer to customers and reach much greater territory through organic and inorganic growth. The strategy plan for the coming years promotes the identification of new opportunities for acquisitions and expansion of primary health care services and coordinated care platform in cities that demonstrate good potential.

From these strategic movements, the expectation is a greater gain of scale through capillarity that allows Sabin's services to reach different regions of the country.

By diversification of services, the Group also proposes to deliver an increased value service to customers and the health and business production chain.

Social and environmental sustainability is a non-negotiable value of the Group and remains a strategic objective of the organization, whose commitment is to integrate even more this agenda by a strong culture and a consistent track in the evolution of each of the pillars of governance.

Proof of this are the actions aimed at neutralizing greenhouse gases produced by the company's activity and the implementation of new clean energy sources, as well as the installation of more modern stations of effluent treatment in order to take advantage of 100% of the water used. The Group continues to implement, year after year, good practices of Corporate Governance and appears as a reference in diversity and inclusion. From a social point of view, the Sabin Institute's Strategic Plan for the next 15 years is to expand, starting from the Theory of Change, its work with social projects and organizations dedicated to social innovation, health and the well-being of the Brazilian population.



10

Sabin Units

in Brazil and Managers

(GRI 102-4, 102-6)

13
States + DF

324
units

To know the SP complete list of the Units access
www.sabin.com.br/unidades



State	Cities
AM	Manaus
BA	Barreiras Camaçari Lauro de Freitas Luís Eduardo Magalhães Salvador Santo Antônio de Jesus
DF	Brasília
GO	Águas Lindas Anápolis Cidade Ocidental Cristalina Formosa Luziânia Novo Gama Padre Bernardo Planaltina de Goiás Santo Antônio do Descoberto Valparaíso
MG	Araguari Araxá Frutal Uberaba Uberlândia Unaí
MS	Campo Grande Dourados
MT	Barra do Bugres Campo Novo do Parecis Cuiabá Nova Olímpia Sapezal Tangará da Serra Várzea Grande
PA	Belém
PR	Londrina Maringá Paiçandu
RJ	Rio de Janeiro
RR	Boa Vista
SC	Blumenau Florianópolis Garopaba Gaspar Imbituba Indaial Pomerode São José Timbó Tubarão
SP	Barueri Bauru Campinas Caraguatatuba Franca Jacareí Louveira Osasco Ribeirão Preto São Caetano do Sul São José dos Campos São Paulo - capital Taubaté Valinhos Vinhedo
TO	Guaraí Gurupi Palmas Paraíso do Tocantins Porto Nacional

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Vice-president

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External Counselor

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Counselor

Leandro Vaz
Counselor

Presidency

Lídia Abdalla
Executive President

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Market Relations Director

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Innovation Manager and Head of Skyhub

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Amparo Saúde Manager

Sosígenes Técio Gomes
Administrative Manager

Regional Relationship Management

Agnaluce Silva
Northeast

Cláudia Campos
Southeast

Cristiane Tissot
South

Gianni Santos
Midwest and North

Regional Managers

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Barreiras (BA) and region

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About the Report 11

(GRI 102-46,102-50,102-54, 103-1)

The Sabin Sustainability Report 2021 was elaborated and developed with the GRI guidelines (Global Reporting Initiative) as an essential decision. The period of this report is from January 1st to December 31st 2021.

Materiality process

For the definition of Sabin's factual themes, we established a 5-step method:

1. Analysis of the strategic directories;
2. Risk and opportunity analysis of the sector;
3. Analysis of impacts on sustainability;
4. Mapping and engagement of stakeholders;
5. Materiality Matrix of Sabin Group.

Stage 1:

Analysis of strategic drivers

For this step, the following information was analyzed:

- Governance Structure; Strategic Planning;
- Drivers (Context, Mission, Vision, Values, Code of Conduct);
- Risk Management;
- Activity Report 2021 - Sabin Institute.

Stage 2:

Analysis of industry risks and opportunities

Stage of documental analysis of the main guidelines, principles and publications of sustainability of the market, unfolding themes and specific references to the health sector, which includes:

- Global Reporting Initiative – GRI Standard
- Sustainability Accounting Standard Board – Sasb - Health Care Delivery
- Sustainability Yearbook 2021 – Sam S&P – Health Care Services
- Sustainable Development Goals – SDG
- UN Global Pact
- The Global Risks Report 2021 – World Economic Forum (WEF)
- World Economic Forum (WEF) – Strategic Intelligence – Future of Health and care

Stage 3:

Analysis of impacts on sustainability

Consolidation of the themes of step 1 and 2 and use of the Impact Analysis instrument with participation of 9 leaders from various areas. Issues evaluated:

- **Strategy –** The theme is in Sabin's strategic planning;
- **Risks –** The theme may pose a risk to Sabin in the short, medium or long term;
- **Legislation –** The theme is already or tends to become the regulatory Instrument of Sabin's area of work;
- **Sector of activity –** The theme is being discussed in Sabin's sector of activity;
- **Opportunities –** The theme has potential to explore innovative solutions that benefit the environment, stakeholders and society.

Stage 4:

Mapping and engagement of stakeholders (GRI 102-40, 102-42, 102-43)

The mapping process and engagement of stakeholders will be elaborated every two years, as well as the materiality matrix.

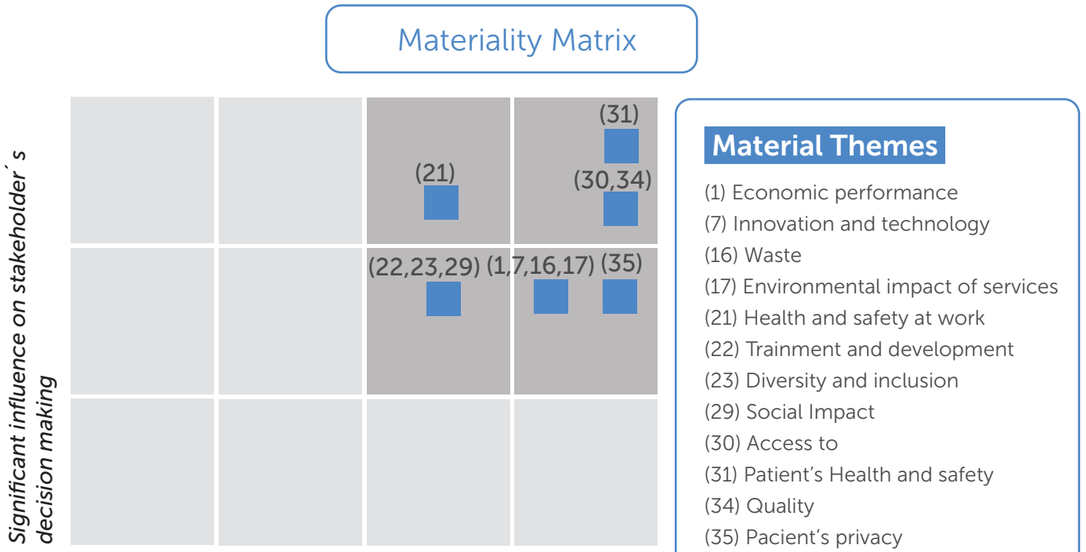
In this stage, Sabin's stakeholder groups identified with the working group:

Clients, Corporate Clients (companies, hospitals and clinics), Health Operators, Medical Community, Controllers and Shareholders, Workforce (employees, physicians and third parties), Suppliers (pf/pj products and services), Press (media outlets, journalists and editors), Supervisory Bodies (Anvisa, Internal Revenue, State and Municipal), Society (NGOs and Social Organizations), Class Entities, Associations, Startups and Universities.

The type of engagement used was researches via internet with all stakeholder groups, totaling 849 surveys answered.

Stage 5:

The Materiality Matrix takes into account the result of the Impact Analysis instrument and the influence of the themes from the perspective of the stakeholders.



Material Themes

(1) Economic performance
(7) Innovation and technology
(16) Waste
(17) Environmental impact of services
(21) Health and safety at work
(22) Trainment and development
(23) Diversity and inclusion
(29) Social Impact
(30) Access to
(31) Patient's Health and safety
(34) Quality
(35) Pacient's privacy

Material themes and connections (GRI 102-47)

Material Theme		Type of Impact	Impacted Capital	SDG
1	Economic performance	Internal	Financial	8, 9
7	Innovation and technology	Internal/External	Intellectual	8, 9, 17
16	Waste	Internal/External	Natural	3, 6, 12, 14, 15
17	Environmental services impact	Internal/External	Natural	6, 7, 8, 12, 13
21	Health and safety at work	Internal	Human	3, 8, 16
22	Training and development	Internal	Human	4, 5, 8, 10
23	Diversity and Inclusion	Internal/External	Human	5, 8
29	Social investment	Internal/External	Social and relationship	1,2,3,4,5,6,7,8,9,10, 11,12,13,14,15,16,17
30	Access to health	Internal/External	Social and relationship	3, 10, 11
31	Customer health and safety	Internal	Intellectual	3
34	Quality	Internal	Intellectual	3
35	Client Privacy	Internal/External	Social and relationship	16

Material Themes and Impacted Stakeholders (GRI 102-44)

Material Theme		Stakeholders Impacted
1	Economic Performance	Individual Clients, Corporate Clients, Health Operators, Medical Community, Controllers and Shareholders, Workforce, Suppliers, Society, Startups
7	Innovation and Technology	Individual Clients, Corporate Clients, Health Operators, Medical Community, Controllers and Shareholders, Workforce, Society, Startups, University
16	Waste	Individual Clients Corporate Clients, Controllers, Stakeholders, WorkForce, Society
17	Environmental Impact of Services	Individual Clients, Corporate Clients, Controlling Shareholders, Workforce
21	Health and Safety at Work	Individual Clients, Corporate Clients, Health Operators, Medical Community, Controllers and Shareholders, Workforce, Suppliers, Press, Supervisory Bodies, Society, Class Entities and Associations, Startups
22	Training and Development	Health Operators, Medical Community, Controllers and Shareholders, Workforce, Startups, University
23	Diversity and Inclusion	Individual Clients, Corporate Clients, Medical Community, Controllers and Shareholders, Workforce, Society
29	Social Impact	Medical Community, Controllers and Shareholders, Workforce, Press, Startups, University
30	Access to health	Individual Clients, Corporate Clients, Health Operators, Community Physicians, Drivers, Shareholders Workforce, Press
31	Health and Safety of the Patient	Individual Clients, Corporate Clients, Health Operators, Medical Community, Controllers and Shareholders, Workforce, Suppliers, Press, Supervisory Bodies, Society, Class Entities and Associations, Startups, University
34	Quality	Individual Clients, Corporate Clients, Health Operators, Medical Community, Controllers and Shareholders, Workforce, Suppliers, Press, Supervisory Bodies, Society, Class Entities and Associations, Startups, University
35	Privacy of the Patient	Individual Clients, Corporate Clients, Health Operators, Medical Community, Controllers and Shareholders, Workforce, Supervisory Bodies, Society

Summary of Contents

GRI-Standard 12

(GRI 102-55)

GRI 101: Fundamentals 2016

General Contents

Norm		Content	Page and/or URL	Omissions
Organizational Profile				
GRI 102 General contents 2016	102-1	Organization name	5	
	102-2	Activities, brands, products and services	5	
	102-3	Location of the organization's location	Brasilia	
	102-4	Location of operations	44	
	102-5	Nature of ownership and legal form	23	
	102-6	Markets served	44	
	102-7	Size of the organization	Large Company	
	102-8	Information about employees and other workers	26	
	102-9	Supply chain	Sabin moves suppliers of products and services, medicines, materials and medical equipment. The qualification of suppliers, includes technical aspects and the verification of compliance with the standards of the UN Global Pact. Sabin developed the Diversity and Inclusion Guide for suppliers and service providers and structured the Privacy Program with suppliers.	
	102-10	Significant changes in the organization and in its supply chain	11	
	102-11	Precautionary principle or approach	9	
	102-12	External initiatives	7	
	102-13	Participation in associations	7	

Norm		Content	Page and/or URL	Omissions
Strategy				
GRI 102 General contents 2016	102-14	Statement by the highest executive	3	
Ethics and Integrity				
GRI 102 General contents 2016	102-16	Values, principles, standards and behavior codes	5, 8	
Governance				
GRI 102 General contents 2016	102-18	Governance structure	6	
Stakeholders' Engagement				
GRI 102 General contents 2016	102-40	List of groups of stakeholders	46	
	102-41	Collective bargaining agreements	100% - Employees CLT	
	102-42	Identification and selection of stakeholders	46	
	102-43	Approach to engagement of stakeholders	46	
	102-44	Main Concerns and Topics Raised	47	
Reported Practices				
GRI 102 General contents 2016	102-45	Entities included in consolidated financial demonstrations	All units	
	102-46	Definition of the content of the report and limit of topics	46	
	102-47	List of material topics	47	
	102-48	Information reformulations	None	
	102-49	Changes in reporting	None	
	102-50	Period covered by the report	46	
	102-51	Date of the most recent report	First report GRI	
	102-52	Reporting cycle	Annual	
	102-53	Contact for questions about the report	50	
	102-54	Reporting statements accordingly to GRI Norms	46	
	102-55	GRI Content Summary	48	
	102-56	External verification	None	

Norm		Content	Page and/or URL	Omissions
Material Theme: Environmental Impact of Services				
GRI-103 Management Form 2016	103-1	Explanation of material topic and its limits	46	
	103-2	Management approach and its components	42	
	103-3	Evaluation of the management approach	42	
GRI-302 Energy 2016	302-1	Energy consumption within the organization	42	
GRI-103 Management Form 2016	103-1	Explanation of material topic and its limits	46	
	103-2	Management approach and its components	41	
	103-3	Evaluation of the management approach	41	
GRI-303 Water and Effluents 2018	303-5	Water consumption	41	
Material Theme: Waste				
GRI-103 Management Form 2016	103-1	Explanation of material topic and its limits	46	
	103-2	Management approach and its components	42	
	103-3	Evaluation of the management approach	42	
GRI-306 Waste 2020	306-3	Waste generated	42	
	306-5	Waste intended for disposal	42	
Material Theme: Health and Safety at Work				
GRI-103 Management Form 2016	103-1	Explanation of material topic and its limits	46	
	103-2	Management approach and its components	29	
	103-3	Evaluation of the management approach	29	
GRI-403 Health and Safety at work 2018	403-9	Accidents at work	30	
Material Theme: Training				
GRI-103 Management Form 2016	103-1	Explanation of material topic and its limits	46	
	103-2	Management approach and its components	27	
	103-3	Evaluation of the management approach	27	
GRI-404 Capacitation and Education 2016	404-1	Average number of training hours per employee yearly	28	
Material Theme: Diversity				
GRI-103 Management Form 2016	103-1	Explanation of material topic and its limits	46	
	103-2	Management approach and its components	31	
	103-3	Evaluation of the management approach	31	
GRI-404 Diversity 2016	405-1	Diversity in governance bodies and employees	32	
Material Theme: Economic Performance				
GRI-103 Management Form 2016	103-1	Explanation of material topic and its limits	46	
	103-2	Management approach and its components	24	
	103-3	Evaluation of the management approach	24	

Norm		Content	Page and/or URL	Omissions
Material Theme: Innovation				
GRI-103 Management Form 2016	103-1	Explanation of material topic and its limits	46	
	103-2	Management approach and its components	24	
	103-3	Evaluation of the management approach	24	
Material Theme: Social Investment				
GRI-103 Management Form 2016	103-1	Explanation of material topic and its limits	46	
	103-2	Management approach and its components	33	
	103-3	Evaluation of the management approach	33	
Material Theme: Quality				
GRI-103 Management Form 2016	103-1	Explanation of material topic and its limits	46	
	103-2	Management approach and its components	21	
	103-3	Evaluation of the management approach	21	
Material Theme: Privacy of the Client				
GRI-103 Management Form 2016	103-1	Explanation of material topic and its limits	46	
	103-2	Management approach and its components	8	
	103-3	Evaluation of the management approach	8,9	
Material Theme: Customer Health and Safety				
GRI-103 Management Form 2016	103-1	Explanation of material topic and its limits	46	
	103-2	Management approach and its components	21	
	103-3	Evaluation of the management approach	21	
Material Theme: Access to Health				
GRI-103 Management Form 2016	103-1	Explanation of material topic and its limits	46	
	103-2	Management approach and its components	35	
	103-3	Evaluation of the management approach	35	

Credits

Coordination of the Sustainability Report
Board of Institutional Relations and Corporate Communication

ESG Consulting, Graphic Design, Diagramming, Editorial Design and Writing
Lanakaná Princípios Sustentáveis and Duecom Comunicação

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Special thanks to all the employees who contributed to the production of this report.

The images that illustrate this report are of employees, partners, customers and suppliers of Sabin and the Institute and were held at events and actions promoted by the company throughout 2021. The photos are part of the company's image bank and also depict cycles before and during the pandemic, according to safety protocols and guidelines established by local, national and international authorities.
As part of the environmental program for reducing papers and prints, this report had its print run reduced on FSC certified paper.
Digital version available on Sabin and UN website - Global Pact - Signatory Companies.
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